

***United States Equal Employment Opportunity Commission***

**OFFICE OF FEDERAL OPERATIONS**



**Annual Report on the Federal Work Force**

**Fiscal Year 2006**



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## PREFACE

The U.S. Equal Employment Opportunity Commission (EEOC or Commission) was established by the *Civil Rights Act of 1964, Title VII*, with the mission of eradicating discrimination in the workplace. In the federal sector, EEOC enforces *Title VII*, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin; the *Age Discrimination in Employment Act of 1967 (ADEA)*, which prohibits employment discrimination against individuals 40 years of age and older; the *Equal Pay Act of 1963 (EPA)*, which prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions; and the *Rehabilitation Act of 1973 (Rehabilitation Act)*, which prohibits employment discrimination against federal employees and applicants with disabilities, and requires that reasonable accommodations be provided.

EEOC is charged with monitoring federal agency compliance with equal employment opportunity (EEO) laws and procedures, and reviewing and assessing the effect of agencies' compliance with requirements to maintain continuing affirmative employment programs to promote equal employment opportunity and to identify and eliminate barriers to equality of employment opportunity.

*Equal Employment Opportunity Management Directive 715 (MD-715)*, issued October 1, 2003, established standards for ensuring that agencies develop and maintain model EEO programs. These standards will be used to measure and report on the status of the federal government's efforts to become a model employer. As detailed in *MD-715*, the six elements of a model EEO program are:

- Demonstrated commitment from agency leadership,
- Integration of EEO into the agency's strategic mission,
- Management and program accountability,
- Proactive prevention of unlawful discrimination,
- Efficiency, and
- Responsiveness and legal compliance.

This report covers the period from October 1, 2005, through September 30, 2006 and contains selected measures of agencies' progress toward model EEO programs.<sup>1</sup> While working within our mission as an oversight agency, EEOC strives to create a partnership with agencies. In FY 2006, EEOC expanded its Relationship Management program from 11 Cabinet/Mid-Size agencies to 12 and launched a small agency program with 14 initial participants.

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<sup>1</sup> All measures under EEOC's regulations and management directives are equally important, and the inclusion of certain measures in this Report does not indicate a higher degree of importance for those measures.

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The FY 2006 *Annual Report on the Federal Work Force*, submitted to the President and Congress, presents a summary of selected EEO program activities in the federal government, including work force profiles of 59 federal agencies. The report provides valuable information to all agencies as they strive to become model employers.

To prepare this report, the Commission relied on the following data: 1) work force data, as of September 30, 2006, obtained from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF)<sup>2</sup> supplemented with data provided by the Foreign Service, Army & Air Force Exchange Service, Federal Energy Regulatory Commission, Tennessee Valley Authority and the United States Postal Service; 2) data from the 1990 and 2000 EEO Special Files; 3) EEO complaint processing data submitted and certified as accurate by 110 federal agencies in their Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEO 462 reports); 4) hearings and appeals data obtained from EEOC's internal databases; and 5) EEO program data submitted and certified as accurate by 158 of 198 federal agencies and subcomponents in their fiscal year (FY) 2005 Federal Agency Annual Equal Employment Opportunity Program Status Reports (MD-715 reports).<sup>3</sup>

Effective January 1, 2006, the U. S. Office of Personnel Management required federal agencies to report ethnicity and race information for accessions on the revised Standard Form 181. Accordingly, the CPDF now contains data on persons who are Native Hawaiian/Other Pacific Islanders or who are of Two or More Races. Thus, for the first time, separate data on these groups is contained in this Report. Readers should bear in mind that in prior years, data on Asians included Native Hawaiian/Other Pacific Islanders and no data was reported on persons of Two or More Races. As a result, care should be exercised when comparing current data to data from prior years.

Finally, the Commission would like to extend its thanks to the Office of Personnel Management for providing the work force data from the CPDF, AAFES, FERC, TVA, USPS and the Foreign Service and to those agencies that timely submitted accurate and verifiable EEO complaint processing data.

This year the Commission again provided agencies an opportunity to comment on the draft of this report. The Commission thanks those agencies that submitted comments and suggestions for assisting in the publishing of a more accurate report. Agencies are encouraged to submit all Reports to the Commission in a timely and accurate manner to ensure that the state of EEO in the federal work force is reflected correctly.

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<sup>2</sup> The September 30, 2006 snapshot includes only employees in pay status; thus, some permanent employees, like seasonal employees or those on active military tours of duty, are not included.

<sup>3</sup> Certain agencies do not provide total work force numbers for national security reasons. The 2000 EEO Special File does not control for citizenship.

## **EXECUTIVE SUMMARY**

### **STATE OF EEO IN THE FEDERAL GOVERNMENT**

- ❑ In FY 2006, there were 2.6 million women and men employed by the Federal government across the country and around the world.
  - 56.9% were men and 43.1% were women; the participation rate for women has slowly but steadily increased over the last ten years.
  - 7.7% were Hispanic or Latino, 66.2% were White, 18.4% were Black or African American, 5.9% were Asian, 0.2% were Native Hawaiian/Other Pacific Islanders, 1.7% were American Indian/Alaska Native, and 0.1% were persons of Two Or More Races.
- ❑ Between FY 2005 and FY 2006, Hispanic or Latinos, Whites, Native Hawaiian/Other Pacific Islanders, women and persons of Two or More Races remained below their overall availability in the national civilian labor force, as reported in the 2000 census. Black or African Americans, Asians, American Indian/Alaska Natives and men remained above their overall availability in the national civilian labor force, as reported in the 2000 census.
- ❑ The number of employees with targeted disabilities in the federal work force has been steadily declining in the past ten years, from 28,671 in FY 1997 to 24,442 in FY 2006. In FY 2006, Individuals with Targeted Disabilities represented less than one percent (0.94%) of the total work force.
- ❑ Of the total work force, 0.77% held senior pay level positions, which is an increase from 0.62% in FY 1997. Women have made the most gains in securing senior level positions in the federal government, occupying 26.2% of those positions in FY 2006, up from 21.2% in FY 1997. Within that ten year period Hispanic or Latino and Asian women have made the most gains.
- ❑ Of the total work force, 54.3% of employees occupied General Schedule and Related pay system positions.
- ❑ The average grade for permanent and temporary General Schedule employees was 10. Hispanic or Latino (9.4), Black or African American (9), Native Hawaiian/Other Pacific Islander (8.3), American Indian/Alaska Native (8.4) employees and employees of Two or More Races (8.6) all had average grades lower than the government-wide average.

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- ❑ The average General Schedule grade for women was 9.3, nearly one and a half grades below the average grade level for men of 10.7.
- ❑ The average General Schedule grade for Individuals with Targeted Disabilities was 8.5, one and a half grades below the government-wide average (for permanent and temporary employees) of 10.
- ❑ Of the total work force, 7.50% of employees occupy positions in the Federal Wage System. In comparison to the General Schedule and Related positions, the Federal Wage System had a higher percentage of men (88.98%), Hispanic or Latinos (7.87%), Black or African Americans (18.21%), Native Hawaiian/Other Pacific Islanders (0.57%) and American Indian/Alaska Natives (2.53%), and a lower percentage of Asians (4.19%), Whites (66.51%) and women (11.01%).
- ❑ Of the total work force, 37.51% of employees occupied positions in Other Pay Systems (i.e. other than Senior Pay, General Schedule and Federal Wage Systems). In comparison to the General Schedule, the other pay systems had a higher percentage Hispanic or Latinos (7.98%), Black or African Americans (19.87%), and Asians (7.73%); and a lower percentage of Whites (63.12%) American Indian/Alaska Natives (1.11%) and Native Hawaiian/Other Pacific Islanders (0.13%).
- ❑ Of the 158 agencies and subcomponents that submitted a FY 2005 MD-715 report, 50% reported that they had issued an EEO policy on an annual basis, down from 54% of the 170 agencies and subcomponents that submitted an MD-715 report in FY 2004.
- ❑ Of the 91 agencies with 100 or more employees that were required to submit a FY 2006 EEOC Form 462 report, only 56 (61%) reported that the EEO Director reports directly to the agency head.
- ❑ A state of the agency briefing to the agency head, required by MD-715, was conducted by 59% of the 158 agencies and subcomponents that submitted a FY 2005 MD-715 report, up from 38% of the agencies and subcomponents in FY 2004.

Congratulations to the U. S. Department of Defense Computer/Electronic Accommodations Program for receiving the EEOC Freedom to Compete Award in FY 2006. The Freedom to Compete Award recognizes excellence in the implementation of specific equal employment opportunity practices that the Commission believes can be emulated by other employers, agencies or organizations. Further information about this Award is available at [www.eeoc.gov](http://www.eeoc.gov).





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- ❑ A reasonable accommodation procedure was submitted to EEOC for review by 98% of the 91 agencies with 100 or more employees that were required to submit a FY 2006 EEOC Form 462 report.
- ❑ Pre-complaint EEO counseling and alternative dispute resolution (ADR) programs addressed many employee concerns before they resulted in a formal EEO complaint. Of the 38,824 instances of counseling in FY 2006, 55.2% did not result in the filing of a formal complaint due either to settlement by the parties or withdrawal from the EEO process.
- ❑ In FY 2006, 15,359 individuals filed 16,723 complaints alleging employment discrimination against the federal government.
- ❑ The number of complaints filed declined by 7.2% from the number filed the previous year and there was a 6.9% decrease in the number of individuals who filed complaints over the same period. In FY 2006, 8.2% of the complaints filed were by individuals who had previously filed at least one other complaint during the year, down from 8.4% in FY 2005.
- ❑ Although considerable improvement occurred in FY 2006, federal agencies, as a whole, continued to exceed the regulatory processing time of 180 days or less, unless extended, due to settlement efforts, amendment, or consolidation for investigating EEO complaints. A total of 10,817 investigations were completed government-wide in an average of 186 days. Significantly, 7,506, or 69.4%, of the investigations were timely completed, up from 54.9% timely completed in FY 2005.
- ❑ Agencies issued 4,857 merit decisions without a decision by an EEOC Administrative Judge, and 3,026 (62.3%) of these decisions were timely issued, up from 59.1% timely issued in FY 2005.
- ❑ EEOC's hearing receipts decreased by 24.0%, from 10,266 in FY 2005 to 7,802 in FY 2006. The average processing time for a hearing was 274 days, a 10.0% increase from FY 2005's average of 249 days.
- ❑ EEOC's appeal receipts decreased by 9.9%, declining from 7,490 in FY 2005 to 6,743 in FY 2006. The average processing time for appeals in FY 2006 was 220 days, a 13.4% increase from the FY 2005 average of 194 days.
- ❑ In FY 2006, as a result of final agency decisions, settlement agreements, and final agency actions in which agencies agreed to fully implement EEOC Administrative Judges' decisions, agencies paid monetary benefits to EEO complainants totaling \$32.6 million, down from the \$51.7 million paid in FY 2005. An additional \$11.7 million was paid out in response to appellate decisions, a decrease from the \$15 million paid out in FY 2005.

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- ❑ In FY 2006, EEOC's training and outreach program reached 6,158 federal employees through 198 sessions.
- ❑ In FY 2006, EEOC Form 462 reports were timely filed by 86 or 94% of the 91 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report.
- ❑ In FY 2005, MD-715 reports were timely filed by 107, or 68% of the 158 reporting agencies and subcomponents.

## PART I

### SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

#### **Section A - Demonstrated Commitment From Agency Leadership**

Now, more than ever before, with the increasing expectations of government institutions, federal agencies must position themselves to attract, develop and retain a top-quality work force in order to ensure our nation's continued growth, security and prosperity. To develop this competitive, highly qualified work force, federal agencies must fully utilize the talents of all employees, regardless of race, color, religion, national origin, sex or disability. In order to assist agencies in attaining these goals, on October 1, 2003, MD-715 became effective and set forth "policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under *Section 717 of Title VII* and effective affirmative action programs under *Section 501 of the Rehabilitation Act*."

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must promote and safeguard equal employment opportunity into everyday practice and make those principles a fundamental part of agency culture.

#### **1. 50% of Agencies Issued EEO Policy Statements on an Annual Basis**

Section II(A) of MD-715 provides that "commitment to equal employment opportunity must be embraced by agency leadership and communicated through the ranks from the top down. It is the responsibility of each agency head to take such measures as may be necessary to incorporate the principles of EEO into the agency's organizational structure." In addition, this section establishes that "agency heads must issue a written policy statement expressing their commitment to EEO and a workplace free of discriminatory harassment. This statement should be issued at the beginning of their tenure and thereafter on an annual basis and disseminated to all employees."

Of the 158 agencies and subcomponents that submitted an MD-715 report for FY 2005, 79 (50%) reported that they had issued an EEO policy statement and would continue to do so on an annual basis, down from the 54% reported in FY 2004.

### **EEO Program Tip**

The Equal Employment Opportunity Commission Fellowship Program (EEOCFP) was developed in March 2007. The brain child of Naomi Earp, Chair of the Equal Employment Opportunity Commission, the EEOCFP is a competitive program designed to create a pool of candidates for detail assignments to the EEOC. The EEOCFP provides an opportunity for Federal employees, Professors and graduate students interested in equal opportunity, public administration, economics, employment law, statistics, and other relevant fields, to participate in research and projects related to the eradication of discrimination and fair and inclusive workplaces in the federal government. The EEOCFP consists of three levels: The Distinguished Fellows Program; the Meritorious Fellows Program; and the Exchange Fellows Program. The Distinguished Fellows Program is open to GS-14's and above or equivalents in the academic community interested in assignments of six months or more; the Meritorious Fellows Program is open to GS-13's and below and equivalents in the academic community interested in assignments of less than six months; and the Exchange Program is open to EEOC employees and other Federal employees interested in exchanging jobs based on mutual agreement. The first Fellows assignments will begin October 1, 2007. Further information, is available on the EEOC website at [www.eeoc.gov](http://www.eeoc.gov).

## **Section B - Integration of EEO Into Agencies' Strategic Mission**

In order to achieve its strategic mission, an agency must integrate equality of opportunity into attracting, hiring, developing, and retaining the most qualified work force. The success of an agency's EEO program ultimately depends upon decisions made by individual agency managers. Therefore, agency managers constitute an integral part of the agency's EEO program. The EEO office serves as a resource to these managers by providing direction, guidance, and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity.

As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. Three aspects of this Section are highlighted below.

### **1. 61% of Agency EEO Directors Report to Agency Head**

EEOC's regulations governing agency programs to promote equal employment opportunity require each agency to "maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." 29 C.F.R. § 1614.102(a). To implement its program, each agency shall designate a Director of Equal Employment Opportunity who shall be under the immediate supervision of the agency head. 29 C.F.R. §1614.102(b)(4).

Of the 91 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report in FY 2006, 56 agencies (61.5%) reported that their EEO Director reports to the agency head.

### **2. 59% of EEO Directors Presented the State of the EEO Program to the Agency Head**

In addition to improving the status and independence of EEO, Section II(B) of MD-715 requires that agencies ". . . provide the EEO Director with regular access to the agency head and other senior management officials for reporting on the effectiveness, efficiency, and legal compliance . . ." of the agency's EEO program. Following the submission of the MD-715 report to EEOC, EEO Directors should present the state of

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the EEO program to the agency head on an annual basis. See Section I of EEOC's Instructions for MD-715.

Of the 158 agencies and subcomponents that submitted an MD-715 report for FY 2005, 93 (59%) indicated that the EEO Director had conducted the briefing, up from the 75 (44%) of the 170 in FY 2004.

### **3. 91% of Agencies Provided Their EEO Staff with Required Training**

Section II(B) of MD-715 requires that agencies attract, develop and retain EEO staff with the strategic competencies necessary to accomplish the agency's EEO mission. In order to ensure staff competency within its EEO complaint program, agencies must comply with the mandatory training requirements for EEO counselors and investigators as set forth in MD-110. Agencies using contract staff to perform these functions must also ensure that these requirements are met.

Chapter 2, Section II of MD-110 requires that new EEO counselors receive thirty-two hours of EEO counselor training and thereafter eight hours of training each year. Likewise, new EEO investigators are required to have thirty-two hours of EEO investigator training and thereafter eight hours of training each year as set forth in Chapter 6, Section II of MD-110.

Of the 91 agencies with 100 or more employees that filed an EEOC Form 462 report in FY 2006, 91% ensured their EEO staff received the required regulatory training. Agencies trained 1,652 new EEO counselors and 157 new EEO investigators. Agencies also provided the required eight hour annual refresher training to 3,265 EEO counselors and 1,563 EEO investigators. Additionally, agencies reported providing thirty-two hour training to 32 EEO counselor/investigators and eight hour training to 121 EEO counselor/investigators. Through the EEOC Training Institute, 10 agencies provided additional MD-715 training for their EEO staff.

## **Section C - Management and Program Accountability**

A model EEO program will hold managers, supervisors, EEO officials, and personnel officers accountable for the effective implementation and management of the agency's program. As part of management and program accountability, MD-715 provides that agencies should ensure that: (1) regular internal audits are conducted of the EEO program; (2) EEO procedures are established; (3) managers and supervisors are evaluated on EEO; (4) personnel policies are clear and consistently implemented; (5) a comprehensive anti-harassment policy has been issued; (6) an effective reasonable accommodation policy has been issued; and (7) findings of discrimination are reviewed. Two aspects of this Section are highlighted below.

### **1. 98% of Agencies Submitted Reasonable Accommodation Procedures**

Section II(C) of MD-715 provides that a model EEO program must "implement effective reasonable accommodation procedures that comply with applicable executive orders, EEOC guidance, the Architectural and Transportation Barriers Compliance Board's Uniform Federal Accessibility Standards and Electronic and Information Technology Accessibility Standards, and ensure that EEOC has reviewed those procedures when initially developed and if procedures are later significantly modified."

Executive Order (E.O.) 13164 was issued July 26, 2000, which required all executive branch federal agencies to institute procedures for processing reasonable accommodation requests under Section 501 of the Rehabilitation Act of 1973 and submit them to EEOC. To date, EEOC has received 123 reasonable accommodation procedures from agencies and subcomponents and provided feedback to each of those agencies and subcomponents. Of the 91 agencies with 100 or more employees that were required to submit an EEOC Form 462 report in FY 2006, 98% provided reasonable accommodation procedures to EEOC.

The E.O. also requires each agency to submit to EEOC any modifications to its reasonable accommodation procedures. As of the end of FY 2006, EEOC received only 7 resubmissions, as opposed to 84 received during FY 2005. EEOC continues to provide technical assistance to agencies on drafting their reasonable accommodation procedures and on implementation concerns.

Section 1(b)(3) of the E.O. mandates that the time frame for the reasonable accommodation decisions be as short as reasonably possible. In providing feedback to agencies concerning time frames, the Commission has emphasized that: (1) all stages

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of the process, including receipt of the request, delivery of the request to the deciding official, the decision to grant the request and the delivery of the requested accommodation, be clearly identified and subject to a specific time limit; (2) to the extent possible, first-line supervisors be granted the authority to approve accommodation requests, in order to eliminate unnecessary levels of review; (3) an expedited process be provided in those situations where the requested accommodation is simple and straightforward and would not result in an undue hardship; and (4) circumstances under which delays in processing reasonable accommodation requests could arise be clearly addressed. See “Policy Guidance on Executive Order 13164: Establishing Procedures To Facilitate the Provision of Reasonable Accommodation” (October 20, 2000); and “Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164” (July 19, 2005).



### **EEO Program Tips**

The following language concerning time frames for processing reasonable accommodation requests comes from EEOC's: "Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164" (July 19, 2005):

- Designate a mandatory time limit during which all requests for reasonable accommodation must be processed, absent extenuating circumstances.
- Require that requests be handled as promptly as possible regardless of the time limit, and clearly state that failure to do so, absent extenuating circumstances, might result in an undue delay in violation of the Rehabilitation Act.
- Provide a reasonably quick time period for processing requests and clearly state that the time limit will be suspended while the parties wait for requested medical information or documentation.
- State clearly when the time frame corresponding to each stage in the process begins to run and make sure that there are no gaps. It might be helpful to identify an individual, such as a disability program manager, as being responsible for overseeing adherence to time frames.
- Specify what constitutes "extenuating circumstances," making it clear that the concept only applies to those situations involving factors that are outside the agency's control.
- Require expedited processing where it is needed, as in the case of time-sensitive accommodation requests.
- Provide time limits that cover the time allotted to deliver or implement the accommodation once it has been granted, as well as to process the accommodation request.
- Provide that in the event of a delay, the agency official responsible for processing the accommodation request should confer with the individual requesting the accommodation in order to consider providing temporary measures.

Whenever it is possible to do so, process requests in less time than that authorized by the time limit, especially in those situations where an accommodation can be provided in much less time than the procedures allow.

The complete document can be found at  
[http://www.eeoc.gov/federal/implementing\\_accommodation.html](http://www.eeoc.gov/federal/implementing_accommodation.html).

**2. 64% of Agencies Report They Have An Anti-Harassment Policy**

Sections II(A) and (C) of EEOC's MD-715 provide that model EEO programs should "issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment" and "establish procedures to prevent . . . harassment." For more information, please review EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment). In order to ensure that the agency's anti-harassment policy is enforced, Section II(C) requires agencies to establish procedures to prevent harassment and to take immediate corrective action once harassment is found. These procedures are separate from the federal sector administrative EEO complaint process.

EEOC's Enforcement Guidance on Harassment makes clear that agencies can be held liable for harassment based on race, color, sex, religion, national origin, protected activity, age (40 and over), or disability, and not merely for harassment that is of a sexual nature. Accordingly, the policy guidance emphasizes that agencies should establish anti-harassment policies and complaint procedures covering unlawful harassment on all bases.

Of the 158 agencies and subcomponents that submitted an MD-715 report for FY 2005, 101 (64%) reported that they had an anti-harassment policy.

**EEO Program Tips**

A common problem the Commission encounters is that some anti-harassment procedures, while comprehensive in nature, include separate definitions of sexual harassment. This suggests that, from a legal standpoint, sexual harassment is somehow different in kind from harassment on other bases. It also conveys the impression that sexual harassment claims might be subject to a different standard of liability than other forms of harassment. A more effective approach would be to include sexually oriented verbal or physical conduct within a comprehensive definition of discriminatory harassment.

For example, an agency could define discriminatory harassment as follows:

Any verbal or physical conduct, based on race, color, religion, national origin, age, disability, sex (with or without sexual conduct), or protected activities, that either results in a tangible employment action or is so severe and pervasive as to constitute an intimidating, hostile or offensive work environment, including, but not limited to: (1) verbal conduct that could include racial or sexual epithets, foul language, unwanted sexual flirtations, ethnic jokes, derogatory statements or slurs; (2) physical conduct that could include improper touching or assault; or (3) visual harassment that could include racially or sexually explicit or derogatory posters, cartoons or drawings, or obscene gestures.

## **Section D - Proactive Prevention of Unlawful Discrimination**

Part 1614 of EEOC's regulations provides that each agency shall "establish a system for periodically evaluating the effectiveness of the agency's overall equal employment opportunity effort." 29 C.F.R. § 1614.102(a)(11). In particular, "each agency shall maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." 29 C.F.R. § 1614.102(a).

### **1. Barrier Analysis**

Pursuant to Section II(D) of MD-715, a model EEO program "must conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups." Part A(II) of MD-715 provides that "where an agency's self-assessment indicates that a racial, national origin, or gender group may have been denied equal access to employment opportunities, the agency must take steps to identify and eliminate the potential barrier." Barriers are defined as policies, procedures, practices, or conditions that limit employment opportunities for members of a particular race, ethnic or religious background, gender, or for individuals with disabilities. While some barriers are readily discernable, most are embedded in the agency's day-to-day employment policies, practices and programs, including: recruitment; hiring; career development; competitive and noncompetitive promotions; training; awards and incentive programs; disciplinary actions; and separations.

Of the 158 agencies and subcomponents that submitted a FY 2005 MD-715 report, 120 (80%) of them reported addressing potential barrier(s).

### **EEO Program Tips**

In December 1997, the EEOC issued a Task Force Report on ““*Best*” *Equal Employment Opportunity Policies, Programs, and Practices in the Private Sector.*” The Report compiled a number of “best practices” that promote equal employment opportunity and address barriers that may affect equal employment opportunity. Use of this Report as an idea bank broadly drawn upon may assist agencies in their efforts to attain a model EEO program.

In addition to potential general barriers to equal employment opportunity, which tend to be societal or culturally based, agencies should focus on potential barriers specific to particular types of employment actions. Specific barriers tend to be imbedded in the agency’s operations, in other words, barriers to recruitment and hiring, or advancement and promotion, etc. Examples of policies, programs and practices that help identify and eliminate barriers include:

- Partnering with organizations that have missions to serve targeted groups;
- Using internships, work/study programs to attract and develop interested and qualified candidates;
- Developing methods to identify high-potential employees;
- Ensuring that tools for continuous learning and optimum job performance are available;
- Providing job transfer/rotation programs for career enhancing development experiences; and
- Ensuring that all persons involved in recruitment/hiring or promotions/advancement are well trained in their equal employment opportunity responsibilities.

The above is a small sampling of the data available in the Report, which is available on-line at [http://www.eeoc.gov/abouteeoc/task\\_reports/best\\_practice.html](http://www.eeoc.gov/abouteeoc/task_reports/best_practice.html)

**2. Composition of the Federal Work Force**

With the increasing number of new grade and pay systems being adopted throughout the federal government, this year's report provides statistics on the composition of the Total Work Force as well as statistics on employees in four pay structures:

Senior Pay Level pay structures were created by the Civil Service Reform Act of 1978, which established the Senior Executive Service (SES) as a separate personnel system covering a majority of the top managerial, supervisory, and policy-making positions in the Executive Branch of government.

The General Schedule pay system was created by the Classification Act of 1949, which created a centralized job evaluation for all White-Collar positions and merged several separate schedules into one.

The Federal Wage System was established by Public Law 92-392 in 1972 to standardize pay rates for Blue-Collar federal employees.

Today, alternative pay plans are being used and proposed across the federal government. In this report they are identified as "Other Pay Systems." These systems include pay-banding systems, the Market-Based Pay system of the Army and Air Force Exchange Service, and include such agencies as the United States Postal Service and the Tennessee Valley Authority. Table 1 below shows the representation rates for each of these pay structures.

**Table 1 - FY 2006 Federal Work Force Pay Structure Participation Levels**

|                                     | <b># Work Force</b> | <b>% of Total Work Force</b> |
|-------------------------------------|---------------------|------------------------------|
| <b>Total Work Force</b>             | 2,611,493           |                              |
| <b>Senior Pay Level</b>             | 20,070              | 0.77                         |
| <b>General Schedule and Related</b> | 1,416,901           | 54.26                        |
| <b>Federal Wage System</b>          | 194,858             | 7.46                         |
| <b>Other Pay Systems</b>            | 979,664             | 37.51                        |

**a. Total Work Force: Hispanic or Latino employees and White Women Remain Below Availability**

In FY 2006, the federal government had a Total Work Force of 2,611,493 employees, compared to 2,475,761 in FY 1997.<sup>4</sup> Table 2 shows the participation rate of the

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<sup>4</sup> Source: Office of Personnel Management's *The Fact Book-Federal Civilian Workforce Statistics*, 1998 edition.

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identified groups below, as compared to the civilian labor force (CLF). [Table A-1](#) in Appendix III, located at [www.eeoc.gov](http://www.eeoc.gov), provides ten-year trend data.

**Table 2 - Composition of Federal Work Force –  
Ten-Year Trend: Some Progress, Little Overall Change  
FY 1997 - FY 2006<sup>5</sup>**

|   | Work Force | Participation Rate |           | 2000 CLF          |
|---|------------|--------------------|-----------|-------------------|
|   | FY 2006    | FY 1997 %          | FY 2006 % |                   |
| <b>Men</b>  | 1,487,030  | 58.35              | 56.94     | 53.20             |
| <b>Women</b>  | 1,124,463  | 41.65              | 43.06     | 46.80             |
| <b>Hispanic or Latino Men</b>                       | 119,756    | 3.97               | 4.59      | 6.20              |
| <b>Hispanic or Latino Women</b>                     | 80,849     | 2.42               | 3.10      | 4.50              |
| <b>White Men</b>                                    | 1,049,959  | 42.87              | 40.21     | 39.00             |
| <b>White Women</b>                                  | 677,861    | 26.29              | 25.96     | 33.70             |
| <b>Black or African American Men</b>                | 206,219    | 8.04               | 7.90      | 4.80              |
| <b>Black or African American Women</b>              | 273,284    | 10.31              | 10.46     | 5.80              |
| <b>Asian Men</b>                                    | 87,680     | 2.77*              | 3.36      | 2.00              |
| <b>Asian Women</b>                                  | 66,055     | 1.93*              | 2.53      | 1.80              |
| <b>Native Hawaiian/Other Pacific Islander Men</b>   | 2,569      | *                  | 0.10      | 0.10              |
| <b>Native Hawaiian/Other Pacific Islander Women</b> | 1,932      | *                  | 0.07      | 0.10              |
| <b>American Indian/Alaska Native Men</b>            | 20,089     | 0.69               | 0.77      | 0.50              |
| <b>American Indian/Alaska Native Women</b>          | 23,718     | 0.71               | 0.91      | 0.50              |
| <b>Two or More Race Men</b>                         | 758        | **                 | 0.03      | 0.50              |
| <b>Two or More Race Women</b>                       | 764        | **                 | 0.03      | 0.40              |
| <b>Individuals with Targeted Disabilities</b>       | 24,442     | 1.16               | 0.94      | CLF NOT AVAILABLE |

\*Asians, Native Hawaiian and Other Pacific Islanders data included in Asian data \*\*Data not available.

A comparison of the data on the participation rates of persons in particular agency components or specific major occupations can serve as a diagnostic tool to help identify possible areas where barriers to equal opportunity may exist within an agency. This information is located in [Tables A-1a](#) and [A-6b](#) of Appendix III, located at [www.eeoc.gov](http://www.eeoc.gov).<sup>6</sup>

<sup>5</sup> Because separate data is unavailable, the Asian American/Other Pacific Islander data prior to 2006 throughout this report includes the data for Asian with "Native Hawaiians and Other Pacific Islanders." Additionally, the remainder of the tables will not include data on persons of Two or More Races unless their participation rate was at least 0.02%.

<sup>6</sup> These tables report break outs of the employment data for specific components of certain large federal agencies, including the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Interior, Justice, Labor, Transportation, Treasury and Veterans Affairs, as well as certain defense agencies, the National Aeronautics and Space Administration and the United States Postal Service.

**b. Senior Pay Levels: Women Show Some Progress**

With a total of 20,070 employees, the Senior Pay Level (SPL) positions comprise 0.77% of the total work force. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule. Table 3 below reflects the SPL representation. [Table A-2](#) of Appendix III at [www.eeoc.gov](http://www.eeoc.gov) contains additional data.

**Table 3 - Senior Pay Level Representation FY 1997 / FY 2006**

|   | Senior Pay Level Positions |          |         |          |
|---|----------------------------|----------|---------|----------|
|   | FY 1997                    |          | FY 2006 |          |
|   | Number                     | % of SPL | Number  | % of SPL |
| <b>Total SPL Work Force</b>                   | 15,381                     |          | 20,070  |          |
| <b>Men</b>                                    | 12,124                     | 78.83    | 14,814  | 73.81    |
| <b>Women</b>                                  | 3,257                      | 21.17    | 5,256   | 26.19    |
| <b>Hispanic or Latino</b>                     | 412                        | 2.68     | 733     | 3.65     |
| <b>White</b>                                  | 13,563                     | 88.18    | 17,105  | 85.23    |
| <b>Black or African American</b>              | 1,005                      | 6.53     | 1,307   | 6.51     |
| <b>Asian</b>                                  | 304*                       | 1.98*    | 746     | 3.72     |
| <b>Native Hawaiian/Other Pacific Islander</b> | **                         | **       | 3       | 0.01     |
| <b>American Indian/Alaska Native</b>          | 97                         | 0.63     | 167     | 0.83     |
| <b>Individuals with Targeted Disabilities</b> | 67                         | 0.44     | 93      | 0.46     |

\*Includes both Asian and Pacific Islanders \*\*Data not available

- ▶ The participation rate for women increased from 21.17% in FY 1997 to 26.19% in FY 2006.
- ▶ From FY 1997 to FY 2006, the Total SPL Work Force increased by 4,689 employees, a net change of 30.48%. Likewise, the number of federal employees with targeted disabilities increased from 67 in FY 1997 to 93 in FY 2006, a net change of 38.81%.
- ▶ Among agencies with 500 or more employees, Defense Security Service had the greatest percentage of women in SPL positions. See Table 4 below. SPL data for all agencies is located in [Table A-2a](#) of Appendix III, which can be found at [www.eeoc.gov](http://www.eeoc.gov).

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**Table 4 - Ranking of Agencies with the Highest Percentage of Women in Senior Pay Level Positions in FY 2006 (Agencies With 500 Or More Employees)**

| Agency   | Total Work Force # | SPL # | Women in Senior Pay Level Positions |       |
|--|--------------------|-------|-------------------------------------|-------|
|  |                    |       | #                                   | %     |
| Defense Security Service                       | 544                | 4     | 3                                   | 75.00 |
| Defense Human Resource Activity                | 880                | 12    | 8                                   | 66.67 |
| Corp. for National and Community Service       | 558                | 19    | 10                                  | 52.63 |
| Equal Employment Opportunity Commission        | 2,195              | 32    | 15                                  | 46.88 |
| Court Services and Offender Supervision Agency | 1,140              | 12    | 5                                   | 41.67 |

- ▶ Between FY 1997 and FY 2006, the participation rate for Black or African American employees (6.51%) in SPL positions has decreased slightly. The participation rate was (0.46%) for Individuals with Targeted Disabilities, (3.65%) for Hispanic or Latino employees, (3.72%) for Asian employees and (0.83%) for American Indian/Alaska Native employees.
- ▶ In FY 2006, the “feeder grades” to SPL positions<sup>7</sup> (GS grades 14 and 15) showed the following participation rates: men (67.28%), women (32.72%), Hispanic or Latino employees (4.10%), White employees (79.29%), Black or African American employees (9.67%), Asian employees (5.92%), Native Hawaiian/Other Pacific Islander employees (0.03%), American Indian/Alaska Native employees (0.93%), and Individuals with Targeted Disabilities comprised (0.50%).
- ▶ **Part II** of this report also contains information on the major occupations in selected government agencies. Data on participation rates of persons holding positions in an agency’s major occupations can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

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<sup>7</sup> Where an EEO group has a low participation rate in the feeder grade/applicant pool, there is a strong likelihood that the group will be absent or have a low participation rate in the next higher grade level. See General Accountability Office Report No.GAO-03-34, *Senior Executive Service: Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over* (January 2003).



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**c. General Schedule and Related Positions: Hispanic or Latinos and Women Improve**

- ▶ With a total of 1,416,901 employees, the General Schedule and Related (GSR) positions comprised 54.26% of the total work force in FY 2006. GSR positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature. GSR figures include employees in other pay systems that are easily converted to GS by OPM.
- ▶ In FY 2006, the GSR participation rate for Hispanic or Latino employees was 7.50%; for White employees was 67.94%; for Black or African American employees was 17.50%; for Asian employees was 4.88%, for Native Hawaiian/Other Pacific Islander employees was 0.15%; for American Indian/Alaska Native employees was 1.96%, and for Individuals With Targeted Disabilities was 1.01%. See [Table A-3](http://www.eeoc.gov) in Appendix III at [www.eeoc.gov](http://www.eeoc.gov), for the entire ten-year trend in the GSR pay systems.

**Table 5 - General Schedule & Related (GSR) Representation FY 1997 / FY2006**

|   | GSR Positions |          |           |          |
|---|---------------|----------|-----------|----------|
|   | FY 1997       |          | FY 2006   |          |
|   | Number        | % of GSR | Number    | % of GSR |
| <b>Total GSR Work Force</b>                   | 1,269,435     |          | 1,416,901 |          |
| <b>Men</b>                                    | 663,407       | 52.26    | 727,981   | 51.38    |
| <b>Women</b>                                  | 606,828       | 47.74    | 688,920   | 48.62    |
| <b>Hispanic or Latino</b>                     | 79,594        | 6.27     | 106,330   | 7.50     |
| <b>White</b>                                  | 884,035       | 69.64    | 962,634   | 67.94    |
| <b>Black or African American</b>              | 229,895       | 18.11    | 248,025   | 17.50    |
| <b>Asian</b>                                  | 50,397*       | 3.97*    | 69,092    | 4.88     |
| <b>Native Hawaiian/Other Pacific Islander</b> | **            | **       | 2,139     | 0.15     |
| <b>American Indian/Alaska Native</b>          | 25,389        | 2.00     | 27,791    | 1.96     |
| <b>Individuals with Targeted Disabilities</b> | 16,249        | 1.28     | 14,373    | 1.01     |

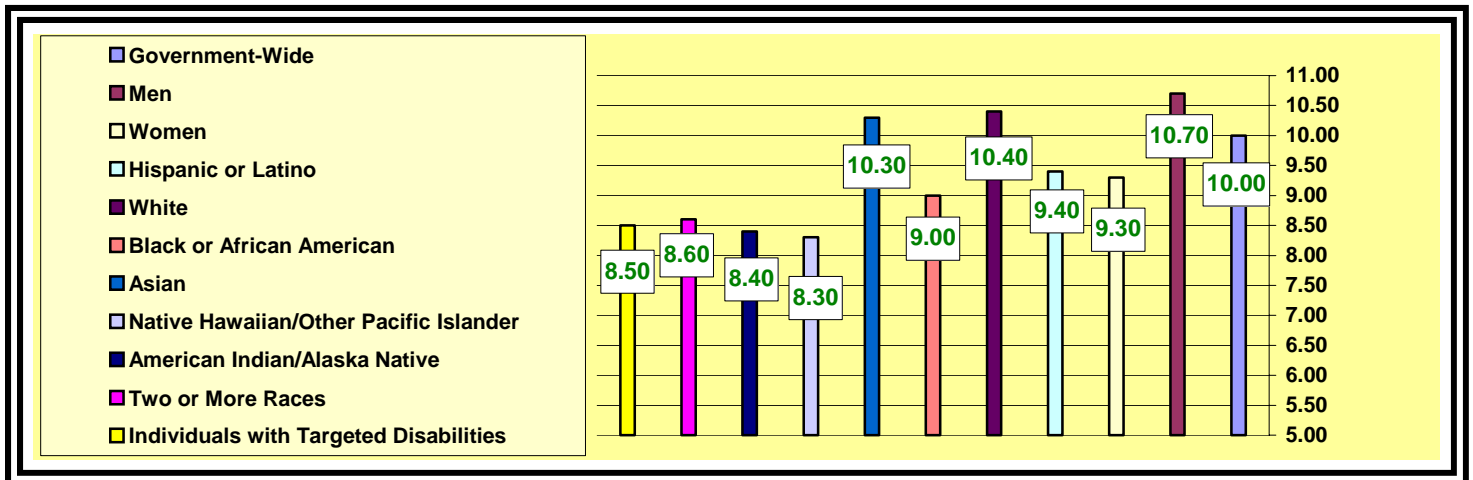
\*Includes both Asian and Pacific Islanders \*\*Data not available

- ▶ Women held 48.62% of all GSR positions in FY 2006, up from 47.74% in FY 1997. Over the ten year period, Hispanic or Latino employees and Asian employees gradually increased their representation rates in the GSR work force.
- ▶ Over the ten year period, the participation rate for Individuals with Targeted Disabilities declined from 1.28% to 1.01% of the GSR work force.

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- ▶ The average grade level for the total GSR permanent and temporary work force was grade 10 in FY 2006. Of GSR employees, 18.15% were in grades 1-6, 38.92% were in grades 7-11, 31.09% were in grades 12-13, and 11.78% were in grades 14-15.

**Figure 1 - Average Grade in the General Schedule and Related Positions  
FY 2006**



- ▶ The average GSR grade level for Hispanic or Latino employees (9.4), Black or African American employees (9), Native Hawaiian/Other Pacific Islander employees (8.3), American Indian/Alaska Native employees (8.4) and persons of Two or More Races (8.6) was lower than the government-wide average grade level (10).
- ▶ Approximately 42.23% of women employed in the GSR work force were in grades 7-11. The average GSR grade for women was 9.3 almost one full grade below the government-wide average of 10 and one and a half grades below men (10.7).
- ▶ The average GSR grade level for Individuals with Targeted Disabilities was 8.5, one and a half grades below the government-wide average. See [Table A-3](#) in Appendix III at [www.eeoc.gov](http://www.eeoc.gov).

**d. Federal Wage System Positions: Women, Whites and American Indian/Alaska Natives Slightly Increase**

- ▶ With a total of 194,858 employees, Federal Wage System (FWS) positions comprised 7.46% of the total work force in FY 2006. FWS (Blue-Collar) positions are mostly comprised of trade, craft and labor occupations.

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**Table 6 - Federal Wage System (FWS) Representation  
FY 1997 / FY 2006**

|   | Federal Wage System (FWS) Positions |          |         |          |
|---|-------------------------------------|----------|---------|----------|
|   | FY 1997                             |          | FY 2006 |          |
|   | Number                              | % of FWS | Number  | % of FWS |
| <b>Total FWS Work Force</b>                   | 243,343                             |          | 194,858 |          |
| <b>Men</b>                                    | 217,573                             | 89.41    | 173,389 | 88.98    |
| <b>Women</b>                                  | 25,770                              | 10.59    | 21,469  | 11.02    |
| <b>Hispanic or Latino</b>                     | 20,027                              | 8.23     | 15,334  | 7.87     |
| <b>White</b>                                  | 160,290                             | 65.87    | 129,714 | 66.57    |
| <b>Black or African American</b>              | 45,286                              | 18.61    | 35,490  | 18.21    |
| <b>Asian</b>                                  | 11,315*                             | 4.65*    | 8,163   | 4.19     |
| <b>Native Hawaiian/Other Pacific Islander</b> | *                                   | *        | 1,112   | 0.57     |
| <b>American Indian/Alaska Native</b>          | 6,400                               | 2.63     | 4,937   | 2.53     |
| <b>Individuals with Targeted Disabilities</b> | 3,650                               | 1.50     | 2,227   | 1.14     |

\* Includes data for Native Hawaiian/Other Pacific Islander until separate data in FY 2006 data.

- ▶ FY 2006 FWS positions declined 19.92% from FY 1997.
- ▶ Since FY 1997, the participation rates for Hispanic or Latino employees (7.87%), Black or African American employees (18.21%), Asian employees (4.19%) and American Indian/Alaska Native employees (2.53%) have declined, while women (11.01%) and White employees (66.51%) have increased slightly. See [Table A-4](http://www.eeoc.gov) in Appendix III at [www.eeoc.gov](http://www.eeoc.gov) for the complete ten-year trend.
- ▶ In FY 2006, the participation rate of men in the FWS pay system was 37.6 percentage points higher than the participation rate of men in the GSR pay system. Comparatively, FWS participation rates for Hispanic or Latino employees, Black or African American employees, American Indian/Alaska Native employees and Individuals with Targeted Disabilities were higher than the GSR participation rates, while the FWS work force participation rates for women, White employees, and Asian employees were lower.

**e. Other Pay Systems: Women Increase But Still Trail Men**

- ▶ With a total of 979,664 employees, other pay systems (OPS) comprised 37.51% of the total work force in FY 2006. Other Pay Systems include pay banding and other pay-for-performance systems that cannot be equated to GS grades.

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**Table 7 - Other Pay Systems (OPS) Representation FY 1997 – FY 2006**

|   | <b>Other Pay Systems (OPS) Positions</b> |          |         |          |
|---|--|----------|---------|----------|
|   | FY 1997                                  |          | FY 2006 |          |
|   | Number                                   | % of OPS | Number  | % of OPS |
| <b>Total OPS Work Force</b>                   | 948,911                                  |          | 979,664 |          |
| <b>Men</b>                                    | 574,471                                  | 60.54    | 570,846 | 58.27    |
| <b>Women</b>                                  | 374,440                                  | 39.46    | 408,818 | 41.73    |
| <b>Hispanic or Latino</b>                     | 63,008                                   | 6.64     | 78,208  | 7.98     |
| <b>White</b>                                  | 628,274                                  | 66.21    | 618,367 | 63.12    |
| <b>Black or African American</b>              | 189,403                                  | 19.96    | 194,681 | 19.87    |
| <b>Asian</b>                                  | 59,876*                                  | 6.31*    | 75,734  | 7.73     |
| <b>Native Hawaiian/Other Pacific Islander</b> | **                                       | **       | 1,247   | 0.13     |
| <b>American Indian/Alaska Native</b>          | 8,350                                    | 0.88     | 10,912  | 1.11     |
| <b>Individuals with Targeted Disabilities</b> | 9,106                                    | 0.96     | 7,802   | 0.80     |

\*Includes both Asian and Pacific Islander employees \*\* Included with Asian employees

- ▶ The participation rate for women (41.73%) in OPS was significantly lower than those (48.62%) in the GSR pay system.
- ▶ In FY 2006, the OPS participation rates for Hispanic or Latino employees (7.98%), and Asian employees (7.73%) and American Indian/Alaska Native employees (1.11%) slowly rose, while White employees (63.12%), Black or African American employees (19.87%) and Individuals with Targeted Disabilities (0.80%) fell from FY 1997 levels.
- ▶ In FY 2006, the OPS participation rates for Hispanic or Latino employees, Black or African American employees, and Asian employees were higher than in the GSR and FWS pay systems. OPS Participation rates for White employees and American Indian/Alaska Native employees and Individuals with Targeted Disabilities were lower than those in the GSR and FWS pay systems. See [Table A-5](#) in Appendix IV at [www.eeoc.gov](http://www.eeoc.gov) for the complete ten-year trend.

**3. Participation Rate of Individuals with Targeted Disabilities Continues to Fall**

- ▶ From FY 1997 to FY 2006, the Total Work Force increased by 135,732 employees, a net change of 5.48%. However, the number of federal employees with targeted disabilities decreased from 28,671 in FY 1997 to 24,442 in FY 2006, a net change of -14.75%.
- ▶ Of the 2,611,493 federal employees in FY 2006, 24,442 were Individuals with Targeted Disabilities, resulting in a 0.94% participation rate for employees with targeted disabilities. Over the past 20 years, the federal government's efforts

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to improve the participation rate of employees with targeted disabilities have failed to result in any significant progress. In order to properly track trends in the employment of Individuals with Targeted Disabilities, it is necessary for each agency to regularly resurvey its work force and update disability identification information.

- ▶ The Equal Employment Opportunity Commission (EEOC) had the highest percentage of Individuals with Targeted Disabilities among those agencies with 500 or more employees at 2.37%. See Table 8 below.

***Table 8 - Ranking of Agencies With the Highest Percent of Individuals With Targeted Disabilities (Agencies With 500 Or More Employees)***

| Agency                                  | Total Work Force | Individuals with Targeted Disabilities |      |
|---|------------------|--|------|
|   |                  | #                                      | %    |
| Equal Employment Opportunity Commission | 2,195            | 52                                     | 2.37 |
| Social Security Administration          | 63,647           | 1,318                                  | 2.07 |
| Defense Finance and Accounting Service  | 13,083           | 261                                    | 1.99 |
| Defense Logistics Agency                | 21,459           | 413                                    | 1.92 |
| Government Printing Office              | 2,235            | 39                                     | 1.74 |

Table A-6b in Appendix III contains this information for all agencies and is located at [www.eeoc.gov](http://www.eeoc.gov).

**EEO Program Tip**

**LEAD** (Leadership for the Employment of Americans with Disabilities) is the EEOC's Initiative to address the declining number of employees with targeted disabilities in the federal workforce. The over-arching goal for this initiative is to significantly increase the population of individuals with disabilities employed by the federal government. In support of the LEAD Initiative, the Office of Federal Operations maintains a strategic workgroup formulating strategies and plans designed to assist federal agencies in reversing the negative trends facing the severely disabled who seek federal employment opportunities.

<http://www.eeoc.gov/initiatives/lead/index.html>

### **EEO Program Tips**

For improving the participation rate of Individuals with Targeted Disabilities:

- Seek out advice from agencies that are doing well.
- There should be at least one person within your agency who is well-versed on the various hiring authorities, internships, and employment programs designed specifically to benefit people with disabilities (including veterans with disabilities).
- Encourage staff to attend disability related conferences, such as Deaf and Hard of Hearing in Government's (DHHIG) National Training Conference or The Perspectives on Employment of Persons with Disabilities Conference.
- Every person in HR who is involved with selections must have a clear understanding of the Schedule A appointing authority.
- Quarterly reports to senior leaders on how managers are performing in this area will help.
- Hold managers accountable.

## **Section E- Efficiency in the Federal EEO Process**

EEOC's regulations provide that each agency shall assure that individual complaints are fairly and thoroughly investigated and that final action is taken in a timely manner. 29 C.F.R. § 1614.102(c)(5). Section II(E) of MD-715 establishes that a model EEO program must have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of their EEO programs. In this regard, Section II(E) recommends that agencies "benchmark against EEOC regulations at 29 C.F.R. Part 1614 and other federal agencies of similar size which are highly ranked in EEOC's Annual Report on the federal sector complaints process."

### **1. Federal Agency EEO Programs: Complaints Decrease But Processing Times Continue to Exceed Regulatory Deadlines**

Agencies process federal employees' EEO complaints under regulations promulgated by EEOC at 29 C.F.R. Part 1614. Employees unable to resolve their concerns through counseling can file a complaint with their agency.<sup>8</sup> The agency will either dismiss<sup>9</sup> or accept the complaint. If the complaint is accepted, the agency must conduct an investigation, and, in most instances, issue the investigative report within 180 days from the date the complaint was filed.<sup>10</sup>

After the employee receives the investigative report, s/he may: (1) request a hearing before an EEOC Administrative Judge, who issues a decision that the employee or the agency may appeal to EEOC's Office of Federal Operations; or (2) forgo a hearing and request a final agency decision. An employee who is dissatisfied with a final agency decision or the agency's decision to dismiss the complaint may appeal to EEOC. The complainant or agency may also request EEOC to reconsider its decision on the appeal. In addition, during various points in the process, the complainant has the right to file a civil action in a federal court.

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<sup>8</sup> Concerns involving both claims of discrimination and agency actions appealable to the Merit Systems Protection Board follow one of the processes set forth at 29 C.F.R. § 1614.302.

<sup>9</sup> There are several reasons an agency may dismiss a complaint, including the complainant's failure to state a claim, timely contact an EEO counselor, or failure to provide necessary information to the agency. See 29 C.F.R. §1614.107(a).

<sup>10</sup> The 180-day period may be extended by 90 days if both parties agree. See 29 C.F.R. § 1614.108(e). The regulations also extend the 180-day time limit for consolidated and amended complaints to the earlier of 180 days from the date of the most recent consolidated or amended complaint, or 360 days from the date of the earliest pending complaint. See 29 C.F.R. § 1614.108(f).

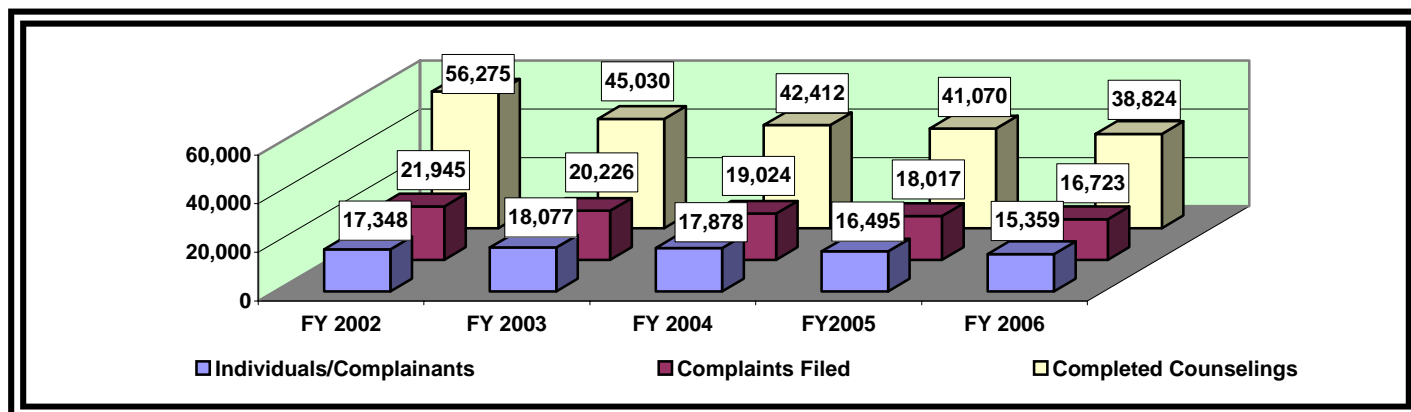
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As the EEO complaint process has become increasingly more costly, adversarial, and lengthy, EEOC has encouraged agencies to promote and expand the use of alternative dispute resolution (ADR) as a means of avoiding formal adjudication processes. Used properly, ADR can provide fast and cost-effective results while at the same time improve workplace communication and morale.<sup>11</sup>

### **a. Pre-Complaint Counselings and Complaints Decline**

Completed counselings decreased by 5.5% from FY 2005 to FY 2006 and decreased 31.0% from FY 2002. Formal complaints declined by 7.2% in FY 2006 and 23.8% from FY 2002. Of the 38,824 completed counselings, 15,359 individuals filed 16,723 formal complaints in FY 2006.<sup>12</sup> The number of formal complaints filed represents 43.1% of all pre-complaint counseling activities in FY 2006. As Figure 2 shows, over the past five fiscal years, the number of pre-complaint counseling activities has decreased from 56,275 in FY 2002 to 38,824 in FY 2006, and likewise, the number of complaints filed by individuals has steadily decreased. During the same five-year period, the number of formal complaints filed continued to represent less than 50% of all pre-complaint counseling activities. See Figure 2. Significantly, while the United States Postal Service constituted 28.5% of the work force, it accounted for 43.7% of all EEO counselings, 36.9% of all complaints filed, 41.2% of all completed investigations and 40.7% of all complaints closed in FY 2006. See [Tables B-1](#), [B-9](#) and [B-10](#) in Appendix III.

**Figure 2 – Completed Counseling to Formal Complaints Filed/Complainants  
FY 2002 - FY 2006**



<sup>11</sup> See Jeffery M. Senger, *Federal Dispute Resolution: Using ADR with the United States Government*, 1-7 (Jossey-Bass/John Wiley & Sons, 2003).

<sup>12</sup> Counseling may be provided via EEO Counselor or ADR Intake Officer.



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Table 9 below shows that in FY 2006, the National Endowment for the Arts reported the highest percentage (24.7%) of its work force that completed counseling, while the government-wide average was 1.4%. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. [Table B-1](#) in Appendix III lists this information for all agencies and is located at [www.eeoc.gov](http://www.eeoc.gov).

**Table 9 - Agencies with the Highest Counseling Rate In FY 2006**

| Agency                               | Total Work Force | Percentage of Individuals Who Completed Counseling |
|--------------------------------------|------------------|--|
| National Endowment for the Arts      | 162              | 24.7%  |
| Commodity Futures Trading Commission | 466              | 15.5%  |
| Broadcasting Board of Governors      | 1,741            | 4.4%   |
| Federal Trade Commission             | 1,073            | 2.9%   |
| Pension Benefit Guaranty Corporation | 848              | 2.6%   |

As shown in Table 10 below, in FY 2006, the Broadcasting Board of Governors reported the highest complainant rate (1.6%), while the government-wide average was 0.6%. Agencies that had fewer than 25 complaints filed were not included in the ranking. [Table B-1](#) in Appendix III contains this information for all agencies and is located at [www.eeoc.gov](http://www.eeoc.gov).

**Table 10 - Agencies with the Highest Complainant Rate in FY 2006**

| Agency                                      | Total Work Force | Percentage of Complainants |
|---|------------------|----------------------------|
| Broadcasting Board of Governors             | 1,741            | 1.6%                       |
| Government Printing Office                  | 2,238            | 1.6%                       |
| Department of Education                     | 4,353            | 1.5%                       |
| Department of Housing and Urban Development | 9,364            | 1.0%                       |
| Department of Transportation                | 53,864           | 0.8%                       |

**b. Pre-Complaint ADR Usage – New Measurement for Rates**

Historically, ADR offer and participation rates measured ADR activity in both completed and pending counselings at the end of the fiscal year. Including ADR activity in pending counselings occasionally created percentage rates greater than 100%. In FY 2006, the goal was to ensure greater uniformity, consistency, and quality in the

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reporting and utilization of ADR data by the collection of ADR data only for completed/ended counselings.

Therefore, comparison of FY 2006 data with prior year's data is not possible. In FY 2006, the government-wide ADR offer rate was 75.6% based upon 29,352 ADR offers made in 38,824 completed/ended counselings. Of these offers, 17,309 were accepted into agencies' ADR programs, resulting in a 44.6% participation rate.

Ten agencies with 25 or more completed/ended counselings had 100% offer rates. These agencies are the Department of Labor, Department of Housing and Urban Development, Department of Education, Broadcasting Board of Governors, Defense National Security Agency, Office of Personnel Management, Equal Employment Opportunity Commission, Smithsonian Institution, Federal Reserve System-Board of Governors, and Defense Information Systems Agency.

### **The U.S. Postal Service Again Had the Highest ADR Participation Rate**

In FY 2006, the U.S. Postal Service reported the highest ADR participation rate in the pre-complaint process (73.5%), while the government-wide average was 44.6%. No other agency with 25 or more completed/ended counselings had a participation rate greater than fifty percent. See Table 11. Agencies that had fewer than 25 completed/ended counseling were not included in the ranking. See [Tables B-1 and B-4](#) in Appendix III for information on all agencies, which is located at [www.eeoc.gov](http://www.eeoc.gov).

**Table 11 - Highest ADR Participation Rate in the Pre-Complaint Process  
FY 2006**

| Agency                                       | Total Work Force | Completed/ Ended Counselings | Participation in ADR | Participation Rate |
|--|------------------|------------------------------|----------------------|--------------------|
| U.S. Postal Service                          | 795,850          | 16,954                       | 12,455               | 73.5%              |
| Department of Housing and Urban Development  | 9,364            | 156                          | 72                   | 46.2%              |
| Department of Homeland Security              | 168,865          | 2,223                        | 955                  | 43.0%              |
| National Archives and Records Administration | 2,983            | 38                           | 15                   | 39.5%              |
| Defense Finance and Accounting Service       | 13,176           | 147                          | 53                   | 36.1%              |

### **EEO Program Tips**

To improve ADR programs:

Create a user friendly web-based program to provide employees basic EEO ADR orientation that includes high level administrators discussing the use and benefits of ADR. When developing the program, consider including information on other available employee dispute resolution programs as well as stakeholder testimonials showing the value of ADR.

Provide “neutral” training to the EEO intake staff/counselors so that they have additional tools to resolve traditional counselings. This will assist them in the intake phase so that they can fully explain the ADR processes to the parties.

Provide monthly tips on the benefits of ADR via email broadcasts to all employees.

Designate resolving/settlement officials who were not involved in the dispute as the agency representative with settlement authority who attends the ADR sessions. A resolving/settlement official may be more objective and could have broader authority to resolve disputes.

Even if ADR was not successful at the pre-complaint stage, attempt ADR after the report of investigation is completed - since both parties have had the opportunity to assess the strengths and weaknesses of their case, ADR may motivate the parties to resolve the dispute.

#### **c. Agencies Meet Counseling Deadlines in 89% of Cases**

On average, in FY 2006 agencies met timeliness requirements for EEO counseling in 89.0% of all completed/ended counselings, which is up from 80.7% in FY 2005 and 87.5% in FY 2002. Agencies are required to complete counseling in 30 days except when there is a 60-day extension due to an ADR election or the complainant agrees in writing to an extension.

#### **Best Practices - Improving Counseling Times**

See the Commission’s “Attaining a Model Agency Program: Efficiency” report located on the web at [www.eeoc.gov/federal/efficiency.html](http://www.eeoc.gov/federal/efficiency.html)

#### **d. Agencies Increase Pre-Complaint Resolution Rate in FY 2006**

During counseling and ADR in the pre-complaint stage, EEO disputes can be resolved by either a settlement or a decision not to file a formal complaint. In FY 2006, the government-wide resolution rate average was 55.2%, up from 53.7% in FY 2005.

**National Endowment for the Arts Had the Highest Pre-Complaint Resolution Rate**

In FY 2006, the National Endowment for the Arts reported the highest pre-complaint resolution rate (100%). See Table 12. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. [Table B-3](#) in Appendix III contains this information for all agencies and is located at [www.eeoc.gov](http://www.eeoc.gov).

**Table 12 – Highest Pre-Complaint Resolution Rates  
FY 2006**

| <b>Agency</b>                               | <b>Total Work Force</b> | <b>Completed Counselings</b> | <b>Total Resolved</b> | <b>Resolution Rate</b> |
|---|-------------------------|------------------------------|-----------------------|------------------------|
| National Endowment for the Arts             | 162                     | 45                           | 45                    | 100%                   |
| Commodity Futures Trading Commission        | 466                     | 73                           | 70                    | 95.9%                  |
| Federal Trade Commission                    | 1,073                   | 35                           | 32                    | 91.4%                  |
| Federal Reserve System - Board of Governors | 1,862                   | 27                           | 21                    | 77.8%                  |
| Defense National Guard Bureau               | 56,137                  | 166                          | 127                   | 76.5%                  |

**National Aeronautics and Space Administration Had the Highest ADR Resolution Rate in FY 2006**

In FY 2006, the National Aeronautics and Space Administration reported the highest ADR resolution rate in the pre-complaint process (73.1%), whereas the government-wide average was 50.1%. See Table 13. When the U.S. Postal Service resolution rate (50.9%) is excluded from the government-wide average, the government-wide ADR resolution rate decreased to 48.0% in FY 2006. Agencies that had fewer than 25 ADR closures were not included in the ranking. [Table B-5](#) in Appendix III contains this information for all agencies and is located at [www.eeoc.gov](http://www.eeoc.gov).

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**Table 13 – Highest Pre-Complaint ADR Resolution Rates  
FY 2006**

| Agency  | Total Work Force | ADR Closures | ADR Resolutions | ADR Resolution Rate |
|---|------------------|--------------|-----------------|---------------------|
| National Aeronautics and Space Administration | 18,697           | 26           | 19              | 73.1%               |
| Department of Veterans' Affairs               | 238,228          | 762          | 527             | 69.2%               |
| Defense Logistics Agency                      | 20,478           | 77           | 52              | 67.5%               |
| Department of the Air Force                   | 164,773          | 477          | 321             | 67.3%               |
| Department of State                           | 19,667           | 34           | 21              | 61.8%               |

**e. Monetary Benefits in Pre-Complaint Phase Drop**

Monetary benefits awarded in settlements during the pre-complaint phase, shown in Table 14, have dropped significantly since FY 2002. The data showed a decrease in the average amount of monetary benefits from \$2,912 in FY 2005 to \$2,680 in FY 2006.

**Table 14 – Monetary Benefits Awarded In Settlements  
During the Pre-Complaint Stage of the EEO Process  
FY 2002 – FY 2006**

| FY   | Completed Counselings | Total Resolutions |      | Total Settlements |      | Total Settlements with Monetary Benefits |     | Settlement Monetary Benefits | Average Award per Resolution with Monetary Benefits |
|------|-----------------------|-------------------|------|-------------------|------|--|-----|------------------------------|---|
|      |                       | #                 | %    | #                 | %    | #  | %   |                              |   |
| 2002 | 56,275                | 34,330            | 61.0 | 9,050             | 16.1 | 568                                      | 6.3 | \$2,527,538                  | \$4,450   |
| 2003 | 45,030                | 28,011            | 62.2 | 8,199             | 18.2 | 621                                      | 7.6 | \$3,160,565                  | \$5,089   |
| 2004 | 42,412                | 21,520            | 50.7 | 7,856             | 18.5 | 603                                      | 7.7 | \$3,137,911                  | \$5,203   |
| 2005 | 41,070                | 22,038            | 53.7 | 7,652             | 18.7 | 585                                      | 7.7 | \$1,703,626                  | \$2,912   |
| 2006 | 38,824                | 21,430            | 55.2 | 7,424             | 19.1 | 622                                      | 8.4 | \$1,666,651                  | \$2,680   |

**f. The Basis and Issue Most Frequently Alleged Remains Unchanged**

Of the 16,723 complaints filed in FY 2006, the basis most frequently alleged was reprisal (6,535) and the issue most frequently alleged was non-sexual harassment (4,544). As shown in Tables 15 and 16, this trend has remained unchanged for the past five fiscal years.

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**Table 15 –Top 3 Bases in Complaint Allegations Filed for FY 2002 – FY 2006**

| <b>Basis</b>        | <b>FY 2002</b> | <b>FY 2003</b> | <b>FY 2004</b> | <b>FY 2005</b> | <b>FY 2006</b> |
|---------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Reprisal</b>     | 8,095          | 8,111          | 7,782          | 7,105          | 6,535          |
| <b>Age</b>          | 5,344          | 5,774          | 5,449          | 5,088          | 4,769          |
| <b>Race – Black</b> | 5,647          | 5,279          | 5,021          | 4,478          | 4,125          |

Allegations of race discrimination were made in 37.1% of all complaints filed in FY 2006. In FY 2006, there was a 23.7% decrease in the number of complaints filed since FY 2002, and the percentage of complaints alleging discrimination based on race decreased by 27.5%. During that same period, the percentage of complaints filed alleging discrimination based on color soared 151.7%, from 644 in FY 2002 to 1,621 in FY 2006.<sup>13</sup>

In April 2006, EEOC issued Section 15 of the new Compliance Manual on “Race and Color Discrimination.” It includes numerous examples and guidance in proactive prevention and “best practices.” This Manual Section is located at [www.eeoc.gov/policy/docs/race\\_color.html](http://www.eeoc.gov/policy/docs/race_color.html).

### **EEO Program Tip**

The E-RACE Initiative enhances EEOC’s efforts to ensure workplaces are free of race and color discrimination. Specifically, the EEOC will identify issues, criteria and barriers that contribute to race and color discrimination, explore strategies to improve the administrative processing and litigation of race and color discrimination claims, and enhance public awareness of race and color discrimination in employment.

Additionally, the Commission will combine the objectives of E-RACE with existing EEOC initiatives such as the Systemic Initiative by addressing race and color issues with class and systemic implications. E-Race also incorporates the principles of the Youth@Work Initiative by combating disparate treatment of youth based on race and color. The Commission also will complement the outreach and enforcement efforts of the LEAD Initiative by challenging exclusionary employment policies that adversely impact people of color who also have disabilities (in both the private and public sectors).

Finally, the Commission will strengthen partnerships with employee advocates and state and local human rights commissions and increase its outreach to human resource professionals and employer groups to address race and color discrimination in the workplace.

<http://www.eeoc.gov/initiatives/e-race/index.html>

<sup>13</sup> Complaints may contain multiple bases and issues.

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**Table 16 – Top 3 Issues in Complaint Allegations Filed for FY 2002 – FY 2006**

| <b>ISSUE</b>                   | <b>FY 2002</b> | <b>FY 2003</b> | <b>FY 2004</b> | <b>FY 2005</b> | <b>FY 2006</b> |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Harassment – Non-Sexual</b> | 5,431          | 5,689          | 5,175          | 4,550          | 4,544          |
| <b>Promotion/Non-Selection</b> | 3,664          | 4,435          | 3,892          | 2,937          | 2,793          |
| <b>Terms/Conditions</b>        | 3,172          | 2,541          | 2,474          | 2,300          | 2,390          |

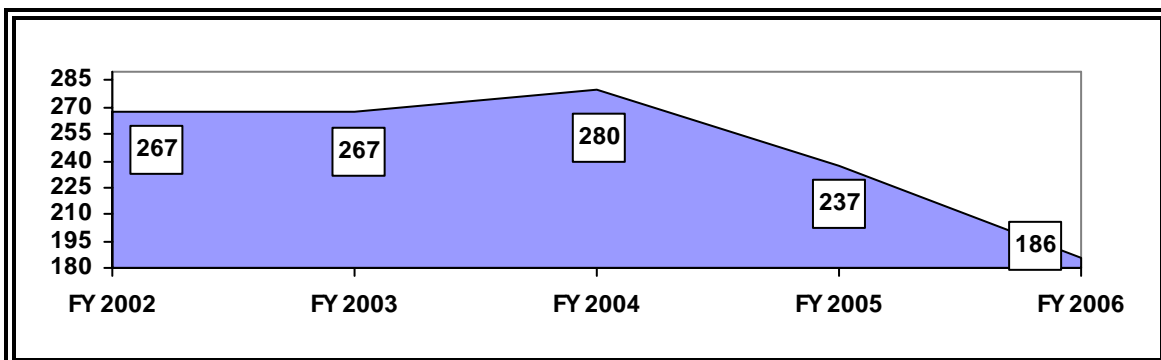
**g. Agency Investigation Times Lowest in Five Years, Yet, Continue to Exceed Time Limits for Investigating Complaints and Issuing Final Agency Decisions**

**Investigations**

Investigations into allegations of discrimination are a key component of the formal EEO complaint process. Delays may impede the primary goal of gathering sufficient evidence to permit a determination as to whether discrimination occurred. EEOC regulation 29 C.F.R. § 1614.106(e)(2) requires agencies to conduct an investigation and issue a report to the complainant within 180 days of the filing of a complaint unless: 1) the parties agreed to no more than a 90-day extension (may not exceed 270 days); or 2) the complaint was amended or consolidated, which can add another 180 days to the period but may not exceed 360 days.

In FY 2006, agencies were timely in completing investigations 69.4% of the time, up from 54.9% in FY 2005 (including written agreements to extend the investigation and consolidated or amended complaints). When the U.S. Postal Service is not included, the percentage of timely completed investigations decreased to 48.6% government-wide. Agencies reported the best investigation time in five years by averaging 186 days to complete an investigation in FY 2006. In comparison, agency investigations averaged 237 days in FY 2005 and 267 days in FY 2002. See Figure 3 below.

**Figure 3 – Average Processing Days For Investigations for FY 2002 – FY 2006**



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Of those investigations required to be completed within the 180-day time limit, agency in-house investigators averaged 244 days to complete the investigation, while contract investigators averaged 158 days. Similarly, of those investigations required to be completed within the 181 to 360-day time limit (complaints amended, consolidated or extended by the parties), agency in-house investigators averaged 465 days to complete the investigation while contract investigators averaged 408 days.

After reviewing the investigatory practices of selected agencies, EEOC has identified several reasons for untimely investigations: poorly staffed EEO offices, unnecessary and time-consuming procedures,<sup>14</sup> delays in obtaining affidavits, and inadequate tracking and monitoring systems. For more information, see EEOC's *Federal Sector Investigations – Time and Cost*, issued June 2004 and *Attaining a Model Agency Program: Efficiency* at [www.eeoc.gov/federal/efficiency.html](http://www.eeoc.gov/federal/efficiency.html).

### **Office of Personnel Management Completed the Highest Percentage of Timely Investigations**

As shown in Table 17, the Office of Personnel Management timely completed 100% of its investigations.<sup>15</sup> Significantly the US Postal Service timely completed 99.1% of their 4,452 investigations in FY 2006. Agencies that had completed fewer than 25 investigations were not included in the ranking. Table B-9 in Appendix III contains this information for all agencies and is located at [www.eeoc.gov](http://www.eeoc.gov).

**Table 17 – Highest Percentage of Timely Completed Investigations for FY 2006**

| <b>Agencies</b>                 | <b>Total Work Force</b> | <b># Completed Investigations</b> | <b># Timely Completed</b> | <b>% Timely</b> |
|---------------------------------|-------------------------|-----------------------------------|---------------------------|-----------------|
| Office of Personnel Management  | 5,335                   | 25                                | 25                        | 100.0%          |
| United States Postal Service    | 795,850                 | 4,452                             | 4,410                     | 99.1%           |
| General Services Administration | 12,290                  | 57                                | 54                        | 94.7%           |
| Tennessee Valley Authority      | 12,600                  | 35                                | 33                        | 94.3%           |
| Broadcasting Board of Governors | 1,741                   | 31                                | 29                        | 93.6            |

In FY 2006, the government-wide average cost for contracting out complaint investigations was \$2,113.26 – approximately 68% less than the \$5,111.93 average cost of agency (in-house) investigations.

<sup>14</sup> For example, time-consuming procedures may appear in lengthy approval of investigative plans, or cumbersome procurement processes.

<sup>15</sup> Twenty one agencies with fewer than 25 total investigations timely completed 100% of their investigations.



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**Final Agency Actions**

EEOC regulations require an agency to take a final action on each formal complaint filed. Table 18 below provides a breakdown with processing time for all final agency actions. Agencies may issue a decision dismissing a complaint on procedural grounds such as untimely EEO counselor contact or failure to state a claim. Government-wide, agencies took an average of 118 days to issue a decision dismissing a complaint on procedural grounds. EEOC maintains that, in general, acceptance letters/dismissal decisions should be issued well in advance of the 180-day time limit to complete an investigation. A suggested practical method of procedure is to issue these actions within 60 days of the filing of the formal complaint.

An agency may also issue a decision after an investigation, either finding discrimination or finding no discrimination. In FY 2006, agencies timely issued 62.3% of their final agency merit decisions, an increase from the 59.1% timely completed in FY 2005. Commission regulations require agencies to issue final decisions within 60 days of a complainant's request for such a decision or within 90 days after completion of an investigation if the complainant has not requested either a final decision or an EEOC hearing.

Finally, when an EEOC Administrative Judge has issued a decision, the agency must issue a final order either implementing the Administrative Judge's decision or not implementing and simultaneously appealing to EEOC. In FY 2006, agencies issued 4,418 final orders implementing and 87 orders not implementing the Administrative Judge's decision. Commission regulations require agencies to issue an order within 40 calendar days of receiving the Administrative Judge's decision or the decision becomes the agency's final decision. In FY 2006, agencies issued orders in an average of 135 days after receiving the Administrative Judge's decision, which is down from 191 days in FY 2005.

**Table 18 – EEO Complaint Closures by Type with Government-Wide Average Processing Times in Days (APD) in FY 2002 – FY 2006**

| FY   | Complaint Closures |     | Merit Final Agency Actions With AJ Decisions |                      | Merit Final Agency Decisions Without AJ Decisions |     |                        |          | Procedural Dismissals |     | Settlements |     | Withdrawals |     |
|------|--------------------|-----|--|----------------------|---|-----|------------------------|----------|-----------------------|-----|-------------|-----|-------------|-----|
|      | Total              | APD | Total  | APD from Comp. Filed | Total   | APD | APD from Date Required | % Timely | Total                 | APD | Total       | APD | Total       | APD |
| 2002 | 22,889             | 418 | 3,841  | 833                  | 5,467   | 474 | --                     | --       | 5,770                 | N/A | 5,606       | 482 | 2,205       | 309 |
| 2003 | 19,772             | 541 | 3,893  | 796                  | 5,287   | 598 | --                     | --       | 2,723                 | 207 | 5,573       | 507 | 2,296       | 380 |
| 2004 | 23,153             | 469 | 4,478  | 743                  | 6,167   | 601 | 200                    | 43.6%    | 5,444                 | 150 | 4,469       | 473 | 2,325       | 308 |
| 2005 | 22,974             | 411 | 4,832  | 669                  | 6,381   | 479 | 191                    | 59.1%    | 5,510                 | 127 | 4,264       | 436 | 1,997       | 294 |
| 2006 | 19,119             | 367 | 4,283  | 624                  | 4,857   | 426 | 135                    | 62.3%    | 4,895                 | 118 | 3,490       | 378 | 1,594       | 236 |

-- EEOC did not collect data showing the timely merit Final Agency Decisions until FY 2004.

**U. S. Postal Service Issued the Highest Percentage of Timely Merit Decisions Without an Administrative Judge Decision**

In FY 2006, the U. S. Postal Service reported the highest percentage (95.9%) of timely issued merit decisions without an Administrative Judge decision. See Table 19 below.<sup>16</sup> Agencies that issued fewer than 25 merit decisions without a hearing were not included in the ranking. See Table B-14 in Appendix III for this information on all agencies located at [www.eeoc.gov](http://www.eeoc.gov).

**Best Practices - Final Action Times**

See the Commission's "Attaining a Model Agency Program: Efficiency" report, located on the web at [www.eeoc.gov/federal/efficiency.html](http://www.eeoc.gov/federal/efficiency.html)

***Table 19 – Agencies With the Highest Percentage of Timely Issued Merit Decisions (Without an Administrative Judge Decision) in FY 2006***

| Agencies                                    | Total Work Force | Merit Decisions without an AJ Decision |        |       |
|---|------------------|--|--------|-------|
|   |                  | #                                      | Timely | %     |
| U.S. Postal Service                         | 795,850          | 1,987                                  | 1,905  | 95.9% |
| Department of the Navy                      | 192,412          | 138                                    | 114    | 82.6% |
| Department of the Treasury                  | 121,452          | 175                                    | 141    | 80.6% |
| Army and Air Force Exchange Service         | 36,378           | 30                                     | 23     | 76.7% |
| Department of Housing and Urban Development | 9,364            | 35                                     | 26     | 74.3% |

**h. Findings of Discrimination and Monetary Benefits on the Decline**

For the first time in five years findings of discrimination have declined in the federal government. Table 20 below shows that both the total number of merit decisions and the number of findings of discrimination have decreased this year. In FY 2006, 2.5% of merit decisions resulted in a finding of discrimination.

<sup>16</sup> We note that fourteen agencies issued 100.0% of their merit decisions in a timely fashion but issued fewer than 25 total merit decisions.

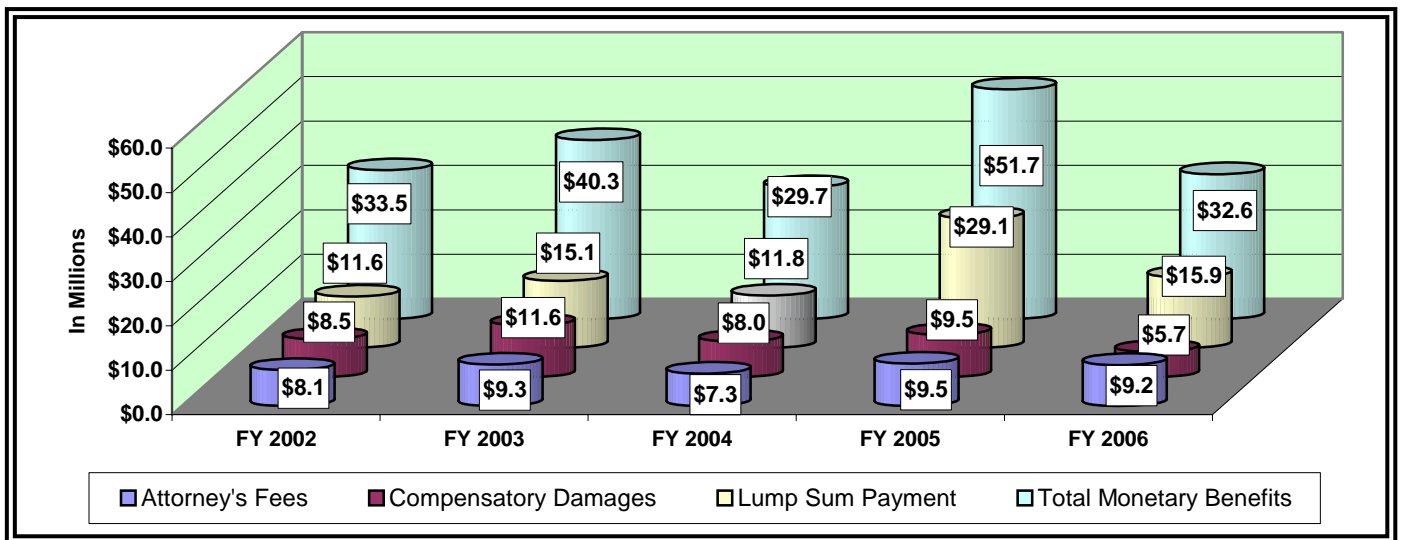
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**Table 20 – Amounts Awarded in Resolution of Formal EEO Complaints Before Appeals FY 2002 – FY 2006**

| Total Complaint Closures |        |                       | Findings of Discrimination |                       | Settlements |                     | Monetary Benefits                        |   |                     |            |
|--------------------------|--------|-----------------------|----------------------------|-----------------------|-------------|---------------------|--|---|---------------------|------------|
| FY                       | #      | Total Merit Decisions | #                          | % of Merits Decisions | #           | % of Total Closures | # Total Complaint Closures with Benefits | % of Total Complaint Closures with Benefits | Total (in millions) | Per Capita |
| 2002                     | 22,889 | 9,308                 | 248                        | 2.7%                  | 5,606       | 24.5%               | 5,854                                    | 25.6%                                       | \$33.5              | \$5,727    |
| 2003                     | 19,772 | 9,180                 | 264                        | 2.9%                  | 5,573       | 28.2%               | 5,823                                    | 29.5%                                       | \$40.3              | \$6,926    |
| 2004                     | 23,153 | 10,915                | 321                        | 2.9%                  | 4,469       | 19.3%               | 4,739                                    | 20.5%                                       | \$29.7              | \$6,266    |
| 2005                     | 22,974 | 11,213                | 345                        | 3.1%                  | 4,264       | 18.6%               | 4,525                                    | 19.7%                                       | \$51.7              | \$11,417   |
| 2006                     | 19,119 | 9140                  | 224                        | 2.5%                  | 3,490       | 18.3%               | 3,634                                    | 19.0%                                       | \$32.6              | \$8,978    |

Average monetary benefits awarded in resolution of formal EEO complaints decreased by 21.4% between FY 2005 and FY 2006 but still represented an increase of 56.8% from FY 2002. Table 20 above shows the total monetary benefits awarded during the formal complaint process for the past five fiscal years, while Figure 4 indicates what portion of these benefits were for compensatory damages, attorney’s fees and lump sum payments.

**Figure 4 – Monetary Benefits Awarded in the Formal Complaint Stage FY 2002 – FY 2006**



**i. Affirmation Rate of Final Agency Decisions on Appeal Falls**

As demonstrated by the Table 21 below, 60% of final agency decisions (FADs), excluding those in which an AJ issued a decision, were affirmed on appeal in FY 2006. This represents an 18% decrease from FY 2005 and a 17.6% decrease from FY 2002.

***Table 21 – Affirmation Rate of Final Agency Decisions on Appeal  
FY 2002 – FY 2006***

| <b>Fiscal Year</b> | <b>FADs Decided on Appeal</b> | <b>FADs Affirmed on Appeal</b> | <b>Percentage of FADs Affirmed on Appeal</b> |
|--------------------|-------------------------------|--------------------------------|--|
| <b>FY 2002</b>     | 4,617                         | 3,566                          | 77.2%  |
| <b>FY 2003</b>     | 3,599                         | 2,888                          | 80.2%  |
| <b>FY 2004</b>     | 3,563                         | 2,876                          | 80.7%  |
| <b>FY 2005</b>     | 3,316                         | 2,595                          | 78.3%  |
| <b>FY 2006</b>     | 3,785                         | 2,257                          | 59.6%  |

**2. EEOC Hearings and Appeals: Quicker Processing Times**

By federal regulation, EEOC becomes involved in the handling of an EEO complaint from a federal employee after the case initially has been processed by the employing agency and a hearing has been requested before an EEOC Administrative Judge or an appeal from a final agency action has been filed.

If a complainant requests a hearing, an EEOC Administrative Judge may oversee discovery between the parties and hold a hearing or issue a decision on the record. If a hearing is held, the Administrative Judge will hear the testimony of witnesses, review relevant evidence, and make findings of fact and conclusions of law in a decision issued to the parties. In appropriate cases, an Administrative Judge may, in lieu of holding a hearing, procedurally dismiss a case or issue a decision by summary judgment.

EEOC is also responsible for deciding appeals from final actions issued by federal agencies on complaints of employment discrimination. These final actions may involve an agency's decision to procedurally dismiss a complaint, a final decision on the merits of a complaint when the complainant has not requested a hearing, or a decision on whether or not to fully implement the decision of an EEOC Administrative Judge. Once appellate decisions are issued, EEOC monitors agency compliance with all orders and takes appropriate action to enforce them. EEOC's adjudicatory responsibilities also include resolving allegations of a breach of a settlement agreement involving a federal sector EEO complaint, as well as deciding petitions for review of decisions involving claims of discrimination by the Merit Systems Protection Board and petitions for review

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of final grievance decisions when claims of discrimination are permitted to be raised in the grievance procedure.

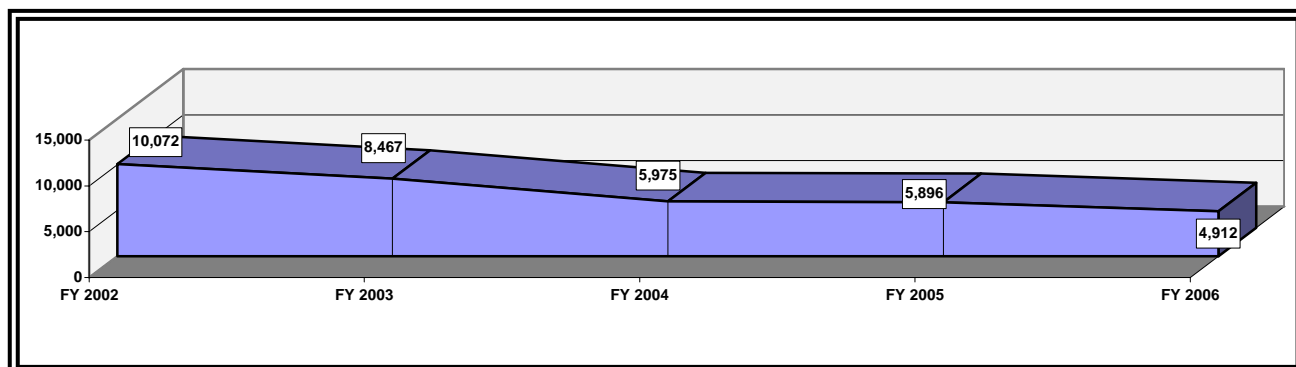
In addition to its equally important adjudicatory role, EEOC is vigorously engaged in assisting federal agencies in the proactive prevention of discrimination. EEOC's Office of Federal Operations (OFO) provides outreach, technical assistance and oversight to federal agencies, including conducting program reviews throughout the federal government to evaluate agencies' efforts to develop and maintain model EEO programs. OFO monitors and evaluates agencies' activities to identify and correct barriers to equal opportunity, reasonable accommodation procedures for individuals with disabilities, and ADR programs. OFO also gathers and analyzes data provided by federal agencies on employment trends and EEO complaint processing; issues periodic reports which are publicly available; and works with individual agencies to identify both positive and negative trends in their EEO programs. In addition, through EEOC's Revolving Fund, OFO develops and delivers training to federal agencies and other interested parties on a wide variety of federal-sector EEO topics.

### **a. HEARINGS**

#### **i. Hearings Inventory Continues to Decline**

The hearings inventory decreased from 5,896 in FY 2005 to 4,912 in FY 2006, which represents a decline of 16.7%. Since FY 2002, the hearings inventory has fallen by 51.2% from a high of 10,072 cases.

***Figure 5 – Hearings Inventory  
FY 2002 – FY 2006***



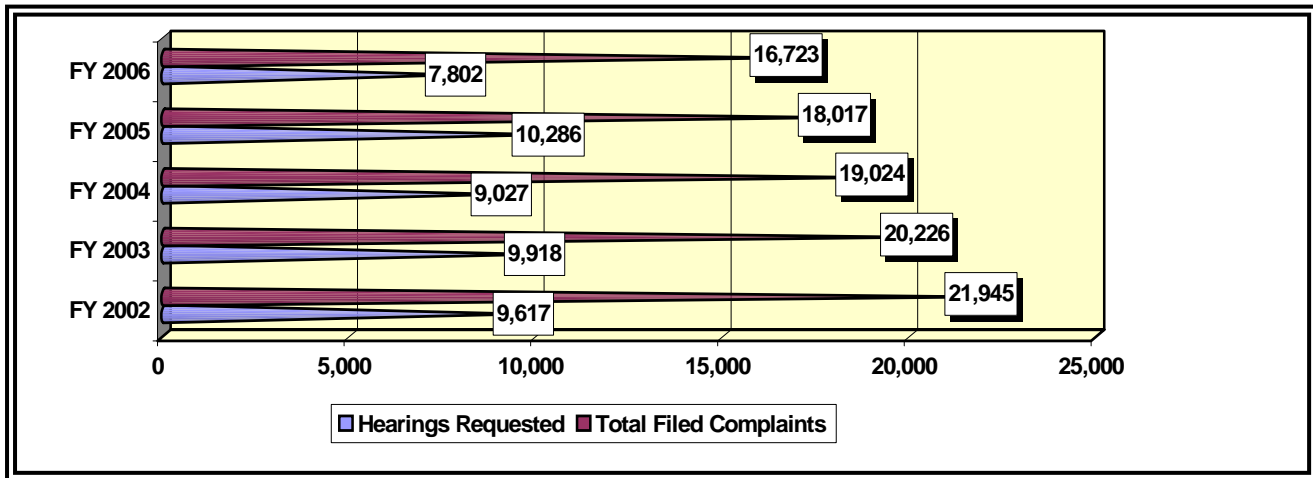
#### **ii. Hearing Requests Down**

Hearing requests decreased by 24.0% from 10,266 hearing requests in FY 2005 to 7,802 in FY 2006, and have decreased by 18.9% from FY 2002. For comparison

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purposes, the 7,802 hearings requested comprised 46.7% of the total complaints filed in FY 2006.

**Figure 6 – Comparison of Requests for EEOC Hearings to Complaints Filed  
FY 2002 – FY 2006**



**iii. Hearing Closures**

During FY 2006, EEOC’s Hearings Program resolved 8,685 cases, including 66 class actions, which represents a 15.0% decrease from the 10,221 cases closed in FY 2005 and a 25.6% decrease from the 11,666 cases closed in FY 2002. Excluding the class actions, the 8,619 individual cases in FY 2006 were closed in the following manner: 12.8% were by decision following a hearing; 33.4% were by decisions on the record; 24.0% were closed by settlements; 13.7% were by procedural dismissal; and 16.0% were withdrawals. See Table 22 for a comparison of FY 2002 – FY 2006.

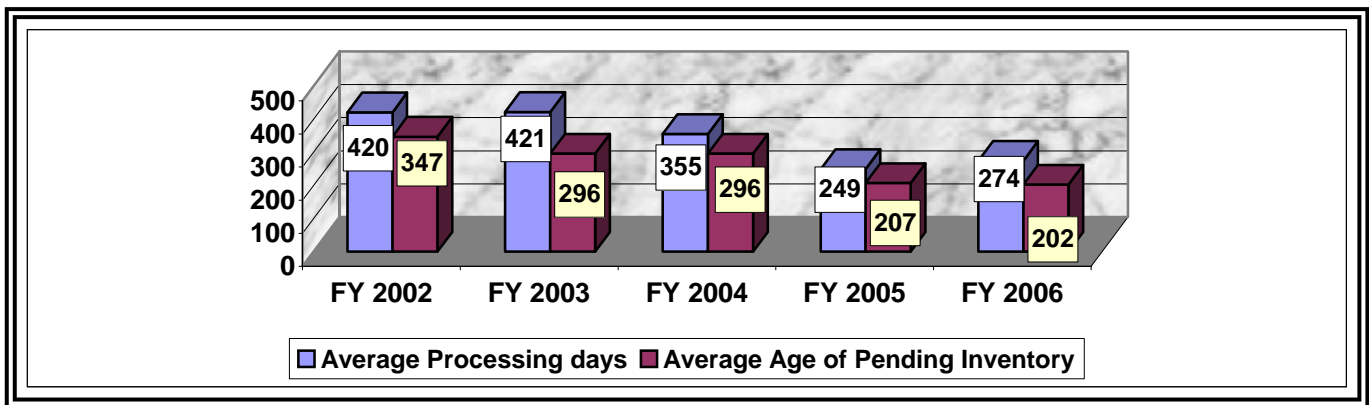
**Table 22 – Hearings Program Individual Case Closures: FY 2002 – FY 2006**

| Closure Type                          | FY 2002 |      | FY 2003 |      | FY 2004 |      | FY 2005 |      | FY 2006 |      |
|---------------------------------------|---------|------|---------|------|---------|------|---------|------|---------|------|
|                                       | #       | %    | #       | %    | #       | %    | #       | %    | #       | %    |
| <b>Decisions Following a Hearing</b>  | 2,004   | 17.3 | 1,974   | 16.3 | 1,655   | 14.2 | 1,268   | 12.5 | 1,102   | 12.8 |
| <b>Decisions On the Record</b>        | 2,274   | 19.7 | 2,804   | 23.1 | 3,481   | 30.0 | 3,272   | 32.3 | 2,883   | 33.4 |
| <b>Settlements</b>                    | 3,841   | 33.2 | 3,951   | 32.6 | 3,180   | 27.4 | 2,546   | 25.1 | 2,071   | 24.0 |
| <b>Procedural Dismissals</b>          | 1,556   | 13.5 | 1,551   | 12.8 | 1,550   | 13.3 | 1,336   | 13.2 | 1,183   | 13.7 |
| <b>Withdrawals</b>                    | 1,893   | 16.4 | 1,844   | 15.2 | 1,760   | 15.1 | 1,721   | 17.0 | 1,380   | 16.0 |
| <b>Total Individual Case Closures</b> | 11,568  |      | 12,124  |      | 11,626  |      | 10,143  |      | 8,619   |      |

**iv. Average Processing Time for Hearings**

The average processing time for hearing closures rose from 249 days in FY 2005 to 274 days in FY 2006, which still represents a significant decrease from the 420 days in FY 2002. The average age of the pending inventory decreased to 202 days in FY 2006 from 207 days in FY 2005, and is significantly lower than the 347 days in FY 2002.

**Figure 7 - Average Processing Days for Hearings  
FY 2002 - FY 2006**



**v. Agencies Challenge Findings of Discrimination**

In FY 2006, EEOC Administrative Judges issued 203 decisions finding discrimination, which was 4.7% of all decisions on the merits of complaints. In comparison to the 232 decisions finding discrimination that Administrative Judges issued in FY 2005, the 203 decisions in FY 2006 represent a 12.5% decrease. Agencies may either fully implement or appeal the Administrative Judge's decision to the OFO. In FY 2006, agencies appealed only 2.0% of all Administrative Judge decisions; however, they appealed 42.5% of the cases where an Administrative Judge found discrimination.

**EEOC FY 2006 Annual Report on the Federal Work Force**

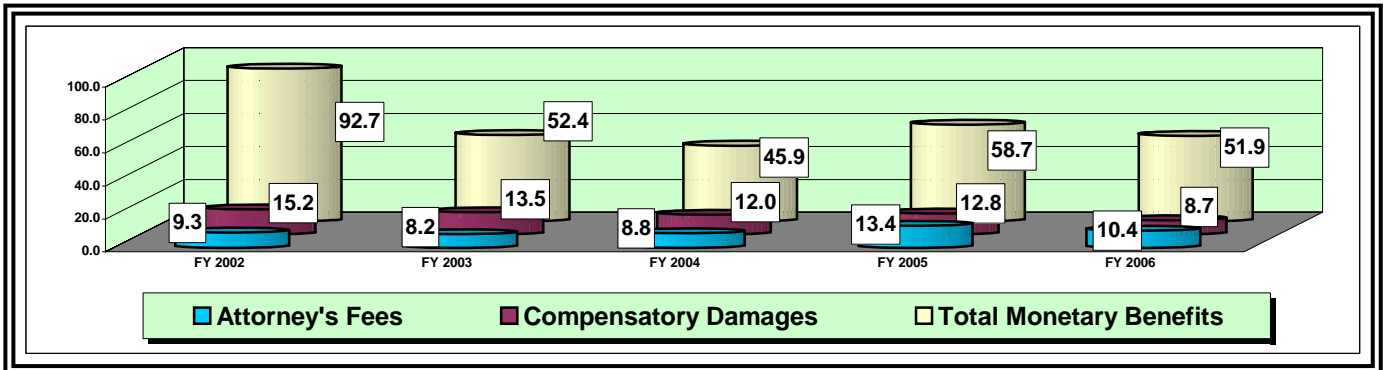
**Table 23 - Agency Actions on Administrative Judge Decisions  
FY 2002 - FY 2006**

| FY   | Finding Discrimination <sup>17</sup> |       |            |       | Finding No Discrimination |        |            |      | Totals        |       |            |      |
|------|--------------------------------------|-------|------------|-------|---------------------------|--------|------------|------|---------------|-------|------------|------|
|      | Implemented #                        | %     | Appealed # | %     | Implemented #             | %      | Appealed # | %    | Implemented # | %     | Appealed # | %    |
| 2002 | 197                                  | 65.0% | 106        | 35.0% | 3,644                     | 100.0% | 0          | 0%   | 3,841         | 97.3% | 106        | 2.7% |
| 2003 | 159                                  | 63.3% | 92         | 36.7% | 3,639                     | 99.9%  | 3          | 0.1% | 3,798         | 97.6% | 95         | 2.4% |
| 2004 | 124                                  | 71.3% | 50         | 28.7% | 4,515                     | 98.7%  | 59         | 0.3% | 4,639         | 97.8% | 109        | 2.2% |
| 2005 | 182                                  | 69.7% | 79         | 30.3% | 4,567                     | 99.9%  | 4          | 0.1% | 4,749         | 98.3% | 83         | 1.7% |
| 2006 | 108                                  | 57.5% | 80         | 42.5% | 4,089                     | 99.9%  | 6          | 0.1% | 4,197         | 98.0% | 86         | 2.0% |

**vi. Monetary Benefits Decrease at Hearings**

In FY 2006, Administrative Judge decisions and settlements at the hearings stage awarded \$51.9 million in benefits, as compared to the \$58.7 million in FY 2005 and the \$92.7 million awarded in FY 2002. Note that benefits at the hearings stage are preliminary, pending a decision on implementation by the agency or on appeal.

**Figure 8 - Monetary Benefits Awarded from Hearings (In Millions of Dollars)  
FY 2002 - FY 2006**



<sup>17</sup> These numbers do not parallel Administrative Judge findings of discrimination because agencies may not take final action in the same fiscal year as the decision was issued, or they may settle a complaint where the Administrative Judge has found discrimination.



**vii. High Affirmation Rate of AJ Decisions on Appeal**

As demonstrated by the table below, over 94% of Administrative Judge’s decisions were affirmed on appeal in FY 2006.<sup>18</sup> Although the percentage has declined for the last three years, the five-year trend has shown nearly a 5.2% increase of affirmed Administrative Judge’s decisions since FY 2002.

**Table 24 – Affirmation Rate of AJ Decisions on Appeal  
FY 2002 - FY 2006**

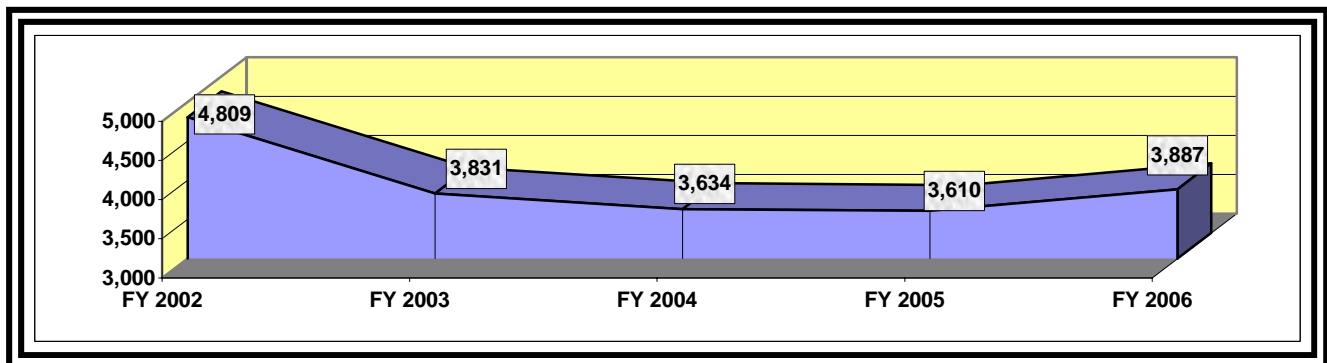
| Fiscal Year | AJ Decisions Appealed |                                |                     | AJ Decisions Affirmed on Appeal |                  |                     | % of AJ Decisions Affirmed on Appeal |                  |                     |
|-------------|-----------------------|--------------------------------|---------------------|---------------------------------|------------------|---------------------|--------------------------------------|------------------|---------------------|
|             | Total                 | Appeal By Agency <sup>19</sup> | Appeal By Appellant | Total                           | Appeal By Agency | Appeal By Appellant | Total                                | Appeal By Agency | Appeal By Appellant |
| 2002        | 2,033                 | 57                             | 1,976               | 1,811                           | 37               | 1,774               | 89.1%                                | 64.9%            | 89.8%               |
| 2003        | 1,772                 | 123                            | 1,649               | 1,703                           | 87               | 1,616               | 96.1%                                | 70.7%            | 98.0%               |
| 2004        | 1,828                 | 152                            | 1,676               | 1,741                           | 107              | 1,634               | 95.2%                                | 70.4%            | 97.5%               |
| 2005        | 1,712                 | 93                             | 1,619               | 1,616                           | 71               | 1,545               | 94.4%                                | 76.3%            | 95.4%               |
| 2006        | 1,443                 | 58                             | 1,384               | 1,361                           | 47               | 1,313               | 94.3%                                | 81.0%            | 95.0%               |

**b. APPEALS**

**i. Appeals Inventory Turns Upward**

OFO’s appellate inventory rose in FY 2006 to 3,887, which represents a 7.7% increase from the 3,610 case inventory at the close of FY 2005 but a reduction of 19.2% from the 4,809 cases in inventory at the close of FY 2002.

**Figure 9 - Appellate Inventory FY 2002 - FY 2006**



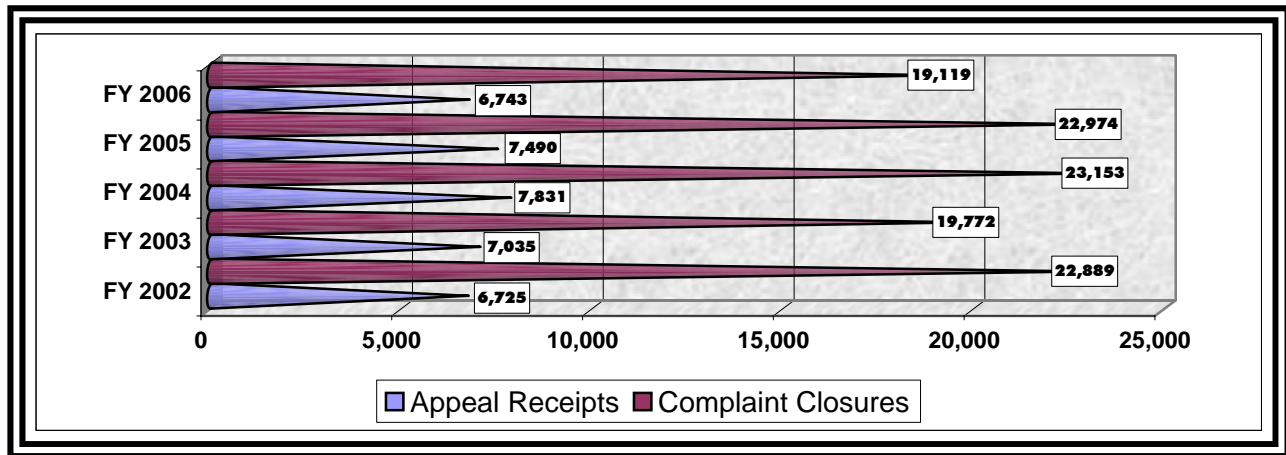
<sup>18</sup> Administrative Judge decisions reported here do not include Petitions for Enforcement.

<sup>19</sup> Appeal By Agency occurs when the agency did not fully implement the AJ decision.

**ii. Appeal Receipts Create Two-Year Downward Trend**

OFO received 6,743 appeals in FY 2006, representing a 10% decrease from the 7,490 appeals filed in FY 2005. FY 2006 appeal receipts, however, still represent an increase of 0.3% from the 6,725 appeals received in FY 2002.

**Figure 10 – Comparison of Appeals Receipts to Complaint Closures  
FY 2002 - FY 2006**



**iii. Appeal Closures Remain Steady**

OFO closed a total of 6,466 appellate cases in FY 2006, of which 5,118 (79.2%) alleged violations of Title VII; 1,703 (26.3%) involved the Rehabilitation Act; 1,721 (26.6%) violations of the ADEA; and 2 (0.03%) involved the Equal Pay Act of 1963. In FY 2005, OFO closed a total of 7,514 appellate cases, of which 5,831 were Title VII cases (77.6%); 2,040 involved the Rehabilitation Act (27.1%); 1,941 alleged violations of the ADEA (25.8%); and one involved the Equal Pay Act of 1963 (0.01%).<sup>20</sup> See Figure 11 for the appeal closures from FY 2002 to FY 2006.

<sup>20</sup> The number and percentage of resolutions by statute will be greater than the number of cases closed, because one or more statutory bases may be alleged in each appeal.

Figure 11 - Appeal Closures FY 2002 - FY 2006

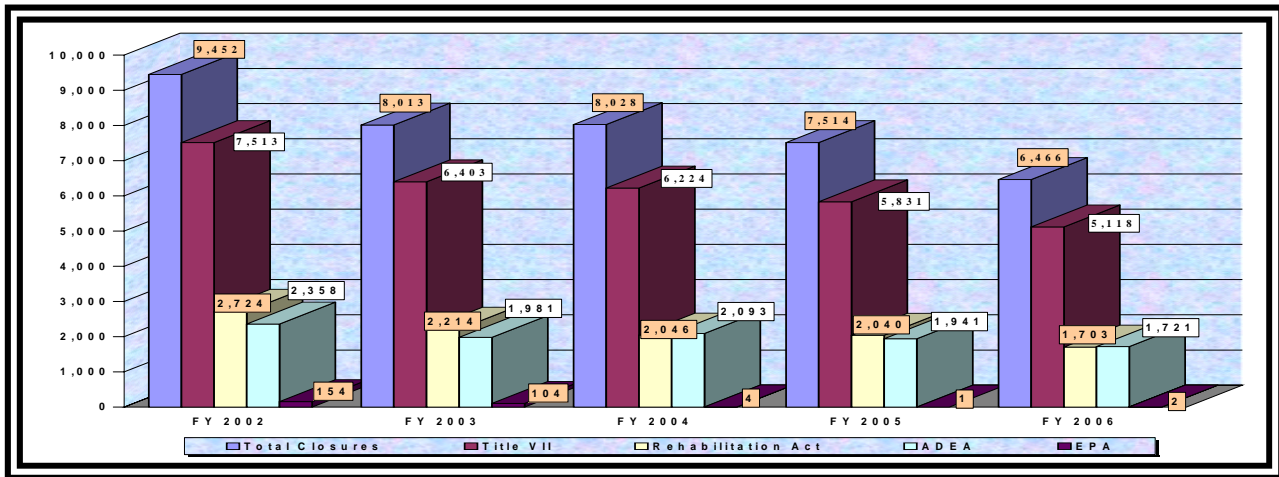


Table 25 below provides a breakdown by appeal type of all FY 2006 receipts and closures.

Table 25 - Types of Receipts and Appeals FY 2006

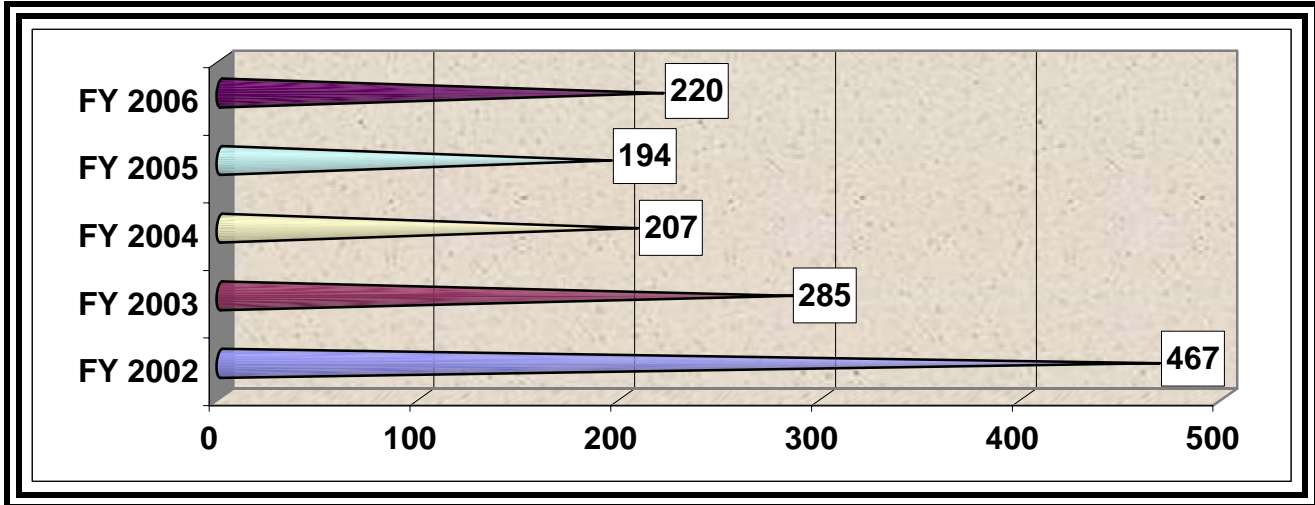
| Types of Appeals                                       | Receipts |            | Closures |            |
|--|----------|------------|----------|------------|
|  | #        | % of Total | #        | % of Total |
| <b>Total</b>   | 6,743    |            | 6,466    |            |
| Initial Appeals from Complainants                      | 5,356    | 79.4       | 5,112    | 79.1       |
| Initial Appeals from Agencies                          | 94       | 1.4        | 67       | 1.0        |
| Petitions to Review MSPB Decisions                     | 133      | 2.0        | 125      | 1.9        |
| Appeals from a Grievance/Arbitration of FLRA Decisions | 15       | 0.2        | 15       | 0.2        |
| Petitions for Enforcement                              | 45       | 0.7        | 32       | 0.5        |
| Requests for Reconsiderations                          | 1,100    | 16.3       | 1,115    | 17.2       |

In FY 2006, OFO closed 2,637 appeals addressing the merits of the underlying discrimination claims, and made a total of 134 findings of discrimination, which represents 5.1% of the total. In FY 2005, OFO closed 3,000 appeals addressing the merits of the underlying discrimination claims, and made a total of 145 findings of discrimination, which represented 4.8% of the total. In FY 2006, OFO reversed 19.7% of the 3,266 appeals which addressed procedural closures.

#### iv. Average Processing Time of Appeal Closures

The average processing time for appeal closures rose to 220 days in FY 2006, representing a 13.4% increase from 194 days in FY 2005 and a 52.9% decrease from 467 days in FY 2002. OFO resolved 3,863 (59.7%) of the 6,466 appeals closed in FY 2006 within 180 days. The average age of the pending inventory at the end of FY 2006 was 205 days, a 3.5% increase from the 198-day average age at the end of FY 2005 and a 19.9% reduction from the 256-day average age of the open inventory at the end of FY 2002.

**Figure 12 - Average Processing Days on Appeal  
FY 2002 - FY 2006**



**v. Three Most Prevalent Bases and Issues on Appeal Remain Unchanged**

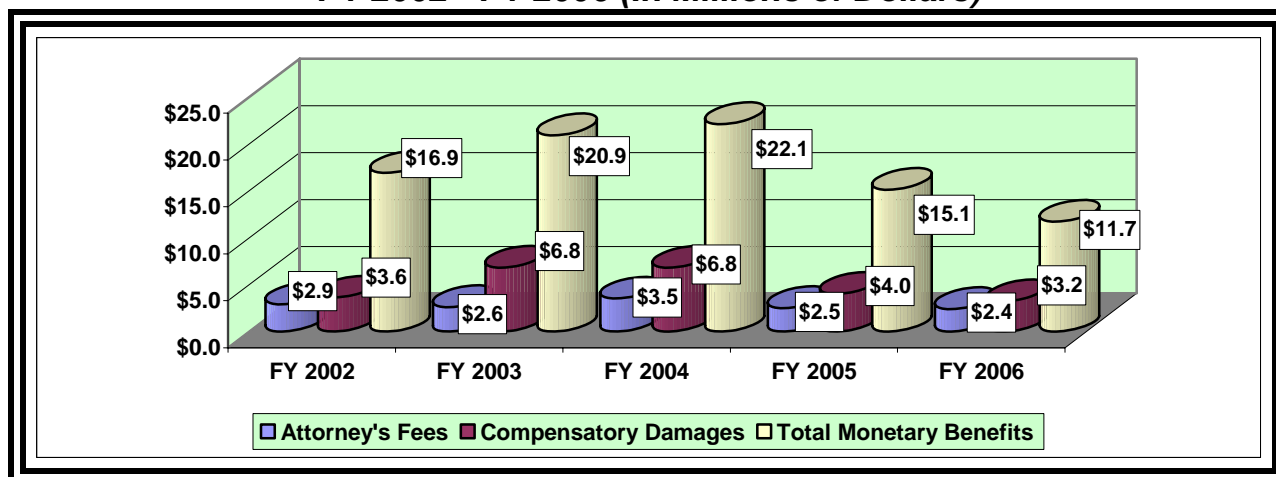
In FY 2006, reprisal, age and disability were the most prevalent bases of discrimination in closed appeals. In FY 2004 and FY 2005, reprisal, race (Black) and disability were the three most prevalent bases of discrimination in appeals. For all three years, harassment (non-sexual), promotion and removal were the most prevalent issues of discrimination in closed appeals.

**vi. \$11.7 Million Awarded on Appeal**

In FY 2006, the \$11.7 million in monetary benefits awarded in compliance with appellate decisions (including settlement agreements resolving appeals) is a decrease of 22.5% from the \$15.1 million awarded in FY 2005 and a 30.8% decrease from the \$16.9 million awarded in FY 2002.

## EEOC FY 2006 Annual Report on the Federal Work Force

**Figure 13 - Monetary Benefits Awarded from Appeals<sup>21</sup>  
FY 2002 - FY 2006 (In Millions of Dollars)**



### **vii. Training and Outreach Conducted By EEOC**

In FY 2006, EEOC staff members informed a large number of federal employees of their rights and responsibilities under the EEO process, affirmative employment programs and laws that the Commission enforces. EEOC's proactive prevention activities targeted multiple agencies, which provided to their managers and supervisors a better understanding of how to prevent employment discrimination within their workplace. These training sessions were provided by staff members from the OFO and various EEOC offices throughout the country.

Specifically, staff members conducted 161 training sessions reaching 3,875 federal employees, including 221 new EEO counselors, 141 new EEO investigators and 456 EEO professionals in affirmative employment programs. Additionally, staff members participated in 37 outreach sessions which reached another 2,283 individuals.

EEOC staff members also responded to more than 8,240 calls regarding the EEO complaint/appeals process, thereby providing the federal sector EEO community and employees with timely information. Additionally, in FY 2006 EEOC staff members provided 138 agencies and subcomponents with a written assessment of their FY 2005 MD-715 reports. Staff also provided technical assistance for affirmative employment programs through 80 in-person visits and 16,353 telephonic and email responses.

The Commission's training and outreach information can be found at <http://www.eeoc.gov/outreach>.

<sup>21</sup> Note: Hearings Benefits should not be added to Appeals Benefits for a grand total, as Hearings Benefits are only preliminary.

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## **Section F- Responsiveness and Legal Compliance**

The sixth MD-715 element, "Responsiveness and Legal Compliance," encompasses timely filing of required reports with EEOC and timely compliance with EEOC's issued orders.

### **1. 94% of Submitted EEOC 462 Reports Were Timely**

EEOC regulation 29 C.F.R. § 1614.602(a) requires agencies to report to EEOC information concerning pre-complaint counseling, ADR, and the status, processing, and disposition of complaints under this part at such times and in such manner as the Commission prescribes.

The requirement to file an EEOC Form 462 Report applies to all federal agencies and departments covered by 29 C.F.R. Part 1614, as defined in 29 C.F.R. § 1614.103(b). This includes Executive agencies as defined in 5 U.S.C. 105, military departments as defined in 5 U.S.C. 102, the Government Printing Office, the Postal Rate Commission, the Smithsonian Institution, the Tennessee Valley Authority, the United States Postal Service, and those units of the judicial branch of the federal government having positions in the competitive service. All covered agencies must file Form 462 Reports with the Commission. EEOC Form 462 Reports are due on or before October 31<sup>st</sup> of each year.

Of 91 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report in FY 2006, 86 or 94.5% submitted them timely.

### **2. 68% of Submitted FY 2005 MD-715 Reports Were Timely**

EEOC regulation 29 C.F.R. § 1614.601(g) requires agencies to report to EEOC "on employment by race, national origin, sex, and handicap in the form and at such times as the Commission may require." In addition, EEOC regulation 29 C.F.R. § 1614.602(c) requires agencies to "submit annually for the review and approval of the Commission written national and regional EEO plans of action."

MD-715 reports provide information on an agency's progress in achieving the model EEO program elements, elimination of barriers, and ability to conduct a wide array of examinations of the agency's Title VII and Section 501 work force profiles. MD-715 applies to all Executive agencies and military departments (except uniformed members) as defined in Sections 102 and 105 of Title 5, U.S.C. (including those with employees and applicants for employment who are paid from non-appropriated funds), the United

## ***EEOC FY 2006 Annual Report on the Federal Work Force***

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States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These agencies and their Second Level Reporting Components are required to file an EEOC FORM 715-01 on or before January 31<sup>st</sup> of each year.

Sixty-eight percent or 107 of the 158 agencies and subcomponents submitted timely MD-715 reports in FY 2005.



**Program Tip  
No FEAR Act**

| EEOC's Role   | OPM's Role   |
|---|--|
| <p>Prescribe the time, form and manner in which a federal agency shall post on its public Web site summary statistical data pertaining to EEO complaints filed with the agency.</p>   | <p>Issue rules regarding an agency's obligation to: 1) reimburse the Judgment Fund; 2) notify and train employees, former employees, and applicants, of their rights under antidiscrimination and whistleblower protection laws; and 3) report annually on certain topics regarding antidiscrimination and whistleblower protection laws, including disciplinary actions taken for conduct that is inconsistent with these laws.</p> |
| <p>Post on its public Web site summary statistical data relating to (1) hearings requested before an EEOC administrative judge and (2) appeals filed with EEOC from final agency actions which it gathers from its own sources.</p>       | <p>Conduct a study to identify best practices within the executive branch for taking appropriate disciplinary actions against Federal employees for conduct inconsistent with antidiscrimination and whistleblower protection laws. Issue advisory guidelines based on these best practices which an agency may then follow when taking disciplinary action.</p>   |
| <p>Post its own summary statistical data pertaining to complaints of employment discrimination filed against it.</p>  | <p>Post its own summary statistical data pertaining to complaints of employment discrimination filed against it.</p>   |
| <p>Like all agencies, submit its own annual report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, certain Congressional Committees and others.</p>  | <p>Like all agencies, submit its own annual report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, certain Congressional Committees and others.</p>   |
| <p><a href="#">Final Rule: Posting Requirements in Federal Sector Equal Employment Opportunity -Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174.</a></p> | <p><b>5 CFR Part 724 -- RIN 3206-AK55 -- Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002--Reporting &amp; Best Practices</b> <a href="http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=2006_register&amp;docid=E6-22242">http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=2006_register&amp;docid=E6-22242</a></p>                              |



## **PART II**

### **PROFILES FOR SELECTED FEDERAL AGENCIES**

What follows are individual profiles of federal agencies with a total work force of 500 or more employees. These profiles of selected indicators were created from data submitted by agencies in annual EEOC Form 462 reports, and a September 30, 2006 snapshot from the Central Personnel Data File (CPDF)<sup>1</sup>, which is maintained by the Office of Personnel Management (OPM).

Each agency's profile highlights the participation by race (including for the first time data on Native Hawaiian/Other Pacific Islanders and people of Two or More Races), national origin, gender, and disability status of employees in the work force as a whole, as well as in the agency's major occupations, supervisor and manager ranks, Senior Pay Level, career Senior Executive Service (SES) and the "feeder grades" (GS-14 and GS-15) to the SES.

The profiles include participation rates by race, national origin, gender and Individuals with Targeted Disabilities for persons who serve as supervisors and managers.<sup>2</sup> For the first time, the profiles include data on the participation rates for career SES positions. Since those supervisors and managers comprising an agency's First-Level Officials and Managers may constitute a large portion of an agency's available pool of candidates for higher level managerial positions, a comparison of the data on the participation rates of persons as they progress through the managerial ranks and into the career SES ranks can serve as a diagnostic tool to help agencies uncover and effectively address impediments to fair and open competition in the federal workplace and allow individuals equal opportunity for advancement.

In general, the data for the profiled agencies indicate that a comparison of the participation rates of women, Hispanic or Latinos, Black or African Americans, Asians, Native Hawaiian/Other Pacific Islanders and American Indian/Alaska Natives will show a decline from the First-Level positions to the Mid-Level positions and another decline from the Mid-Level positions to the Senior-Level positions.

The profile narratives also contain a number of measures related to the agencies' EEO complaint activities, including the number of complaints filed, complainants investigated, complaints closed, merit decisions, findings of discrimination, and settlements. Also included are timeliness measures for various stages of EEO complaint processing. EEOC relies on each agency to provide accurate and reliable data for its complaint processing program. Although the EEOC reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data.

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<sup>1</sup> The September 30 snapshot includes only employees in pay status thus, some permanent employees, like seasonal employees or those on active military tours of duty are not included.

<sup>2</sup> Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers. If the CPDF was unable to determine the grade level of particular managers, they are identified as Unclassified Managers.

Finally, each profile narrative offers data concerning an agency's success in implementing ADR activities at the pre-complaint and formal complaint stages of the discrimination complaint process. EEOC is firmly committed to using ADR to resolve workplace disputes. Used properly and in appropriate circumstances, ADR can provide faster and less expensive results while at the same time improving workplace communication and morale.

## ***EEOC FY 2006 Annual Report on the Federal Work Force***

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### **List of Agencies Included in the Agency Profile Section**

In addition to the government-wide profile, the following agencies have profiles listed alphabetically in this part:

Government-Wide ([II-4](#))  
Agency for International Development ([II-6](#))  
Agriculture, Department of ([II-8](#))  
Air Force, Department of the ([II-10](#))  
Army, Department of the ([II-12](#))  
Army and Air Force Exchange Service ([II-14](#))  
Broadcasting Board of Governors ([II-16](#))  
Commerce, Department of ([II-18](#))  
Corporation for National Community Service ([II-20](#))  
Court Services and Offender Supervision Agency ([II-22](#))  
Defense Commissary Agency ([II-24](#))  
Defense Contract Audit Agency ([II-26](#))  
Defense Contract Management Agency ([II-28](#))  
Defense Education Activity ([II-30](#))  
Defense Finance and Accounting Service ([II-32](#))  
Defense Human Resources Activity ([II-34](#))  
Defense Information Systems Agency ([II-36](#))  
Defense Inspector General, Office of the ([II-38](#))  
Defense Logistics Agency ([II-40](#))  
Office of the Secretary/Wash. Hqtrs. Services ([II-42](#))  
Defense Security Service ([II-44](#))  
Defense Threat Reduction Agency ([II-46](#))  
Education, Department of ([II-48](#))  
Energy, Department of ([II-50](#))  
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Equal Employment Opportunity Commission ([II-54](#))  
Federal Communications Commission ([II-56](#))  
Federal Deposit Insurance Corporation ([II-58](#))  
Federal Energy Regulatory Commission ([II-60](#))  
Federal Trade Commission ([II-62](#))  
General Services Administration ([II-64](#))  
Government Printing Office ([II-66](#))  
Health and Human Services, Department of ([II-68](#))  
Homeland Security, Department of ([II-70](#))  
Housing and Urban Development, Department of ([II-72](#))  
Interior, Department of the ([II-74](#))  
Justice, Department of ([II-76](#))  
Labor, Department of ([II-78](#))  
National Aeronautics and Space Administration ([II-80](#))  
National Archives and Records Administration ([II-82](#))  
National Credit Union Administration ([II-84](#))  
National Gallery of Art ([II-86](#))  
National Labor Relations Board ([II-88](#))  
National Science Foundation ([II-90](#))  
Navy, Department of the ([II-92](#))  
Nuclear Regulatory Commission ([II-94](#))  
Office of Personnel Management ([II-96](#))  
Peace Corps ([II-98](#))  
Pension Benefit Guaranty Corporation ([II-100](#))  
Railroad Retirement Board ([II-102](#))  
Securities and Exchange Commission ([II-104](#))  
Small Business Administration ([II-106](#))  
Smithsonian Institution ([II-108](#))  
Social Security Administration ([II-110](#))  
State, Department of ([II-112](#))  
Tennessee Valley Authority ([II-114](#))  
Transportation, Department of ([II-116](#))  
Treasury, Department of ([II-118](#))  
U.S. Postal Service ([II-120](#))  
Veterans Affairs, Department of ([II-124](#))

**Government-Wide (The Government)**

**Permanent Work Force: 2,432,314    Temporary Work Force: 179,179    Total Work Force: 2,611,493**

**Work Force Composition\***

|  | Total #   | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|-----------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 2,432,314 | 57.20% | 42.80% | 7.74%              | 65.85% | 18.74%                    | 5.90% | 0.17%                                   | 1.51%                          | 0.06%             | 0.97%                                  |
| <b>GS-14 and GS-15*</b>                | 172,760   | 67.31% | 32.69% | 4.24%              | 78.75% | 11.00%                    | 6.12% | 0.03%                                   | 0.91%                          | 0.04%             | 0.49%                                  |
| <b>Senior Pay Level*</b>               | 15,833    | 73.48% | 26.52% | 3.69%              | 85.35% | 6.71%                     | 3.29% | 0.02%                                   | 0.88%                          | 0.05%             | 0.47%                                  |
| <b>SES</b>                             | 7,038     | 72.04% | 27.96% | 3.71%              | 84.58% | 8.10%                     | 2.23% | 0.01%                                   | 1.29%                          | 0.07%             | 0.44%                                  |
| <b>First-Level Officials/Managers</b>  | 63,066    | 60.13% | 39.87% | 8.21%              | 69.98% | 14.99%                    | 3.59% | 0.29%                                   | 2.91%                          | 0.03%             | 0.51%                                  |
| <b>Mid-Level Officials/Managers</b>    | 82,725    | 67.14% | 32.86% | 5.65%              | 78.30% | 11.14%                    | 3.36% | 0.10%                                   | 1.41%                          | 0.05%             | 0.48%                                  |
| <b>Senior-Level Officials/Managers</b> | 45,746    | 71.93% | 28.07% | 3.62%              | 83.66% | 8.01%                     | 3.67% | 0.02%                                   | 0.98%                          | 0.03%             | 0.42%                                  |
| <b>Unclassified Managers</b>           | 53,655    | 72.18% | 27.82% | 6.75%              | 72.77% | 15.00%                    | 3.24% | 0.37%                                   | 1.85%                          | 0.02%             | 0.46%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006 for those agencies that report to OPM's CPDF, Foreign Service, AAFES, FERC, TVA and USPS; does not include data for intelligence gathering agencies. Does not include pay-banded employees. The Senior Pay Level data includes SES employees.

**Targeted Disabilities**

In FY 2006, the government-wide participation rate for Individuals with Targeted Disabilities was 0.94%. Agencies are reminded of their affirmative requirements under the Rehabilitation Act to hire and advance Individuals with Targeted Disabilities. EEOC's LEAD Initiative has a goal of raising the government-wide participation rate to 2% by FY 2010. Each agency not currently above 2% should make plans to reach that goal.

**EEO Complaint Processing**

**I. Counseling**

The Government timely processed 89.02% of the 38,777 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 16,723 complaints filed government-wide contained 4,125 allegations of race (Black) discrimination, 1,410 allegations of race (White) discrimination, 501 allegations of race (Asian) discrimination, 161 allegations of race (American Indian/Alaska Native) discrimination, 1,621 allegations of color discrimination and 4,973 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 10,817 completed investigations, 69.4% were timely. The Government's average time for completing an investigation was 186 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

The Government's average processing time for all complaint closures decreased from 411 days in FY 2005 to 367 days in FY 2006.

**IV. Costs**

The Government agreed to pay \$1,666,650 for 7,424 pre-complaint settlements, of which 622 were monetary settlements averaging \$2,679. The Government expended a total of \$33,345,454 for 10,817 complaint investigations, for an average expenditure of \$3,082.

The Government agreed to pay a total of \$32,625,667 for 3,634 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,977.

## Government-Wide (The Government)

### Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 21,514                     |       | 17,309              |       | 38,824                    |       |
| <b>Settlements</b>  | 1,616                      | 7.5%  | 5,808               | 33.6% | 7,424                     | 19.1% |
| <b>Withdrawals or No Complaints Filed</b>                       | 11,143                     | 51.8% | 2,863               | 16.5% | 14,006                    | 36.1% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 16,085                    | 41.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 1,309                     | 3.4%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

### Agency Use of ADR for EEO Dispute Resolution in FY 2006

|   | Counseling   | Complaint**    |
|---|--------------|----------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 38,824       | 19,119         |
| <b>Total Number Offered ADR</b>                       | 29,352       | 2,737          |
| <b>ADR Offer Rate*</b>                                | 75.6%        | 14.3%          |
| <b>ADR Participation Rate*</b>                        | 44.6%        | 5.5%           |
| <b>Total ADR Settlements</b>                          | 5,808        | 678            |
| <b>Total ADR Settlements Amount</b>                   | \$980,797.50 | \$3,554,975.22 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

### Timeliness in FY 2006

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 38,777  | 34,520   | 89%      |              |             |          |
| <b>All Investigations</b>                            | 10,817  | 7,506    | 69.4%    | 237          | 186         | -21.5%   |
| <b>All Complaint Closures</b>                        | 19,119  |          |          | 411          | 367         | -10.7%   |
| <b>Merit Decisions (no AJ)</b>                       | 4,857   | 3,026    | 62.3%    | 479          | 426         | -11.1%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 4,673   |          |          | 94           | 95          | 1.1%     |

\*APD = Average Processing Days

### Outcomes of Complaints in FY 2006

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 16,723             |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 19,119             |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 3,490              | 18.3% |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 1,594              | 8.3%  |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 14,035             | 73.4% | 9,530                                  | 67.9% | 4,418                                       | 31.5% | 87  | 0.6%  |
| <b>Dismissals</b>                 | 4,895              | 34.9% | 4,673                                  | 95.5% | 221   | 4.5%  | 1   | 0%    |
| <b>Merit Decisions</b>            | 9,140              | 65.1% | 4,857                                  | 53.1% | 4,197                                       | 45.9% | 86  | 0.9%  |
| <b>Finding Discrimination</b>     | 224                | 2.5%  | 36                                     | 16.1% | 108   | 48.2% | 80  | 35.7% |
| <b>Finding No Discrimination</b>  | 8,916              | 97.5% | 4,821                                  | 54.1% | 4,089                                       | 45.9% | 6   | 0.1%  |

## Agency for International Development (AID)

Permanent Work Force: 1,766

Temporary Work Force: 647

Total Work Force: 2,413

### Work Force Composition\*

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 1,766   | 46.89% | 53.11% | 3.74%              | 61.66% | 28.88%                    | 5.55% | 0.00%                                   | 0.17%                          | 0.00%             | 0.57%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Administration and Program | 374     | 51.07% | 48.93% | 5.88%              | 74.60% | 15.24%                    | 4.01% | 0.00%                                   | 0.27%                          | 0.00%             | 0.00%                                  |
| Management and Program Analysis          | 406     | 42.86% | 57.14% | 3.20%              | 68.97% | 22.17%                    | 5.67% | 0.00%                                   | 0.00%                          | 0.00%             | 0.74%                                  |
| Contracting                              | 181     | 49.17% | 50.83% | 4.97%              | 60.77% | 27.07%                    | 7.18% | 0.00%                                   | 0.00%                          | 0.00%             | 0.55%                                  |
| GS-14 and GS-15*                         | 903     | 57.14% | 42.86% | 3.77%              | 75.64% | 15.39%                    | 5.09% | 0.00%                                   | 0.11%                          | 0.00%             | 0.44%                                  |
| Senior Pay Level*                        | 150     | 68.00% | 32.00% | 2.67%              | 80.67% | 11.33%                    | 4.67% | 0.00%                                   | 0.67%                          | 0.00%             | 0.00%                                  |
| SES                                      | 18      | 50.00% | 50.00% | 5.56%              | 72.22% | 16.67%                    | 5.56% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 90      | 60.00% | 40.00% | 2.22%              | 78.89% | 10.00%                    | 7.78% | 0.00%                                   | 1.11%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 128     | 48.44% | 51.56% | 3.91%              | 72.66% | 21.09%                    | 1.56% | 0.00%                                   | 0.78%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers          | 467     | 65.52% | 34.48% | 3.21%              | 83.08% | 10.06%                    | 3.43% | 0.00%                                   | 0.21%                          | 0.00%             | 0.21%                                  |
| Unclassified Managers                    | 14      | 78.57% | 21.43% | 0.00%              | 92.86% | 0.00%                     | 7.14% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

### Targeted Disabilities

AID employed 14 Individuals with Targeted Disabilities in FY 2006, which was 0.58% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 3 employees since FY 2002. The participation rate for FY 2005 was 0.50% and for FY 2002 was 0.63%. Over the 5-year period AID had a net decrease of 0.05% in employees with targeted disabilities.

### EEO Complaint Processing

#### I. Counseling

AID timely processed 35.7% of the 14 pre-complaint counselings (without remands) completed in FY 2006.

#### II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; and (2) Race (Black). The 5 complaints filed at AID contained 3 allegations of race (Black) discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

### III. Complaint Processing Times

Of the 13 completed investigations, 15.4% were timely. AID's average time for completing an investigation was 551 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

AID's average processing time for all complaint closures decreased from 637 days in FY 2005 to 631 days in FY 2006. The government-wide average was 367 days.

### IV. Costs

AID reported no counseling settlements in FY 2006. AID expended a total of \$30,094 for 13 complaint investigations, for an average expenditure of \$2,314.

AID agreed to pay a total of \$10,000 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$5,000.



## Agency for International Development (AID)

### Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|----|---------------------------|-------|
|   | #                          | %     | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 14                         |       | 0                   |    | 14                        |       |
| <b>Settlements</b>  | 0                          | 0%    | 0                   | 0% | 0                         | 0%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 9                          | 64.3% | 0                   | 0% | 9                         | 64.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 5                         | 35.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

### Agency Use of ADR for EEO Dispute Resolution in FY 2006

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 14         | 13          |
| <b>Total Number Offered ADR</b>                       | 0          | 1           |
| <b>ADR Offer Rate*</b>                                | 0%         | 7.7%        |
| <b>ADR Participation Rate*</b>                        | 0%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

### Timeliness in FY 2006

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 14      | 5        | 35.7%    |              |             |          |
| <b>All Investigations</b>                            | 13      | 2        | 15.4%    | 296          | 551         | 86.1%    |
| <b>All Complaint Closures</b>                        | 13      |          |          | 637          | 631         | -0.9%    |
| <b>Merit Decisions (no AJ)</b>                       | 6       | 0        | 0%       | 681          | 639         | -6.2%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 3       |          |          | 143          | 222         | 55.2%    |

\*APD = Average Processing Days

### Outcomes of Complaints in FY 2006

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 5                  |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 13                 |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 0                  | 0%    |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 1                  | 7.7%  |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 12                 | 92.3% | 9                                      | 75%   | 3   | 25%   | 0   | 0% |
| <b>Dismissals</b>                 | 3                  | 25%   | 3                                      | 100%  | 0   | 0%    | 0   | 0% |
| <b>Merit Decisions</b>            | 9                  | 75%   | 6                                      | 66.7% | 3   | 33.3% | 0   | 0% |
| <b>Finding Discrimination</b>     | 2                  | 22.2% | 2                                      | 100%  | 0   | 0%    | 0   | 0% |
| <b>Finding No Discrimination</b>  | 7                  | 77.8% | 4                                      | 57.1% | 3   | 42.9% | 0   | 0% |

**Department of Agriculture (USDA)**

**Permanent Work Force: 86,870      Temporary Work Force: 18,616      Total Work Force: 105,486**

**Work Force Composition\***

|                                       | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---------------------------------------|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>           | 86,870  | 56.63% | 43.37% | 5.94%              | 78.26% | 10.76%                    | 2.61% | 0.06%                                   | 2.33%                          | 0.01%             | 1.04%                                  |
| <b>Major Occupations:</b>             |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Gen Natural Resources Mgt and Bio Sci | 4,729   | 67.14% | 32.86% | 6.41%              | 82.66% | 3.93%                     | 5.01% | 0.15%                                   | 1.82%                          | 0.02%             | 0.61%                                  |
| Bio. Science Technician               | 5,480   | 57.37% | 42.63% | 5.35%              | 84.18% | 4.09%                     | 3.91% | 0.88%                                   | 1.37%                          | 0.24%             | 0.69%                                  |
| Forestry Technician                   | 13,549  | 80.32% | 19.68% | 8.37%              | 84.80% | 1.46%                     | 1.04% | 0.00%                                   | 4.32%                          | 0.01%             | 0.46%                                  |
| GS-14 and GS-15*                      | 5,974   | 69.57% | 30.43% | 3.72%              | 81.22% | 9.57%                     | 4.57% | 0.00%                                   | 0.92%                          | 0.00%             | 0.57%                                  |
| Senior Pay Level*                     | 471     | 74.31% | 25.69% | 2.97%              | 83.44% | 8.28%                     | 4.25% | 0.21%                                   | 0.85%                          | 0.00%             | 0.21%                                  |
| SES                                   | 357     | 70.31% | 29.69% | 3.08%              | 81.79% | 9.80%                     | 4.20% | 0.00%                                   | 1.12%                          | 0.00%             | 0.28%                                  |
| First-Level Officials/Managers        | 6,084   | 75.74% | 24.26% | 6.69%              | 81.41% | 5.52%                     | 2.78% | 0.07%                                   | 3.52%                          | 0.02%             | 0.46%                                  |
| Mid-Level Officials/Managers          | 4,651   | 68.59% | 31.41% | 5.12%              | 80.67% | 9.44%                     | 3.27% | 0.00%                                   | 1.51%                          | 0.00%             | 0.60%                                  |
| Senior-Level Officials/Managers       | 1,697   | 74.54% | 25.46% | 3.89%              | 84.33% | 8.13%                     | 2.89% | 0.06%                                   | 0.71%                          | 0.00%             | 0.47%                                  |
| Unclassified Managers                 | 187     | 87.17% | 12.83% | 3.74%              | 86.63% | 6.95%                     | 0.00% | 1.60%                                   | 1.07%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

USDA employed 1,009 Individuals with Targeted Disabilities in FY 2006, which was 0.96% of its total work force. This represents an increase of 9 employees over FY 2005 and an increase of 19 employees since FY 2002. The participation rate for FY 2005 was 0.91% and for FY 2002 was 1.09%. Over the 5-year period USDA had a net decrease of 0.13% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

USDA timely processed 76.2% of the 1,078 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 536 complaints filed at USDA contained 120 allegations of race (Black) discrimination, 41 allegations of race (White) discrimination, 18 allegations of race (Asian) discrimination, 14 allegations of race (American Indian/Alaska Native) discrimination, 42 allegations of color discrimination and 106 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 412 completed investigations, 48.5% were timely. USDA's average time for completing an investigation was 216 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

USDA's average processing time for all complaint closures decreased from 703 days in FY 2005 to 680 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

USDA agreed to pay \$246,438 for 125 pre-complaint settlements, of which 33 were monetary settlements averaging \$7,467. USDA expended a total of \$1,395,972 for 412 complaint investigations, for an average expenditure of \$3,388.

USDA agreed to pay a total of \$4,153,434 for 195 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$21,299.

**Department of Agriculture (USDA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |      | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|------|---------------------|-------|---------------------------|-------|
|   | #                          | %    | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 818                        |      | 261                 |       | 1,079                     |       |
| <b>Settlements</b>  | 56                         | 6.8% | 69                  | 26.4% | 125                       | 11.6% |
| <b>Withdrawals or No Complaints Filed</b>                       | 450                        | 55%  | 12                  | 4.6%  | 462                       | 42.8% |
| <b>Complaints Filed*</b>  |                            |      |                     |       | 479                       | 44.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |      |                     |       | 13                        | 1.2%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint**  |
|---|-------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 1,079       | 577          |
| <b>Total Number Offered ADR</b>                       | 744         | 46           |
| <b>ADR Offer Rate*</b>                                | 69%         | 8%           |
| <b>ADR Participation Rate*</b>                        | 24.2%       | 5%           |
| <b>Total ADR Settlements</b>                          | 69          | 21           |
| <b>Total ADR Settlements Amount</b>                   | \$42,829.26 | \$175,500.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 1,078   | 821      | 76.2%    |              |             |          |
| <b>All Investigations</b>                            | 412     | 200      | 48.5%    | 246          | 216         | -12.2%   |
| <b>All Complaint Closures</b>                        | 577     |          |          | 703          | 680         | -3.3%    |
| <b>Merit Decisions (no AJ)</b>                       | 124     | 2        | 1.6%     | 736          | 919         | 24.9%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 55      |          |          | 394          | 607         | 54.1%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 536                |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 577                |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 182                | 31.5% |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 52                 | 9%    |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 343                | 59.4% | 179                                    | 52.2% | 162   | 47.2% | 2   | 0.6%  |
| <b>Dismissals</b>                 | 85                 | 24.8% | 55                                     | 64.7% | 30  | 35.3% | 0   | 0%    |
| <b>Merit Decisions</b>            | 258                | 75.2% | 124                                    | 48.1% | 132   | 51.2% | 2   | 0.8%  |
| <b>Finding Discrimination</b>     | 15                 | 5.8%  | 4                                      | 26.7% | 9   | 60%   | 2   | 13.3% |
| <b>Finding No Discrimination</b>  | 243                | 94.2% | 120                                    | 49.4% | 123   | 50.6% | 0   | 0%    |

**Department of the Air Force (USAF)**

**Permanent Work Force: 150,307    Temporary Work Force: 8,620    Total Work Force: 158,927**

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 150,307 | 68.98% | 31.02% | 7.31%              | 76.63% | 11.23%                    | 3.38% | 0.22%                                   | 1.14%                          | 0.08%             | 0.74%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Misc. Admin. and Program</b>          | 5,599   | 60.37% | 39.63% | 5.25%              | 81.71% | 10.18%                    | 1.77% | 0.16%                                   | 0.89%                          | 0.04%             | 0.45%                                  |
| <b>Information Technology Management</b> | 5,462   | 72.41% | 27.59% | 6.10%              | 77.99% | 11.53%                    | 3.41% | 0.24%                                   | 0.71%                          | 0.02%             | 0.75%                                  |
| <b>Aircraft Mechanic</b>                 | 7,902   | 96.98% | 3.02%  | 8.52%              | 81.12% | 6.28%                     | 2.42% | 0.44%                                   | 1.14%                          | 0.09%             | 0.19%                                  |
| <b>GS-14 and GS-15*</b>                  | 7,253   | 79.22% | 20.78% | 3.31%              | 89.03% | 4.72%                     | 2.43% | 0.01%                                   | 0.47%                          | 0.04%             | 0.00%                                  |
| <b>Senior Pay Level*</b>                 | 259     | 86.87% | 13.13% | 0.77%              | 91.12% | 2.32%                     | 3.47% | 0.00%                                   | 1.93%                          | 0.39%             | 0.00%                                  |
| <b>SES</b>                               | 165     | 82.42% | 17.58% | 1.21%              | 92.73% | 3.64%                     | 0.00% | 0.00%                                   | 1.82%                          | 0.61%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>    | 9,766   | 65.11% | 34.89% | 6.11%              | 78.35% | 11.61%                    | 2.98% | 0.17%                                   | 0.70%                          | 0.07%             | 0.43%                                  |
| <b>Mid-Level Officials/Managers</b>      | 9,766   | 65.11% | 34.89% | 6.11%              | 78.35% | 11.61%                    | 2.98% | 0.17%                                   | 0.70%                          | 0.07%             | 0.43%                                  |
| <b>Senior-Level Officials/Managers</b>   | 1,810   | 79.67% | 20.33% | 2.71%              | 91.99% | 3.43%                     | 1.44% | 0.00%                                   | 0.39%                          | 0.06%             | 0.28%                                  |
| <b>Unclassified Managers</b>             | 6,808   | 90.78% | 9.22%  | 6.98%              | 81.32% | 7.39%                     | 2.36% | 0.31%                                   | 1.57%                          | 0.07%             | 0.32%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

USAF employed 1,123 Individuals with Targeted Disabilities in FY 2006, which was 0.71% of its total work force. This represents a decrease of 51 employees from FY 2005 and a decrease of 150 employees since FY 2002. The participation rate for FY 2005 was 0.75% and for FY 2002 was 0.90%. Over the 5-year period USAF had a net decrease of 0.19% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

USAF timely processed 83.4% of the 1,351 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal and (2) Age. The 556 complaints filed at USAF contained 142 allegations of race (Black) discrimination, 45 allegations of race (White) discrimination, 17 allegations of race (Asian) discrimination, 10 allegations of race (American Indian/Alaska Native) discrimination, 59 allegations of color discrimination and 174 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 289 completed investigations, 65.1% were timely. USAF's average time for completing an investigation was 180 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

USAF's average processing time for all complaint closures increased from 326 days in FY 2005 to 333 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

USAF agreed to pay \$84,207 for 247 pre-complaint settlements, of which 24 were monetary settlements averaging \$3,508. USAF expended a total of \$1,241,255 for 289 complaint investigations, for an average expenditure of \$4,295.

USAF agreed to pay a total of \$718,720 for 202 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,558.

**Department of the Air Force (USAF)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 881                        |       | 477                 |       | 1,358                     |       |
| <b>Settlements</b>  | 31                         | 3.5%  | 216                 | 45.3% | 247                       | 18.2% |
| <b>Withdrawals or No Complaints Filed</b>                       | 430                        | 48.8% | 105                 | 22%   | 535                       | 39.4% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 546                       | 40.2% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 30                        | 2.2%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint**  |
|---|-------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 1,358       | 583          |
| <b>Total Number Offered ADR</b>                       | 910         | 299          |
| <b>ADR Offer Rate*</b>                                | 67%         | 51.3%        |
| <b>ADR Participation Rate*</b>                        | 35.1%       | 26.9%        |
| <b>Total ADR Settlements</b>                          | 216         | 126          |
| <b>Total ADR Settlements Amount</b>                   | \$41,666.04 | \$312,928.33 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 1,351   | 1126     | 83.4%    |              |             |          |
| <b>All Investigations</b>                            | 289     | 188      | 65.1%    | 219          | 180         | -17.8%   |
| <b>All Complaint Closures</b>                        | 583     |          |          | 326          | 333         | 2.1%     |
| <b>Merit Decisions (no AJ)</b>                       | 88      | 21       | 23.9%    | 482          | 512         | 6.2%     |
| <b>Dismissal Decisions (no AJ)</b>                   | 110     |          |          | 71           | 136         | 91.5%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 556                |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 583                |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 200                | 34.3% |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 80                 | 13.7% |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 303                | 52%   | 198                                    | 65.3% | 101   | 33.3% | 4   | 1.3%  |
| <b>Dismissals</b>                 | 126                | 41.6% | 110                                    | 87.3% | 16  | 12.7% | 0   | 0%    |
| <b>Merit Decisions</b>            | 177                | 58.4% | 88                                     | 49.7% | 85  | 48%   | 4   | 2.3%  |
| <b>Finding Discrimination</b>     | 3                  | 1.7%  | 1                                      | 33.3% | 1   | 33.3% | 1   | 33.3% |
| <b>Finding No Discrimination</b>  | 174                | 98.3% | 87                                     | 50%   | 84  | 48.3% | 3   | 1.7%  |

**Department of the Army (ARMY)**

**Permanent Work Force: 218,789    Temporary Work Force: 20,731    Total Work Force: 239,520**

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 218,789 | 63.70% | 36.29% | 6.88%              | 71.83% | 16.12%                    | 3.79% | 0.25%                                   | 1.01%                          | 0.08%             | 0.76%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Information Technology Management</b> | 9,497   | 67.76% | 32.24% | 5.50%              | 72.57% | 16.42%                    | 4.19% | 0.26%                                   | 0.86%                          | 0.20%             | 0.97%                                  |
| <b>Misc. Admin. and Program</b>          | 12,236  | 63.94% | 36.06% | 5.39%              | 75.75% | 15.18%                    | 2.44% | 0.22%                                   | 0.93%                          | 0.09%             | 0.56%                                  |
| <b>Misc. Clerk and Assistant</b>         | 10,005  | 32.87% | 67.13% | 8.40%              | 61.66% | 24.86%                    | 3.50% | 0.35%                                   | 1.08%                          | 0.16%             | 0.95%                                  |
| <b>GS-14 and GS-15*</b>                  | 14,184  | 77.14% | 22.86% | 3.38%              | 83.95% | 7.37%                     | 4.46% | 0.04%                                   | 0.76%                          | 0.04%             | 0.39%                                  |
| <b>Senior Pay Level*</b>                 | 323     | 82.35% | 17.65% | 1.86%              | 91.02% | 3.41%                     | 3.41% | 0.00%                                   | 0.31%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                               | 251     | 80.88% | 19.12% | 1.59%              | 92.83% | 3.59%                     | 1.99% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>    | 9,575   | 66.35% | 33.65% | 6.44%              | 73.43% | 15.39%                    | 3.23% | 0.43%                                   | 1.02%                          | 0.05%             | 0.48%                                  |
| <b>Mid-Level Officials/Managers</b>      | 10,406  | 75.49% | 24.51% | 4.23%              | 82.76% | 8.63%                     | 3.21% | 0.13%                                   | 0.98%                          | 0.06%             | 0.37%                                  |
| <b>Senior-Level Officials/Managers</b>   | 3,523   | 80.70% | 19.30% | 2.50%              | 87.77% | 6.47%                     | 2.53% | 0.03%                                   | 0.71%                          | 0.00%             | 0.26%                                  |
| <b>Unclassified Managers</b>             | 4,172   | 90.41% | 9.59%  | 6.30%              | 78.76% | 11.39%                    | 1.92% | 0.26%                                   | 1.34%                          | 0.02%             | 0.22%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

ARMY employed 1,724 Individuals with Targeted Disabilities in FY 2006, which was 0.72% of its total work force. This represents a decrease of 28 employees from FY 2005 and a decrease of 69 employees since FY 2002. The participation rate for FY 2005 was 0.74% and for FY 2002 was 0.85%. Over the 5-year period ARMY had a net decrease of 0.13% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

ARMY timely processed 79.3% of the 2,399 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; and (2) Race (Black). The 1,181 complaints filed at ARMY contained 346 allegations of race (Black) discrimination, 112 allegations of race (White) discrimination, 31 allegations of race (Asian) discrimination, 5 allegations of race (American Indian/Alaska Native) discrimination, 111 allegations of color discrimination and 256 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 467 completed investigations, 31.3% were timely. ARMY's average time for completing an investigation was 240 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

ARMY's average processing time for all complaint closures decreased from 335 days in FY 2005 to 316 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

ARMY agreed to pay \$161,858 for 315 pre-complaint settlements, of which 34 were monetary settlements averaging \$4,760. ARMY expended a total of \$2,695,196 for 467 complaint investigations, for an average expenditure of \$5,771.

ARMY agreed to pay a total of \$2,954,803 for 600 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,924.

Department of the Army (ARMY)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 1,795                      |       | 604                 |       | 2,399                     |       |
| <b>Settlements</b>  | 96                         | 5.3%  | 219                 | 36.3% | 315                       | 13.1% |
| <b>Withdrawals or No Complaints Filed</b>                       | 871                        | 48.5% | 0                   | 0%    | 871                       | 36.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 1,133                     | 47.2% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 80                        | 3.3%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|   | Counseling   | Complaint**  |
|---|--------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 2,399        | 1,460        |
| <b>Total Number Offered ADR</b>                       | 1,248        | 385          |
| <b>ADR Offer Rate*</b>                                | 52%          | 26.4%        |
| <b>ADR Participation Rate*</b>                        | 25.2%        | 18.8%        |
| <b>Total ADR Settlements</b>                          | 219          | 188          |
| <b>Total ADR Settlements Amount</b>                   | \$129,238.29 | \$792,353.47 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 2,399   | 1903     | 79.3%    |              |             |          |
| <b>All Investigations</b>                            | 467     | 146      | 31.3%    | 247          | 240         | -2.8%    |
| <b>All Complaint Closures</b>                        | 1,460   |          |          | 335          | 316         | -5.7%    |
| <b>Merit Decisions (no AJ)</b>                       | 265     | 45       | 17%      | 669          | 622         | -7%      |
| <b>Dismissal Decisions (no AJ)</b>                   | 286     |          |          | 122          | 68          | -44.3%   |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 1,181              |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 1,460              |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 588                | 40.3% |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 153                | 10.5% |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 719                | 49.2% | 551                                    | 76.6% | 165   | 22.9% | 3   | 0.4% |
| <b>Dismissals</b>                 | 297                | 41.3% | 286                                    | 96.3% | 11  | 3.7%  | 0   | 0%   |
| <b>Merit Decisions</b>            | 422                | 58.7% | 265                                    | 62.8% | 154   | 36.5% | 3   | 0.7% |
| <b>Finding Discrimination</b>     | 15                 | 3.6%  | 1                                      | 6.7%  | 11  | 73.3% | 3   | 20%  |
| <b>Finding No Discrimination</b>  | 407                | 96.4% | 264                                    | 64.9% | 143   | 35.1% | 0   | 0%   |

**Defense Army and Air Force Exchange (AAFES)**

Permanent Workforce: 36,504

Temporary Workforce: 0

Total Workforce: 36,504

**Workforce Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>             | 36,504  | 35.85% | 64.15% | 12.84%             | 42.89% | 29.51%                    | 11.22% | 1.91%                                   | 0.75%                          | 0.89%             | 1.65%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Retail Operations</b>               | 2,698   | 29.02% | 70.98% | 11.12%             | 52.89% | 24.31%                    | 8.97%  | 1.96%                                   | 0.74%                          | 0.00%             | 0.67%                                  |
| <b>Hospitality &amp; Restaurant</b>    | 946     | 40.38% | 59.62% | 9.83%              | 43.87% | 32.14%                    | 12.37% | 1.16%                                   | 0.63%                          | 0.00%             | 0.63%                                  |
| <b>Retail Specialist</b>               | 262     | 37.40% | 62.60% | 9.16%              | 64.50% | 18.32%                    | 4.20%  | 1.91%                                   | 1.91%                          | 0.00%             | 0.76%                                  |
| <b>Senior Pay Level*</b>               | 14      | 71.43% | 28.57% | 0.00%              | 85.71% | 0.00%                     | 0.00%  | 0.00%                                   | 7.14%                          | 7.14%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>  | 3,052   | 35.85% | 64.15% | 10.06%             | 56.85% | 23.07%                    | 8.03%  | 1.15%                                   | 0.85%                          | 0.00%             | 1.11%                                  |
| <b>Mid-Level Officials/Managers</b>    | 461     | 63.77% | 36.23% | 7.16%              | 77.22% | 8.03%                     | 5.64%  | 0.65%                                   | 1.52%                          | 0.00%             | 0.65%                                  |
| <b>Senior-Level Officials/Managers</b> | 100     | 78.00% | 22.00% | 3.00%              | 82.00% | 9.00%                     | 3.00%  | 0.00%                                   | 1.00%                          | 1.00%             | 1.00%                                  |
| <b>Unclassified Officials/Managers</b> | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\* All work force numbers as reported by the agency to EEOC. \*\*The numbers do not include pay-banded employees

**Targeted Disabilities**

AAFES employed 604 Individuals with Targeted Disabilities in FY 2006, which was 1.65% of its total work force. This represents an increase of 7 employees over FY 2005 and a decrease of 159 employees since FY 2002. The participation rate for FY 2005 was 0.20% and for FY 2002 was 1.87%. Over the 5-year period AAFES had a net decrease of 0.22% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

AAFES timely processed 72.2% of the 507 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Sex (Female). The 135 complaints filed at AAFES contained 32 allegations of race (Black) discrimination, 12 allegations of race (White) discrimination, 7 allegations of race (Asian) discrimination, 9 allegations of color discrimination and 28 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 81 completed investigations, 39.5% were timely. AAFES' average time for completing an investigation was 241 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

AAFES average processing time for all complaint closures decreased from 386 days in FY 2005 to 275 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

AAFES agreed to pay \$458 for 45 pre-complaint settlements, of which 3 were monetary settlements averaging \$152. AAFES expended a total of \$430,854 for 81 complaint investigations, for an average expenditure of \$5,319.

AAFES agreed to pay a total of \$44,464 for 44 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,010.



**Defense Army and Air Force Exchange (AAFES)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 431                        |       | 76                  |       | 507                       |       |
| <b>Settlements</b>  | 33                         | 7.7%  | 12                  | 15.8% | 45                        | 8.9%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 317                        | 73.5% | 10                  | 13.2% | 327                       | 64.5% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 135                       | 26.6% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 507        | 141         |
| <b>Total Number Offered ADR</b>                       | 500        | 77          |
| <b>ADR Offer Rate*</b>                                | 98.6%      | 54.6%       |
| <b>ADR Participation Rate*</b>                        | 15%        | 21.3%       |
| <b>Total ADR Settlements</b>                          | 12         | 29          |
| <b>Total ADR Settlements Amount</b>                   | \$458.31   | \$16,714.78 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 507     | 366      | 72.2%    |              |             |          |
| <b>All Investigations</b>                            | 81      | 32       | 39.5%    | 275          | 241         | -12.4%   |
| <b>All Complaint Closures</b>                        | 141     |          |          | 386          | 275         | -28.8%   |
| <b>Merit Decisions (no AJ)</b>                       | 30      | 23       | 76.7%    | 595          | 388         | -34.8%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 33      |          |          | 140          | 87          | -37.9%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 135                |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 141                |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 44                 | 31.2% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 11                 | 7.8%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 86                 | 61%   | 63                                     | 73.3% | 23  | 26.7% | 0   | 0%  |
| <b>Dismissals</b>                 | 36                 | 41.9% | 33                                     | 91.7% | 3   | 8.3%  | 0   | 0%  |
| <b>Merit Decisions</b>            | 50                 | 58.1% | 30                                     | 60%   | 20  | 40%   | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | NA%   | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 50                 | 100%  | 30                                     | 60%   | 20  | 40%   | 0   | 0%  |

**Broadcasting Board of Governors (BBG)**

Permanent Work Force: 1,642

Temporary Work Force: 99

Total Work Force: 1,741

**Work Force Composition\***

|                                  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|----------------------------------|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| Permanent Work Force             | 1,642   | 61.94% | 38.06% | 9.07%              | 55.60% | 20.71%                    | 14.31% | 0.00%                                   | 0.24%                          | 0.06%             | 0.91%                                  |
| <b>Major Occupations:</b>        |         |        |        |                    |        |                           |        |   |                                |                   |  |
| Broadcasting Equipment Operating | 108     | 93.52% | 6.48%  | 0.93%              | 70.37% | 26.85%                    | 0.00%  | 0.00%                                   | 1.85%                          | 0.00%             | 1.85%                                  |
| General Arts and Information     | 859     | 64.26% | 35.74% | 11.53%             | 52.39% | 11.18%                    | 24.80% | 0.00%                                   | 0.12%                          | 0.00%             | 0.58%                                  |
| Audiovisual Production           | 156     | 58.97% | 41.03% | 10.90%             | 55.77% | 20.51%                    | 12.82% | 0.00%                                   | 0.00%                          | 0.00%             | 0.64%                                  |
| GS-14 and GS-15*                 | 284     | 72.89% | 27.11% | 7.04%              | 76.41% | 10.56%                    | 5.28%  | 0.00%                                   | 0.35%                          | 0.35%             | 1.06%                                  |
| Senior Pay Level*                | 21      | 76.19% | 23.81% | 4.76%              | 90.48% | 0.00%                     | 4.76%  | 0.00%                                   | 0.00%                          | 0.00%             | 4.76%                                  |
| SES                              | 15      | 66.67% | 33.33% | 6.67%              | 86.67% | 0.00%                     | 6.67%  | 0.00%                                   | 0.00%                          | 0.00%             | 6.67%                                  |
| First-Level Officials/Managers   | 26      | 73.08% | 26.92% | 3.85%              | 65.38% | 19.23%                    | 11.54% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers     | 344     | 65.41% | 34.59% | 11.34%             | 63.08% | 13.37%                    | 11.63% | 0.00%                                   | 0.29%                          | 0.29%             | 1.45%                                  |
| Senior-Level Officials/Managers  | 106     | 77.36% | 22.64% | 4.72%              | 89.62% | 2.83%                     | 2.83%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.94%                                  |
| Unclassified Managers            | 10      | 90.00% | 10.00% | 0.00%              | 70.00% | 30.00%                    | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

BBG employed 15 Individuals with Targeted Disabilities in FY 2006, which was 0.86% of its total work force. This represents a decrease of 2 employees from FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 0.96% and for FY 2002 was 0.89%. Over the 5-year period BBG had a net decrease of 0.03% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

BBG timely processed 96% of the 85 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 30 complaints filed at BBG contained 4 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, no allegations of color discrimination and 2 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 31 completed investigations, 93.6% were timely. BBG's average time for completing an investigation was 119 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

BBG's average processing time for all complaint closures decreased from 407 days in FY 2005 to 227 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

BBG reported no counseling settlements in FY 2006. BBG expended a total of \$71,670 for 31 complaint investigations, for an average expenditure of \$2,311.

BBG agreed to pay a total of \$1,286 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$643.

**Broadcasting Board of Governors (BBG)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |      | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|------|---------------------------|-------|
|   | #                          | %     | #                   | %    | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 81                         |       | 4                   |      | 85                        |       |
| <b>Settlements</b>  | 0                          | 0%    | 0                   | 0%   | 0                         | 0%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 50                         | 61.7% | 4                   | 100% | 54                        | 63.5% |
| <b>Complaints Filed*</b>  |                            |       |                     |      | 30                        | 35.3% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |      | 1                         | 1.2%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 85         | 24          |
| <b>Total Number Offered ADR</b>                       | 85         | 24          |
| <b>ADR Offer Rate*</b>                                | 100%       | 100%        |
| <b>ADR Participation Rate*</b>                        | 4.7%       | 8.3%        |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 85      | 82       | 96.5%    |              |             |          |
| <b>All Investigations</b>                            | 31      | 29       | 93.5%    | 136          | 119         | -12.5%   |
| <b>All Complaint Closures</b>                        | 24      |          |          | 407          | 227         | -44.2%   |
| <b>Merit Decisions (no AJ)</b>                       | 9       | 0        | 0%       | 239          | 289         | 20.9%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 6       |          |          | 46           | 44          | -4.3%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 30                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 24                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 2                  | 8.3%  |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 3                  | 12.5% |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 19                 | 79.2% | 15                                     | 78.9% | 4   | 21.1% | 0   | 0%  |
| <b>Dismissals</b>                 | 9                  | 47.4% | 6                                      | 66.7% | 3   | 33.3% | 0   | 0%  |
| <b>Merit Decisions</b>            | 10                 | 52.6% | 9                                      | 90%   | 1   | 10%   | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 10                 | 100%  | 9                                      | 90%   | 1   | 10%   | 0   | 0%  |

**Department of Commerce (DOC)**

Permanent Work Force: 39,139

Temporary Work Force: 1,405

Total Work Force: 40,544

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 39,139  | 53.24% | 46.76% | 3.95%              | 69.95% | 16.47%                    | 8.87%  | 0.08%                                   | 0.61%                          | 0.03%             | 0.83%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Miscellaneous Clerk and Assistant</b> | 7,577   | 27.70% | 72.30% | 7.76%              | 74.00% | 14.81%                    | 2.02%  | 0.15%                                   | 1.21%                          | 0.05%             | 1.10%                                  |
| <b>Patent Examining</b>                  | 5,239   | 72.13% | 27.87% | 3.78%              | 47.17% | 13.86%                    | 34.95% | 0.00%                                   | 0.25%                          | 0.00%             | 0.46%                                  |
| <b>Information Technology Management</b> | 2,905   | 64.82% | 35.18% | 3.03%              | 66.64% | 16.73%                    | 13.05% | 0.03%                                   | 0.48%                          | 0.03%             | 1.03%                                  |
| <b>GS-14 and GS-15*</b>                  | 9,018   | 69.97% | 30.03% | 2.82%              | 74.33% | 9.45%                     | 13.04% | 0.01%                                   | 0.35%                          | 0.00%             | 0.39%                                  |
| <b>Senior Pay Level*</b>                 | 511     | 73.19% | 26.81% | 2.15%              | 86.89% | 6.65%                     | 4.11%  | 0.00%                                   | 0.20%                          | 0.00%             | 0.59%                                  |
| <b>SES</b>                               | 352     | 71.59% | 28.41% | 2.56%              | 86.93% | 7.67%                     | 2.56%  | 0.00%                                   | 0.28%                          | 0.00%             | 0.28%                                  |
| <b>First-Level Officials/Managers</b>    | 615     | 44.23% | 55.77% | 5.37%              | 62.28% | 29.11%                    | 2.76%  | 0.00%                                   | 0.49%                          | 0.00%             | 0.49%                                  |
| <b>Mid-Level Officials/Managers</b>      | 1,502   | 65.91% | 34.09% | 4.06%              | 80.43% | 11.25%                    | 3.79%  | 0.07%                                   | 0.40%                          | 0.00%             | 0.27%                                  |
| <b>Senior-Level Officials/Managers</b>   | 2,088   | 75.14% | 24.86% | 2.49%              | 81.08% | 7.42%                     | 8.38%  | 0.00%                                   | 0.62%                          | 0.00%             | 0.48%                                  |
| <b>Unclassified Managers</b>             | 40      | 87.50% | 12.50% | 5.00%              | 70.00% | 22.50%                    | 0.00%  | 2.50%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DOC employed 334 Individuals with Targeted Disabilities in FY 2006, which was 0.82% of its total work force. This represents a decrease of 24 employees from FY 2005 and an increase of 21 employees since FY 2002. The participation rate for FY 2005 was 0.89% and for FY 2002 was 0.87%. Over the 5-year period DOC had a net decrease of 0.05% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOC timely processed 67% of the 321 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 173 complaints filed at DOC contained 52 allegations of race (Black) discrimination, 14 allegations of race (White) discrimination, 12 allegations of race (Asian) discrimination, 27 allegations of color discrimination and 53 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 172 completed investigations, 54.7% were timely. DOC's average time for completing an investigation was 244 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOC's average processing time for all complaint closures decreased from 605 days in FY 2005 to 553 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DOC agreed to pay \$1,215 for 12 pre-complaint settlements, of which 1 were monetary settlements averaging \$1,215. DOC expended a total of \$742,007 for 172 complaint investigations, for an average expenditure of \$4,313.

DOC agreed to pay a total of \$813,323 for 65 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$12,512.

**Department of Commerce (DOC)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 288                        |       | 33                  |       | 321                       |       |
| <b>Settlements</b>  | 5                          | 1.7%  | 7                   | 21.2% | 12                        | 3.7%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 124                        | 43.1% | 11                  | 33.3% | 135                       | 42.1% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 162                       | 50.5% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 12                        | 3.7%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint**  |
|---|------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 321        | 292          |
| <b>Total Number Offered ADR</b>                       | 209        | 110          |
| <b>ADR Offer Rate*</b>                                | 65.1%      | 37.7%        |
| <b>ADR Participation Rate*</b>                        | 10.3%      | 3.8%         |
| <b>Total ADR Settlements</b>                          | 7          | 7            |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$231,000.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 321     | 215      | 67%      |              |             |          |
| <b>All Investigations</b>                            | 172     | 94       | 54.7%    | 434          | 244         | -43.8%   |
| <b>All Complaint Closures</b>                        | 292     |          |          | 605          | 553         | -8.6%    |
| <b>Merit Decisions (no AJ)</b>                       | 115     | 37       | 32.2%    | 962          | 791         | -17.8%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 49      |          |          | 127          | 79          | -37.8%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 173                |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 292                |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 65                 | 22.3% |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 21                 | 7.2%  |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 206                | 70.5% | 164                                    | 79.6% | 41  | 19.9% | 1   | 0.5% |
| <b>Dismissals</b>                 | 55                 | 26.7% | 49                                     | 89.1% | 6   | 10.9% | 0   | 0%   |
| <b>Merit Decisions</b>            | 151                | 73.3% | 115                                    | 76.2% | 35  | 23.2% | 1   | 0.7% |
| <b>Finding Discrimination</b>     | 1                  | 0.7%  | 0                                      | 0%    | 0   | 0%    | 1   | 100% |
| <b>Finding No Discrimination</b>  | 150                | 99.3% | 115                                    | 76.7% | 35  | 23.3% | 0   | 0%   |

**Corporation for National and Community Service (CNCS)**

Permanent Workforce: 490

Temporary Workforce: 68

Total Workforce: 558

**Workforce Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>               | 490     | 38.37% | 61.63% | 5.10%              | 57.76% | 31.43%                    | 5.31% | 0.00%                                   | 0.41%                          | 0.00%             | 0.82%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Administration and Program | 371     | 38.54% | 61.46% | 4.31%              | 67.65% | 23.99%                    | 3.77% | 0.00%                                   | 0.27%                          | 0.00%             | 1.08%                                  |
| Miscellaneous Clerk and Assistant        | 36      | 11.11% | 88.89% | 2.78%              | 50.00% | 44.44%                    | 0.00% | 0.00%                                   | 2.78%                          | 0.00%             | 0.00%                                  |
| Financial Administration and Program     | 45      | 42.22% | 57.78% | 6.67%              | 37.78% | 46.67%                    | 8.89% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| GS-14 and GS-15*                         | 6       | 83.33% | 16.67% | 0.00%              | 66.67% | 33.33%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior Pay Level*                        | 7       | 57.14% | 42.86% | 28.57%             | 71.43% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 15      | 73.33% | 26.67% | 6.67%              | 66.67% | 26.67%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers          | 21      | 52.38% | 47.62% | 9.52%              | 80.95% | 9.52%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Unclassified Managers                    | 111     | 53.15% | 46.85% | 5.41%              | 66.67% | 23.42%                    | 3.60% | 0.00%                                   | 0.90%                          | 0.00%             | 0.90%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

CNCS employed 4 Individuals with Targeted Disabilities in FY 2006, which was 0.72% of its total work force. This represents a decrease of 3 employees from FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 1.19% and for FY 2002 was 2.50%. Over the 5-year period CNCS had a net decrease of 1.78% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

CNCS timely processed 70% of the 10 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Age. The 6 complaints filed at CNCS contained 3 allegations of race (Black) discrimination, no allegations of color discrimination, and 2 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 2 completed investigations, 100% were timely. CNCS' average time for completing an investigation was 124 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

CNCS average processing time for all complaint closures increased from 100 days in FY 2005 to 268 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

CNCS agreed to pay \$4,000 for 2 pre-complaint settlements, of which 2 were monetary settlements averaging \$2,000. CNCS expended a total of \$5,627 for 2 complaint investigations, for an average expenditure of \$2,813.

CNCS agreed to pay a total of \$5,000 for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,250.

**Corporation for National and Community Service (CNCS)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |      |
|---|----------------------------|-------|---------------------|----|---------------------------|------|
|   | #                          | %     | #                   | %  | #                         | %    |
| <b>Pre-Complaint Counselings:</b>                               | 9                          |       | 1                   |    | 10                        |      |
| <b>Settlements</b>  | 2                          | 22.2% | 0                   | 0% | 2                         | 20%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 2                          | 22.2% | 0                   | 0% | 2                         | 0.2% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 6                         | 60%  |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%   |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 10         | 4           |
| <b>Total Number Offered ADR</b>                       | 10         | 4           |
| <b>ADR Offer Rate*</b>                                | 100%       | 100%        |
| <b>ADR Participation Rate*</b>                        | 10%        | 25%         |
| <b>Total ADR Settlements</b>                          | 0          | 1           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 10      | 7        | 70%      |              |             |          |
| <b>All Investigations</b>                            | 2       | 2        | 100%     | 237          | 124         | -47.7%   |
| <b>All Complaint Closures</b>                        | 4       |          |          | 100          | 268         | 168%     |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 0            | 0           | NA%      |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |      | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|------|--|-----|---|-----|---|-----|
|                                   | #                  | %    | #                                      | %   | #   | %   | #   | %   |
| <b>Total Complaints Filed</b>     | 6                  |      |  |     |   |     |   |     |
| <b>Total Closures</b>             | 4                  |      |  |     |   |     |   |     |
| <b>Settlements</b>                | 4                  | 100% |  |     |   |     |   |     |
| <b>Withdrawals</b>                | 0                  | 0%   |  |     |   |     |   |     |
| <b>Total Final Agency Actions</b> | 0                  | 0%   | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Dismissals</b>                 | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Merit Decisions</b>            | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Finding Discrimination</b>     | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Finding No Discrimination</b>  | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |

**Court Services and Offender Supervision Agency (CSOSA)**

Permanent Work Force: 1,064

Temporary Work Force: 76

Total Work Force: 1,140

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 1,064   | 36.09% | 63.91% | 4.04%              | 12.59% | 81.67%                    | 1.60% | 0.00%                                   | 0.00%                          | 0.09%             | 0.09%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Social Science</b>                    | 656     | 35.21% | 64.79% | 5.03%              | 12.20% | 81.55%                    | 1.07% | 0.00%                                   | 0.00%                          | 0.15%             | 0.15%                                  |
| <b>Social Science Aid and Technician</b> | 63      | 52.38% | 47.62% | 4.76%              | 3.17%  | 90.48%                    | 1.59% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Miscellaneous Clerk and Assistant</b> | 101     | 8.91%  | 91.09% | 0.00%              | 2.97%  | 97.03%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                  | 97      | 52.58% | 47.42% | 1.03%              | 37.11% | 56.70%                    | 5.15% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior Pay Level*</b>                 | 11      | 54.55% | 45.45% | 9.09%              | 36.36% | 45.45%                    | 0.00% | 0.00%                                   | 0.00%                          | 9.09%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>    | 10      | 40.00% | 60.00% | 0.00%              | 10.00% | 90.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>      | 95      | 43.16% | 56.84% | 3.16%              | 20.00% | 76.84%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b>   | 38      | 65.79% | 34.21% | 5.26%              | 34.21% | 55.26%                    | 2.63% | 0.00%                                   | 0.00%                          | 2.63%             | 0.00%                                  |
| <b>Unclassified Managers</b>             | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

CSOSA employed 1 Individuals with Targeted Disabilities in FY 2006, which was 0.09% of its total work force. This represents a decrease of one employee from FY 2005 and no change in the number of employees since FY 2002. The participation rate for FY 2005 was 0.18% and for FY 2002 was 0.11%. Over the 5-year period CSOSA had a net decrease of 0.02% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

CSOSA timely processed 18.2% of the 11 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Sex (Female) and (2) Reprisal. The 3 complaints filed at CSOSA contained no allegations of race or color discrimination and 1 allegation of disability discrimination.

**III. Complaint Processing Times**

CSOSA timely completed the one investigation it reported completing in FY 2006. CSOSA's average time for completing an investigation was 399 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

CSOSA's average processing time for all complaint closures increased from 392 days in FY 2005 to 506 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

CSOSA reported no counseling settlements in FY 2006. CSOSA expended \$2,600 for the one investigation it completed in FY 2006.

CSOSA agreed to pay a total of \$20,000 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.



**Court Services and Offender Supervision Agency (CSOSA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |      | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|------|---------------------|----|---------------------------|-------|
|   | #                          | %    | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 8                          |      | 3                   |    | 11                        |       |
| <b>Settlements</b>  | 0                          | 0%   | 0                   | 0% | 0                         | 0%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 8                          | 100% | 0                   | 0% | 8                         | 72.7% |
| <b>Complaints Filed*</b>  |                            |      |                     |    | 3                         | 27.3% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |      |                     |    | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 11         | 3           |
| <b>Total Number Offered ADR</b>                       | 4          | 2           |
| <b>ADR Offer Rate*</b>                                | 36.4%      | 66.7%       |
| <b>ADR Participation Rate*</b>                        | 27.3%      | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 11      | 2        | 18.2%    |              |             |          |
| <b>All Investigations</b>                            | 1       | 1        | 100%     | 241          | 399         | 65.6%    |
| <b>All Complaint Closures</b>                        | 3       |          |          | 392          | 506         | 29.1%    |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 737          | 0           | -100%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 1       |          |          | 0            | 226         | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |      | Final Order (AJ Decision Fully Implemented) |      | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|------|---|------|---|-----|
|                                   | #                  | %     | #                                      | %    | #   | %    | #   | %   |
| <b>Total Complaints Filed</b>     | 3                  |       |  |      |   |      |   |     |
| <b>Total Closures</b>             | 3                  |       |  |      |   |      |   |     |
| <b>Settlements</b>                | 1                  | 33.3% |  |      |   |      |   |     |
| <b>Withdrawals</b>                | 0                  | 0%    |  |      |   |      |   |     |
| <b>Total Final Agency Actions</b> | 2                  | 66.7% | 1                                      | 50%  | 1   | 50%  | 0   | 0%  |
| <b>Dismissals</b>                 | 1                  | 50%   | 1                                      | 100% | 0   | 0%   | 0   | 0%  |
| <b>Merit Decisions</b>            | 1                  | 50%   | 0                                      | 0%   | 1   | 100% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%  | 0   | NA%  | 0   | NA% |
| <b>Finding No Discrimination</b>  | 1                  | 100%  | 0                                      | 0%   | 1   | 100% | 0   | 0%  |

**Defense Commissary Agency (DeCA)**

Permanent Work Force: 11,809

Temporary Work Force: 3,563

Total Work Force: 15,372

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White   | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|---------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 11,809  | 39.99% | 60.01% | 8.98%              | 45.75%  | 27.47%                    | 16.28% | 0.69%                                   | 0.78%                          | 0.05%             | 1.10%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |         |                           |        |   |                                |                   |  |
| <b>Commissary Management</b>           | 1,509   | 65.28% | 42.88% | 62.16%             | 18.89%  | 9.54%                     | 0.33%  | 0.80%                                   | 0.07%                          | 0.46%             | 0.00%                                  |
| <b>Sales Store Clerical</b>            | 4,864   | 24.30% | 84.42% | 36.97%             | 30.88%  | 21.36%                    | 1.19%  | 0.88%                                   | 0.27%                          | 0.41%             | 0.00%                                  |
| <b>Store Working</b>                   | 4,307   | 68.49% | 42.14% | 43.93%             | 32.09%  | 12.51%                    | 0.81%  | 0.56%                                   | 0.23%                          | 0.33%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                | 123     | 69.11% | 30.89% | 4.88%              | 80.49%  | 8.94%                     | 1.63%  | 0.00%                                   | 3.25%                          | 0.81%             | 0.81%                                  |
| <b>Senior Pay Level*</b>               | 5       | 80.00% | 20.00% | 0.00%              | 100.00% | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                             | 5       | 80.00% | 20.00% | 0.00%              | 100.00% | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>  | 1,217   | 49.47% | 50.53% | 7.07%              | 59.16%  | 20.62%                    | 11.59% | 0.41%                                   | 1.15%                          | 0.00%             | 0.58%                                  |
| <b>Mid-Level Officials/Managers</b>    | 246     | 68.29% | 31.71% | 8.54%              | 71.95%  | 15.04%                    | 3.25%  | 0.00%                                   | 0.81%                          | 0.41%             | 0.41%                                  |
| <b>Senior-Level Officials/Managers</b> | 29      | 75.86% | 24.14% | 0.00%              | 93.10%  | 3.45%                     | 0.00%  | 0.00%                                   | 3.45%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>           | 133     | 90.23% | 9.77%  | 9.02%              | 63.91%  | 19.55%                    | 6.77%  | 0.00%                                   | 0.75%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DeCA employed 142 Individuals with Targeted Disabilities in FY 2006, which was 0.92% of its total work force. This represents an increase of one employee over FY 2005 and a decrease of 32 employees since FY 2002. The participation rate for FY 2005 was 0.92% and for FY 2002 was 1.42%. Over the 5-year period DeCA had a net decrease of 0.5% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DeCA timely processed 72.4% of the 174 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Disability (Physical). The 113 complaints filed at DeCA contained 29 allegations of race (Black) discrimination, 7 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 11 allegations of color discrimination and 36 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 86 completed investigations, 59.3% were timely. DeCA's average time for completing an investigation was 217 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DeCA's average processing time for all complaint closures decreased from 243 days in FY 2005 to 211 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DeCA agreed to pay \$7,250 for 23 pre-complaint settlements, of which 7 were monetary settlements averaging \$1,035. DeCA expended a total of \$369,370 for 86 complaint investigations, for an average expenditure of \$4,295.

DeCA agreed to pay a total of \$288,663 for 35 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,247.

**Defense Commissary Agency (DeCA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 130                        |       | 45                  |       | 175                       |       |
| <b>Settlements</b>  | 9                          | 6.9%  | 14                  | 31.1% | 23                        | 13.1% |
| <b>Withdrawals or No Complaints Filed</b>                       | 73                         | 56.2% | 0                   | 0%    | 73                        | 41.7% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 73                        | 41.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 6                         | 3.4%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint**  |
|---|------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 175        | 136          |
| <b>Total Number Offered ADR</b>                       | 110        | 92           |
| <b>ADR Offer Rate*</b>                                | 62.9%      | 67.7%        |
| <b>ADR Participation Rate*</b>                        | 25.7%      | 25.7%        |
| <b>Total ADR Settlements</b>                          | 14         | 16           |
| <b>Total ADR Settlements Amount</b>                   | \$7,250.00 | \$180,975.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 174     | 126      | 72.4%    |              |             |          |
| <b>All Investigations</b>                            | 86      | 51       | 59.3%    | 201          | 217         | 8%       |
| <b>All Complaint Closures</b>                        | 136     |          |          | 243          | 211         | -13.2%   |
| <b>Merit Decisions (no AJ)</b>                       | 20      | 19       | 95%      | 363          | 260         | -28.4%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 2       |          |          | 174          | 179         | 2.9%     |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 113                |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 136                |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 33                 | 24.3% |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 41                 | 30.2% |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 62                 | 45.6% | 22                                     | 35.5% | 40  | 64.5% | 0   | 0% |
| <b>Dismissals</b>                 | 4                  | 6.5%  | 2                                      | 50%   | 2   | 50%   | 0   | 0% |
| <b>Merit Decisions</b>            | 58                 | 93.5% | 20                                     | 34.5% | 38  | 65.5% | 0   | 0% |
| <b>Finding Discrimination</b>     | 2                  | 3.4%  | 0                                      | 0%    | 2   | 100%  | 0   | 0% |
| <b>Finding No Discrimination</b>  | 56                 | 96.6% | 20                                     | 35.7% | 36  | 64.3% | 0   | 0% |

**Defense Contract Audit Agency (DCAA)**

Permanent Work Force: 3,983

Temporary Work Force: 35

Total Work Force: 4,018

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 3,983   | 47.70% | 52.30% | 5.20%              | 74.34% | 11.15%                    | 7.91% | 0.23%                                   | 0.33%                          | 0.85%             | 1.03%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Human resources Management             | 37      | 21.62% | 83.78% | 72.97%             | 13.51% | 5.41%                     | 0.00% | 0.00%                                   | 5.41%                          | 0.00%             | 0.00%                                  |
| OFC Automation Clerical And Assistance | 317     | 18.61% | 87.70% | 66.25%             | 23.97% | 5.36%                     | 0.32% | 0.63%                                   | 0.32%                          | 0.00%             | 0.00%                                  |
| Auditing                               | 3,441   | 57.48% | 47.60% | 75.09%             | 10.64% | 8.37%                     | 0.23% | 0.32%                                   | 0.84%                          | 0.20%             | 0.00%                                  |
| GS-14 and GS-15*                       | 216     | 66.20% | 33.80% | 3.24%              | 86.11% | 4.63%                     | 5.09% | 0.00%                                   | 0.00%                          | 0.93%             | 1.39%                                  |
| Senior Pay Level*                      | 16      | 87.50% | 12.50% | 6.25%              | 93.75% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| SES                                    | 16      | 87.50% | 12.50% | 6.25%              | 93.75% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers         | 63      | 4.76%  | 95.24% | 3.17%              | 66.67% | 23.81%                    | 4.76% | 0.00%                                   | 0.00%                          | 1.59%             | 1.59%                                  |
| Mid-Level Officials/Managers           | 604     | 64.90% | 35.10% | 2.81%              | 85.76% | 5.63%                     | 4.80% | 0.00%                                   | 0.33%                          | 0.66%             | 0.66%                                  |
| Senior-Level Officials/Managers        | 58      | 70.69% | 29.31% | 1.72%              | 89.66% | 3.45%                     | 3.45% | 0.00%                                   | 0.00%                          | 1.72%             | 1.72%                                  |
| Unclassified Managers                  | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DCAA employed 41 Individuals with Targeted Disabilities in FY 2006, which was 1.02% of its total work force. This represents a decrease of 7 employees from FY 2005 and a decrease of 5 employees since FY 2002. The participation rate for FY 2005 was 1.17% and for FY 2002 was 1.13%. Over the 5-year period DCAA had a net decrease of 0.11% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DCAA timely processed 90% of the 30 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Male). The 21 complaints filed at DCAA contained 6 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 2 allegations of color discrimination and 7 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 41 completed investigations, 63.4% were timely. DCAA's average time for completing an investigation was 257 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DCAA's average processing time for all complaint closures decreased from 624 days in FY 2005 to 484 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DCAA reported paying no monetary benefits for 5 pre-complaint settlements. DCAA expended a total of \$0 for 41 complaint investigations, for an average expenditure of \$0.

DCAA agreed to pay a total of \$15,460 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,405.

**Defense Contract Audit Agency (DCAA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |     | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-----|---------------------------|-------|
|   | #                          | %     | #                   | %   | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 24                         |       | 6                   |     | 30                        |       |
| <b>Settlements</b>  | 2                          | 8.3%  | 3                   | 50% | 5                         | 16.7% |
| <b>Withdrawals or No Complaints Filed</b>                       | 4                          | 16.7% | 0                   | 0%  | 4                         | 13.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |     | 21                        | 70%   |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |     | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 30         | 41          |
| <b>Total Number Offered ADR</b>                       | 6          | 6           |
| <b>ADR Offer Rate*</b>                                | 20%        | 14.6%       |
| <b>ADR Participation Rate*</b>                        | 20%        | 14.6%       |
| <b>Total ADR Settlements</b>                          | 3          | 1           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 30      | 27       | 90%      |              |             |          |
| <b>All Investigations</b>                            | 41      | 26       | 63.4%    | 268          | 257         | -4.1%    |
| <b>All Complaint Closures</b>                        | 41      |          |          | 624          | 484         | -22.4%   |
| <b>Merit Decisions (no AJ)</b>                       | 11      | 11       | 100%     | 627          | 284         | -54.7%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 2       |          |          | 44           | 24          | -45.5%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 21                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 41                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 11                 | 26.8% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 2                  | 4.9%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 28                 | 68.3% | 13                                     | 46.4% | 15  | 53.6% | 0   | 0%  |
| <b>Dismissals</b>                 | 3                  | 10.7% | 2                                      | 66.7% | 1   | 33.3% | 0   | 0%  |
| <b>Merit Decisions</b>            | 25                 | 89.3% | 11                                     | 44%   | 14  | 56%   | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 25                 | 100%  | 11                                     | 44%   | 14  | 56%   | 0   | 0%  |

**Defense Contract Management Agency (DCMA)**

Permanent Work Force: 9,829

Temporary Work Force: 43

Total Work Force: 9,872

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 9,829   | 62.85% | 37.15% | 5.43%              | 77.09% | 12.44%                    | 4.21% | 0.02%                                   | 0.75%                          | 0.05%             | 1.28%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>General Business and Industry</b>   | 1,202   | 78.20% | 26.62% | 82.86%             | 8.99%  | 2.91%                     | 0.00% | 0.75%                                   | 0.08%                          | 0.00%             | 0.00%                                  |
| <b>Contracting</b>                     | 1,869   | 51.85% | 53.45% | 76.67%             | 15.14% | 4.07%                     | 0.00% | 0.54%                                   | 0.05%                          | 0.00%             | 0.00%                                  |
| <b>Quality Assurance</b>               | 2,615   | 92.20% | 14.30% | 80.27%             | 13.31% | 2.37%                     | 0.00% | 0.96%                                   | 0.04%                          | 0.00%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                | 540     | 66.48% | 33.52% | 4.44%              | 84.07% | 8.52%                     | 2.22% | 0.00%                                   | 0.74%                          | 0.00%             | 0.56%                                  |
| <b>Senior Pay Level*</b>               | 8       | 62.50% | 37.50% | 0.00%              | 75.00% | 25.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                             | 8       | 62.50% | 37.50% | 0.00%              | 75.00% | 25.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>  | 8       | 50.00% | 50.00% | 0.00%              | 87.50% | 12.50%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>    | 775     | 71.35% | 28.65% | 3.61%              | 85.03% | 8.52%                     | 2.32% | 0.00%                                   | 0.39%                          | 0.13%             | 0.26%                                  |
| <b>Senior-Level Officials/Managers</b> | 114     | 71.05% | 28.95% | 1.75%              | 79.82% | 14.04%                    | 2.63% | 0.00%                                   | 1.75%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>           | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DCMA employed 127 Individuals with Targeted Disabilities in FY 2006, which was 1.29% of its total work force. This represents a decrease of 19 employees from FY 2005 and a decrease of 42 employees since FY 2002. The participation rate for FY 2005 was 1.39% and for FY 2002 was 1.49%. Over the 5-year period DCMA had a net decrease of 0.2% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DCMA timely processed 40.7% of the 59 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). The 34 complaints filed at DCMA contained 6 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 2 allegations of race (Asian) discrimination, 7 allegations of color discrimination and 10 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 10 completed investigations, 20% were timely. DCMA's average time for completing an investigation was 430 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DCMA's average processing time for all complaint closures increased from 490 days in FY 2005 to 961 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DCMA reported paying no monetary benefits for 4 pre-complaint settlements. DCMA expended a total of \$42,950 for 10 complaint investigations, for an average expenditure of \$4,295.

DCMA agreed to pay a total of \$42,375 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,852.

**Defense Contract Management Agency (DCMA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |     | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-----|---------------------|-------|---------------------------|-------|
|   | #                          | %   | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 50                         |     | 9                   |       | 59                        |       |
| <b>Settlements</b>  | 2                          | 4%  | 2                   | 22.2% | 4                         | 6.8%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 22                         | 44% | 1                   | 11.1% | 23                        | 39%   |
| <b>Complaints Filed*</b>  |                            |     |                     |       | 31                        | 52.5% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |     |                     |       | 1                         | 1.7%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 59         | 55          |
| <b>Total Number Offered ADR</b>                       | 20         | 3           |
| <b>ADR Offer Rate*</b>                                | 33.9%      | 5.5%        |
| <b>ADR Participation Rate*</b>                        | 15.3%      | 5.5%        |
| <b>Total ADR Settlements</b>                          | 2          | 3           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$2,300.00  |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 59      | 24       | 40.7%    |              |             |          |
| <b>All Investigations</b>                            | 10      | 2        | 20%      | 311          | 430         | 38.3%    |
| <b>All Complaint Closures</b>                        | 55      |          |          | 490          | 961         | 96.1%    |
| <b>Merit Decisions (no AJ)</b>                       | 9       | 1        | 11.1%    | 811          | 653         | -19.5%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 10      |          |          | 33           | 100         | 203%     |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 34                 |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 55                 |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 11                 | 20%   |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 2                  | 3.6%  |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 42                 | 76.4% | 19                                     | 45.2% | 22  | 52.4% | 1   | 2.4% |
| <b>Dismissals</b>                 | 12                 | 28.6% | 10                                     | 83.3% | 2   | 16.7% | 0   | 0%   |
| <b>Merit Decisions</b>            | 30                 | 71.4% | 9                                      | 30%   | 20  | 66.7% | 1   | 3.3% |
| <b>Finding Discrimination</b>     | 1                  | 3.3%  | 0                                      | 0%    | 0   | 0%    | 1   | 100% |
| <b>Finding No Discrimination</b>  | 29                 | 96.7% | 9                                      | 31%   | 20  | 69%   | 0   | 0%   |

**Department of Defense Education Activity (DODEA)**

Permanent Work Force: 10,446

Temporary Work Force: 5,891

Total Work Force: 16,337

**Work Force Composition\***

|                                   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|-----------------------------------|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>       | 10,446  | 28.92% | 71.08% | 6.87%              | 78.67% | 11.23%                    | 2.75% | 0.06%                                   | 0.39%                          | 0.04%             | 0.34%                                  |
| <b>Major Occupations:</b>         |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Clerk and Assistant | 411     | 46.96% | 60.58% | 71.29%             | 15.82% | 5.11%                     | 0.24% | 0.00%                                   | 0.24%                          | 0.00%             | 0.00%                                  |
| General Education and Training    | 9,073   | 26.43% | 76.84% | 84.81%             | 8.17%  | 3.26%                     | 0.09% | 0.47%                                   | 0.11%                          | 0.04%             | 0.00%                                  |
| Education and Vocational Training | 2,595   | 30.33% | 85.16% | 69.48%             | 11.79% | 1.12%                     | 0.04% | 0.46%                                   | 0.00%                          | 1.81%             | 0.00%                                  |
| GS-14 and GS-15*                  | 120     | 45.00% | 55.00% | 0.83%              | 85.00% | 13.33%                    | 0.83% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior Pay Level*                 | 21      | 61.90% | 38.10% | 4.76%              | 90.48% | 0.00%                     | 0.00% | 0.00%                                   | 4.76%                          | 0.00%             | 0.00%                                  |
| SES                               | 4       | 25.00% | 75.00% | 0.00%              | 75.00% | 0.00%                     | 0.00% | 0.00%                                   | 25.00%                         | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers    | 36      | 55.56% | 44.44% | 11.11%             | 69.44% | 16.67%                    | 2.78% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers      | 69      | 37.68% | 62.32% | 1.45%              | 78.26% | 15.94%                    | 4.35% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers   | 44      | 61.36% | 38.64% | 4.55%              | 81.82% | 11.36%                    | 0.00% | 0.00%                                   | 2.27%                          | 0.00%             | 0.00%                                  |
| Unclassified Managers             | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DODEA employed 44 Individuals with Targeted Disabilities in FY 2006, which was 0.27% of its total work force. This represents an increase of 3 employees over FY 2005 and an increase of 8 employees since FY 2002. The participation rate for FY 2005 was 0.25% and for FY 2002 was 0.33%. Over the 5-year period DODEA had a net decrease of 0.06% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DODEA timely processed 42.2% of the 64 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 29 complaints filed at DODEA contained 12 allegations of race (Black) discrimination, 6 allegations of race (White) discrimination, 9 allegations of color discrimination and 12 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 16 completed investigations, 37.5% were timely. DODEA's average time for completing an investigation was 192 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DODEA's average processing time for all complaint closures decreased from 482 days in FY 2005 to 421 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DODEA agreed to pay \$30,000 for 7 pre-complaint settlements, of which 1 were monetary settlements averaging \$30,000. DODEA expended a total of \$68,720 for 16 complaint investigations, for an average expenditure of \$4,295.

DODEA agreed to pay a total of \$71,300 for 8 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,912.



Department of Defense Education Activity (DODEA)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                        | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|--|----------------------------|-------|---------------------|-------|---------------------------|-------|
|  | #                          | %     | #                   | %     | #                         | %     |
| Pre-Complaint Counselings:                               | 57                         |       | 7                   |       | 64                        |       |
| Settlements  | 2                          | 3.5%  | 5                   | 71.4% | 7                         | 10.9% |
| Withdrawals or No Complaints Filed                       | 31                         | 54.4% | 0                   | 0%    | 31                        | 48.4% |
| Complaints Filed*  |                            |       |                     |       | 26                        | 40.6% |
| Decision to File Complaint Pending at End of Fiscal Year |                            |       |                     |       | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|  | Counseling  | Complaint** |
|--|-------------|-------------|
| Completed/Ended Counselings/Complaint Closures | 64          | 36          |
| Total Number Offered ADR                       | 14          | 5           |
| ADR Offer Rate*                                | 21.9%       | 13.9%       |
| ADR Participation Rate*                        | 10.9%       | 8.3%        |
| Total ADR Settlements                          | 5           | 2           |
| Total ADR Settlements Amount                   | \$30,000.00 | \$4,800.00  |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|   | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|---|---------|----------|----------|--------------|-------------|----------|
| All Pre-Complaint Counselings (minus remands) | 64      | 27       | 42.2%    |              |             |          |
| All Investigations                            | 16      | 6        | 37.5%    | 220          | 192         | -12.7%   |
| All Complaint Closures                        | 36      |          |          | 482          | 421         | -12.7%   |
| Merit Decisions (no AJ)                       | 8       | 2        | 25%      | 387          | 486         | 25.6%    |
| Dismissal Decisions (no AJ)                   | 5       |          |          | 62           | 211         | 240.3%   |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                            | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|----------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                            | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| Total Complaints Filed     | 29                 |       |  |       |   |       |   |     |
| Total Closures             | 36                 |       |  |       |   |       |   |     |
| Settlements                | 8                  | 22.2% |  |       |   |       |   |     |
| Withdrawals                | 2                  | 5.6%  |  |       |   |       |   |     |
| Total Final Agency Actions | 26                 | 72.2% | 13                                     | 50%   | 13  | 50%   | 0   | 0%  |
| Dismissals                 | 5                  | 19.2% | 5                                      | 100%  | 0   | 0%    | 0   | 0%  |
| Merit Decisions            | 21                 | 80.8% | 8                                      | 38.1% | 13  | 61.9% | 0   | 0%  |
| Finding Discrimination     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| Finding No Discrimination  | 21                 | 100%  | 8                                      | 38.1% | 13  | 61.9% | 0   | 0%  |

**Defense Finance and Accounting Service (DFAS)**

Permanent Work Force: 12,378

Temporary Work Force: 705

Total Work Force: 13,083

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                 | 12,378  | 37.86% | 62.14% | 3.83%              | 68.16% | 23.16%                    | 3.76% | 0.19%                                   | 0.82%                          | 0.07%             | 2.06%                                  |
| <b>Major Occupations:</b>                   |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Financial Administration and Program</b> | 1,896   | 45.57% | 58.54% | 71.89%             | 21.94% | 2.22%                     | 0.16% | 0.69%                                   | 0.00%                          | 0.16%             | 0.00%                                  |
| <b>Accounting</b>                           | 2,452   | 46.13% | 57.87% | 72.63%             | 19.13% | 4.53%                     | 0.16% | 0.82%                                   | 0.04%                          | 0.29%             | 0.00%                                  |
| <b>Accounting Technician</b>                | 4,154   | 32.11% | 70.94% | 66.85%             | 24.77% | 5.63%                     | 0.67% | 0.82%                                   | 0.19%                          | 0.17%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                     | 466     | 61.59% | 38.41% | 2.58%              | 80.26% | 14.59%                    | 2.15% | 0.21%                                   | 0.21%                          | 0.00%             | 1.50%                                  |
| <b>Senior Pay Level*</b>                    | 25      | 68.00% | 32.00% | 0.00%              | 92.00% | 8.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                                  | 25      | 68.00% | 32.00% | 0.00%              | 92.00% | 8.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>       | 675     | 34.37% | 65.63% | 3.11%              | 62.96% | 27.85%                    | 4.00% | 0.59%                                   | 1.48%                          | 0.00%             | 0.89%                                  |
| <b>Mid-Level Officials/Managers</b>         | 660     | 59.55% | 40.45% | 2.88%              | 79.24% | 15.30%                    | 2.12% | 0.30%                                   | 0.15%                          | 0.00%             | 0.76%                                  |
| <b>Senior-Level Officials/Managers</b>      | 133     | 68.42% | 31.58% | 1.50%              | 87.22% | 9.02%                     | 1.50% | 0.00%                                   | 0.75%                          | 0.00%             | 1.50%                                  |
| <b>Unclassified Managers</b>                | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DFAS employed 261 Individuals with Targeted Disabilities in FY 2006, which was 1.99% of its total work force. This represents a decrease of 10 employees from FY 2005 and a decrease of 41 employees since FY 2002. The participation rate for FY 2005 was 2.02% and for FY 2002 was 2.11%. Over the 5-year period DFAS had a net decrease of 0.12% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DFAS timely processed 98.7% of the 147 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Age. The 63 complaints filed at DFAS contained 26 allegations of race (Black) discrimination, 4 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, 12 allegations of color discrimination and 20 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 38 completed investigations, 44.7% were timely. DFAS' average time for completing an investigation was 196 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DFAS' average processing time for all complaint closures increased from 372 days in FY 2005 to 506 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DFAS agreed to pay \$12,500 for 29 pre-complaint settlements, of which 3 were monetary settlements averaging \$4,166. DFAS expended a total of \$337,782 for 38 complaint investigations, for an average expenditure of \$8,889.

DFAS agreed to pay a total of \$25,292 for 18 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,405.

**Defense Finance and Accounting Service (DFAS)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 94                         |       | 53                  |       | 147                       |       |
| <b>Settlements</b>  | 3                          | 3.2%  | 26                  | 49.1% | 29                        | 19.7% |
| <b>Withdrawals or No Complaints Filed</b>                       | 46                         | 48.9% | 3                   | 5.7%  | 49                        | 33.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 62                        | 42.2% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 7                         | 4.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 147         | 98          |
| <b>Total Number Offered ADR</b>                       | 91          | 22          |
| <b>ADR Offer Rate*</b>                                | 61.9%       | 22.5%       |
| <b>ADR Participation Rate*</b>                        | 36.1%       | 20.4%       |
| <b>Total ADR Settlements</b>                          | 26          | 10          |
| <b>Total ADR Settlements Amount</b>                   | \$10,500.00 | \$7,634.40  |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 147     | 145      | 98.6%    |              |             |          |
| <b>All Investigations</b>                            | 38      | 17       | 44.7%    | 160          | 196         | 22.5%    |
| <b>All Complaint Closures</b>                        | 98      |          |          | 372          | 506         | 36%      |
| <b>Merit Decisions (no AJ)</b>                       | 25      | 11       | 44%      | 196          | 317         | 61.7%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 18      |          |          | 23           | 70          | 204.3%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 63                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 98                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 18                 | 18.4% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 4                  | 4.1%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 76                 | 77.6% | 43                                     | 56.6% | 33  | 43.4% | 0   | 0%  |
| <b>Dismissals</b>                 | 18                 | 23.7% | 18                                     | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 58                 | 76.3% | 25                                     | 43.1% | 33  | 56.9% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 58                 | 100%  | 25                                     | 43.1% | 33  | 56.9% | 0   | 0%  |

**Defense Human Resource Activity (DHRA)**

Permanent Workforce: 864

Temporary Workforce: 16

Total Workforce: 880

**Workforce Composition\***

|                                   | Total # | Men    | Women  | Hispanic or Latino | White   | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|-----------------------------------|---------|--------|--------|--------------------|---------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>        | 864     | 38.77% | 61.23% | 6.60%              | 68.52%  | 18.29%                    | 5.56% | 0.00%                                   | 0.69%                          | 0.35%             | 0.46%                                  |
| <b>Major Occupations:</b>         |         |        |        |                    |         |                           |       |   |                                |                   |  |
| Human Resources Management        | 348     | 42.53% | 67.53% | 62.07%             | 24.71%  | 2.59%                     | 0.00% | 0.57%                                   | 0.57%                          | 0.00%             | 0.00%                                  |
| Management and Program Analysis   | 94      | 43.62% | 59.57% | 79.79%             | 11.70%  | 2.13%                     | 0.00% | 3.19%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Information Technology Management | 196     | 59.18% | 48.47% | 71.94%             | 8.67%   | 12.24%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| GS-14 and GS-15*                  | 235     | 39.57% | 60.43% | 3.83%              | 80.00%  | 11.49%                    | 4.26% | 0.00%                                   | 0.43%                          | 0.00%             | 0.00%                                  |
| Senior Pay Level*                 | 10      | 30.00% | 70.00% | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| SES                               | 10      | 30.00% | 70.00% | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers    | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%   | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers      | 76      | 46.05% | 53.95% | 3.95%              | 78.95%  | 10.53%                    | 6.58% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers   | 79      | 48.10% | 51.90% | 0.00%              | 89.87%  | 10.13%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Unclassified Managers             | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%   | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DHRA employed 4 Individuals with Targeted Disabilities in FY 2006, which was 0.45% of its total work force. This is the same as the number of employees in FY 2005 and no change in the number of employees since FY 2002. The participation rate for FY 2005 was 0.50% and for FY 2002 was 0.60%. Over the 5-year period DHRA had a net decrease of 0.15% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DHRA timely processed 20% of the 5 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Sex (Male). The 4 complaints filed at DHRA contained 2 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

**III. Complaint Processing Times**

DHRA timely completed the one investigation it reported completing in FY 2006. DHRA's average time for completing an investigation was 102 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DHRA average processing time for all complaint closures increased from 291 days in FY 2005 to 592 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DHRA reported no counseling settlements in FY 2006. DHRA expended \$4,373 for the one investigation it completed in FY 2006.

DHRA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

**Defense Human Resource Activity (DHRA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |     | Completed Using ADR |    | All Completed Counselings |     |
|---|----------------------------|-----|---------------------|----|---------------------------|-----|
|   | #                          | %   | #                   | %  | #                         | %   |
| <b>Pre-Complaint Counselings:</b>                               | 5                          |     | 0                   |    | 5                         |     |
| <b>Settlements</b>  | 0                          | 0%  | 0                   | 0% | 0                         | 0%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 1                          | 20% | 0                   | 0% | 1                         | 20% |
| <b>Complaints Filed*</b>  |                            |     |                     |    | 4                         | 80% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |     |                     |    | 0                         | 0%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 5          | 5           |
| <b>Total Number Offered ADR</b>                       | 0          | 0           |
| <b>ADR Offer Rate*</b>                                | 0%         | 0%          |
| <b>ADR Participation Rate*</b>                        | 0%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 5       | 1        | 20%      |              |             |          |
| <b>All Investigations</b>                            | 1       | 1        | 100%     | 151          | 102         | -32.5%   |
| <b>All Complaint Closures</b>                        | 5       |          |          | 291          | 592         | 103.4%   |
| <b>Merit Decisions (no AJ)</b>                       | 1       | 0        | 0%       | 291          | 367         | 26.1%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |      | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|------|--|-----|---|-----|---|-----|
|                                   | #                  | %    | #                                      | %   | #   | %   | #   | %   |
| <b>Total Complaints Filed</b>     | 4                  |      |  |     |   |     |   |     |
| <b>Total Closures</b>             | 5                  |      |  |     |   |     |   |     |
| <b>Settlements</b>                | 0                  | 0%   |  |     |   |     |   |     |
| <b>Withdrawals</b>                | 0                  | 0%   |  |     |   |     |   |     |
| <b>Total Final Agency Actions</b> | 5                  | 100% | 1                                      | 20% | 4   | 80% | 0   | 0%  |
| <b>Dismissals</b>                 | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Merit Decisions</b>            | 5                  | 100% | 1                                      | 20% | 4   | 80% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Finding No Discrimination</b>  | 5                  | 100% | 1                                      | 20% | 4   | 80% | 0   | 0%  |

**Defense Information Systems Agency (DISA)**

Permanent Work Force: 5,249

Temporary Work Force: 121

Total Work Force: 5,370

**Work Force Composition\***

|  | Total # | Men     | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|---------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 5,249   | 56.35%  | 43.65% | 3.31%              | 69.73% | 19.03%                    | 7.07% | 0.15%                                   | 0.51%                          | 0.17%             | 1.18%                                  |
| <b>Major Occupations:</b>                |         |         |        |                    |        |                           |       |   |                                |                   |  |
| <b>Management and Program Analysis</b>   | 423     | 32.15%  | 69.98% | 67.61%             | 26.71% | 3.55%                     | 0.00% | 0.24%                                   | 0.24%                          | 0.00%             | 0.00%                                  |
| <b>Telecommunications</b>                | 500     | 79.80%  | 22.80% | 70.20%             | 20.20% | 6.40%                     | 0.20% | 0.60%                                   | 0.20%                          | 0.00%             | 0.00%                                  |
| <b>Information Technology Management</b> | 2,099   | 65.51%  | 38.54% | 74.23%             | 18.34% | 3.57%                     | 0.10% | 0.71%                                   | 0.19%                          | 0.00%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                  | 1,084   | 69.56%  | 30.44% | 2.68%              | 76.85% | 13.38%                    | 6.64% | 0.09%                                   | 0.18%                          | 0.18%             | 0.46%                                  |
| <b>Senior Pay Level*</b>                 | 978     | 78.53%  | 21.47% | 4.29%              | 84.66% | 4.70%                     | 5.52% | 0.00%                                   | 0.72%                          | 0.00%             | 0.92%                                  |
| <b>SES</b>                               | 30      | 73.33%  | 26.67% | 3.33%              | 90.00% | 6.67%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 3.33%                                  |
| <b>First-Level Officials/Managers</b>    | 10      | 40.00%  | 60.00% | 0.00%              | 90.00% | 10.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>      | 373     | 67.29%  | 32.71% | 3.22%              | 78.02% | 13.94%                    | 4.02% | 0.00%                                   | 0.54%                          | 0.27%             | 0.80%                                  |
| <b>Senior-Level Officials/Managers</b>   | 269     | 70.26%  | 29.74% | 1.49%              | 84.01% | 11.52%                    | 2.97% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>             | 2       | 100.00% | 0.00%  | 0.00%              | 50.00% | 50.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DISA employed 62 Individuals with Targeted Disabilities in FY 2006, which was 1.15% of its total work force. This represents an increase of 9 employees over FY 2005 and a decrease of 12 employees since FY 2002. The participation rate for FY 2005 was 1.08% and for FY 2002 was 1.25%. Over the 5-year period DISA had a net decrease of 0.1% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DISA timely processed 96% of the 25 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Age; and (3) Reprisal. The 10 complaints filed at DISA contained 2 allegations of race (Black) discrimination, 1 allegation of color discrimination and 5 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 12 completed investigations, 100% were timely. DISA's average time for completing an investigation was 268 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DISA's average processing time for all complaint closures increased from 459 days in FY 2005 to 655 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DISA reported paying no monetary benefits for the one pre complaint settlement it reached in FY 2006. DISA expended a total of \$76,275 for 12 complaint investigations, for an average expenditure of \$6,356.

DISA agreed to pay a total of \$49,756 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$16,585.

**Defense Information Systems Agency (DISA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |     |
|---|----------------------------|-------|---------------------|----|---------------------------|-----|
|   | #                          | %     | #                   | %  | #                         | %   |
| <b>Pre-Complaint Counselings:</b>                               | 23                         |       | 2                   |    | 25                        |     |
| <b>Settlements</b>  | 1                          | 4.3%  | 0                   | 0% | 1                         | 4%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 14                         | 60.9% | 0                   | 0% | 14                        | 56% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 10                        | 40% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 25         | 19          |
| <b>Total Number Offered ADR</b>                       | 25         | 0           |
| <b>ADR Offer Rate*</b>                                | 100%       | 0%          |
| <b>ADR Participation Rate*</b>                        | 8%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 25      | 24       | 96%      |              |             |          |
| <b>All Investigations</b>                            | 12      | 12       | 100%     | 300          | 268         | -10.7%   |
| <b>All Complaint Closures</b>                        | 19      |          |          | 459          | 655         | 42.7%    |
| <b>Merit Decisions (no AJ)</b>                       | 6       | 5        | 83.3%    | 688          | 335         | -51.3%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 10                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 19                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 3                  | 15.8% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 2                  | 10.5% |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 14                 | 73.7% | 6                                      | 42.9% | 8   | 57.1% | 0   | 0%  |
| <b>Dismissals</b>                 | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Merit Decisions</b>            | 14                 | 100%  | 6                                      | 42.9% | 8   | 57.1% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 14                 | 100%  | 6                                      | 42.9% | 8   | 57.1% | 0   | 0%  |

**Defense Office of the Inspector General (DOIG)**

Permanent Workforce: 1,376

Temporary Workforce: 15

Total Workforce: 1,391

**Workforce Composition\***

|   | Total # | Men    | Women   | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|---------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>                      | 1,376   | 56.90% | 43.10%  | 5.45%              | 69.77% | 18.90%                    | 4.80%  | 0.22%                                   | 0.80%                          | 0.07%             | 1.09%                                  |
| <b>Major Occupations:</b>                       |         |        |         |                    |        |                           |        |   |                                |                   |  |
| <b>Miscellaneous Administration and Program</b> | 69      | 55.07% | 50.72%  | 56.52%             | 27.54% | 8.70%                     | 0.00%  | 1.45%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Auditing</b>                                 | 672     | 59.67% | 46.28%  | 70.98%             | 18.60% | 4.32%                     | 0.15%  | 0.60%                                   | 0.15%                          | 0.30%             | 0.00%                                  |
| <b>Criminal Investigating</b>                   | 330     | 86.97% | 19.70%  | 79.39%             | 8.79%  | 3.94%                     | 0.61%  | 0.61%                                   | 0.00%                          | 0.30%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                         | 315     | 69.52% | 30.48%  | 2.86%              | 81.90% | 10.48%                    | 4.13%  | 0.00%                                   | 0.63%                          | 0.00%             | 1.27%                                  |
| <b>Senior Pay Level*</b>                        | 20      | 75.00% | 25.00%  | 5.00%              | 75.00% | 10.00%                    | 10.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                                      | 20      | 75.00% | 25.00%  | 5.00%              | 75.00% | 10.00%                    | 10.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>           | 2       | 0.00%  | 100.00% | 0.00%              | 0.00%  | 50.00%                    | 50.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 167     | 69.46% | 30.54%  | 1.80%              | 81.44% | 13.17%                    | 2.99%  | 0.00%                                   | 0.60%                          | 0.00%             | 1.20%                                  |
| <b>Senior-Level Officials/Managers</b>          | 86      | 74.42% | 25.58%  | 4.65%              | 81.40% | 9.30%                     | 3.49%  | 0.00%                                   | 1.16%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>                    | 0       | 0.00%  | 0.00%   | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DOIG employed 15 Individuals with Targeted Disabilities in FY 2006, which was 1.08% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 2 employees since FY 2002. The participation rate for FY 2005 was 0.95% and for FY 2002 was 1.10%. Over the 5-year period DOIG had a net decrease of 0.02% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOIG timely processed 50% of the 8 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) National Origin (Hispanic); and (3) Age. The 4 complaints filed at DOIG contained 3 allegations of race (Black) discrimination, no allegations of color discrimination, and 1 allegation of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 33.3% were timely. DOIG's average time for completing an investigation was 306 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOIG average processing time for all complaint closures decreased from 593 days in FY 2005 to 170 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DOIG reported no counseling settlements in FY 2006. DOIG expended a total of \$17,757 for 3 complaint investigations, for an average expenditure of \$5,919.

DOIG agreed to pay a total of \$867 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.



**Defense Office of the Inspector General (DOIG)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|----|---------------------------|-------|
|   | #                          | %     | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 8                          |       | 0                   |    | 8                         |       |
| <b>Settlements</b>  | 0                          | 0%    | 0                   | 0% | 0                         | 0%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 3                          | 37.5% | 0                   | 0% | 3                         | 27.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 31                        | 70.5% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 1                         | 2.3%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 8          | 3           |
| <b>Total Number Offered ADR</b>                       | 3          | 0           |
| <b>ADR Offer Rate*</b>                                | 37.5%      | 0%          |
| <b>ADR Participation Rate*</b>                        | 0%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 8       | 4        | 50%      |              |             |          |
| <b>All Investigations</b>                            | 3       | 1        | 33.3%    | 145          | 306         | 111%     |
| <b>All Complaint Closures</b>                        | 3       |          |          | 593          | 170         | -71.3%   |
| <b>Merit Decisions (no AJ)</b>                       | 1       | 1        | 100%     | 1,607        | 336         | -79.1%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 1       |          |          | 0            | 28          | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |      | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|------|---|-----|---|-----|
|                                   | #                  | %     | #                                      | %    | #   | %   | #   | %   |
| <b>Total Complaints Filed</b>     | 4                  |       |  |      |   |     |   |     |
| <b>Total Closures</b>             | 3                  |       |  |      |   |     |   |     |
| <b>Settlements</b>                | 1                  | 33.3% |  |      |   |     |   |     |
| <b>Withdrawals</b>                | 0                  | 0%    |  |      |   |     |   |     |
| <b>Total Final Agency Actions</b> | 2                  | 66.7% | 2                                      | 100% | 0   | 0%  | 0   | 0%  |
| <b>Dismissals</b>                 | 1                  | 50%   | 1                                      | 100% | 0   | 0%  | 0   | 0%  |
| <b>Merit Decisions</b>            | 1                  | 50%   | 1                                      | 100% | 0   | 0%  | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | NA%   | 0                                      | NA%  | 0   | NA% | 0   | NA% |
| <b>Finding No Discrimination</b>  | 1                  | 100%  | 1                                      | 100% | 0   | 0%  | 0   | 0%  |

**Defense Logistics Agency (DLA)**

Permanent Work Force: 20,783

Temporary Work Force: 676

Total Work Force: 21,459

**Work Force Composition\***

|                                   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|-----------------------------------|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>       | 20,783  | 58.20% | 41.80% | 4.61%              | 68.65% | 22.71%                    | 2.60% | 0.27%                                   | 1.10%                          | 0.06%             | 1.95%                                  |
| <b>Major Occupations:</b>         |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Misc. Admin. and Program          | 1,908   | 53.56% | 49.79% | 72.33%             | 22.69% | 1.42%                     | 0.16% | 0.79%                                   | 0.10%                          | 0.00%             | 0.00%                                  |
| Contracting                       | 2,234   | 42.21% | 62.58% | 64.19%             | 29.36% | 1.92%                     | 0.04% | 0.49%                                   | 0.13%                          | 0.00%             | 0.00%                                  |
| Misc Warehousing & Stock Handling | 1,587   | 88.97% | 20.10% | 57.15%             | 29.62% | 4.10%                     | 0.95% | 0.88%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| GS-14 and GS-15*                  | 1,107   | 60.89% | 39.11% | 2.80%              | 82.75% | 12.01%                    | 1.54% | 0.09%                                   | 0.81%                          | 0.00%             | 0.45%                                  |
| Senior Pay Level*                 | 25      | 72.00% | 28.00% | 0.00%              | 84.00% | 12.00%                    | 0.00% | 0.00%                                   | 4.00%                          | 0.00%             | 0.00%                                  |
| SES                               | 25      | 72.00% | 28.00% | 0.00%              | 84.00% | 12.00%                    | 0.00% | 0.00%                                   | 4.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers    | 548     | 65.51% | 34.49% | 3.83%              | 69.89% | 22.08%                    | 2.19% | 0.00%                                   | 2.01%                          | 0.00%             | 0.55%                                  |
| Mid-Level Officials/Managers      | 1,196   | 59.78% | 40.22% | 2.59%              | 81.19% | 14.63%                    | 0.92% | 0.08%                                   | 0.59%                          | 0.00%             | 0.50%                                  |
| Senior-Level Officials/Managers   | 297     | 64.65% | 35.35% | 1.68%              | 87.21% | 9.09%                     | 0.67% | 0.00%                                   | 1.35%                          | 0.00%             | 0.34%                                  |
| Unclassified Managers             | 210     | 84.76% | 15.24% | 12.86%             | 57.14% | 24.29%                    | 4.29% | 0.48%                                   | 0.95%                          | 0.00%             | 0.95%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DLA employed 413 Individuals with Targeted Disabilities in FY 2006, which was 1.92% of its total work force. This represents a decrease of 17 employees from FY 2005 and a decrease of 82 employees since FY 2002. The participation rate for FY 2005 was 2.00% and for FY 2002 was 2.28%. Over the 5-year period DLA had a net decrease of 0.36% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DLA timely processed 86.3% of the 350 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 111 complaints filed at DLA contained 38 allegations of race (Black) discrimination, 10 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 11 allegations of color discrimination and 33 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 40 completed investigations, 72.5% were timely. DLA's average time for completing an investigation was 209 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DLA's average processing time for all complaint closures increased from 299 days in FY 2005 to 335 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DLA agreed to pay \$3,713 for 2 pre-complaint settlements, of which 5 were monetary settlements averaging \$742. DLA expended a total of \$220,658 for 40 complaint investigations, for an average expenditure of \$5,516.

DLA agreed to pay a total of \$165,662 for 31 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$5,343.

**Defense Logistics Agency (DLA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 274                        |       | 77                  |       | 351                       |       |
| <b>Settlements</b>  | -22                        | -8%   | 24                  | 31.2% | 2                         | 7.4%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 158                        | 57.7% | 28                  | 36.4% | 186                       | 53%   |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 110                       | 31.3% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 12                        | 3.4%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint**  |
|---|------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 351        | 105          |
| <b>Total Number Offered ADR</b>                       | 274        | 27           |
| <b>ADR Offer Rate*</b>                                | 78.1%      | 25.7%        |
| <b>ADR Participation Rate*</b>                        | 21.9%      | 22.9%        |
| <b>Total ADR Settlements</b>                          | 24         | 18           |
| <b>Total ADR Settlements Amount</b>                   | \$3,713.00 | \$102,493.44 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 350     | 302      | 86.3%    |              |             |          |
| <b>All Investigations</b>                            | 40      | 29       | 72.5%    | 235          | 209         | -11.1%   |
| <b>All Complaint Closures</b>                        | 105     |          |          | 299          | 335         | 12%      |
| <b>Merit Decisions (no AJ)</b>                       | 33      | 9        | 27.3%    | 540          | 435         | -19.4%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 11      |          |          | 84           | 92          | 9.5%     |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 111                |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 105                |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 30                 | 28.6% |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 8                  | 7.6%  |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 67                 | 63.8% | 44                                     | 65.7% | 23  | 34.3% | 0   | 0% |
| <b>Dismissals</b>                 | 13                 | 19.4% | 11                                     | 84.6% | 2   | 15.4% | 0   | 0% |
| <b>Merit Decisions</b>            | 54                 | 80.6% | 33                                     | 61.1% | 21  | 38.9% | 0   | 0% |
| <b>Finding Discrimination</b>     | 1                  | 1.9%  | 1                                      | 100%  | 0   | 0%    | 0   | 0% |
| <b>Finding No Discrimination</b>  | 53                 | 98.1% | 32                                     | 60.4% | 21  | 39.6% | 0   | 0% |

**Defense Office of the Secretary/Wash. Hqtrs. Services (OSD/WHS)**

Permanent Workforce: 5,955

Temporary Workforce: 621

Total Workforce: 6,576

**Workforce Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>                      | 5,955   | 62.47% | 37.53% | 3.04%              | 69.55% | 22.91%                    | 3.41% | 0.18%                                   | 0.55%                          | 0.18%             | 0.65%                                  |
| <b>Major Occupations:</b>                       |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Police</b>                                   | 627     | 92.66% | 12.12% | 48.48%             | 43.54% | 1.59%                     | 0.00% | 0.96%                                   | 0.00%                          | 0.64%             | 0.00%                                  |
| <b>Miscellaneous Administration and Program</b> | 1,116   | 64.16% | 38.44% | 78.94%             | 15.68% | 2.33%                     | 0.09% | 0.54%                                   | 0.00%                          | 0.09%             | 0.00%                                  |
| <b>Management and Program Analysis</b>          | 685     | 49.93% | 52.26% | 75.33%             | 19.27% | 3.50%                     | 0.15% | 0.29%                                   | 0.15%                          | 0.15%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                         | 2,355   | 66.92% | 33.08% | 2.63%              | 83.23% | 9.81%                     | 3.44% | 0.17%                                   | 0.51%                          | 0.21%             | 0.00%                                  |
| <b>Senior Pay Level*</b>                        | 365     | 78.63% | 21.37% | 2.19%              | 92.60% | 1.92%                     | 2.47% | 0.00%                                   | 0.55%                          | 0.27%             | 0.00%                                  |
| <b>SES</b>                                      | 308     | 79.22% | 20.78% | 2.60%              | 92.21% | 1.30%                     | 2.60% | 0.00%                                   | 0.65%                          | 0.32%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>           | 45      | 62.22% | 37.78% | 2.22%              | 57.78% | 33.33%                    | 6.67% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 371     | 64.42% | 35.58% | 2.70%              | 77.09% | 16.44%                    | 2.96% | 0.54%                                   | 0.27%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b>          | 1,103   | 74.98% | 25.02% | 1.63%              | 89.94% | 4.62%                     | 3.26% | 0.00%                                   | 0.36%                          | 0.18%             | 0.09%                                  |
| <b>Unclassified Managers</b>                    | 531     | 57.82% | 42.18% | 5.65%              | 71.19% | 21.28%                    | 0.94% | 0.00%                                   | 0.94%                          | 0.00%             | 0.75%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

OSD/WHS employed 45 Individuals with Targeted Disabilities in FY 2006, which was 0.68% of its total work force. This represents an increase of 3 employees over FY 2005 and an increase of 21 employees since FY 2002. The participation rate for FY 2005 was 1.00% and for FY 2002 was 0.64%. Over the 5-year period OSD/WHS had a net increase of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

OSD/WHS timely processed 100% of the 57 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Reprisal. The 29 complaints filed at OSD/WHS contained 13 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 1 allegation of race (Asian) discrimination, 4 allegations of color discrimination and 11 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 29 completed investigations, 24.1% were timely. OSD/WHS's average time for completing an investigation was 317 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

OSD/WHS average processing time for all complaint closures decreased from 628 days in FY 2005 to 605 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

OSD/WHS agreed to pay \$3,000 for 2 pre-complaint settlements, of which 1 were monetary settlements averaging \$3,000. OSD/WHS expended a total of \$115,965 for 29 complaint investigations, for an average expenditure of \$3,998.

OSD/WHS agreed to pay a total of \$56,300 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,260.

**Defense Office of the Secretary/Wash. Hqtrs. Services (OSD/WHS)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |     | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-----|---------------------------|-------|
|   | #                          | %     | #                   | %   | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 55                         |       | 2                   |     | 57                        |       |
| <b>Settlements</b>  | 1                          | 1.8%  | 1                   | 50% | 2                         | 3.5%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 26                         | 47.3% | 0                   | 0%  | 26                        | 45.6% |
| <b>Complaints Filed*</b>  |                            |       |                     |     | 27                        | 47.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |     | 2                         | 3.5%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 57         | 34          |
| <b>Total Number Offered ADR</b>                       | 43         | 0           |
| <b>ADR Offer Rate*</b>                                | 75.4%      | 0%          |
| <b>ADR Participation Rate*</b>                        | 3.5%       | 0%          |
| <b>Total ADR Settlements</b>                          | 1          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$3,000.00 | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 57      | 57       | 100%     |              |             |          |
| <b>All Investigations</b>                            | 29      | 7        | 24.1%    | 325          | 317         | -2.5%    |
| <b>All Complaint Closures</b>                        | 34      |          |          | 628          | 605         | -3.7%    |
| <b>Merit Decisions (no AJ)</b>                       | 12      | 1        | 8.3%     | 1,054        | 665         | -36.9%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 5       |          |          | 119          | 132         | 10.9%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 29                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 34                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 5                  | 14.7% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 3                  | 8.8%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 26                 | 76.5% | 17                                     | 65.4% | 9   | 34.6% | 0   | 0%  |
| <b>Dismissals</b>                 | 5                  | 19.2% | 5                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 21                 | 80.8% | 12                                     | 57.1% | 9   | 42.9% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | NA%   | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 21                 | 100%  | 12                                     | 57.1% | 9   | 42.9% | 0   | 0%  |

**Defense Security Service (DSS)**

Permanent Work Force: 541

Temporary Work Force: 3

Total Work Force: 544

**Work Force Composition\***

|  | Total # | Men     | Women  | Hispanic or Latino | White   | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|---------|--------|--------------------|---------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 541     | 58.23%  | 41.77% | 3.33%              | 78.00%  | 14.79%                    | 2.22% | 0.00%                                   | 1.11%                          | 0.55%             | 1.11%                                  |
| <b>Major Occupations:</b>                |         |         |        |                    |         |                           |       |   |                                |                   |  |
| <b>Security Administration</b>           | 377     | 57.82%  | 45.36% | 77.45%             | 16.71%  | 1.86%                     | 0.00% | 1.59%                                   | 0.27%                          | 0.00%             | 0.00%                                  |
| <b>Intelligence</b>                      | 29      | 100.00% | 10.34% | 79.31%             | 6.90%   | 0.00%                     | 0.00% | 0.00%                                   | 3.45%                          | 0.00%             | 0.00%                                  |
| <b>Information Technology Management</b> | 51      | 88.24%  | 15.69% | 74.51%             | 13.73%  | 7.84%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>                  | 80      | 63.75%  | 36.25% | 2.50%              | 83.75%  | 11.25%                    | 1.25% | 0.00%                                   | 0.00%                          | 1.25%             | 1.25%                                  |
| <b>Senior Pay Level*</b>                 | 4       | 25.00%  | 75.00% | 25.00%             | 50.00%  | 25.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                               | 4       | 25.00%  | 75.00% | 25.00%             | 50.00%  | 25.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>    | 8       | 75.00%  | 25.00% | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>      | 68      | 64.71%  | 35.29% | 5.88%              | 75.00%  | 16.18%                    | 1.47% | 0.00%                                   | 1.47%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b>   | 27      | 66.67%  | 33.33% | 11.11%             | 74.07%  | 14.81%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 3.70%                                  |
| <b>Unclassified Managers</b>             | 0       | 0.00%   | 0.00%  | 0.00%              | 0.00%   | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DSS employed 8 Individuals with Targeted Disabilities in FY 2006, which was 1.47% of its total work force. This represents an increase of one employee over FY 2005 and a decrease of 17 employees since FY 2002. The participation rate for FY 2005 was 1.33% and for FY 2002 was 0.98%. Over the 5-year period DSS had a net increase of 0.49% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DSS timely processed 66.7% of the 6 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); and (2) Reprisal. The 4 complaints filed at DSS contained 2 allegations of race (Black) discrimination, and no allegations of color or disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 33.3% were timely. DSS' average time for completing an investigation was 208 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DSS' average processing time for all complaint closures increased from 325 days in FY 2005 to 384 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DSS reported no counseling settlements in FY 2006. DSS expended a total of \$18,573 for 3 complaint investigations, for an average expenditure of \$6,191.

DSS reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

**Defense Security Service (DSS)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|----|---------------------------|-------|
|   | #                          | %     | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 6                          |       | 0                   |    | 6                         |       |
| <b>Settlements</b>  | 0                          | 0%    | 0                   | 0% | 0                         | 0%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 2                          | 33.3% | 0                   | 0% | 2                         | 33.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 4                         | 66.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 6          | 3           |
| <b>Total Number Offered ADR</b>                       | 1          | 0           |
| <b>ADR Offer Rate*</b>                                | 16.7%      | 0%          |
| <b>ADR Participation Rate*</b>                        | 0%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 6       | 4        | 66.7%    |              |             |          |
| <b>All Investigations</b>                            | 3       | 1        | 33.3%    | 280          | 208         | -25.7%   |
| <b>All Complaint Closures</b>                        | 3       |          |          | 325          | 384         | 18.2%    |
| <b>Merit Decisions (no AJ)</b>                       | 2       | 1        | 50%      | 494          | 278         | -43.7%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 45           | 0           | -100%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |      | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|------|--|-------|---|-------|---|-----|
|                                   | #                  | %    | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 4                  |      |  |       |   |       |   |     |
| <b>Total Closures</b>             | 3                  |      |  |       |   |       |   |     |
| <b>Settlements</b>                | 0                  | 0%   |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 0                  | 0%   |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 3                  | 100% | 2                                      | 66.7% | 1   | 33.3% | 0   | 0%  |
| <b>Dismissals</b>                 | 0                  | 0%   | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Merit Decisions</b>            | 3                  | 100% | 2                                      | 66.7% | 1   | 33.3% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%   | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 3                  | 100% | 2                                      | 66.7% | 1   | 33.3% | 0   | 0%  |

**Defense Threat Reduction Agency (DTRA)**

Permanent Work Force: 1,129

Temporary Work Force: 28

Total Work Force: 1,157

**Work Force Composition\***

|  | Total # | Men     | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|---------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 1,129   | 59.17%  | 40.83% | 8.06%              | 65.37% | 21.52%                    | 4.25% | 0.00%                                   | 0.53%                          | 0.27%             | 0.80%                                  |
| <b>Major Occupations:</b>                |         |         |        |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Administration and Program | 277     | 77.62%  | 26.71% | 71.12%             | 22.38% | 1.08%                     | 0.00% | 1.08%                                   | 0.36%                          | 0.00%             | 0.00%                                  |
| Management and Program Analysis          | 129     | 31.01%  | 80.62% | 44.96%             | 37.98% | 4.65%                     | 0.00% | 0.00%                                   | 0.78%                          | 0.00%             | 0.00%                                  |
| Information Technology Management        | 80      | 80.00%  | 36.25% | 70.00%             | 10.00% | 3.75%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| GS-14 and GS-15*                         | 10      | 70.00%  | 30.00% | 0.00%              | 90.00% | 10.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior Pay Level*                        | 15      | 80.00%  | 20.00% | 0.00%              | 93.33% | 0.00%                     | 6.67% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| SES                                      | 15      | 80.00%  | 20.00% | 0.00%              | 93.33% | 0.00%                     | 6.67% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 3       | 100.00% | 0.00%  | 0.00%              | 66.67% | 33.33%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 9       | 55.56%  | 44.44% | 11.11%             | 77.78% | 11.11%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers          | 16      | 81.25%  | 18.75% | 0.00%              | 93.75% | 0.00%                     | 6.25% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Unclassified Managers                    | 221     | 77.38%  | 22.62% | 5.88%              | 77.38% | 13.12%                    | 3.62% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DTRA employed 10 Individuals with Targeted Disabilities in FY 2006, which was 0.86% of its total work force. This is the same as the number of employees in FY 2005 and an increase of 4 employees since FY 2002. The participation rate for FY 2005 was 0.90% and for FY 2002 was 0.63%. Over the 5-year period DTRA had a net increase of 0.23% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DTRA timely processed 100% of the 14 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Age; and (3) Reprisal. The 7 complaints filed at DTRA contained 1 allegation of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of color discrimination and no allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 9 completed investigations, 44.4% were timely. DTRA's average time for completing an investigation was 176 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DTRA's average processing time for all complaint closures decreased from 289 days in FY 2005 to 258 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DTRA reported no counseling settlements in FY 2006. DTRA expended a total of \$37,700 for 9 complaint investigations, for an average expenditure of \$4,188.

DTRA reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.



**Defense Threat Reduction Agency (DTRA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |     | Completed Using ADR |    | All Completed Counselings |     |
|---|----------------------------|-----|---------------------|----|---------------------------|-----|
|   | #                          | %   | #                   | %  | #                         | %   |
| <b>Pre-Complaint Counselings:</b>                               | 14                         |     | 0                   |    | 14                        |     |
| <b>Settlements</b>  | 0                          | 0%  | 0                   | 0% | 0                         | 0%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 7                          | 50% | 0                   | 0% | 7                         | 50% |
| <b>Complaints Filed*</b>  |                            |     |                     |    | 7                         | 50% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |     |                     |    | 0                         | 0%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 14         | 12          |
| <b>Total Number Offered ADR</b>                       | 14         | 6           |
| <b>ADR Offer Rate*</b>                                | 100%       | 50%         |
| <b>ADR Participation Rate*</b>                        | 0%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 14      | 14       | 100%     |              |             |          |
| <b>All Investigations</b>                            | 9       | 4        | 44.4%    | 206          | 176         | -14.6%   |
| <b>All Complaint Closures</b>                        | 12      |          |          | 289          | 258         | -10.7%   |
| <b>Merit Decisions (no AJ)</b>                       | 2       | 2        | 100%     | 0            | 338         | NA%      |
| <b>Dismissal Decisions (no AJ)</b>                   | 2       |          |          | 33           | 25          | -24.2%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 7                  |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 12                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 1                  | 8.3%  |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 4                  | 33.3% |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 7                  | 58.3% | 4                                      | 57.1% | 3   | 42.9% | 0   | 0%  |
| <b>Dismissals</b>                 | 2                  | 28.6% | 2                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 5                  | 71.4% | 2                                      | 40%   | 3   | 60%   | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 5                  | 100%  | 2                                      | 40%   | 3   | 60%   | 0   | 0%  |

**Department of Education (ED)**

Permanent Work Force: 3,893

Temporary Work Force: 451

Total Work Force: 4,344

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 3,893   | 37.19% | 62.81% | 3.98%              | 54.10% | 36.91%                    | 4.16% | 0.08%                                   | 0.77%                          | 0.00%             | 1.49%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Administration and Program | 671     | 40.83% | 59.17% | 3.87%              | 66.92% | 23.85%                    | 2.98% | 0.15%                                   | 2.24%                          | 0.00%             | 0.89%                                  |
| Management and Program Analysis          | 992     | 30.04% | 69.96% | 2.92%              | 52.72% | 41.83%                    | 2.02% | 0.00%                                   | 0.50%                          | 0.00%             | 0.71%                                  |
| Education Program                        | 341     | 30.50% | 69.50% | 4.69%              | 58.36% | 31.38%                    | 1.76% | 0.29%                                   | 3.52%                          | 0.00%             | 0.29%                                  |
| GS-14 and GS-15*                         | 1,312   | 47.48% | 52.52% | 2.52%              | 69.74% | 22.94%                    | 3.73% | 0.08%                                   | 0.99%                          | 0.00%             | 1.14%                                  |
| Senior Pay Level*                        | 132     | 60.61% | 39.39% | 0.76%              | 83.33% | 12.88%                    | 3.03% | 0.00%                                   | 0.00%                          | 0.00%             | 0.76%                                  |
| SES                                      | 88      | 59.09% | 40.91% | 1.14%              | 79.55% | 15.91%                    | 3.41% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 424     | 43.63% | 56.37% | 2.83%              | 64.39% | 29.01%                    | 2.83% | 0.00%                                   | 0.94%                          | 0.00%             | 1.18%                                  |
| Senior-Level Officials/Managers          | 590     | 51.69% | 48.31% | 2.71%              | 78.31% | 15.76%                    | 2.37% | 0.00%                                   | 0.85%                          | 0.00%             | 0.34%                                  |
| Unclassified Managers                    | 16      | 68.75% | 31.25% | 0.00%              | 62.50% | 31.25%                    | 0.00% | 6.25%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

ED employed 59 Individuals with Targeted Disabilities in FY 2006, which was 1.36% of its total work force. This represents a decrease of 4 employees from FY 2005 and a decrease of 14 employees since FY 2002. The participation rate for FY 2005 was 1.42% and for FY 2002 was 1.69%. Over the 5-year period ED had a net decrease of 0.33% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

ED timely processed 94.6% of the 92 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Race (White); and (3) National Origin-Hispanic. The 66 complaints filed at ED contained 54 allegations of race (Black) discrimination, 15 allegations of race (White) discrimination, 3 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, and no allegations of color or disability discrimination.

**III. Complaint Processing Times**

Of the 31 completed investigations, 0% were timely. ED's average time for completing an investigation was 220 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

ED's average processing time for all complaint closures increased from 415 days in FY 2005 to 426 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

ED agreed to pay \$7,500 for 5 pre-complaint settlements, of which 1 were monetary settlements averaging \$7,500. ED expended a total of \$188,000 for 31 complaint investigations, for an average expenditure of \$6,064.

ED agreed to pay a total of \$37,000 for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$6,166.

**Department of Education (ED)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 85                         |       | 7                   |       | 92                        |       |
| <b>Settlements</b>  | 5                          | 5.9%  | 0                   | 0%    | 5                         | 5.4%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 31                         | 36.5% | 5                   | 71.4% | 36                        | 39.1% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 51                        | 55.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 92         | 61          |
| <b>Total Number Offered ADR</b>                       | 92         | 0           |
| <b>ADR Offer Rate*</b>                                | 100%       | 0%          |
| <b>ADR Participation Rate*</b>                        | 7.6%       | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 92      | 87       | 94.6%    |              |             |          |
| <b>All Investigations</b>                            | 31      | 0        | 0%       | 196          | 220         | 12.2%    |
| <b>All Complaint Closures</b>                        | 61      |          |          | 415          | 426         | 2.7%     |
| <b>Merit Decisions (no AJ)</b>                       | 22      | 0        | 0%       | 449          | 492         | 9.6%     |
| <b>Dismissal Decisions (no AJ)</b>                   | 5       |          |          | 561          | 203         | -63.8%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 66                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 61                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 6                  | 9.8%  |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 13                 | 21.3% |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 42                 | 68.9% | 27                                     | 64.3% | 15  | 35.7% | 0   | 0%  |
| <b>Dismissals</b>                 | 5                  | 11.9% | 5                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 37                 | 88.1% | 22                                     | 59.5% | 15  | 40.5% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 37                 | 100%  | 22                                     | 59.5% | 15  | 40.5% | 0   | 0%  |

**Department of Energy (DOE)**

Permanent Work Force: 14,523

Temporary Work Force: 427

Total Work Force: 14,950

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                     | 14,523  | 62.02% | 37.98% | 6.34%              | 76.18% | 11.22%                    | 4.54% | 0.03%                                   | 1.58%                          | 0.10%             | 0.75%                                  |
| <b>Major Occupations:</b>                       |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Miscellaneous Administration and Program</b> | 1,370   | 47.01% | 52.99% | 6.79%              | 68.91% | 21.02%                    | 2.12% | 0.07%                                   | 0.95%                          | 0.15%             | 0.29%                                  |
| <b>Management and Program Analysis</b>          | 770     | 36.36% | 63.64% | 7.40%              | 68.05% | 21.30%                    | 2.73% | 0.13%                                   | 0.39%                          | 0.00%             | 1.04%                                  |
| <b>General Engineering</b>                      | 1,528   | 84.82% | 15.18% | 9.16%              | 76.11% | 4.12%                     | 9.03% | 0.00%                                   | 1.51%                          | 0.07%             | 0.46%                                  |
| <b>GS-14 and GS-15*</b>                         | 4,665   | 70.31% | 29.69% | 4.57%              | 81.18% | 7.55%                     | 5.64% | 0.04%                                   | 0.99%                          | 0.04%             | 0.54%                                  |
| <b>Senior Pay Level*</b>                        | 546     | 80.40% | 19.60% | 5.31%              | 84.80% | 5.31%                     | 3.48% | 0.00%                                   | 0.92%                          | 0.18%             | 0.55%                                  |
| <b>SES</b>                                      | 447     | 78.30% | 21.70% | 5.82%              | 85.46% | 4.92%                     | 2.68% | 0.00%                                   | 0.89%                          | 0.22%             | 0.67%                                  |
| <b>First-Level Officials/Managers</b>           | 79      | 73.42% | 26.58% | 21.52%             | 69.62% | 5.06%                     | 0.00% | 0.00%                                   | 3.80%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 1,312   | 67.15% | 32.85% | 12.35%             | 75.15% | 6.40%                     | 4.34% | 0.00%                                   | 1.75%                          | 0.00%             | 0.76%                                  |
| <b>Senior-Level Officials/Managers</b>          | 1,418   | 76.59% | 23.41% | 4.16%              | 83.99% | 7.12%                     | 3.60% | 0.00%                                   | 1.13%                          | 0.00%             | 0.35%                                  |
| <b>Unclassified Managers</b>                    | 373     | 88.20% | 11.80% | 12.06%             | 80.43% | 3.22%                     | 2.95% | 0.00%                                   | 1.34%                          | 0.00%             | 0.27%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DOE employed 111 Individuals with Targeted Disabilities in FY 2006, which was 0.74% of its total work force. This represents a decrease of 5 employees from FY 2005 and a decrease of 16 employees since FY 2002. The participation rate for FY 2005 was 0.77% and for FY 2002 was 0.81%. Over the 5-year period DOE had a net decrease of 0.07% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOE timely processed 42.1% of the 126 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). The 75 complaints filed at DOE contained 15 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 7 allegations of color discrimination and 24 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 47 completed investigations, 53.2% were timely. DOE's average time for completing an investigation was 213 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOE's average processing time for all complaint closures increased from 456 days in FY 2005 to 506 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DOE agreed to pay \$3,615 for 4 pre-complaint settlements, of which 1 were monetary settlements averaging \$3,615. DOE expended a total of \$142,992 for 47 complaint investigations, for an average expenditure of \$3,042.

DOE agreed to pay a total of \$622,866 for 25 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$24,914.

**Department of Energy (DOE)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 117                        |       | 9                   |       | 126                       |       |
| <b>Settlements</b>  | 1                          | 0.9%  | 3                   | 33.3% | 4                         | 3.2%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 42                         | 35.9% | 1                   | 11.1% | 43                        | 34.1% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 70                        | 55.6% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 9                         | 7.1%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 126        | 82          |
| <b>Total Number Offered ADR</b>                       | 97         | 45          |
| <b>ADR Offer Rate*</b>                                | 77%        | 54.9%       |
| <b>ADR Participation Rate*</b>                        | 7.1%       | 13.4%       |
| <b>Total ADR Settlements</b>                          | 3          | 5           |
| <b>Total ADR Settlements Amount</b>                   | \$3,615.00 | \$97,663.50 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 126     | 53       | 42.1%    |              |             |          |
| <b>All Investigations</b>                            | 47      | 25       | 53.2%    | 193          | 213         | 10.4%    |
| <b>All Complaint Closures</b>                        | 82      |          |          | 456          | 506         | 11%      |
| <b>Merit Decisions (no AJ)</b>                       | 23      | 12       | 52.2%    | 310          | 577         | 86.1%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 17      |          |          | 112          | 156         | 39.3%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 75                 |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 82                 |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 22                 | 26.8% |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 7                  | 8.5%  |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 53                 | 64.6% | 40                                     | 75.5% | 12  | 22.6% | 1   | 1.9% |
| <b>Dismissals</b>                 | 17                 | 32.1% | 17                                     | 100%  | 0   | 0%    | 0   | 0%   |
| <b>Merit Decisions</b>            | 36                 | 67.9% | 23                                     | 63.9% | 12  | 33.3% | 1   | 2.8% |
| <b>Finding Discrimination</b>     | 4                  | 11.1% | 3                                      | 75%   | 0   | 0%    | 1   | 25%  |
| <b>Finding No Discrimination</b>  | 32                 | 88.9% | 20                                     | 62.5% | 12  | 37.5% | 0   | 0%   |

**Environmental Protection Agency (EPA)**

Permanent Work Force: 17,097

Temporary Work Force: 1,151

Total Work Force: 18,248

**Work Force Composition\***

|                                     | Total # | Men    | Women   | Hispanic or Latino | White   | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|-------------------------------------|---------|--------|---------|--------------------|---------|---------------------------|--------|---|--------------------------------|-------------------|--|
| Permanent Work Force                | 17,097  | 48.41% | 51.59%  | 4.96%              | 70.49%  | 18.12%                    | 5.65%  | 0.00%                                   | 0.77%                          | 0.00%             | 1.09%                                  |
| <b>Major Occupations:</b>           |         |        |         |                    |         |                           |        |   |                                |                   |  |
| Environmental Protection Specialist | 2,812   | 39.72% | 60.28%  | 3.91%              | 74.61%  | 15.75%                    | 4.30%  | 0.00%                                   | 1.42%                          | 0.00%             | 1.35%                                  |
| Environmental Engineering           | 1,953   | 69.23% | 30.77%  | 7.17%              | 73.48%  | 7.83%                     | 11.11% | 0.00%                                   | 0.41%                          | 0.00%             | 0.36%                                  |
| General Physical Science            | 2,277   | 61.31% | 38.69%  | 4.74%              | 82.26%  | 7.20%                     | 5.01%  | 0.00%                                   | 0.79%                          | 0.00%             | 0.40%                                  |
| GS-14 and GS-15*                    | 5,203   | 58.18% | 41.82%  | 3.86%              | 80.53%  | 10.61%                    | 4.52%  | 0.00%                                   | 0.48%                          | 0.00%             | 0.40%                                  |
| Senior Pay Level*                   | 4       | 75.00% | 25.00%  | 0.00%              | 100.00% | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| SES                                 | 281     | 63.35% | 36.65%  | 4.63%              | 84.70%  | 8.19%                     | 2.49%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers      | 0       | 0.00%  | 0.00%   | 0.00%              | 0.00%   | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers        | 569     | 58.00% | 42.00%  | 3.16%              | 78.56%  | 13.18%                    | 4.57%  | 0.00%                                   | 0.53%                          | 0.00%             | 0.18%                                  |
| Senior-Level Officials/Managers     | 1,408   | 61.01% | 38.99%  | 4.62%              | 82.10%  | 9.59%                     | 3.13%  | 0.00%                                   | 0.57%                          | 0.00%             | 0.14%                                  |
| Unclassified Managers               | 2       | 0.00%  | 100.00% | 0.00%              | 50.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 50.00%                         | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

EPA employed 190 Individuals with Targeted Disabilities in FY 2006, which was 1.04% of its total work force. This represents a decrease of 7 employees from FY 2005 and an increase of 17 employees since FY 2002. The participation rate for FY 2005 was 1.07% and for FY 2002 was 0.99%. Over the 5-year period EPA had a net increase of 0.05% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

EPA timely processed 67% of the 112 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age ; and (3) Sex (Female). The 76 complaints filed at EPA contained 21 allegations of race (Black) discrimination, 11 allegations of race (White) discrimination, 4 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 6 allegations of color discrimination and 33 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 53 completed investigations, 54.7% were timely. EPA's average time for completing an investigation was 206 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

EPA's average processing time for all complaint closures decreased from 676 days in FY 2005 to 505 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

EPA reported paying no monetary benefits for 3 pre-complaint settlements. EPA expended a total of \$165,453 for 53 complaint investigations, for an average expenditure of \$3,121.

EPA agreed to pay a total of \$415,634 for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$31,971.

**Environmental Protection Agency (EPA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 107                        |       | 7                   |       | 114                       |       |
| <b>Settlements</b>  | 2                          | 1.9%  | 1                   | 14.3% | 3                         | 2.6%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 22                         | 20.6% | 0                   | 0%    | 22                        | 19.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 88                        | 77.2% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 1                         | 0.9%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 114        | 84          |
| <b>Total Number Offered ADR</b>                       | 111        | 0           |
| <b>ADR Offer Rate*</b>                                | 97.4%      | 0%          |
| <b>ADR Participation Rate*</b>                        | 5.3%       | 0%          |
| <b>Total ADR Settlements</b>                          | 1          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 112     | 75       | 67%      |              |             |          |
| <b>All Investigations</b>                            | 53      | 29       | 54.7%    | 233          | 206         | -11.6%   |
| <b>All Complaint Closures</b>                        | 84      |          |          | 676          | 505         | -25.3%   |
| <b>Merit Decisions (no AJ)</b>                       | 25      | 2        | 8%       | 792          | 677         | -14.5%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 18      |          |          | 232          | 137         | -40.9%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 76                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 84                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 13                 | 15.5% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 4                  | 4.8%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 67                 | 79.8% | 43                                     | 64.2% | 24  | 35.8% | 0   | 0%  |
| <b>Dismissals</b>                 | 24                 | 35.8% | 18                                     | 75%   | 6   | 25%   | 0   | 0%  |
| <b>Merit Decisions</b>            | 43                 | 64.2% | 25                                     | 58.1% | 18  | 41.9% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 43                 | 100%  | 25                                     | 58.1% | 18  | 41.9% | 0   | 0%  |

**Equal Employment Opportunity Commission (EEOC)**

Permanent Work Force: 2,088

Temporary Work Force: 107

Total Work Force: 2,195

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                     | 2,088   | 33.14% | 66.86% | 13.03%             | 39.56% | 43.06%                    | 3.64% | 0.05%                                   | 0.67%                          | 0.00%             | 2.44%                                  |
| <b>Major Occupations:</b>                       |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Miscellaneous Administration and Program</b> | 142     | 28.17% | 71.83% | 10.56%             | 35.92% | 50.00%                    | 2.11% | 0.00%                                   | 1.41%                          | 0.00%             | 2.82%                                  |
| <b>General Attorney</b>                         | 511     | 38.36% | 61.64% | 9.00%              | 62.04% | 23.48%                    | 5.09% | 0.20%                                   | 0.20%                          | 0.00%             | 2.15%                                  |
| <b>General Investigating</b>                    | 788     | 37.44% | 62.56% | 18.91%             | 34.77% | 42.26%                    | 3.43% | 0.00%                                   | 0.63%                          | 0.00%             | 1.78%                                  |
| <b>GS-14 and GS-15*</b>                         | 594     | 42.42% | 57.58% | 9.60%              | 59.09% | 25.93%                    | 5.39% | 0.00%                                   | 0.00%                          | 0.00%             | 2.36%                                  |
| <b>Senior Pay Level*</b>                        | 27      | 55.56% | 44.44% | 18.52%             | 40.74% | 40.74%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                                      | 27      | 55.56% | 44.44% | 18.52%             | 40.74% | 40.74%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>           | 24      | 25.00% | 75.00% | 20.83%             | 29.17% | 50.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 199     | 39.20% | 60.80% | 11.06%             | 45.23% | 37.69%                    | 6.03% | 0.00%                                   | 0.00%                          | 0.00%             | 2.01%                                  |
| <b>Senior-Level Officials/Managers</b>          | 125     | 54.40% | 45.60% | 12.80%             | 53.60% | 31.20%                    | 2.40% | 0.00%                                   | 0.00%                          | 0.00%             | 4.00%                                  |
| <b>Unclassified Managers</b>                    | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

EEOC employed 52 Individuals with Targeted Disabilities in FY 2006, which was 2.37% of its total work force. This represents an increase of one employee over FY 2005 and an increase of 3 employees since FY 2002. The participation rate for FY 2005 was 2.16% and for FY 2002 was 1.79%. Over the 5-year period EEOC had a net increase of 0.58% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

EEOC timely processed 91.3% of the 46 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 21 complaints filed at EEOC contained 4 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, no allegations of color discrimination and 6 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 14 completed investigations, 85.7% were timely. EEOC's average time for completing an investigation was 210 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

EEOC's average processing time for all complaint closures decreased from 470 days in FY 2005 to 408 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

EEOC agreed to pay \$600 for 7 pre-complaint settlements, of which 1 were monetary settlements averaging \$600. EEOC expended a total of \$48,000 for 14 complaint investigations, for an average expenditure of \$3,428.

EEOC agreed to pay a total of \$98,229 for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$7,556.



Equal Employment Opportunity Commission (EEOC)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                        | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|--|----------------------------|-------|---------------------|-------|---------------------------|-------|
|  | #                          | %     | #                   | %     | #                         | %     |
| Pre-Complaint Counselings:                               | 34                         |       | 12                  |       | 46                        |       |
| Settlements  | 0                          | 0%    | 7                   | 58.3% | 7                         | 15.2% |
| Withdrawals or No Complaints Filed                       | 18                         | 52.9% | 1                   | 8.3%  | 19                        | 41.3% |
| Complaints Filed*  |                            |       |                     |       | 19                        | 41.3% |
| Decision to File Complaint Pending at End of Fiscal Year |                            |       |                     |       | 1                         | 2.2%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|  | Counseling | Complaint** |
|--|------------|-------------|
| Completed/Ended Counselings/Complaint Closures | 46         | 30          |
| Total Number Offered ADR                       | 46         | 5           |
| ADR Offer Rate*                                | 100%       | 16.7%       |
| ADR Participation Rate*                        | 26.1%      | 16.7%       |
| Total ADR Settlements                          | 7          | 4           |
| Total ADR Settlements Amount                   | \$600.00   | \$23,705.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|   | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|---|---------|----------|----------|--------------|-------------|----------|
| All Pre-Complaint Counselings (minus remands) | 46      | 42       | 91.3%    |              |             |          |
| All Investigations                            | 14      | 12       | 85.7%    | 205          | 210         | 2.4%     |
| All Complaint Closures                        | 30      |          |          | 470          | 408         | -13.2%   |
| Merit Decisions (no AJ)                       | 9       | 4        | 44.4%    | 614          | 611         | -0.5%    |
| Dismissal Decisions (no AJ)                   | 4       |          |          | 100          | 76          | -24%     |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                            | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |      | Final Order (AJ Decision Not Fully Implemented) |      |
|----------------------------|--------------------|-------|--|-------|---|------|---|------|
|                            | #                  | %     | #                                      | %     | #   | %    | #   | %    |
| Total Complaints Filed     | 21                 |       |  |       |   |      |   |      |
| Total Closures             | 30                 |       |  |       |   |      |   |      |
| Settlements                | 13                 | 43.3% |  |       |   |      |   |      |
| Withdrawals                | 2                  | 6.7%  |  |       |   |      |   |      |
| Total Final Agency Actions | 15                 | 50%   | 13                                     | 86.7% | 1   | 6.7% | 1   | 6.7% |
| Dismissals                 | 4                  | 26.7% | 4                                      | 100%  | 0   | 0%   | 0   | 0%   |
| Merit Decisions            | 11                 | 73.3% | 9                                      | 81.8% | 1   | 9.1% | 1   | 9.1% |
| Finding Discrimination     | 1                  | 9.1%  | 0                                      | 0%    | 0   | 0%   | 1   | 100% |
| Finding No Discrimination  | 10                 | 90.9% | 9                                      | 90%   | 1   | 10%  | 0   | 0%   |

**Federal Communications Commission (FCC)**

Permanent Work Force: 1,802

Temporary Work Force: 45

Total Work Force: 1,847

**Work Force Composition\***

|   | Total # | Men    | Women   | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|---------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                     | 1,802   | 46.95% | 53.05%  | 3.16%              | 58.93% | 32.41%                    | 5.22%  | 0.00%                                   | 0.28%                          | 0.00%             | 1.11%                                  |
| <b>Major Occupations:</b>                       |         |        |         |                    |        |                           |        |   |                                |                   |  |
| <b>Miscellaneous Administration and Program</b> | 380     | 30.00% | 70.00%  | 1.84%              | 48.16% | 47.11%                    | 2.63%  | 0.00%                                   | 0.26%                          | 0.00%             | 1.32%                                  |
| <b>Electronics Engineering</b>                  | 267     | 88.76% | 11.24%  | 3.75%              | 71.16% | 9.36%                     | 14.98% | 0.00%                                   | 0.75%                          | 0.00%             | 0.37%                                  |
| <b>General Attorney</b>                         | 511     | 52.25% | 47.75%  | 2.54%              | 79.65% | 13.11%                    | 4.70%  | 0.00%                                   | 0.00%                          | 0.00%             | 1.76%                                  |
| <b>GS-14 and GS-15*</b>                         | 989     | 61.27% | 38.73%  | 2.43%              | 75.73% | 14.96%                    | 6.57%  | 0.00%                                   | 0.30%                          | 0.00%             | 1.21%                                  |
| <b>Senior Pay Level*</b>                        | 36      | 72.22% | 27.78%  | 0.00%              | 91.67% | 5.56%                     | 2.78%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                                      | 27      | 62.96% | 37.04%  | 0.00%              | 88.89% | 7.41%                     | 3.70%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>           | 2       | 0.00%  | 100.00% | 0.00%              | 0.00%  | 100.00%                   | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 29      | 34.48% | 65.52%  | 0.00%              | 48.28% | 51.72%                    | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b>          | 263     | 60.46% | 39.54%  | 1.14%              | 84.03% | 11.41%                    | 3.42%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.76%                                  |
| <b>Unclassified Managers</b>                    | 0       | 0.00%  | 0.00%   | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

FCC employed 20 Individuals with Targeted Disabilities in FY 2006, which was 1.08% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 1.13% and for FY 2002 was 1.14%. Over the 5-year period FCC had a net decrease of 0.06% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

FCC timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Color; and (3) Disability (Physical). The 3 complaints filed at FCC contained 2 allegations of race (Black) discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

**III. Complaint Processing Times**

FCC timely completed the one investigation it reported completing in FY 2006. FCC's average time for completing an investigation was 64 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FCC's average processing time for all complaint closures was 340 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

FCC reported no counseling settlements in FY 2006. FCC expended \$4,100 for the one investigation it completed in FY 2006.

FCC reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

**Federal Communications Commission (FCC)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |     |
|---|----------------------------|-------|---------------------|----|---------------------------|-----|
|   | #                          | %     | #                   | %  | #                         | %   |
| <b>Pre-Complaint Counselings:</b>                               | 3                          |       | 1                   |    | 4                         |     |
| <b>Settlements</b>  | 0                          | 0%    | 0                   | 0% | 0                         | 0%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 1                          | 33.3% | 0                   | 0% | 1                         | 25% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 3                         | 75% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 4          | 4           |
| <b>Total Number Offered ADR</b>                       | 1          | 1           |
| <b>ADR Offer Rate*</b>                                | 25%        | 25%         |
| <b>ADR Participation Rate*</b>                        | 25%        | 25%         |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 4       | 4        | 100%     |              |             |          |
| <b>All Investigations</b>                            | 1       | 1        | 100%     | 180          | 64          | -64.4%   |
| <b>All Complaint Closures</b>                        | 4       |          |          | 0            | 340         | NA%      |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 0            | 0           | NA%      |
| <b>Dismissal Decisions (no AJ)</b>                   | 2       |          |          | 0            | 34          | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 3                  |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 4                  |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 1                  | 25%   |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 0                  | 0%    |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 3                  | 75%   | 2                                      | 66.7% | 1   | 33.3% | 0   | 0%  |
| <b>Dismissals</b>                 | 2                  | 66.7% | 2                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 1                  | 33.3% | 0                                      | 0%    | 1   | 100%  | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 1                  | 100%  | 0                                      | 0%    | 1   | 100%  | 0   | 0%  |

**Federal Deposit Insurance Corporation (FDIC)**

Permanent Work Force: 4,315

Temporary Work Force: 236

Total Work Force: 4,551

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                     | 4,315   | 55.94% | 44.06% | 4.06%              | 74.86% | 17.08%                    | 3.52%  | 0.00%                                   | 0.49%                          | 0.00%             | 0.72%                                  |
| <b>Major Occupations:</b>                       |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Miscellaneous Administration and Program</b> | 418     | 47.85% | 52.15% | 4.31%              | 67.94% | 23.92%                    | 3.35%  | 0.00%                                   | 0.48%                          | 0.00%             | 0.24%                                  |
| <b>Miscellaneous Clerk and Assistant</b>        | 298     | 16.44% | 83.56% | 6.04%              | 48.32% | 40.60%                    | 4.03%  | 0.00%                                   | 1.01%                          | 0.00%             | 1.34%                                  |
| <b>Financial Institution Examining</b>          | 2,202   | 66.85% | 33.15% | 4.22%              | 84.38% | 8.40%                     | 2.68%  | 0.00%                                   | 0.32%                          | 0.00%             | 0.50%                                  |
| <b>GS-14 and GS-15*</b>                         | 1,025   | 66.15% | 33.85% | 3.12%              | 83.61% | 8.98%                     | 3.80%  | 0.00%                                   | 0.49%                          | 0.00%             | 0.49%                                  |
| <b>Senior Pay Level*</b>                        | 90      | 75.56% | 24.44% | 2.22%              | 82.22% | 13.33%                    | 1.11%  | 0.00%                                   | 1.11%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>           | 10      | 10.00% | 90.00% | 10.00%             | 40.00% | 40.00%                    | 10.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 40      | 65.00% | 35.00% | 10.00%             | 57.50% | 30.00%                    | 2.50%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b>          | 94      | 75.53% | 24.47% | 2.13%              | 84.04% | 11.70%                    | 1.06%  | 0.00%                                   | 1.06%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>                    | 473     | 67.23% | 32.77% | 4.86%              | 84.99% | 7.82%                     | 2.11%  | 0.00%                                   | 0.21%                          | 0.00%             | 0.21%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

FDIC employed 32 Individuals with Targeted Disabilities in FY 2006, which was 0.70% of its total work force. This represents a decrease of 3 employees from FY 2005 and a decrease of 18 employees since FY 2002. The participation rate for FY 2005 was 0.76% and for FY 2002 was 0.86%. Over the 5-year period FDIC had a net decrease of 0.16% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

FDIC timely processed 98.1% of the 53 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 37 complaints filed at FDIC contained 15 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 2 allegations of color discrimination and 11 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 25 completed investigations, 44% were timely. FDIC's average time for completing an investigation was 236 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FDIC's average processing time for all complaint closures decreased from 601 days in FY 2005 to 600 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

FDIC agreed to pay \$2,500 for 5 pre-complaint settlements, of which 2 were monetary settlements averaging \$1,250. FDIC expended a total of \$108,072 for 25 complaint investigations, for an average expenditure of \$4,322.

FDIC agreed to pay a total of \$156,009 for 14 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,143.

Federal Deposit Insurance Corporation (FDIC)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                        | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|--|----------------------------|-------|---------------------|-------|---------------------------|-------|
|  | #                          | %     | #                   | %     | #                         | %     |
| Pre-Complaint Counselings:                               | 34                         |       | 19                  |       | 53                        |       |
| Settlements  | 1                          | 2.9%  | 4                   | 21.1% | 5                         | 9.4%  |
| Withdrawals or No Complaints Filed                       | 11                         | 32.4% | 1                   | 5.3%  | 12                        | 22.6% |
| Complaints Filed*  |                            |       |                     |       | 34                        | 64.2% |
| Decision to File Complaint Pending at End of Fiscal Year |                            |       |                     |       | 2                         | 3.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|  | Counseling | Complaint** |
|--|------------|-------------|
| Completed/Ended Counselings/Complaint Closures | 53         | 45          |
| Total Number Offered ADR                       | 45         | 20          |
| ADR Offer Rate*                                | 84.9%      | 44.4%       |
| ADR Participation Rate*                        | 35.9%      | 20%         |
| Total ADR Settlements                          | 4          | 6           |
| Total ADR Settlements Amount                   | \$500.00   | \$48,500.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|   | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|---|---------|----------|----------|--------------|-------------|----------|
| All Pre-Complaint Counselings (minus remands) | 53      | 52       | 98.1%    |              |             |          |
| All Investigations                            | 25      | 11       | 44%      | 216          | 236         | 9.3%     |
| All Complaint Closures                        | 45      |          |          | 601          | 600         | -0.2%    |
| Merit Decisions (no AJ)                       | 15      | 3        | 20%      | 507          | 361         | -28.8%   |
| Dismissal Decisions (no AJ)                   | 0       |          |          | 544          | 0           | -100%    |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                            | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|----------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                            | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| Total Complaints Filed     | 37                 |       |  |       |   |       |   |     |
| Total Closures             | 45                 |       |  |       |   |       |   |     |
| Settlements                | 14                 | 31.1% |  |       |   |       |   |     |
| Withdrawals                | 5                  | 11.1% |  |       |   |       |   |     |
| Total Final Agency Actions | 26                 | 57.8% | 15                                     | 57.7% | 11  | 42.3% | 0   | 0%  |
| Dismissals                 | 4                  | 15.4% | 0                                      | 0%    | 4   | 100%  | 0   | 0%  |
| Merit Decisions            | 22                 | 84.6% | 15                                     | 68.2% | 7   | 31.8% | 0   | 0%  |
| Finding Discrimination     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| Finding No Discrimination  | 22                 | 100%  | 15                                     | 68.2% | 7   | 31.8% | 0   | 0%  |

## EEOC FY 2006 Annual Report on the Federal Work Force

### Federal Energy Regulatory Commission (FERC)

Permanent Workforce: 1,313

Temporary Workforce: 28

Total Workforce: 1,341

#### Workforce Composition\*

|                                | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--------------------------------|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>     | 1,313   | 54.00% | 46.00% | 2.13%              | 66.79% | 23.46%                    | 6.32%  | 0.00%                                   | 0.61%                          | 0.69%             | 0.84%                                  |
| <b>Major Occupations:</b>      |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Energy Industry Analyst</b> | 262     | 61.10% | 38.90% | 1.53%              | 77.48% | 18.32%                    | 2.67%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Attorney</b>                | 233     | 48.50% | 51.50% | 2.14%              | 81.11% | 10.73%                    | 6.01%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Civil Engineer</b>          | 130     | 85.40% | 14.60% | 3.85%              | 73.08% | 5.38%                     | 17.69% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>GS-14 and GS-15*</b>        | 528     | 66.67% | 33.33% | 1.33%              | 83.33% | 10.23%                    | 4.73%  | 0.00%                                   | 0.19%                          | 0.19%             | 0.76%                                  |
| <b>Senior Pay Level*</b>       | 77      | 72.73% | 27.27% | 5.19%              | 83.12% | 6.49%                     | 3.90%  | 0.00%                                   | 1.30%                          | 0.00%             | 1.30%                                  |
| <b>SES</b>                     | 49      | 69.39% | 30.61% | 4.08%              | 87.76% | 8.16%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 2.04%                                  |

\* All work force numbers as reported by the agency to EEOC. \*\*All numbers do not include pay-banded employees

#### Targeted Disabilities

FERC employed 11 Individuals with Targeted Disabilities in FY 2006, which was 0.82% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 2 employees since FY 2002. The participation rate for FY 2005 was 1.00% and for FY 2002 was 0.80%. Over the 5-year period FERC had a net increase of 0.02% in employees with targeted disabilities.

#### EEO Complaint Processing

##### **I. Counseling**

FERC timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2006.

##### **II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Sex (Male) and (2) Disability (Physical). The 3 complaints filed at FERC contained no allegations of race or color discrimination, and 1 allegation of disability discrimination.

##### **III. Complaint Processing Times**

Of the 3 completed investigations, 0% were timely. FERC's average time for completing an investigation was 200 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FERC average processing time for all complaint closures remained constant between FY 2005 and FY 2006 at 0 days. The government-wide average was 367 days.

##### **IV. Costs**

FERC reported no counseling settlements in FY 2006. FERC reported no expenditures for its 3 complaint investigations.

FERC reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

Federal Energy Regulatory Commission (FERC)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                        | Completed by EEO Counselor |    | Completed Using ADR |    | All Completed Counselings |      |
|--|----------------------------|----|---------------------|----|---------------------------|------|
|  | #                          | %  | #                   | %  | #                         | %    |
| Pre-Complaint Counselings:                               | 4                          |    | 0                   |    | 4                         |      |
| Settlements  | 0                          | 0% | 0                   | 0% | 0                         | 0%   |
| Withdrawals or No Complaints Filed                       | 0                          | 0% | 0                   | 0% | 0                         | 0%   |
| Complaints Filed*  |                            |    |                     |    | 4                         | 100% |
| Decision to File Complaint Pending at End of Fiscal Year |                            |    |                     |    | 0                         | 0%   |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|  | Counseling | Complaint** |
|--|------------|-------------|
| Completed/Ended Counselings/Complaint Closures | 4          | 3           |
| Total Number Offered ADR                       | 0          | 0           |
| ADR Offer Rate*                                | 0%         | 0%          |
| ADR Participation Rate*                        | 0%         | 0%          |
| Total ADR Settlements                          | 0          | 0           |
| Total ADR Settlements Amount                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|   | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|---|---------|----------|----------|--------------|-------------|----------|
| All Pre-Complaint Counselings (minus remands) | 4       | 4        | 100%     |              |             |          |
| All Investigations                            | 3       | 0        | 0%       | 0            | 200         | NA%      |
| All Complaint Closures                        | 3       |          |          | 0            | 0           | NA%      |
| Merit Decisions (no AJ)                       | 0       | 0        | 0%       | 0            | 0           | NA%      |
| Dismissal Decisions (no AJ)                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                            | Complaint Closures |      | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|----------------------------|--------------------|------|--|-----|---|-----|---|-----|
|                            | #                  | %    | #                                      | %   | #   | %   | #   | %   |
| Total Complaints Filed     | 3                  |      |  |     |   |     |   |     |
| Total Closures             | 3                  |      |  |     |   |     |   |     |
| Settlements                | 0                  | 0%   |  |     |   |     |   |     |
| Withdrawals                | 3                  | 100% |  |     |   |     |   |     |
| Total Final Agency Actions | 0                  | 0%   | 0                                      | NA% | 0   | NA% | 0   | NA% |
| Dismissals                 | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| Merit Decisions            | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| Finding Discrimination     | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| Finding No Discrimination  | 0                  | NA%  | 0                                      | NA% | 0   | NA% | 0   | NA% |

**Federal Trade Commission (FTC)**

Permanent Work Force: 960

Temporary Work Force: 108

Total Work Force: 1,068

**Work Force Composition\***

|  | Total # | Men    | Women   | Hispanic or Latino | White   | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|---------|--------------------|---------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 960     | 48.75% | 51.25%  | 3.23%              | 70.83%  | 20.63%                    | 4.90% | 0.00%                                   | 0.42%                          | 0.00%             | 0.63%                                  |
| <b>Major Occupations:</b>              |         |        |         |                    |         |                           |       |   |                                |                   |  |
| <b>Economist</b>                       | 77      | 85.71% | 14.29%  | 2.60%              | 92.21%  | 0.00%                     | 5.19% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>General Attorney</b>                | 542     | 53.69% | 46.31%  | 3.32%              | 84.50%  | 6.83%                     | 5.17% | 0.00%                                   | 0.18%                          | 0.00%             | 0.55%                                  |
| <b>Paralegal Specialist</b>            | 59      | 37.29% | 62.71%  | 1.69%              | 81.36%  | 11.86%                    | 5.08% | 0.00%                                   | 0.00%                          | 0.00%             | 1.69%                                  |
| <b>GS-14 and GS-15*</b>                | 553     | 57.50% | 42.50%  | 2.89%              | 84.99%  | 6.33%                     | 5.42% | 0.00%                                   | 0.36%                          | 0.00%             | 0.72%                                  |
| <b>Senior Pay Level*</b>               | 33      | 72.73% | 27.27%  | 0.00%              | 96.97%  | 3.03%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                             | 32      | 71.88% | 28.13%  | 0.00%              | 96.88%  | 3.13%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>  | 1       | 0.00%  | 100.00% | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>    | 49      | 40.82% | 59.18%  | 4.08%              | 69.39%  | 22.45%                    | 4.08% | 0.00%                                   | 0.00%                          | 0.00%             | 4.08%                                  |
| <b>Senior-Level Officials/Managers</b> | 233     | 67.81% | 32.19%  | 0.86%              | 93.99%  | 3.86%                     | 1.29% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>           | 0       | 0.00%  | 0.00%   | 0.00%              | 0.00%   | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

FTC employed 7 Individuals with Targeted Disabilities in FY 2006, which was 0.66% of its total work force. This represents an increase of one employee over FY 2005 and an increase of 3 employees since FY 2002. The participation rate for FY 2005 was 0.59% and for FY 2002 was 0.42%. Over the 5-year period FTC had a net increase of 0.24% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

FTC timely processed 100% of the 35 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Reprisal. The 3 complaints filed at FTC contained 2 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, no allegations of color discrimination and 1 allegation of disability discrimination.

**III. Complaint Processing Times**

Of the 2 completed investigations, 100% were timely. FTC's average time for completing an investigation was 192 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FTC's average processing time for all complaint closures increased from 319 days in FY 2005 to 444 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

FTC agreed to pay \$15,500 for 8 pre-complaint settlements, of which 2 were monetary settlements averaging \$7,750. FTC expended a total of \$5,586 for 2 complaint investigations, for an average expenditure of \$2,793.

FTC agreed to pay a total of \$159,466 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$79,733.



**Federal Trade Commission (FTC)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |      | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|------|---------------------------|-------|
|   | #                          | %     | #                   | %    | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 33                         |       | 2                   |      | 35                        |       |
| <b>Settlements</b>  | 6                          | 18.2% | 2                   | 100% | 8                         | 22.9% |
| <b>Withdrawals or No Complaints Filed</b>                       | 24                         | 72.7% | 0                   | 0%   | 24                        | 68.6% |
| <b>Complaints Filed*</b>  |                            |       |                     |      | 3                         | 8.6%  |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |      | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 35         | 6           |
| <b>Total Number Offered ADR</b>                       | 31         | 2           |
| <b>ADR Offer Rate*</b>                                | 88.6%      | 33.3%       |
| <b>ADR Participation Rate*</b>                        | 5.7%       | 0%          |
| <b>Total ADR Settlements</b>                          | 2          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$9,500.00 | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 35      | 35       | 100%     |              |             |          |
| <b>All Investigations</b>                            | 2       | 2        | 100%     | 203          | 192         | -5.4%    |
| <b>All Complaint Closures</b>                        | 6       |          |          | 319          | 444         | 39.2%    |
| <b>Merit Decisions (no AJ)</b>                       | 1       | 0        | 0%       | 342          | 269         | -21.3%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 1       |          |          | 0            | 113         | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 3                  |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 6                  |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 2                  | 33.3% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 1                  | 16.7% |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 3                  | 50%   | 2                                      | 66.7% | 1   | 33.3% | 0   | 0%  |
| <b>Dismissals</b>                 | 1                  | 33.3% | 1                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 2                  | 66.7% | 1                                      | 50%   | 1   | 50%   | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 2                  | 100%  | 1                                      | 50%   | 1   | 50%   | 0   | 0%  |

**General Services Administration (GSA)**

Permanent Work Force: 11,999

Temporary Work Force: 171

Total Work Force: 12,170

**Work Force Composition\***

|                                 | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---------------------------------|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>     | 11,999  | 50.48% | 49.52% | 5.33%              | 62.10% | 26.45%                    | 4.95%  | 0.11%                                   | 0.80%                          | 0.26%             | 0.82%                                  |
| <b>Major Occupations:</b>       |         |        |        |                    |        |                           |        |   |                                |                   |  |
| Misc. Admin. and Program        | 1,191   | 45.09% | 54.91% | 4.95%              | 68.43% | 21.83%                    | 4.20%  | 0.08%                                   | 0.34%                          | 0.17%             | 0.34%                                  |
| General Business and Industry   | 1,169   | 52.61% | 47.39% | 5.90%              | 71.26% | 18.65%                    | 2.65%  | 0.17%                                   | 0.94%                          | 0.43%             | 0.77%                                  |
| Contracting                     | 1,404   | 32.76% | 67.24% | 5.56%              | 54.20% | 34.83%                    | 4.56%  | 0.07%                                   | 0.64%                          | 0.14%             | 0.78%                                  |
| GS-14 and GS-15*                | 2,196   | 59.20% | 40.80% | 3.10%              | 74.36% | 17.71%                    | 4.10%  | 0.00%                                   | 0.41%                          | 0.32%             | 0.23%                                  |
| Senior Pay Level*               | 94      | 73.40% | 26.60% | 2.13%              | 89.36% | 7.45%                     | 1.06%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| SES                             | 88      | 73.86% | 26.14% | 2.27%              | 88.64% | 7.95%                     | 1.14%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers  | 90      | 56.67% | 43.33% | 5.56%              | 64.44% | 15.56%                    | 11.11% | 3.33%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers    | 1,516   | 57.92% | 42.08% | 4.16%              | 68.67% | 22.49%                    | 3.83%  | 0.00%                                   | 0.73%                          | 0.13%             | 0.13%                                  |
| Senior-Level Officials/Managers | 658     | 63.83% | 36.17% | 3.19%              | 83.74% | 10.33%                    | 2.13%  | 0.00%                                   | 0.30%                          | 0.30%             | 0.30%                                  |
| Unclassified Managers           | 68      | 83.82% | 16.18% | 8.82%              | 50.00% | 38.24%                    | 2.94%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

GSA employed 99 Individuals with Targeted Disabilities in FY 2006, which was 0.81% of its total work force. This represents a decrease of 16 employees from FY 2005 and a decrease of 81 employees since FY 2002. The participation rate for FY 2005 was 0.91% and for FY 2002 was 1.28%. Over the 5-year period GSA had a net decrease of 0.47% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

GSA timely processed 96.1% of the 152 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 101 complaints filed at GSA contained 37 allegations of race (Black) discrimination, 6 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 21 allegations of color discrimination and 16 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 57 completed investigations, 94.7% were timely. GSA's average time for completing an investigation was 158 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

GSA's average processing time for all complaint closures decreased from 444 days in FY 2005 to 373 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

GSA agreed to pay \$85,065 for 13 pre-complaint settlements, of which 4 were monetary settlements averaging \$21,266. GSA expended a total of \$159,124 for 57 complaint investigations, for an average expenditure of \$2,791.

GSA agreed to pay a total of \$281,874 for 25 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,274.

**General Services Administration (GSA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 131                        |       | 21                  |       | 152                       |       |
| <b>Settlements</b>  | 6                          | 4.6%  | 7                   | 33.3% | 13                        | 8.6%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 31                         | 23.7% | 8                   | 38.1% | 39                        | 25.7% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 92                        | 60.5% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 8                         | 5.3%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 152         | 103         |
| <b>Total Number Offered ADR</b>                       | 119         | 16          |
| <b>ADR Offer Rate*</b>                                | 78.3%       | 15.5%       |
| <b>ADR Participation Rate*</b>                        | 13.8%       | 5.8%        |
| <b>Total ADR Settlements</b>                          | 7           | 3           |
| <b>Total ADR Settlements Amount</b>                   | \$85,065.57 | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 152     | 146      | 96.1%    |              |             |          |
| <b>All Investigations</b>                            | 57      | 54       | 94.7%    | 165          | 158         | -4.2%    |
| <b>All Complaint Closures</b>                        | 103     |          |          | 444          | 373         | -16%     |
| <b>Merit Decisions (no AJ)</b>                       | 21      | 21       | 100%     | 298          | 358         | 20.1%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 18      |          |          | 44           | 29          | -34.1%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 101                |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 103                |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 24                 | 23.3% |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 7                  | 6.8%  |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 72                 | 69.9% | 39                                     | 54.2% | 33  | 45.8% | 0   | 0% |
| <b>Dismissals</b>                 | 20                 | 27.8% | 18                                     | 90%   | 2   | 10%   | 0   | 0% |
| <b>Merit Decisions</b>            | 52                 | 72.2% | 21                                     | 40.4% | 31  | 59.6% | 0   | 0% |
| <b>Finding Discrimination</b>     | 1                  | 1.9%  | 0                                      | 0%    | 1   | 100%  | 0   | 0% |
| <b>Finding No Discrimination</b>  | 51                 | 98.1% | 21                                     | 41.2% | 30  | 58.8% | 0   | 0% |

**Government Printing Office (GPO)**

Permanent Work Force: 2,189

Temporary Work Force: 46

Total Work Force: 2,235

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                    | 2,189   | 57.97% | 42.03% | 1.74%              | 39.74% | 56.10%                    | 2.10% | 0.00%                                   | 0.32%                          | 0.00%             | 1.64%                                  |
| <b>Major Occupations:</b>                      |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Bindery Working</b>                         | 172     | 61.63% | 38.37% | 1.74%              | 23.84% | 72.67%                    | 1.74% | 0.00%                                   | 0.00%                          | 0.00%             | 1.74%                                  |
| <b>Printing Services</b>                       | 259     | 52.12% | 47.88% | 1.93%              | 63.71% | 32.43%                    | 1.16% | 0.00%                                   | 0.77%                          | 0.00%             | 0.39%                                  |
| <b>Miscellaneous Printing and Reproduction</b> | 269     | 60.97% | 39.03% | 1.12%              | 16.36% | 81.41%                    | 1.12% | 0.00%                                   | 0.00%                          | 0.00%             | 0.74%                                  |
| <b>GS-14 and GS-15*</b>                        | 159     | 69.18% | 30.82% | 2.52%              | 73.58% | 18.24%                    | 5.03% | 0.00%                                   | 0.63%                          | 0.00%             | 1.89%                                  |
| <b>Senior Pay Level*</b>                       | 31      | 77.42% | 22.58% | 6.45%              | 77.42% | 9.68%                     | 6.45% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>          | 29      | 41.38% | 58.62% | 6.90%              | 24.14% | 68.97%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>            | 117     | 59.83% | 40.17% | 3.42%              | 63.25% | 30.77%                    | 1.71% | 0.00%                                   | 0.85%                          | 0.00%             | 1.71%                                  |
| <b>Senior-Level Officials/Managers</b>         | 90      | 77.78% | 22.22% | 1.11%              | 80.00% | 12.22%                    | 5.56% | 0.00%                                   | 1.11%                          | 0.00%             | 1.11%                                  |
| <b>Unclassified Managers</b>                   | 107     | 81.31% | 18.69% | 0.93%              | 43.93% | 54.21%                    | 0.93% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

GPO employed 39 Individuals with Targeted Disabilities in FY 2006, which was 1.74% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of 7 employees since FY 2002. The participation rate for FY 2005 was 1.65% and for FY 2002 was 1.49%. Over the 5-year period GPO had a net increase of 0.25% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

GPO timely processed 100% of the 63 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Age. The 38 complaints filed at GPO contained 16 allegations of race (Black) discrimination, 3 allegations of race (White) discrimination, 5 allegations of color discrimination and 5 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 22 completed investigations, 59.1% were timely. GPO's average time for completing an investigation was 208 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

GPO's average processing time for all complaint closures decreased from 790 days in FY 2005 to 496 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

GPO reported paying no monetary benefits for 2 pre-complaint settlements. GPO expended a total of \$54,835 for 22 complaint investigations, for an average expenditure of \$2,492.

GPO agreed to pay a total of \$18,700 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$6,233.

**Government Printing Office (GPO)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 60                         |       | 3                   |       | 63                        |       |
| <b>Settlements</b>  | 0                          | 0%    | 2                   | 66.7% | 2                         | 3.2%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 22                         | 36.7% | 0                   | 0%    | 22                        | 34.9% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 38                        | 60.3% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 1                         | 1.6%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 63         | 44          |
| <b>Total Number Offered ADR</b>                       | 19         | 0           |
| <b>ADR Offer Rate*</b>                                | 30.2%      | 0%          |
| <b>ADR Participation Rate*</b>                        | 4.8%       | 0%          |
| <b>Total ADR Settlements</b>                          | 2          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 63      | 63       | 100%     |              |             |          |
| <b>All Investigations</b>                            | 22      | 13       | 59.1%    | 359          | 208         | -42.1%   |
| <b>All Complaint Closures</b>                        | 44      |          |          | 790          | 496         | -37.2%   |
| <b>Merit Decisions (no AJ)</b>                       | 12      | 6        | 50%      | 685          | 573         | -16.4%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 15      |          |          | 330          | 166         | -49.7%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 38                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 44                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 3                  | 6.8%  |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 4                  | 9.1%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 37                 | 84.1% | 27                                     | 73%   | 10  | 27%   | 0   | 0%  |
| <b>Dismissals</b>                 | 17                 | 45.9% | 15                                     | 88.2% | 2   | 11.8% | 0   | 0%  |
| <b>Merit Decisions</b>            | 20                 | 54.1% | 12                                     | 60%   | 8   | 40%   | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 20                 | 100%  | 12                                     | 60%   | 8   | 40%   | 0   | 0%  |

**Department of Health and Human Services (HHS)**

Permanent Work Force: 53,818

Temporary Work Force: 9,688

Total Work Force: 63,506

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                     | 53,818  | 36.36% | 63.64% | 3.60%              | 52.38% | 18.73%                    | 7.13%  | 0.00%                                   | 17.92%                         | 0.00%             | 0.98%                                  |
| <b>Major Occupations:</b>                       |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Miscellaneous Administration and Program</b> | 3,470   | 28.10% | 71.90% | 4.29%              | 62.97% | 26.34%                    | 3.31%  | 0.00%                                   | 3.08%                          | 0.00%             | 0.58%                                  |
| <b>General Health Science</b>                   | 3,938   | 43.14% | 56.86% | 3.99%              | 73.69% | 8.76%                     | 11.15% | 0.00%                                   | 2.41%                          | 0.00%             | 0.30%                                  |
| <b>Medical Officer</b>                          | 4,710   | 65.50% | 34.50% | 3.95%              | 76.41% | 5.75%                     | 12.10% | 0.00%                                   | 1.78%                          | 0.00%             | 0.55%                                  |
| <b>GS-14 and GS-15*</b>                         | 11,226  | 49.65% | 50.35% | 3.01%              | 75.89% | 10.88%                    | 7.67%  | 0.00%                                   | 2.56%                          | 0.00%             | 0.64%                                  |
| <b>Senior Pay Level*</b>                        | 1,117   | 67.41% | 32.59% | 1.97%              | 81.11% | 5.91%                     | 9.31%  | 0.00%                                   | 1.70%                          | 0.00%             | 0.72%                                  |
| <b>SES</b>                                      | 386     | 56.99% | 43.01% | 2.33%              | 79.27% | 11.14%                    | 2.33%  | 0.00%                                   | 4.92%                          | 0.00%             | 0.78%                                  |
| <b>First-Level Officials/Managers</b>           | 1,074   | 28.49% | 71.51% | 1.40%              | 28.86% | 7.91%                     | 0.93%  | 0.00%                                   | 60.89%                         | 0.00%             | 0.56%                                  |
| <b>Mid-Level Officials/Managers</b>             | 2,212   | 48.96% | 51.04% | 2.80%              | 69.21% | 15.60%                    | 4.48%  | 0.00%                                   | 7.91%                          | 0.00%             | 0.59%                                  |
| <b>Senior-Level Officials/Managers</b>          | 3,546   | 59.67% | 40.33% | 2.45%              | 82.32% | 7.95%                     | 4.96%  | 0.00%                                   | 2.31%                          | 0.00%             | 0.56%                                  |
| <b>Unclassified Managers</b>                    | 335     | 66.27% | 33.73% | 3.58%              | 49.85% | 11.04%                    | 8.66%  | 0.00%                                   | 26.87%                         | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

HHS employed 576 Individuals with Targeted Disabilities in FY 2006, which was 0.91% of its total work force. This represents a decrease of 48 employees from FY 2005 and a decrease of 43 employees since FY 2002. The participation rate for FY 2005 was 0.97% and for FY 2002 was 1.14%. Over the 5-year period HHS had a net decrease of 0.23% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

HHS timely processed 73% of the 462 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 249 complaints filed at HHS contained 73 allegations of race (Black) discrimination, 21 allegations of race (White) discrimination, 7 allegations of race (Asian) discrimination, 15 allegations of race (American Indian/Alaska Native) discrimination, 30 allegations of color discrimination and 67 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 185 completed investigations, 67% were timely. HHS' average time for completing an investigation was 193 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

HHS' average processing time for all complaint closures increased from 429 days in FY 2005 to 436 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

HHS agreed to pay \$48,000 for 27 pre-complaint settlements, of which 3 were monetary settlements averaging \$16,000. HHS expended a total of \$730,952 for 185 complaint investigations, for an average expenditure of \$3,951.

HHS agreed to pay a total of \$1,410,316 for 75 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$18,804.

**Department of Health and Human Services (HHS)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 347                        |       | 115                 |       | 462                       |       |
| <b>Settlements</b>  | 4                          | 1.2%  | 23                  | 20%   | 27                        | 5.8%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 123                        | 35.4% | 26                  | 22.6% | 149                       | 32.3% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 250                       | 54.1% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 36                        | 7.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint*8 |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 462         | 316         |
| <b>Total Number Offered ADR</b>                       | 444         | 49          |
| <b>ADR Offer Rate*</b>                                | 96.1%       | 15.5%       |
| <b>ADR Participation Rate*</b>                        | 24.9%       | 6%          |
| <b>Total ADR Settlements</b>                          | 23          | 7           |
| <b>Total ADR Settlements Amount</b>                   | \$48,000.00 | \$42,083.31 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 462     | 337      | 73%      |              |             |          |
| <b>All Investigations</b>                            | 185     | 124      | 67%      | 164          | 193         | 17.7%    |
| <b>All Complaint Closures</b>                        | 316     |          |          | 429          | 436         | 1.6%     |
| <b>Merit Decisions (no AJ)</b>                       | 109     | 13       | 11.9%    | 611          | 726         | 18.8%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 47      |          |          | 112          | 82          | -26.8%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 249                |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 316                |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 72                 | 22.8% |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 37                 | 11.7% |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 207                | 65.5% | 156                                    | 75.4% | 49  | 23.7% | 2   | 1%   |
| <b>Dismissals</b>                 | 55                 | 26.6% | 47                                     | 85.5% | 8   | 14.5% | 0   | 0%   |
| <b>Merit Decisions</b>            | 152                | 73.4% | 109                                    | 71.7% | 41  | 27%   | 2   | 1.3% |
| <b>Finding Discrimination</b>     | 3                  | 2%    | 0                                      | 0%    | 3   | 100%  | 0   | 0%   |
| <b>Finding No Discrimination</b>  | 149                | 98%   | 109                                    | 73.2% | 38  | 25.5% | 2   | 1.3% |

**Department of Homeland Security (DHS)**

**Permanent Work Force: 138,570    Temporary Work Force: 30,065    Total Work Force: 168,635**

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 138,570 | 67.96% | 32.04% | 18.67%             | 60.55% | 15.06%                    | 4.57% | 0.25%                                   | 0.84%                          | 0.00%             | 0.41%                                  |
| <b>Major Occupations*:</b>               |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Misc. Admin. and Program</b>          | 19,157  | 53.07% | 46.93% | 9.38%              | 69.47% | 15.96%                    | 1.80% | 0.06%                                   | 3.33%                          | 0.00%             | 0.53%                                  |
| <b>Compliance Inspection and Support</b> | 50,264  | 60.73% | 39.27% | 14.23%             | 55.89% | 22.89%                    | 5.30% | 0.54%                                   | 1.14%                          | 0.00%             | 0.56%                                  |
| <b>Customs and Border Protection</b>     | 17,895  | 79.63% | 20.37% | 27.34%             | 59.13% | 6.72%                     | 6.08% | 0.13%                                   | 0.59%                          | 0.00%             | 0.09%                                  |
| <b>GS-14 and GS-15*</b>                  | 8,831   | 67.91% | 32.09% | 8.38%              | 77.42% | 10.76%                    | 2.89% | 0.00%                                   | 0.55%                          | 0.00%             | 0.18%                                  |
| <b>Senior Pay Level*</b>                 | 346     | 77.75% | 22.25% | 5.49%              | 88.15% | 4.91%                     | 1.16% | 0.00%                                   | 0.29%                          | 0.00%             | 0.29%                                  |
| <b>SES</b>                               | 313     | 77.00% | 23.00% | 5.75%              | 87.54% | 5.43%                     | 0.96% | 0.00%                                   | 0.32%                          | 0.00%             | 0.32%                                  |
| <b>First-Level Officials/Managers</b>    | 4,916   | 71.16% | 28.84% | 27.83%             | 58.67% | 9.24%                     | 3.28% | 0.12%                                   | 0.71%                          | 0.00%             | 0.24%                                  |
| <b>Mid-Level Officials/Managers</b>      | 6,002   | 72.83% | 27.17% | 14.65%             | 73.76% | 8.16%                     | 2.88% | 0.02%                                   | 0.53%                          | 0.00%             | 0.13%                                  |
| <b>Senior-Level Officials/Managers</b>   | 2,427   | 72.39% | 27.61% | 6.72%              | 83.44% | 7.33%                     | 2.06% | 0.00%                                   | 0.45%                          | 0.00%             | 0.16%                                  |
| <b>Unclassified Managers</b>             | 7,376   | 74.95% | 25.05% | 9.44%              | 71.23% | 13.52%                    | 3.97% | 0.57%                                   | 1.27%                          | 0.00%             | 0.37%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006. does not include pay-banded employees.

**Targeted Disabilities**

DHS employed 709 Individuals with Targeted Disabilities in FY 2006, which was 0.42% of its total work force. This represents a decrease of 11 employees from FY 2005 and an increase of 165 employees since FY 2003. The participation rate for FY 2005 was 0.44% and 0.49% for FY 2003. Over the 4-year period DHS had a net increase of 0.07% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DHS timely processed 80.8% of the 2,223 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 1,015 complaints filed at DHS contained 192 allegations of race (Black) discrimination, 54 allegations of race (White) discrimination, 16 allegations of race (Asian) discrimination, 14 allegations of race (American Indian/Alaska Native) discrimination, 76 allegations of color discrimination and 195 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 796 completed investigations, 31.9% were timely. DHS' average time for completing an investigation was 279 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DHS' average processing time for all complaint closures decreased from 675 days in FY 2005 to 558 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DHS agreed to pay \$73,919 for 215 pre-complaint settlements, of which 15 were monetary settlements averaging \$4,927. DHS expended a total of \$2,588,951 for 796 complaint investigations, for an average expenditure of \$3,252.

DHS agreed to pay a total of \$2,746,648 for 221 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$12,428.



**Department of Homeland Security (DHS)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |      | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|------|---------------------|-------|---------------------------|-------|
|   | #                          | %    | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 1,268                      |      | 955                 |       | 2,223                     |       |
| <b>Settlements</b>  | 37                         | 2.9% | 178                 | 18.6% | 215                       | 9.7%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 659                        | 52%  | 230                 | 24.1% | 889                       | 40%   |
| <b>Complaints Filed*</b>  |                            |      |                     |       | 983                       | 44.2% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |      |                     |       | 136                       | 6.1%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 2,223       | 1,195       |
| <b>Total Number Offered ADR</b>                       | 1,689       | 320         |
| <b>ADR Offer Rate*</b>                                | 76%         | 26.8%       |
| <b>ADR Participation Rate*</b>                        | 43%         | 3.2%        |
| <b>Total ADR Settlements</b>                          | 178         | 13          |
| <b>Total ADR Settlements Amount</b>                   | \$26,585.00 | \$19,900.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 2,223   | 1,796    | 80.8%    |              |             |          |
| <b>All Investigations</b>                            | 796     | 254      | 31.9%    | 330          | 279         | -15.5%   |
| <b>All Complaint Closures</b>                        | 1,195   |          |          | 675          | 558         | -17.3%   |
| <b>Merit Decisions (no AJ)</b>                       | 266     | 4        | 1.5%     | 979          | 728         | -25.6%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 304     |          |          | 252          | 256         | 1.6%     |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 1,015              |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 1,195              |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 204                | 17.1% |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 85                 | 7.1%  |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 906                | 75.8% | 570                                    | 62.9% | 329   | 36.3% | 7   | 0.8%  |
| <b>Dismissals</b>                 | 320                | 35.3% | 304                                    | 95%   | 16  | 5%    | 0   | 0%    |
| <b>Merit Decisions</b>            | 586                | 64.7% | 266                                    | 45.4% | 313   | 53.4% | 7   | 1.2%  |
| <b>Finding Discrimination</b>     | 24                 | 4.1%  | 3                                      | 12.5% | 14  | 58.3% | 7   | 29.2% |
| <b>Finding No Discrimination</b>  | 562                | 95.9% | 263                                    | 46.8% | 299   | 53.2% | 0   | 0%    |

**Department of Housing and Urban Development (HUD)**

Permanent Work Force: 9,462

Temporary Work Force: 363

Total Work Force: 9,825

**Work Force Composition\***

|                                 | Total # | Men    | Women  | Hispanic or Latino | White   | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---------------------------------|---------|--------|--------|--------------------|---------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>     | 9,462   | 39.39% | 60.61% | 7.26%              | 49.69%  | 37.42%                    | 4.38% | 0.04%                                   | 1.08%                          | 0.07%             | 1.31%                                  |
| <b>Major Occupations:</b>       |         |        |        |                    |         |                           |       |   |                                |                   |  |
| Misc. Admin. and Program        | 1,458   | 43.14% | 56.86% | 7.34%              | 50.75%  | 37.31%                    | 3.77% | 0.14%                                   | 0.62%                          | 0.07%             | 0.82%                                  |
| Misc. Clerk and Assistant       | 919     | 19.15% | 80.85% | 8.49%              | 33.62%  | 51.80%                    | 3.59% | 0.11%                                   | 2.39%                          | 0.00%             | 3.59%                                  |
| General Business and Industry   | 3,030   | 37.76% | 62.24% | 7.79%              | 54.55%  | 32.87%                    | 3.14% | 0.03%                                   | 1.52%                          | 0.10%             | 1.02%                                  |
| GS-14 and GS-15*                | 2,349   | 52.36% | 47.64% | 5.79%              | 57.98%  | 31.16%                    | 4.34% | 0.00%                                   | 0.68%                          | 0.04%             | 0.64%                                  |
| Senior Pay Level*               | 235     | 63.40% | 36.60% | 5.11%              | 71.06%  | 19.57%                    | 3.83% | 0.00%                                   | 0.43%                          | 0.00%             | 1.28%                                  |
| SES                             | 99      | 64.65% | 35.35% | 7.07%              | 63.64%  | 25.25%                    | 3.03% | 0.00%                                   | 1.01%                          | 0.00%             | 2.02%                                  |
| First-Level Officials/Managers  | 2       | 50.00% | 50.00% | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers    | 714     | 50.28% | 49.72% | 8.40%              | 59.38%  | 28.01%                    | 3.78% | 0.00%                                   | 0.42%                          | 0.00%             | 0.42%                                  |
| Senior-Level Officials/Managers | 772     | 59.59% | 40.41% | 5.96%              | 61.79%  | 27.98%                    | 2.98% | 0.00%                                   | 1.30%                          | 0.00%             | 1.30%                                  |
| Unclassified Managers           | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%   | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

HUD employed 130 Individuals with Targeted Disabilities in FY 2006, which was 1.32% of its total work force. This represents a decrease of 4 employees from FY 2005 and a decrease of 8 employees since FY 2002. The participation rate for FY 2005 was 1.35% and for FY 2002 was 1.41%. Over the 5-year period HUD had a net decrease of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

HUD timely processed 100% of the 156 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Female). The 97 complaints filed at HUD contained 27 allegations of race (Black) discrimination, 12 allegations of race (White) discrimination, 3 allegations of race (Asian) discrimination, 2 allegations of race (American Indian/Alaska Native) discrimination, 17 allegations of color discrimination and 29 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 60 completed investigations, 76.7% were timely. HUD's average time for completing an investigation was 201 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

HUD's average processing time for all complaint closures decreased from 520 days in FY 2005 to 270 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

HUD agreed to pay \$3,801 for 12 pre-complaint settlements, of which 3 were monetary settlements averaging \$1,267. HUD expended a total of \$177,653 for 60 complaint investigations, for an average expenditure of \$2,960.

HUD agreed to pay a total of \$101,098 for 32 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,159.

**EEOC FY 2006 Annual Report on the Federal Work Force**

**Department of Housing and Urban Development (HUD)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 84                         |       | 72                  |       | 156                       |       |
| <b>Settlements</b>  | 3                          | 3.6%  | 9                   | 12.5% | 12                        | 7.7%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 25                         | 29.8% | 19                  | 26.4% | 44                        | 28.2% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 97                        | 62.2% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 3                         | 1.9%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 156        | 143         |
| <b>Total Number Offered ADR</b>                       | 156        | 19          |
| <b>ADR Offer Rate*</b>                                | 100%       | 13.3%       |
| <b>ADR Participation Rate*</b>                        | 46.2%      | 12.6%       |
| <b>Total ADR Settlements</b>                          | 9          | 10          |
| <b>Total ADR Settlements Amount</b>                   | \$3,801.00 | \$22,254.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 156     | 156      | 100%     |              |             |          |
| <b>All Investigations</b>                            | 60      | 46       | 76.7%    | 309          | 201         | -35%     |
| <b>All Complaint Closures</b>                        | 143     |          |          | 520          | 270         | -48.1%   |
| <b>Merit Decisions (no AJ)</b>                       | 35      | 26       | 74.3%    | 670          | 97          | -85.5%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 33      |          |          | 168          | 31          | -81.5%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 97                 |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 143                |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 30                 | 21%   |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 11                 | 7.7%  |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 102                | 71.3% | 68                                     | 66.7% | 34  | 33.3% | 0   | 0% |
| <b>Dismissals</b>                 | 33                 | 32.4% | 33                                     | 100%  | 0   | 0%    | 0   | 0% |
| <b>Merit Decisions</b>            | 69                 | 67.6% | 35                                     | 50.7% | 34  | 49.3% | 0   | 0% |
| <b>Finding Discrimination</b>     | 2                  | 2.9%  | 0                                      | 0%    | 2   | 100%  | 0   | 0% |
| <b>Finding No Discrimination</b>  | 67                 | 97.1% | 35                                     | 52.2% | 32  | 47.8% | 0   | 0% |

**Department of the Interior (DOI)**

Permanent Work Force: 58,070

Temporary Work Force: 15,056

Total Work Force: 73,126

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                  | 58,070  | 60.71% | 39.29% | 5.11%              | 74.53% | 5.85%                     | 2.01% | 0.17%                                   | 12.11%                         | 0.20%             | 1.02%                                  |
| <b>Major Occupations:</b>                    |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Park Ranger</b>                           | 4,922   | 65.50% | 34.50% | 3.60%              | 87.77% | 4.02%                     | 1.56% | 0.33%                                   | 2.62%                          | 0.10%             | 0.77%                                  |
| <b>Miscellaneous Clerk and Assistant</b>     | 3,909   | 19.77% | 80.23% | 6.01%              | 70.38% | 7.96%                     | 2.02% | 0.18%                                   | 13.25%                         | 0.20%             | 1.89%                                  |
| <b>Gen Natural Resources Mgt and Bio Sci</b> | 3,654   | 66.17% | 33.83% | 3.56%              | 90.39% | 1.04%                     | 1.53% | 0.03%                                   | 3.42%                          | 0.03%             | 0.55%                                  |
| <b>GS-14 and GS-15*</b>                      | 5,000   | 69.62% | 30.38% | 2.88%              | 82.20% | 4.16%                     | 2.14% | 0.04%                                   | 8.46%                          | 0.12%             | 0.40%                                  |
| <b>Senior Pay Level*</b>                     | 350     | 72.00% | 28.00% | 4.00%              | 78.57% | 6.00%                     | 1.71% | 0.00%                                   | 9.43%                          | 0.29%             | 0.00%                                  |
| <b>SES</b>                                   | 260     | 67.69% | 32.31% | 4.62%              | 74.62% | 6.54%                     | 1.54% | 0.00%                                   | 12.31%                         | 0.38%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>        | 4,623   | 66.34% | 33.66% | 4.41%              | 79.78% | 3.29%                     | 1.32% | 0.19%                                   | 11.01%                         | 0.00%             | 0.56%                                  |
| <b>Mid-Level Officials/Managers</b>          | 4,360   | 69.52% | 30.48% | 4.36%              | 80.96% | 3.42%                     | 1.58% | 0.05%                                   | 9.40%                          | 0.23%             | 0.48%                                  |
| <b>Senior-Level Officials/Managers</b>       | 1,340   | 70.52% | 29.48% | 2.69%              | 80.30% | 4.63%                     | 1.42% | 0.07%                                   | 10.82%                         | 0.07%             | 0.22%                                  |
| <b>Unclassified Managers</b>                 | 1,110   | 85.23% | 14.77% | 3.87%              | 62.34% | 7.48%                     | 0.72% | 0.18%                                   | 25.32%                         | 0.09%             | 0.36%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DOI employed 684 Individuals with Targeted Disabilities in FY 2006, which was 0.94% of its total work force. This represents an increase of 6 employees over FY 2005 and an increase of 86 employees since FY 2002. The participation rate for FY 2005 was 0.88% and for FY 2002 was 0.99%. Over the 5-year period DOI had a net decrease of 0.05% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOI timely processed 69.2% of the 539 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 349 complaints filed at DOI contained 59 allegations of race (Black) discrimination, 25 allegations of race (White) discrimination, 11 allegations of race (Asian) discrimination, 36 allegations of race (American Indian/Alaska Native) discrimination, 40 allegations of color discrimination and 67 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 216 completed investigations, 34.7% were timely. DOI's average time for completing an investigation was 272 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOI's average processing time for all complaint closures decreased from 515 days in FY 2005 to 495 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DOI agreed to pay \$61,471 for 57 pre-complaint settlements, of which 14 were monetary settlements averaging \$4,390. DOI expended a total of \$745,055 for 216 complaint investigations, for an average expenditure of \$3,449.

DOI agreed to pay a total of \$1,035,819 for 62 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$16,706.

**Department of the Interior (DOI)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 446                        |       | 93                  |       | 539                       |       |
| <b>Settlements</b>  | 28                         | 6.3%  | 29                  | 31.2% | 57                        | 10.6% |
| <b>Withdrawals or No Complaints Filed</b>                       | 143                        | 32.1% | 2                   | 2.2%  | 145                       | 26.9% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 327                       | 60.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 10                        | 1.9%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 539         | 251         |
| <b>Total Number Offered ADR</b>                       | 332         | 11          |
| <b>ADR Offer Rate*</b>                                | 61.6%       | 4.4%        |
| <b>ADR Participation Rate*</b>                        | 17.3%       | 0.4%        |
| <b>Total ADR Settlements</b>                          | 29          | 1           |
| <b>Total ADR Settlements Amount</b>                   | \$15,055.60 | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 539     | 373      | 69.2%    |              |             |          |
| <b>All Investigations</b>                            | 216     | 75       | 34.7%    | 241          | 272         | 12.9%    |
| <b>All Complaint Closures</b>                        | 251     |          |          | 515          | 495         | -3.9%    |
| <b>Merit Decisions (no AJ)</b>                       | 65      | 19       | 29.2%    | 493          | 471         | -4.5%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 37      |          |          | 149          | 282         | 89.3%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 349                |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 251                |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 61                 | 24.3% |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 14                 | 5.6%  |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 176                | 70.1% | 102                                    | 58%   | 74  | 42%   | 0   | 0% |
| <b>Dismissals</b>                 | 48                 | 27.3% | 37                                     | 77.1% | 11  | 22.9% | 0   | 0% |
| <b>Merit Decisions</b>            | 128                | 72.7% | 65                                     | 50.8% | 63  | 49.2% | 0   | 0% |
| <b>Finding Discrimination</b>     | 1                  | 0.8%  | 0                                      | 0%    | 1   | 100%  | 0   | 0% |
| <b>Finding No Discrimination</b>  | 127                | 99.2% | 65                                     | 51.2% | 62  | 48.8% | 0   | 0% |

**Department of Justice (DOJ)**

Permanent Work Force: 103,228

Temporary Work Force: 2,599

Total Work Force: 105,827

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 103,228 | 60.50% | 39.50% | 8.81%              | 69.68% | 17.44%                    | 3.01% | 0.06%                                   | 0.84%                          | 0.00%             | 0.39%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Correctional Officer</b>            | 16,167  | 86.25% | 13.75% | 12.82%             | 60.28% | 24.05%                    | 1.24% | 0.22%                                   | 1.37%                          | 0.01%             | 0.24%                                  |
| <b>General Attorney</b>                | 9,283   | 62.54% | 37.46% | 4.66%              | 84.29% | 6.95%                     | 3.67% | 0.01%                                   | 0.40%                          | 0.01%             | 0.46%                                  |
| <b>Criminal Investigating</b>          | 22,541  | 84.69% | 15.31% | 8.05%              | 81.84% | 6.27%                     | 3.30% | 0.01%                                   | 0.53%                          | 0.00%             | 0.04%                                  |
| <b>GS-14 and GS-15*</b>                | 12,509  | 68.25% | 31.75% | 5.88%              | 79.02% | 11.02%                    | 3.54% | 0.00%                                   | 0.54%                          | 0.01%             | 0.42%                                  |
| <b>Senior Pay Level*</b>               | 3,987   | 69.73% | 30.27% | 4.84%              | 85.38% | 7.25%                     | 2.06% | 0.03%                                   | 0.45%                          | 0.00%             | 0.28%                                  |
| <b>SES</b>                             | 656     | 77.74% | 22.26% | 5.18%              | 82.77% | 10.37%                    | 0.91% | 0.00%                                   | 0.61%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>  | 3,915   | 62.22% | 37.78% | 11.19%             | 63.07% | 22.04%                    | 2.25% | 0.03%                                   | 1.43%                          | 0.00%             | 0.28%                                  |
| <b>Mid-Level Officials/Managers</b>    | 6,611   | 72.89% | 27.11% | 7.88%              | 76.39% | 12.46%                    | 2.57% | 0.00%                                   | 0.70%                          | 0.00%             | 0.23%                                  |
| <b>Senior-Level Officials/Managers</b> | 3,904   | 72.75% | 27.25% | 5.25%              | 82.30% | 9.66%                     | 2.41% | 0.00%                                   | 0.38%                          | 0.00%             | 0.41%                                  |
| <b>Unclassified Managers</b>           | 5,735   | 86.16% | 13.84% | 9.10%              | 70.69% | 17.38%                    | 1.31% | 0.10%                                   | 1.41%                          | 0.00%             | 0.26%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DOJ employed 413 Individuals with Targeted Disabilities in FY 2006, which was 0.39% of its total work force. This represents an increase of 7 employees over FY 2005 and a decrease of 72 employees since FY 2002. The participation rate for FY 2005 was 0.39% and for FY 2002 was 0.39%. Over the 5-year period DOJ had no percentage change in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOJ timely processed 97.1% of the 2,203 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 676 complaints filed at DOJ contained 200 allegations of race (Black) discrimination, 69 allegations of race (White) discrimination, 24 allegations of race (Asian) discrimination, 6 allegations of race (American Indian/Alaska Native) discrimination, 6 allegations of color discrimination and 167 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 325 completed investigations, 55.7% were timely. DOJ's average time for completing an investigation was 261 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOJ's average processing time for all complaint closures increased from 254 days in FY 2005 to 388 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DOJ reported paying no monetary benefits for 255 pre-complaint settlements. DOJ expended a total of \$1,322,474 for 325 complaint investigations, for an average expenditure of \$4,069.

DOJ agreed to pay a total of \$737,513 for 87 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,477.

**Department of Justice (DOJ)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 2,111                      |       | 92                  |       | 2,203                     |       |
| <b>Settlements</b>  | 223                        | 10.6% | 32                  | 34.8% | 255                       | 11.6% |
| <b>Withdrawals or No Complaints Filed</b>                       | 1,080                      | 51.2% | 16                  | 17.4% | 1,096                     | 49.8% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 671                       | 30.5% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 181                       | 8.2%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint**  |
|---|------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 2,203      | 600          |
| <b>Total Number Offered ADR</b>                       | 1,110      | 230          |
| <b>ADR Offer Rate*</b>                                | 50.4%      | 38.3%        |
| <b>ADR Participation Rate*</b>                        | 4.2%       | 4.5%         |
| <b>Total ADR Settlements</b>                          | 32         | 15           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$121,475.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 2,203   | 2,138    | 97.1%    |              |             |          |
| <b>All Investigations</b>                            | 325     | 181      | 55.7%    | 262          | 261         | -0.4%    |
| <b>All Complaint Closures</b>                        | 600     |          |          | 254          | 388         | 52.8%    |
| <b>Merit Decisions (no AJ)</b>                       | 223     | 106      | 47.5%    | 251          | 369         | 47%      |
| <b>Dismissal Decisions (no AJ)</b>                   | 125     |          |          | 66           | 169         | 156.1%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 676                |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 600                |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 72                 | 12%   |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 58                 | 9.7%  |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 470                | 78.3% | 348                                    | 74%   | 116   | 24.7% | 6   | 1.3% |
| <b>Dismissals</b>                 | 129                | 27.4% | 125                                    | 96.9% | 3   | 2.3%  | 1   | 0.8% |
| <b>Merit Decisions</b>            | 341                | 72.6% | 223                                    | 65.4% | 113   | 33.1% | 5   | 1.5% |
| <b>Finding Discrimination</b>     | 20                 | 5.9%  | 8                                      | 40%   | 7   | 35%   | 5   | 25%  |
| <b>Finding No Discrimination</b>  | 321                | 94.1% | 215                                    | 67%   | 106   | 33%   | 0   | 0%   |

**Department of Labor (DOL)**

Permanent Work Force: 14,835

Temporary Work Force: 504

Total Work Force: 15,339

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                   | 14,835  | 49.95% | 50.05% | 6.88%              | 64.68% | 23.24%                    | 4.54% | 0.03%                                   | 0.63%                          | 0.00%             | 1.23%                                  |
| <b>Major Occupations:</b>                     |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Economist</b>                              | 1,369   | 62.89% | 37.11% | 3.51%              | 80.20% | 11.03%                    | 5.11% | 0.00%                                   | 0.15%                          | 0.00%             | 0.73%                                  |
| <b>Worker's Compensation Claims Examining</b> | 1,238   | 38.53% | 61.47% | 6.70%              | 62.52% | 25.61%                    | 4.60% | 0.00%                                   | 0.57%                          | 0.00%             | 0.65%                                  |
| <b>Mine Safety and Health</b>                 | 1,218   | 95.40% | 4.60%  | 2.96%              | 94.99% | 1.56%                     | 0.08% | 0.00%                                   | 0.41%                          | 0.00%             | 0.16%                                  |
| <b>GS-14 and GS-15*</b>                       | 2,273   | 58.78% | 41.22% | 4.62%              | 75.45% | 15.09%                    | 4.18% | 0.00%                                   | 0.66%                          | 0.00%             | 1.10%                                  |
| <b>Senior Pay Level*</b>                      | 189     | 70.90% | 29.10% | 4.76%              | 86.24% | 7.41%                     | 1.59% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                                    | 137     | 68.61% | 31.39% | 6.57%              | 81.75% | 10.22%                    | 1.46% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>         | 65      | 18.46% | 81.54% | 3.08%              | 53.85% | 41.54%                    | 1.54% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>           | 1,378   | 65.38% | 34.62% | 6.89%              | 73.80% | 15.82%                    | 2.54% | 0.00%                                   | 0.94%                          | 0.00%             | 0.51%                                  |
| <b>Senior-Level Officials/Managers</b>        | 739     | 64.14% | 35.86% | 3.38%              | 81.46% | 12.72%                    | 2.30% | 0.00%                                   | 0.14%                          | 0.00%             | 0.41%                                  |
| <b>Unclassified Managers</b>                  | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DOL employed 186 Individuals with Targeted Disabilities in FY 2006, which was 1.21% of its total work force. This represents a decrease of 21 employees from FY 2005 and an increase of 2 employees since FY 2002. The participation rate for FY 2005 was 1.35% and for FY 2002 was 1.16%. Over the 5-year period DOL had a net increase of 0.05% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOL timely processed 98.3% of the 177 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 123 complaints filed at DOL contained 41 allegations of race (Black) discrimination, 9 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 24 allegations of color discrimination and 38 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 139 completed investigations, 34.5% were timely. DOL's average time for completing an investigation was 426 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOL's average processing time for all complaint closures increased from 680 days in FY 2005 to 958 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DOL reported paying no monetary benefits for 3 pre-complaint settlements. DOL expended a total of \$331,419 for 139 complaint investigations, for an average expenditure of \$2,384.

DOL agreed to pay a total of \$404,748 for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$31,134.



**Department of Labor (DOL)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 156                        |       | 21                  |       | 177                       |       |
| <b>Settlements</b>  | 0                          | 0%    | 3                   | 14.3% | 3                         | 1.7%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 43                         | 27.6% | 5                   | 23.8% | 48                        | 27.1% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 118                       | 66.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 8                         | 4.5%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 177        | 127         |
| <b>Total Number Offered ADR</b>                       | 177        | 127         |
| <b>ADR Offer Rate*</b>                                | 100%       | 100%        |
| <b>ADR Participation Rate*</b>                        | 11.9%      | 15.8%       |
| <b>Total ADR Settlements</b>                          | 3          | 9           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$78,648.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 177     | 174      | 98.3%    |              |             |          |
| <b>All Investigations</b>                            | 139     | 48       | 34.5%    | 406          | 426         | 4.9%     |
| <b>All Complaint Closures</b>                        | 127     |          |          | 680          | 958         | 40.9%    |
| <b>Merit Decisions (no AJ)</b>                       | 31      | 6        | 19.4%    | 1,007        | 695         | -31%     |
| <b>Dismissal Decisions (no AJ)</b>                   | 31      |          |          | 387          | 189         | -51.2%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 123                |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 127                |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 9                  | 7.1%  |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 15                 | 11.8% |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 103                | 81.1% | 62                                     | 60.2% | 41  | 39.8% | 0   | 0% |
| <b>Dismissals</b>                 | 33                 | 32%   | 31                                     | 93.9% | 2   | 6.1%  | 0   | 0% |
| <b>Merit Decisions</b>            | 70                 | 68%   | 31                                     | 44.3% | 39  | 55.7% | 0   | 0% |
| <b>Finding Discrimination</b>     | 4                  | 5.7%  | 2                                      | 50%   | 2   | 50%   | 0   | 0% |
| <b>Finding No Discrimination</b>  | 66                 | 94.3% | 29                                     | 43.9% | 37  | 56.1% | 0   | 0% |

**National Aeronautics and Space Administration (NASA)**

Permanent Work Force: 17,229

Temporary Work Force: 1,228

Total Work Force: 18,457

**Work Force Composition\***

|   | Total # | Men     | Women  | Hispanic or Latino | White   | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|---------|--------|--------------------|---------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                     | 17,229  | 64.97%  | 35.03% | 5.39%              | 75.98%  | 11.76%                    | 6.01% | 0.01%                                   | 0.80%                          | 0.05%             | 0.99%                                  |
| <b>Major Occupations:</b>                       |         |         |        |                    |         |                           |       |   |                                |                   |  |
| <b>Miscellaneous Administration and Program</b> | 1,035   | 38.55%  | 61.45% | 5.22%              | 73.72%  | 16.14%                    | 3.38% | 0.00%                                   | 1.55%                          | 0.00%             | 0.48%                                  |
| <b>General Engineering</b>                      | 2,802   | 77.37%  | 22.63% | 6.07%              | 81.51%  | 6.14%                     | 5.21% | 0.04%                                   | 0.93%                          | 0.04%             | 0.43%                                  |
| <b>Aerospace Engineering</b>                    | 4,194   | 80.85%  | 19.15% | 5.29%              | 80.73%  | 5.87%                     | 7.51% | 0.02%                                   | 0.57%                          | 0.00%             | 0.57%                                  |
| <b>GS-14 and GS-15*</b>                         | 7,636   | 75.89%  | 24.11% | 4.27%              | 81.97%  | 6.69%                     | 6.38% | 0.00%                                   | 0.68%                          | 0.01%             | 0.51%                                  |
| <b>Senior Pay Level*</b>                        | 526     | 80.80%  | 19.20% | 4.18%              | 84.22%  | 5.70%                     | 5.13% | 0.00%                                   | 0.76%                          | 0.00%             | 0.95%                                  |
| <b>SES</b>                                      | 423     | 77.30%  | 22.70% | 4.73%              | 83.92%  | 6.38%                     | 4.26% | 0.00%                                   | 0.71%                          | 0.00%             | 0.24%                                  |
| <b>First-Level Officials/Managers</b>           | 5       | 60.00%  | 40.00% | 0.00%              | 40.00%  | 60.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 408     | 63.48%  | 36.52% | 5.39%              | 75.00%  | 12.99%                    | 6.37% | 0.00%                                   | 0.25%                          | 0.00%             | 0.74%                                  |
| <b>Senior-Level Officials/Managers</b>          | 1,776   | 75.68%  | 24.32% | 5.63%              | 82.49%  | 6.53%                     | 4.45% | 0.00%                                   | 0.90%                          | 0.00%             | 0.39%                                  |
| <b>Unclassified Managers</b>                    | 4       | 100.00% | 0.00%  | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NASA employed 174 Individuals with Targeted Disabilities in FY 2006, which was 0.94% of its total work force. This represents a decrease of 3 employees from FY 2005 and a decrease of 16 employees since FY 2002. The participation rate for FY 2005 was 0.94% and for FY 2002 was 1.03%. Over the 5-year period NASA had a net decrease of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NASA timely processed 91.6% of the 107 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 47 complaints filed at NASA contained 16 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 1 allegation of race (Asian) discrimination, 3 allegations of color discrimination and 13 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 32 completed investigations, 75% were timely. NASA's average time for completing an investigation was 233 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NASA's average processing time for all complaint closures decreased from 682 days in FY 2005 to 545 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NASA agreed to pay \$59,525 for 23 pre-complaint settlements, of which 8 were monetary settlements averaging \$7,440. NASA expended a total of \$101,399 for 32 complaint investigations, for an average expenditure of \$3,168.

NASA agreed to pay a total of \$54,545 for 16 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,409.

**National Aeronautics and Space Administration (NASA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 82                         |       | 26                  |       | 108                       |       |
| <b>Settlements</b>  | 9                          | 11%   | 14                  | 53.9% | 23                        | 21.3% |
| <b>Withdrawals or No Complaints Filed</b>                       | 29                         | 35.4% | 5                   | 19.2% | 34                        | 31.5% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 48                        | 44.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 3                         | 2.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 108         | 64          |
| <b>Total Number Offered ADR</b>                       | 89          | 32          |
| <b>ADR Offer Rate*</b>                                | 82.4%       | 50%         |
| <b>ADR Participation Rate*</b>                        | 24.1%       | 37.5%       |
| <b>Total ADR Settlements</b>                          | 14          | 8           |
| <b>Total ADR Settlements Amount</b>                   | \$40,785.67 | \$26,018.67 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 107     | 98       | 91.6%    |              |             |          |
| <b>All Investigations</b>                            | 32      | 24       | 75%      | 290          | 233         | -19.7%   |
| <b>All Complaint Closures</b>                        | 64      |          |          | 682          | 545         | -20.1%   |
| <b>Merit Decisions (no AJ)</b>                       | 24      | 0        | 0%       | 1,174        | 916         | -22%     |
| <b>Dismissal Decisions (no AJ)</b>                   | 19      |          |          | 223          | 316         | 41.7%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| <b>Total Complaints Filed</b>     | 47                 |       |  |       |   |       |   |    |
| <b>Total Closures</b>             | 64                 |       |  |       |   |       |   |    |
| <b>Settlements</b>                | 15                 | 23.4% |  |       |   |       |   |    |
| <b>Withdrawals</b>                | 2                  | 3.1%  |  |       |   |       |   |    |
| <b>Total Final Agency Actions</b> | 47                 | 73.4% | 43                                     | 91.5% | 4   | 8.5%  | 0   | 0% |
| <b>Dismissals</b>                 | 19                 | 40.4% | 19                                     | 100%  | 0   | 0%    | 0   | 0% |
| <b>Merit Decisions</b>            | 28                 | 59.6% | 24                                     | 85.7% | 4   | 14.3% | 0   | 0% |
| <b>Finding Discrimination</b>     | 1                  | 3.6%  | 0                                      | 0%    | 1   | 100%  | 0   | 0% |
| <b>Finding No Discrimination</b>  | 27                 | 96.4% | 24                                     | 88.9% | 3   | 11.1% | 0   | 0% |

**National Archives and Records Administration (NARA)**

Permanent Work Force: 2,639

Temporary Work Force: 379

Total Work Force: 3,018

**Work Force Composition\***

|  | Total # | Men     | Women  | Hispanic or Latino | White   | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|---------|--------|--------------------|---------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 2,639   | 46.99%  | 53.01% | 1.44%              | 66.77%  | 28.95%                    | 2.50%  | 0.04%                                   | 0.30%                          | 0.00%             | 1.74%                                  |
| <b>Major Occupations:</b>                |         |         |        |                    |         |                           |        |   |                                |                   |  |
| <b>Information Technology Management</b> | 104     | 58.65%  | 41.35% | 0.96%              | 50.00%  | 33.65%                    | 14.42% | 0.00%                                   | 0.96%                          | 0.00%             | 1.92%                                  |
| <b>Archivist</b>                         | 315     | 58.10%  | 41.90% | 0.00%              | 91.11%  | 7.30%                     | 1.27%  | 0.00%                                   | 0.32%                          | 0.00%             | 0.95%                                  |
| <b>Archives Technician</b>               | 1,591   | 47.71%  | 52.29% | 1.57%              | 57.32%  | 38.34%                    | 2.33%  | 0.06%                                   | 0.31%                          | 0.06%             | 2.07%                                  |
| <b>GS-14 and GS-15*</b>                  | 227     | 59.03%  | 40.97% | 1.76%              | 81.50%  | 12.33%                    | 4.41%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.44%                                  |
| <b>Senior Pay Level*</b>                 | 23      | 86.96%  | 13.04% | 0.00%              | 91.30%  | 0.00%                     | 8.70%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                               | 17      | 82.35%  | 17.65% | 0.00%              | 100.00% | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>    | 123     | 42.28%  | 57.72% | 0.81%              | 68.29%  | 30.89%                    | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>      | 166     | 61.45%  | 38.55% | 1.20%              | 88.55%  | 9.04%                     | 1.20%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b>   | 96      | 69.79%  | 30.21% | 1.04%              | 91.67%  | 4.17%                     | 3.13%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>             | 3       | 100.00% | 0.00%  | 0.00%              | 66.67%  | 33.33%                    | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NARA employed 47 Individuals with Targeted Disabilities in FY 2006, which was 1.56% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 7 employees since FY 2002. The participation rate for FY 2005 was 1.58% and for FY 2002 was 1.98%. Over the 5-year period NARA had a net decrease of 0.42% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NARA timely processed 89.5% of the 38 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 18 complaints filed at NARA contained 8 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 3 allegations of color discrimination and 4 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 10 completed investigations, 50% were timely. NARA's average time for completing an investigation was 185 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NARA's average processing time for all complaint closures decreased from 676 days in FY 2005 to 110 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NARA agreed to pay \$435 for 17 pre-complaint settlements, of which 1 were monetary settlements averaging \$435. NARA expended a total of \$38,583 for 10 complaint investigations, for an average expenditure of \$3,858.

NARA agreed to pay a total of \$17,117 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,423.

**National Archives and Records Administration (NARA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 23                         |       | 15                  |       | 38                        |       |
| <b>Settlements</b>  | 13                         | 56.5% | 4                   | 26.7% | 17                        | 44.7% |
| <b>Withdrawals or No Complaints Filed</b>                       | 0                          | 0%    | 3                   | 20%   | 3                         | 7.9%  |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 18                        | 47.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 38         | 13          |
| <b>Total Number Offered ADR</b>                       | 28         | 2           |
| <b>ADR Offer Rate*</b>                                | 73.7%      | 15.4%       |
| <b>ADR Participation Rate*</b>                        | 39.5%      | 15.4%       |
| <b>Total ADR Settlements</b>                          | 4          | 2           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 38      | 34       | 89.5%    |              |             |          |
| <b>All Investigations</b>                            | 10      | 5        | 50%      | 234          | 185         | -20.9%   |
| <b>All Complaint Closures</b>                        | 13      |          |          | 676          | 110         | -83.7%   |
| <b>Merit Decisions (no AJ)</b>                       | 4       | 2        | 50%      | 779          | 90          | -88.4%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 2       |          |          | 0            | 214         | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |      | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|------|---|-----|---|-----|
|                                   | #                  | %     | #                                      | %    | #   | %   | #   | %   |
| <b>Total Complaints Filed</b>     | 18                 |       |  |      |   |     |   |     |
| <b>Total Closures</b>             | 13                 |       |  |      |   |     |   |     |
| <b>Settlements</b>                | 5                  | 38.5% |  |      |   |     |   |     |
| <b>Withdrawals</b>                | 2                  | 15.4% |  |      |   |     |   |     |
| <b>Total Final Agency Actions</b> | 6                  | 46.2% | 6                                      | 100% | 0   | 0%  | 0   | 0%  |
| <b>Dismissals</b>                 | 2                  | 33.3% | 2                                      | 100% | 0   | 0%  | 0   | 0%  |
| <b>Merit Decisions</b>            | 4                  | 66.7% | 4                                      | 100% | 0   | 0%  | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%  | 0   | NA% | 0   | NA% |
| <b>Finding No Discrimination</b>  | 4                  | 100%  | 4                                      | 100% | 0   | 0%  | 0   | 0%  |

**National Credit Union Administration (NCUA)**

Permanent Work Force: 889

Temporary Work Force: 22

Total Work Force: 911

**Work Force Composition\***

|                                   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|-----------------------------------|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| Permanent Work Force              | 889     | 55.12% | 44.88% | 3.60%              | 78.52% | 13.05%                    | 3.26%  | 0.34%                                   | 0.45%                          | 0.79%             | 0.34%                                  |
| <b>Major Occupations:</b>         |         |        |        |                    |        |                           |        |   |                                |                   |  |
| Information Technology Management | 27      | 62.96% | 37.04% | 7.41%              | 59.26% | 14.81%                    | 18.52% | 0.00%                                   | 0.00%                          | 0.00%             | 3.70%                                  |
| Miscellaneous Clerk and Assistant | 42      | 14.29% | 85.71% | 9.52%              | 47.62% | 33.33%                    | 2.38%  | 2.38%                                   | 4.76%                          | 0.00%             | 0.00%                                  |
| Credit Union Examiner             | 677     | 61.45% | 38.55% | 2.95%              | 84.34% | 8.42%                     | 2.95%  | 0.30%                                   | 0.30%                          | 0.74%             | 0.00%                                  |
| Senior Pay Level*                 | 34      | 76.47% | 23.53% | 2.94%              | 85.29% | 5.88%                     | 2.94%  | 0.00%                                   | 0.00%                          | 2.94%             | 0.00%                                  |
| First-Level Officials/Managers    | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers      | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers   | 38      | 73.68% | 26.32% | 5.26%              | 81.58% | 7.89%                     | 2.63%  | 0.00%                                   | 0.00%                          | 2.63%             | 0.00%                                  |
| Unclassified Officials/Managers   | 92      | 61.96% | 38.04% | 5.43%              | 84.78% | 9.78%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NCUA employed 3 Individuals with Targeted Disabilities in FY 2006, which was 0.33% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of 4 employees since FY 2002. The participation rate for FY 2005 was 0.33% and for FY 2002 was 0.76%. Over the 5-year period NCUA had a net decrease of 0.43% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NCUA timely processed 100% of the 8 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Age; and (3) Sex (Male). The 8 complaints filed at NCUA contained 6 allegations of race (Black) discrimination, 1 allegation of race (Asian) discrimination, 1 allegation of color discrimination and no allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 4 completed investigations, 100% were timely. NCUA's average time for completing an investigation was 154 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NCUA's average processing time for all complaint closures decreased from 553 days in FY 2005 to 503 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NCUA agreed to pay \$3,276 for the one pre complaint settlement it reached in FY 2006. NCUA expended a total of \$18,004 for 4 complaint investigations, for an average expenditure of \$4,501.

NCUA agreed to pay a total of \$500 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$166.

National Credit Union Administration (NCUA)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                        | Completed by EEO Counselor |    | Completed Using ADR |      | All Completed Counselings |       |
|--|----------------------------|----|---------------------|------|---------------------------|-------|
|  | #                          | %  | #                   | %    | #                         | %     |
| Pre-Complaint Counselings:                               | 7                          |    | 1                   |      | 8                         |       |
| Settlements  | 0                          | 0% | 1                   | 100% | 1                         | 12.5% |
| Withdrawals or No Complaints Filed                       | 0                          | 0% | 0                   | 0%   | 0                         | 0%    |
| Complaints Filed*  |                            |    |                     |      | 7                         | 87.5% |
| Decision to File Complaint Pending at End of Fiscal Year |                            |    |                     |      | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|  | Counseling | Complaint** |
|--|------------|-------------|
| Completed/Ended Counselings/Complaint Closures | 8          | 8           |
| Total Number Offered ADR                       | 8          | 4           |
| ADR Offer Rate*                                | 100%       | 50%         |
| ADR Participation Rate*                        | 12.5%      | 12.5%       |
| Total ADR Settlements                          | 1          | 0           |
| Total ADR Settlements Amount                   | \$3,276.00 | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|   | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|---|---------|----------|----------|--------------|-------------|----------|
| All Pre-Complaint Counselings (minus remands) | 8       | 8        | 100%     |              |             |          |
| All Investigations                            | 4       | 4        | 100%     | 178          | 154         | 13.5%    |
| All Complaint Closures                        | 8       |          |          | 553          | 503         | 9.0%     |
| Merit Decisions (no AJ)                       | 2       | 0        | 0%       | 382          | 1,404       | 268.0%   |
| Dismissal Decisions (no AJ)                   | 3       |          |          | 271          | 119         | 56.1%    |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                            | Complaint Closures |       | Final Agency Decision (no AJ Decision) |      | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|----------------------------|--------------------|-------|--|------|---|-----|---|-----|
|                            | #                  | %     | #                                      | %    | #   | %   | #   | %   |
| Total Complaints Filed     | 8                  |       |  |      |   |     |   |     |
| Total Closures             | 8                  |       |  |      |   |     |   |     |
| Settlements                | 3                  | 37.5% |  |      |   |     |   |     |
| Withdrawals                | 0                  | 0%    |  |      |   |     |   |     |
| Total Final Agency Actions | 5                  | 62.5% | 5                                      | 100% | 0   | 0%  | 0   | 0%  |
| Dismissals                 | 3                  | 60%   | 3                                      | 100% | 0   | 0%  | 0   | 0%  |
| Merit Decisions            | 2                  | 40%   | 2                                      | 100% | 0   | 0%  | 0   | 0%  |
| Finding Discrimination     | 0                  | 0%    | 0                                      | NA%  | 0   | NA% | 0   | NA% |
| Finding No Discrimination  | 2                  | 100%  | 2                                      | 100% | 0   | 0%  | 0   | 0%  |

**National Gallery of Arts (NGA)**

Permanent Workforce: 786

Temporary Workforce: 6

Total Workforce: 792

**Workforce Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>             | 786     | 58.65% | 41.35% | 1.91%              | 49.87% | 46.18%                    | 1.78% | 0.00%                                   | 0.25%                          | 0.00%             | 0.64%                                  |
| <b>GS-14 and GS-15*</b>                | 76      | 46.05% | 53.95% | 2.63%              | 89.47% | 3.95%                     | 3.95% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior Pay Level*</b>               | 25      | 60.00% | 40.00% | 0.00%              | 88.00% | 8.00%                     | 4.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>  | 49      | 81.63% | 18.37% | 0.00%              | 24.49% | 73.47%                    | 2.04% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>    | 35      | 60.00% | 40.00% | 0.00%              | 94.29% | 2.86%                     | 2.86% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b> | 34      | 52.94% | 47.06% | 0.00%              | 94.12% | 2.94%                     | 2.94% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>           | 7       | 57.14% | 42.86% | 0.00%              | 14.29% | 85.71%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NGA employed 5 Individuals with Targeted Disabilities in FY 2006, which was 0.63% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 2 employees since FY 2002. The participation rate for FY 2005 was 0.74% and for FY 2002 was 0.93%. Over the 5-year period NGA had a net decrease of 0.3% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NGA timely processed 100% of the 11 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal and (2) Age. The 4 complaints filed at NGA contained no allegations of race discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

**III. Complaint Processing Times**

Of the 2 completed investigations, none were timely. NGA's average time for completing an investigation was 190 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NGA's average processing time for all complaint closures increased from 413 days in FY 2005 to 825 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NGA reported paying no monetary benefits for 3 pre-complaint settlements. NGA expended a total of \$3,490 for 2 complaint investigations, for an average expenditure of \$1,745.

NGA reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.



**National Gallery of Arts (NGA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|----|---------------------------|-------|
|   | #                          | %     | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 11                         |       | 0                   |    | 11                        |       |
| <b>Settlements</b>  | 3                          | 27.3% | 0                   | 0% | 3                         | 27.3% |
| <b>Withdrawals or No Complaints Filed</b>                       | 4                          | 36.4% | 0                   | 0% | 4                         | 36.4% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 4                         | 36.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 11         | 1           |
| <b>Total Number Offered ADR</b>                       | 8          | 0           |
| <b>ADR Offer Rate*</b>                                | 72.7%      | 0%          |
| <b>ADR Participation Rate*</b>                        | 0%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 11      | 11       | 100%     |              |             |          |
| <b>All Investigations</b>                            | 2       | 0        | 0%       | 115          | 190         | 65.2%    |
| <b>All Complaint Closures</b>                        | 1       |          |          | 413          | 825         | 99.8%    |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 0            | 0           | NA%      |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |      | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |      | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|------|--|-----|---|------|---|-----|
|                                   | #                  | %    | #                                      | %   | #   | %    | #   | %   |
| <b>Total Complaints Filed</b>     | 4                  |      |  |     |   |      |   |     |
| <b>Total Closures</b>             | 1                  |      |  |     |   |      |   |     |
| <b>Settlements</b>                | 0                  | 0%   |  |     |   |      |   |     |
| <b>Withdrawals</b>                | 0                  | 0%   |  |     |   |      |   |     |
| <b>Total Final Agency Actions</b> | 1                  | 100% | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Dismissals</b>                 | 0                  | NA%  | 0                                      | NA% | 0   | NA%  | 0   | NA% |
| <b>Merit Decisions</b>            | 1                  | 100% | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | NA%  | 0                                      | NA% | 0   | NA%  | 0   | NA% |
| <b>Finding No Discrimination</b>  | 1                  | 100% | 0                                      | 0%  | 1   | 100% | 0   | 0%  |

**National Labor Relations Board (NLRB)**

Permanent Work Force: 1,800

Temporary Work Force: 36

Total Work Force: 1,836

**Work Force Composition\***

|   | Total # | Men     | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|---------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                 | 1,800   | 38.33%  | 61.67% | 8.28%              | 66.89% | 21.39%                    | 3.00% | 0.11%                                   | 0.33%                          | 0.00%             | 0.61%                                  |
| <b>Major Occupations:</b>                   |         |         |        |                    |        |                           |       |   |                                |                   |  |
| <b>Labor-Management Relations Examining</b> | 361     | 48.75%  | 51.25% | 9.42%              | 80.33% | 7.48%                     | 2.77% | 0.00%                                   | 0.00%                          | 0.00%             | 0.55%                                  |
| <b>Secretary</b>                            | 155     | 5.16%   | 94.84% | 12.26%             | 41.94% | 39.35%                    | 5.16% | 0.65%                                   | 0.65%                          | 0.00%             | 0.00%                                  |
| <b>General Attorney</b>                     | 737     | 48.85%  | 51.15% | 7.06%              | 79.78% | 9.63%                     | 2.99% | 0.14%                                   | 0.41%                          | 0.00%             | 0.54%                                  |
| <b>GS-14 and GS-15*</b>                     | 783     | 51.47%  | 48.53% | 6.77%              | 78.42% | 11.49%                    | 2.81% | 0.13%                                   | 0.38%                          | 0.00%             | 0.64%                                  |
| <b>Senior Pay Level*</b>                    | 107     | 77.57%  | 22.43% | 4.67%              | 86.92% | 8.41%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                                  | 60      | 70.00%  | 30.00% | 5.00%              | 81.67% | 13.33%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>       | 49      | 8.16%   | 91.84% | 6.12%              | 51.02% | 36.73%                    | 4.08% | 0.00%                                   | 2.04%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>         | 127     | 52.76%  | 47.24% | 5.51%              | 64.57% | 25.20%                    | 3.94% | 0.00%                                   | 0.79%                          | 0.00%             | 0.79%                                  |
| <b>Senior-Level Officials/Managers</b>      | 267     | 67.04%  | 32.96% | 4.87%              | 83.52% | 10.11%                    | 1.50% | 0.00%                                   | 0.00%                          | 0.00%             | 1.12%                                  |
| <b>Unclassified Managers</b>                | 1       | 100.00% | 0.00%  | 0.00%              | 0.00%  | 100.00%                   | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NLRB employed 12 Individuals with Targeted Disabilities in FY 2006, which was 0.65% of its total work force. This represents an increase of 8 employees over FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 0.21% and for FY 2002 was 0.71%. Over the 5-year period NLRB had a net decrease of 0.06% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NLRB timely processed 83.3% of the 24 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal and (2) Sex (Female). The 12 complaints filed at NLRB contained 1 allegation of race (Black) discrimination, no allegations of color discrimination and 5 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 100% were timely. NLRB's average time for completing an investigation was 178 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NLRB's average processing time for all complaint closures decreased from 912 days in FY 2005 to 259 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NLRB reported paying no monetary benefits for 8 pre-complaint settlements. NLRB expended a total of \$15,000 for 3 complaint investigations, for an average expenditure of \$5,000.

NLRB agreed to pay a total of \$5,800 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,933.

National Labor Relations Board (NLRB)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|----|---------------------------|-------|
|   | #                          | %     | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 21                         |       | 3                   |    | 24                        |       |
| <b>Settlements</b>  | 8                          | 38.1% | 0                   | 0% | 8                         | 33.3% |
| <b>Withdrawals or No Complaints Filed</b>                       | 6                          | 28.6% | 0                   | 0% | 6                         | 25%   |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 10                        | 41.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 24         | 4           |
| <b>Total Number Offered ADR</b>                       | 19         | 0           |
| <b>ADR Offer Rate*</b>                                | 79.2%      | 0%          |
| <b>ADR Participation Rate*</b>                        | 12.5%      | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 24      | 20       | 83.3%    |              |             |          |
| <b>All Investigations</b>                            | 3       | 3        | 100%     | 210          | 178         | -15.2%   |
| <b>All Complaint Closures</b>                        | 4       |          |          | 912          | 259         | -71.6%   |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 343          | 0           | -100%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                                   | Complaint Closures |      | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |      | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|------|--|-----|---|------|---|-----|
|                                   | #                  | %    | #                                      | %   | #   | %    | #   | %   |
| <b>Total Complaints Filed</b>     | 12                 |      |  |     |   |      |   |     |
| <b>Total Closures</b>             | 4                  |      |  |     |   |      |   |     |
| <b>Settlements</b>                | 3                  | 75%  |  |     |   |      |   |     |
| <b>Withdrawals</b>                | 0                  | 0%   |  |     |   |      |   |     |
| <b>Total Final Agency Actions</b> | 1                  | 25%  | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Dismissals</b>                 | 0                  | 0%   | 0                                      | NA% | 0   | NA%  | 0   | NA% |
| <b>Merit Decisions</b>            | 1                  | 100% | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%   | 0                                      | NA% | 0   | NA%  | 0   | NA% |
| <b>Finding No Discrimination</b>  | 1                  | 100% | 0                                      | 0%  | 1   | 100% | 0   | 0%  |

**National Science Foundation (NSF)**

Permanent Workforce: 1,102

Temporary Workforce: 263

Total Workforce: 1,365

**Workforce Composition\***

|  | Total # | Men    | Women   | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|---------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>               | 1,102   | 36.57% | 63.43%  | 2.45%              | 59.44% | 32.21%                    | 5.72% | 0.00%                                   | 0.18%                          | 0.00%             | 1.18%                                  |
| <b>Major Occupations:</b>                |         |        |         |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Administration and Program | 124     | 26.61% | 73.39%  | 0.81%              | 47.58% | 48.39%                    | 3.23% | 0.00%                                   | 0.00%                          | 0.00%             | 0.81%                                  |
| Miscellaneous Clerk and Assistant        | 119     | 12.61% | 87.39%  | 2.52%              | 17.65% | 73.95%                    | 5.88% | 0.00%                                   | 0.00%                          | 0.00%             | 2.52%                                  |
| Management and Program Analysis          | 98      | 14.29% | 85.71%  | 0.00%              | 45.92% | 50.00%                    | 4.08% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| GS-14 and GS-15*                         | 179     | 44.69% | 55.31%  | 2.23%              | 79.33% | 12.29%                    | 5.59% | 0.00%                                   | 0.56%                          | 0.00%             | 0.00%                                  |
| Senior Pay Level*                        | 295     | 62.37% | 37.63%  | 3.73%              | 83.39% | 5.76%                     | 6.78% | 0.00%                                   | 0.34%                          | 0.00%             | 1.36%                                  |
| SES                                      | 78      | 57.69% | 42.31%  | 2.56%              | 84.62% | 5.13%                     | 7.69% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 30      | 0.00%  | 100.00% | 0.00%              | 30.00% | 70.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 19      | 31.58% | 68.42%  | 0.00%              | 68.42% | 31.58%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers          | 154     | 54.55% | 45.45%  | 4.55%              | 83.77% | 7.79%                     | 3.90% | 0.00%                                   | 0.00%                          | 0.00%             | 1.30%                                  |
| Unclassified Managers                    | 13      | 30.77% | 69.23%  | 7.69%              | 76.92% | 15.38%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NSF employed 17 Individuals with Targeted Disabilities in FY 2006, which was 1.25% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 5 employees since FY 2002. The participation rate for FY 2005 was 1.12% and for FY 2002 was 1.11%. Over the 5-year period NSF had a net increase of 0.14% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NSF timely processed 50% of the 2 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Color. The single complaint filed at NSF contained 1 allegation of race (Black) discrimination, 1 allegation of color discrimination and no allegations of disability discrimination.

**III. Complaint Processing Times**

NSF reported completing no investigations in FY 2006.

NSF average processing time for all complaint closures increased from 236 days in FY 2005 to 768 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NSF reported no counseling settlements in FY 2006. NSF reported completing no investigations in FY 2006.NSF.

NSF reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

**National Science Foundation (NSF)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |      | Completed Using ADR |    | All Completed Counselings |     |
|---|----------------------------|------|---------------------|----|---------------------------|-----|
|   | #                          | %    | #                   | %  | #                         | %   |
| <b>Pre-Complaint Counselings:</b>                               | 1                          |      | 1                   |    | 2                         |     |
| <b>Settlements</b>  | 0                          | 0%   | 0                   | 0% | 0                         | 0%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 1                          | 100% | 0                   | 0% | 1                         | 50% |
| <b>Complaints Filed*</b>  |                            |      |                     |    | 1                         | 50% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |      |                     |    | 0                         | 0%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 2          | 2           |
| <b>Total Number Offered ADR</b>                       | 2          | 0           |
| <b>ADR Offer Rate*</b>                                | 100%       | 0%          |
| <b>ADR Participation Rate*</b>                        | 50%        | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 2       | 1        | 50%      |              |             |          |
| <b>All Investigations</b>                            | 0       | 0        | NA%      | 0            | 0           | NA%      |
| <b>All Complaint Closures</b>                        | 2       |          |          | 236          | 768         | 225.4%   |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 236          | 0           | -100%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |      | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |      | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|------|--|-----|---|------|---|-----|
|                                   | #                  | %    | #                                      | %   | #   | %    | #   | %   |
| <b>Total Complaints Filed</b>     | 1                  |      |  |     |   |      |   |     |
| <b>Total Closures</b>             | 2                  |      |  |     |   |      |   |     |
| <b>Settlements</b>                | 1                  | 50%  |  |     |   |      |   |     |
| <b>Withdrawals</b>                | 0                  | 0%   |  |     |   |      |   |     |
| <b>Total Final Agency Actions</b> | 1                  | 50%  | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Dismissals</b>                 | 1                  | 100% | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Merit Decisions</b>            | 0                  | NA%  | 0                                      | NA% | 0   | NA%  | 0   | NA% |
| <b>Finding Discrimination</b>     | 0                  | NA%  | 0                                      | NA% | 0   | NA%  | 0   | NA% |
| <b>Finding No Discrimination</b>  | 0                  | NA%  | 0                                      | NA% | 0   | NA%  | 0   | NA% |

**Department of the Navy (NAVY)**

Permanent Workforce: 168,687

Temporary Workforce: 5,257

Total Workforce: 173,944

**Workforce Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>             | 168,687 | 70.35% | 29.65% | 4.45%              | 71.22% | 12.97%                    | 9.73%  | 0.80%                                   | 0.69%                          | 0.09%             | 0.83%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Management and Program Analysis</b> | 6,331   | 38.48% | 61.52% | 3.95%              | 75.74% | 13.74%                    | 5.61%  | 0.33%                                   | 0.52%                          | 0.11%             | 0.51%                                  |
| <b>Electronics Engineering</b>         | 8,547   | 89.82% | 10.18% | 5.23%              | 72.94% | 3.93%                     | 17.02% | 0.48%                                   | 0.35%                          | 0.05%             | 0.46%                                  |
| <b>Information Tech. Mgt.</b>          | 7,232   | 61.39% | 38.61% | 3.80%              | 77.21% | 11.12%                    | 6.61%  | 0.53%                                   | 0.58%                          | 0.15%             | 1.09%                                  |
| <b>GS-14 and GS-15*</b>                | 11,718  | 79.72% | 20.28% | 2.42%              | 87.69% | 4.75%                     | 4.55%  | 0.20%                                   | 0.35%                          | 0.03%             | 0.31%                                  |
| <b>Senior Pay Level*</b>               | 635     | 85.20% | 14.80% | 0.63%              | 91.65% | 2.05%                     | 4.88%  | 0.00%                                   | 0.79%                          | 0.00%             | 0.00%                                  |
| <b>SES</b>                             | 309     | 82.85% | 17.15% | 0.32%              | 93.20% | 3.88%                     | 1.94%  | 0.00%                                   | 0.65%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>  | 6,484   | 63.28% | 36.72% | 4.15%              | 73.16% | 14.85%                    | 6.32%  | 0.76%                                   | 0.66%                          | 0.09%             | 0.34%                                  |
| <b>Mid-Level Officials/Managers</b>    | 10,164  | 75.69% | 24.31% | 2.85%              | 83.67% | 6.74%                     | 5.89%  | 0.36%                                   | 0.43%                          | 0.05%             | 0.39%                                  |
| <b>Senior-Level Officials/Managers</b> | 3,324   | 82.40% | 17.60% | 2.02%              | 90.19% | 4.06%                     | 3.19%  | 0.12%                                   | 0.42%                          | 0.00%             | 0.30%                                  |
| <b>Unclassified Managers</b>           | 4,346   | 88.84% | 11.16% | 2.78%              | 73.19% | 11.27%                    | 9.25%  | 2.37%                                   | 1.06%                          | 0.07%             | 0.41%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NAVY employed 1,430 Individuals with Targeted Disabilities in FY 2006, which was 0.82% of its total work force. This represents a decrease of 70 employees from FY 2005 and a decrease of 294 employees since FY 2002. The participation rate for FY 2005 was 0.86% and for FY 2002 was 0.97%. Over the 5-year period NAVY had a net decrease of 0.15% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NAVY timely processed 61.4% of the 1,123 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 597 complaints filed at NAVY contained 162 allegations of race (Black) discrimination, 54 allegations of race (White) discrimination, 38 allegations of race (Asian) discrimination, 5 allegations of race (American Indian/Alaska Native) discrimination, 92 allegations of color discrimination and 130 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 281 completed investigations, 61.6% were timely. NAVY's average time for completing an investigation was 239 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NAVY average processing time for all complaint closures decreased from 452 days in FY 2005 to 376 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NAVY agreed to pay \$59,670 for 133 pre-complaint settlements, of which 15 were monetary settlements averaging \$3,978. NAVY expended a total of \$2,547,270 for 281 complaint investigations, for an average expenditure of \$9,065.

NAVY agreed to pay a total of \$1,634,871 for 183 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,933.

**Department of the Navy (NAVY)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 900                        |       | 223                 |       | 1,123                     |       |
| <b>Settlements</b>  | 47                         | 5.2%  | 86                  | 38.6% | 133                       | 11.8% |
| <b>Withdrawals or No Complaints Filed</b>                       | 458                        | 50.9% | 12                  | 5.4%  | 470                       | 41.9% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 500                       | 44.5% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 20                        | 1.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 1,123      | 664         |
| <b>Total Number Offered ADR</b>                       | 639        | 18          |
| <b>ADR Offer Rate*</b>                                | 56.9%      | 2.7%        |
| <b>ADR Participation Rate*</b>                        | 19.9%      | 1.4%        |
| <b>Total ADR Settlements</b>                          | 86         | 5           |
| <b>Total ADR Settlements Amount</b>                   | \$4,500.00 | \$3,500.00  |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 1,123   | 690      | 61.4%    |              |             |          |
| <b>All Investigations</b>                            | 281     | 173      | 61.6%    | 260          | 239         | -8.1%    |
| <b>All Complaint Closures</b>                        | 664     |          |          | 452          | 376         | -16.8%   |
| <b>Merit Decisions (no AJ)</b>                       | 138     | 114      | 82.6%    | 577          | 480         | -16.8%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 174     |          |          | 187          | 200         | 7%       |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 597                |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 664                |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 181                | 27.3% |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 64                 | 9.6%  |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 419                | 63.1% | 312                                    | 74.5% | 106   | 25.3% | 1   | 0.2%  |
| <b>Dismissals</b>                 | 180                | 43%   | 174                                    | 96.7% | 6   | 3.3%  | 0   | 0%    |
| <b>Merit Decisions</b>            | 239                | 57%   | 138                                    | 57.7% | 100   | 41.8% | 1   | 0.4%  |
| <b>Finding Discrimination</b>     | 3                  | 1.3%  | 1                                      | 33.3% | 1   | 33.3% | 1   | 33.3% |
| <b>Finding No Discrimination</b>  | 236                | 98.7% | 137                                    | 58.1% | 99  | 41.9% | 0   | 0%    |

**Nuclear Regulatory Commission (NRC)**

Permanent Work Force: 3,306

Temporary Work Force: 186

Total Work Force: 3,492

**Work Force Composition\***

|                                 | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---------------------------------|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>     | 3,306   | 62.86% | 37.14% | 4.84%              | 72.44% | 13.82%                    | 8.20%  | 0.06%                                   | 0.48%                          | 0.15%             | 0.94%                                  |
| <b>Major Occupations:</b>       |         |        |        |                    |        |                           |        |   |                                |                   |  |
| Secretary                       | 238     | 2.52%  | 97.48% | 2.52%              | 64.29% | 27.31%                    | 4.62%  | 0.42%                                   | 0.42%                          | 0.42%             | 0.84%                                  |
| General Engineering             | 984     | 83.13% | 16.87% | 6.91%              | 72.26% | 8.13%                     | 11.79% | 0.10%                                   | 0.71%                          | 0.10%             | 0.81%                                  |
| Nuclear Engineering             | 411     | 92.70% | 7.30%  | 4.14%              | 87.10% | 3.41%                     | 4.87%  | 0.00%                                   | 0.49%                          | 0.00%             | 0.49%                                  |
| GS-14 and GS-15*                | 1,622   | 76.70% | 23.30% | 2.22%              | 80.27% | 7.52%                     | 9.49%  | 0.00%                                   | 0.37%                          | 0.12%             | 0.62%                                  |
| Senior Pay Level*               | 221     | 81.00% | 19.00% | 1.81%              | 85.97% | 4.98%                     | 6.79%  | 0.00%                                   | 0.45%                          | 0.00%             | 1.81%                                  |
| SES                             | 152     | 79.61% | 20.39% | 1.97%              | 84.87% | 7.24%                     | 5.26%  | 0.00%                                   | 0.66%                          | 0.00%             | 1.97%                                  |
| First-Level Officials/Managers  | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers    | 10      | 70.00% | 30.00% | 0.00%              | 60.00% | 30.00%                    | 0.00%  | 0.00%                                   | 10.00%                         | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers | 396     | 77.53% | 22.47% | 2.27%              | 81.06% | 9.60%                     | 6.31%  | 0.00%                                   | 0.51%                          | 0.25%             | 1.01%                                  |
| Unclassified Managers           | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

NRC employed 31 Individuals with Targeted Disabilities in FY 2006, which was 0.89% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 0.97% and for FY 2002 was 1.18%. Over the 5-year period NRC had a net decrease of 0.29% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NRC timely processed 95.5% of the 22 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Age. The 13 complaints filed at NRC contained 5 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, no allegations of color discrimination and 3 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 10 completed investigations, 30% were timely. NRC's average time for completing an investigation was 314 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NRC's average processing time for all complaint closures decreased from 353 days in FY 2005 to 326 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

NRC agreed to pay \$17,500 for 2 pre-complaint settlements, of which 1 were monetary settlements averaging \$17,500. NRC expended a total of \$29,103 for 10 complaint investigations, for an average expenditure of \$2,910.

NRC agreed to pay a total of \$11,000 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,666.



**Nuclear Regulatory Commission (NRC)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|----|---------------------------|-------|
|   | #                          | %     | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 13                         |       | 9                   |    | 22                        |       |
| <b>Settlements</b>  | 2                          | 15.4% | 0                   | 0% | 2                         | 9.1%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 7                          | 53.8% | 0                   | 0% | 7                         | 31.8% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 13                        | 59.1% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 22         | 13          |
| <b>Total Number Offered ADR</b>                       | 22         | 13          |
| <b>ADR Offer Rate*</b>                                | 100%       | 100%        |
| <b>ADR Participation Rate*</b>                        | 40.9%      | 30.8%       |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 22      | 21       | 95.5%    |              |             |          |
| <b>All Investigations</b>                            | 10      | 3        | 30%      | 320          | 314         | -1.9%    |
| <b>All Complaint Closures</b>                        | 13      |          |          | 353          | 326         | -7.6%    |
| <b>Merit Decisions (no AJ)</b>                       | 4       | 2        | 50%      | 167          | 544         | 225.7%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 1       |          |          | 0            | 86          | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 13                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 13                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 3                  | 23.1% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 4                  | 30.8% |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 6                  | 46.2% | 5                                      | 83.3% | 1   | 16.7% | 0   | 0%  |
| <b>Dismissals</b>                 | 1                  | 16.7% | 1                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 5                  | 83.3% | 4                                      | 80%   | 1   | 20%   | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 5                  | 100%  | 4                                      | 80%   | 1   | 20%   | 0   | 0%  |

**Office of Personnel Management (OPM)**

Permanent Work Force: 5,225

Temporary Work Force: 51

Total Work Force: 5,276

**Work Force Composition\***

|                                 | Total # | Men     | Women  | Hispanic or Latino | White   | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---------------------------------|---------|---------|--------|--------------------|---------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>     | 5,225   | 40.57%  | 59.43% | 4.02%              | 69.15%  | 23.73%                    | 2.37% | 0.17%                                   | 0.54%                          | 0.02%             | 0.73%                                  |
| <b>Major Occupations:</b>       |         |         |        |                    |         |                           |       |   |                                |                   |  |
| Human Resources Management      | 398     | 33.42%  | 66.58% | 5.03%              | 57.29%  | 32.41%                    | 4.02% | 0.25%                                   | 0.75%                          | 0.00%             | 0.50%                                  |
| Misc. Clerk and Assistant       | 1,111   | 38.70%  | 61.30% | 4.50%              | 75.25%  | 18.27%                    | 0.99% | 0.18%                                   | 0.81%                          | 0.00%             | 0.45%                                  |
| General Investigating           | 1,599   | 51.41%  | 48.59% | 5.32%              | 79.99%  | 11.26%                    | 2.56% | 0.38%                                   | 0.50%                          | 0.00%             | 0.31%                                  |
| GS-14 and GS-15*                | 525     | 48.57%  | 51.43% | 3.43%              | 72.95%  | 19.62%                    | 3.62% | 0.00%                                   | 0.38%                          | 0.00%             | 0.57%                                  |
| Senior Pay Level*               | 47      | 65.96%  | 34.04% | 8.51%              | 85.11%  | 6.38%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 2.13%                                  |
| SES                             | 45      | 64.44%  | 35.56% | 8.89%              | 84.44%  | 6.67%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 2.22%                                  |
| First-Level Officials/Managers  | 22      | 45.45%  | 54.55% | 4.55%              | 50.00%  | 40.91%                    | 4.55% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers    | 227     | 52.86%  | 47.14% | 2.64%              | 79.30%  | 15.86%                    | 1.76% | 0.00%                                   | 0.44%                          | 0.00%             | 0.44%                                  |
| Senior-Level Officials/Managers | 184     | 59.78%  | 40.22% | 4.35%              | 82.07%  | 12.50%                    | 1.09% | 0.00%                                   | 0.00%                          | 0.00%             | 0.54%                                  |
| Unclassified Managers           | 1       | 100.00% | 0.00%  | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

OPM employed 38 Individuals with Targeted Disabilities in FY 2006, which was 0.72% of its total work force. This represents a decrease of 2 employees from FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 0.78% and for FY 2002 was 1.16%. Over the 5-year period OPM had a net decrease of 0.44% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

OPM timely processed 100% of the 64 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 36 complaints filed at OPM contained 9 allegations of race (Black) discrimination, 4 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 3 allegations of color discrimination and 12 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 25 completed investigations, 100% were timely. OPM's average time for completing an investigation was 105 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

OPM's average processing time for all complaint closures decreased from 346 days in FY 2005 to 131 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

OPM reported paying no monetary benefits for the one pre complaint settlement it reached in FY 2006. OPM expended a total of \$187,000 for 25 complaint investigations, for an average expenditure of \$7,480.

OPM agreed to pay a total of \$176,800 for 12 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$14,733.

**Office of Personnel Management (OPM)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |      | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|------|---------------------------|-------|
|   | #                          | %     | #                   | %    | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 63                         |       | 1                   |      | 64                        |       |
| <b>Settlements</b>  | 0                          | 0%    | 1                   | 100% | 1                         | 1.6%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 26                         | 41.3% | 0                   | 0%   | 26                        | 40.6% |
| <b>Complaints Filed*</b>  |                            |       |                     |      | 36                        | 56.3% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |      | 1                         | 1.6%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 64         | 45          |
| <b>Total Number Offered ADR</b>                       | 64         | 0           |
| <b>ADR Offer Rate*</b>                                | 100%       | 0%          |
| <b>ADR Participation Rate*</b>                        | 1.6%       | 0%          |
| <b>Total ADR Settlements</b>                          | 1          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 64      | 64       | 100%     |              |             |          |
| <b>All Investigations</b>                            | 25      | 25       | 100%     | 179          | 105         | -41.3%   |
| <b>All Complaint Closures</b>                        | 45      |          |          | 346          | 131         | -62.1%   |
| <b>Merit Decisions (no AJ)</b>                       | 9       | 7        | 77.8%    | 627          | 209         | -66.7%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 16      |          |          | 148          | 56          | -62.2%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 36                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 45                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 12                 | 26.7% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 4                  | 8.9%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 29                 | 64.4% | 25                                     | 86.2% | 4   | 13.8% | 0   | 0%  |
| <b>Dismissals</b>                 | 16                 | 55.2% | 16                                     | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 13                 | 44.8% | 9                                      | 69.2% | 4   | 30.8% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 13                 | 100%  | 9                                      | 69.2% | 4   | 30.8% | 0   | 0%  |

**Peace Corps (PC)**

Permanent Work Force: 20

Temporary Work Force: 863

Total Work Force: 883

**Work Force Composition\***

|  | Total # | Men    | Women   | Hispanic or Latino | White   | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|---------|--------------------|---------|---------------------------|--------|---|--------------------------------|-------------------|--|
| Permanent Work Force                     | 20      | 25.00% | 75.00%  | 0.00%              | 40.00%  | 55.00%                    | 5.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 5.00%                                  |
| <b>Major Occupations:</b>                |         |        |         |                    |         |                           |        |   |                                |                   |  |
| Miscellaneous Administration and Program | 302     | 39.40% | 60.60%  | 3.97%              | 80.13%  | 11.92%                    | 3.64%  | 0.00%                                   | 0.33%                          | 0.00%             | 0.00%                                  |
| Miscellaneous Clerk and Assistant        | 75      | 29.33% | 70.67%  | 1.33%              | 80.00%  | 14.67%                    | 4.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 1.33%                                  |
| Program Management                       | 155     | 58.06% | 41.94%  | 5.16%              | 87.10%  | 7.10%                     | 0.65%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| GS-14 and GS-15*                         | 5       | 0.00%  | 100.00% | 0.00%              | 60.00%  | 20.00%                    | 20.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior Pay Level*                        | 2       | 50.00% | 50.00%  | 0.00%              | 100.00% | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 11      | 27.27% | 72.73%  | 0.00%              | 81.82%  | 9.09%                     | 9.09%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 38      | 36.84% | 63.16%  | 0.00%              | 78.95%  | 15.79%                    | 5.26%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Senior-Level Officials/Managers          | 50      | 68.00% | 32.00%  | 2.00%              | 80.00%  | 12.00%                    | 6.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Unclassified Managers                    | 0       | 0.00%  | 0.00%   | 0.00%              | 0.00%   | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

PC employed 5 Individuals with Targeted Disabilities in FY 2006, which was 0.57% of its total work force. This represents an increase of 2 employees over FY 2005 and a decrease of 4 employees since FY 2002. The participation rate for FY 2005 was 0.35% and for FY 2002 was 1.08%. Over the 5-year period PC had a net decrease of 0.51% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

PC timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Age. The single complaint filed at PC contained an allegation of race (Black) discrimination and no allegations of color or disability discrimination.

**III. Complaint Processing Times**

Of the 2 completed investigations, 100% were timely. PC's average time for completing an investigation was 145 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

PC's average processing time for all complaint closures increased from 300 days in FY 2005 to 545 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

PC reported paying no monetary benefits for 2 pre-complaint settlements. PC expended a total of \$5,500 for 2 complaint investigations, for an average expenditure of \$2,750.

PC reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

**Peace Corps (PC)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |     | Completed Using ADR |      | All Completed Counselings |       |
|---|----------------------------|-----|---------------------|------|---------------------------|-------|
|   | #                          | %   | #                   | %    | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 5                          |     | 2                   |      | 7                         |       |
| <b>Settlements</b>  | 0                          | 0%  | 2                   | 100% | 2                         | 28.6% |
| <b>Withdrawals or No Complaints Filed</b>                       | 4                          | 80% | 0                   | 0%   | 4                         | 57.1% |
| <b>Complaints Filed*</b>  |                            |     |                     |      | 1                         | 14.3% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |     |                     |      | 0                         | 0%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 7          | 3           |
| <b>Total Number Offered ADR</b>                       | 7          | 0           |
| <b>ADR Offer Rate*</b>                                | 100%       | 0%          |
| <b>ADR Participation Rate*</b>                        | 28.6%      | 0%          |
| <b>Total ADR Settlements</b>                          | 2          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 7       | 7        | 100%     |              |             |          |
| <b>All Investigations</b>                            | 2       | 2        | 100%     | 191          | 145         | -24.1%   |
| <b>All Complaint Closures</b>                        | 3       |          |          | 300          | 545         | 81.7%    |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 337          | 0           | -100%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 115          | 0           | -100%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |      | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-----|---|------|---|-----|
|                                   | #                  | %     | #                                      | %   | #   | %    | #   | %   |
| <b>Total Complaints Filed</b>     | 1                  |       |  |     |   |      |   |     |
| <b>Total Closures</b>             | 3                  |       |  |     |   |      |   |     |
| <b>Settlements</b>                | 0                  | 0%    |  |     |   |      |   |     |
| <b>Withdrawals</b>                | 1                  | 33.3% |  |     |   |      |   |     |
| <b>Total Final Agency Actions</b> | 2                  | 66.7% | 0                                      | 0%  | 2   | 100% | 0   | 0%  |
| <b>Dismissals</b>                 | 1                  | 50%   | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Merit Decisions</b>            | 1                  | 50%   | 0                                      | 0%  | 1   | 100% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA% | 0   | NA%  | 0   | NA% |
| <b>Finding No Discrimination</b>  | 1                  | 100%  | 0                                      | 0%  | 1   | 100% | 0   | 0%  |

**Pension Benefit Guaranty Corporation (PBGC)**

Permanent Work Force: 806

Temporary Work Force: 41

Total Work Force: 847

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| Permanent Work Force                     | 806     | 45.53% | 54.47% | 2.85%              | 48.76% | 41.32%                    | 6.70% | 0.00%                                   | 0.37%                          | 0.00%             | 1.49%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Administration and Program | 118     | 38.14% | 61.86% | 3.39%              | 44.92% | 45.76%                    | 5.93% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Auditing                                 | 88      | 40.91% | 59.09% | 3.41%              | 32.95% | 61.36%                    | 2.27% | 0.00%                                   | 0.00%                          | 0.00%             | 2.27%                                  |
| General Attorney                         | 98      | 62.24% | 37.76% | 3.06%              | 86.73% | 7.14%                     | 3.06% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| GS-14 and GS-15*                         | 303     | 55.78% | 44.22% | 1.65%              | 71.95% | 19.47%                    | 6.93% | 0.00%                                   | 0.00%                          | 0.00%             | 0.66%                                  |
| Senior Pay Level*                        | 30      | 73.33% | 26.67% | 0.00%              | 80.00% | 16.67%                    | 0.00% | 0.00%                                   | 3.33%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 30      | 43.33% | 56.67% | 3.33%              | 63.33% | 30.00%                    | 3.33% | 0.00%                                   | 0.00%                          | 0.00%             | 6.67%                                  |
| Senior-Level Officials/Managers          | 108     | 63.89% | 36.11% | 0.93%              | 73.15% | 20.37%                    | 4.63% | 0.00%                                   | 0.93%                          | 0.00%             | 0.00%                                  |
| Unclassified Managers                    | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

PBGC employed 12 Individuals with Targeted Disabilities in FY 2006, which was 1.42% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 1.49% and for FY 2002 was 1.79%. Over the 5-year period PBGC had a net decrease of 0.37% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

PBGC timely processed 60% of the 25 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 19 complaints filed at PBGC contained 19 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, 8 allegations of color discrimination and 4 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 6 completed investigations, 16.7% were timely. PBGC's average time for completing an investigation was 556 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

PBGC's average processing time for all complaint closures decreased from 483 days in FY 2005 to 329 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

PBGC reported paying no monetary benefits for 2 pre-complaint settlements. PBGC expended a total of \$22,000 for 6 complaint investigations, for an average expenditure of \$3,666.

PBGC agreed to pay a total of \$62,762 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$31,381.

**Pension Benefit Guaranty Corporation (PBGC)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |      | Completed Using ADR |     | All Completed Counselings |     |
|---|----------------------------|------|---------------------|-----|---------------------------|-----|
|   | #                          | %    | #                   | %   | #                         | %   |
| <b>Pre-Complaint Counselings:</b>                               | 21                         |      | 4                   |     | 25                        |     |
| <b>Settlements</b>  | 1                          | 4.8% | 1                   | 25% | 2                         | 8%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 4                          | 19%  | 1                   | 25% | 5                         | 20% |
| <b>Complaints Filed*</b>  |                            |      |                     |     | 18                        | 72% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |      |                     |     | 0                         | 0%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 25         | 15          |
| <b>Total Number Offered ADR</b>                       | 6          | 1           |
| <b>ADR Offer Rate*</b>                                | 24%        | 6.7%        |
| <b>ADR Participation Rate*</b>                        | 16%        | 6.7%        |
| <b>Total ADR Settlements</b>                          | 1          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 25      | 15       | 60%      |              |             |          |
| <b>All Investigations</b>                            | 6       | 1        | 16.7%    | 368          | 556         | 51.1%    |
| <b>All Complaint Closures</b>                        | 15      |          |          | 483          | 329         | -31.9%   |
| <b>Merit Decisions (no AJ)</b>                       | 4       | 0        | 0%       | 0            | 420         | NA%      |
| <b>Dismissal Decisions (no AJ)</b>                   | 7       |          |          | 526          | 161         | -69.4%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 19                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 15                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 2                  | 13.3% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 1                  | 6.7%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 12                 | 80%   | 11                                     | 91.7% | 1   | 8.3%  | 0   | 0%  |
| <b>Dismissals</b>                 | 8                  | 66.7% | 7                                      | 87.5% | 1   | 12.5% | 0   | 0%  |
| <b>Merit Decisions</b>            | 4                  | 33.3% | 4                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 4                  | 100%  | 4                                      | 100%  | 0   | 0%    | 0   | 0%  |

**Railroad Retirement Board (RRB)**

Permanent Workforce: 990

Temporary Workforce: 4

Total Workforce: 994

**Workforce Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b>               | 990     | 37.47% | 62.53% | 5.05%              | 59.70% | 32.42%                    | 1.72% | 0.10%                                   | 0.40%                          | 0.61%             | 1.11%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Miscellaneous Administration and Program | 139     | 43.17% | 56.83% | 4.32%              | 69.78% | 21.58%                    | 2.88% | 0.00%                                   | 0.72%                          | 0.72%             | 0.00%                                  |
| Railroad Retirement Claims Examining     | 441     | 29.93% | 70.07% | 6.35%              | 61.45% | 29.93%                    | 1.13% | 0.00%                                   | 0.68%                          | 0.45%             | 0.68%                                  |
| Information Technology Management        | 113     | 67.26% | 32.74% | 0.88%              | 73.45% | 23.01%                    | 2.65% | 0.00%                                   | 0.00%                          | 0.00%             | 1.77%                                  |
| GS-14 and GS-15*                         | 87      | 62.07% | 37.93% | 2.30%              | 86.21% | 9.20%                     | 2.30% | 0.00%                                   | 0.00%                          | 0.00%             | 1.15%                                  |
| Senior Pay Level*                        | 10      | 60.00% | 40.00% | 0.00%              | 90.00% | 10.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| SES                                      | 10      | 60.00% | 40.00% | 0.00%              | 90.00% | 10.00%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers           | 51      | 52.94% | 47.06% | 3.92%              | 76.47% | 19.61%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers             | 114     | 55.26% | 44.74% | 0.88%              | 78.07% | 18.42%                    | 1.75% | 0.00%                                   | 0.00%                          | 0.88%             | 1.75%                                  |
| Senior-Level Officials/Managers          | 49      | 69.39% | 30.61% | 2.04%              | 87.76% | 8.16%                     | 2.04% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Unclassified Managers                    | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

RRB employed 11 Individuals with Targeted Disabilities in FY 2006, which was 1.11% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of 2 employees since FY 2002. The participation rate for FY 2005 was 1.09% and for FY 2002 was 1.12%. Over the 5-year period RRB had a net decrease of 0.01% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

RRB timely processed the one pre-complaint counseling (without remand) reported for FY 2006.

**II. Bases of Complaints Filed**

The basis of alleged discrimination most often raised was: (1) Disability (Physical). The single complaint filed at RRB contained no allegations of race or color discrimination and 1 allegation of disability discrimination.

**III. Complaint Processing Times**

RRB timely completed the one investigation it reported completing in FY 2006. RRB's average time for completing an investigation was 162 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

**IV. Costs**

RRB reported no counseling settlements in FY 2006. RRB expended \$2,650 for the one investigation it completed in FY 2006.

RRB reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.



**Railroad Retirement Board (RRB)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |    | Completed Using ADR |    | All Completed Counselings |      |
|---|----------------------------|----|---------------------|----|---------------------------|------|
|   | #                          | %  | #                   | %  | #                         | %    |
| <b>Pre-Complaint Counselings:</b>                               | 1                          |    | 0                   |    | 1                         |      |
| <b>Settlements</b>  | 0                          | 0% | 0                   | 0% | 0                         | 0%   |
| <b>Withdrawals or No Complaints Filed</b>                       | 0                          | 0% | 0                   | 0% | 0                         | 0%   |
| <b>Complaints Filed*</b>  |                            |    |                     |    | 1                         | 100% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |    |                     |    | 0                         | 0%   |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 1          | 0           |
| <b>Total Number Offered ADR</b>                       | 0          | 0           |
| <b>ADR Offer Rate*</b>                                | 0%         | 0%          |
| <b>ADR Participation Rate*</b>                        | 0%         | 0%          |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 1       | 1        | 100%     |              |             |          |
| <b>All Investigations</b>                            | 1       | 1        | 100%     | 0            | 162         | NA%      |
| <b>All Complaint Closures</b>                        | 0       |          |          | 418          | 0           | -100%    |
| <b>Merit Decisions (no AJ)</b>                       | 0       | 0        | 0%       | 259          | 0           | -100%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 0       |          |          | 0            | 0           | NA%      |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |     | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-----|--|-----|---|-----|---|-----|
|                                   | #                  | %   | #                                      | %   | #   | %   | #   | %   |
| <b>Total Complaints Filed</b>     | 1                  |     |  |     |   |     |   |     |
| <b>Total Closures</b>             | 0                  |     |  |     |   |     |   |     |
| <b>Settlements</b>                | 0                  | 0%  |  |     |   |     |   |     |
| <b>Withdrawals</b>                | 0                  | 0%  |  |     |   |     |   |     |
| <b>Total Final Agency Actions</b> | 0                  | 0%  | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Dismissals</b>                 | 0                  | NA% | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Merit Decisions</b>            | 0                  | NA% | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Finding Discrimination</b>     | 0                  | NA% | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Finding No Discrimination</b>  | 0                  | NA% | 0                                      | NA% | 0   | NA% | 0   | NA% |

**Securities and Exchange Commission (SEC)**

Permanent Work Force: 3,485

Temporary Work Force: 113

Total Work Force: 3,598

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 3,485   | 51.62% | 48.38% | 4.65%              | 68.26% | 18.48%                    | 8.26%  | 0.03%                                   | 0.32%                          | 0.00%             | 1.21%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Information Technology Management</b> | 201     | 63.68% | 36.32% | 3.98%              | 51.74% | 26.87%                    | 17.41% | 0.00%                                   | 0.00%                          | 0.00%             | 1.00%                                  |
| <b>Accounting</b>                        | 926     | 59.50% | 40.50% | 5.62%              | 76.67% | 7.02%                     | 10.37% | 0.00%                                   | 0.32%                          | 0.00%             | 0.43%                                  |
| <b>General Attorney</b>                  | 1,419   | 57.65% | 42.35% | 4.16%              | 80.27% | 7.19%                     | 7.96%  | 0.07%                                   | 0.35%                          | 0.00%             | 0.85%                                  |
| <b>Senior Pay Level*</b>                 | 94      | 62.77% | 37.23% | 3.19%              | 91.49% | 4.26%                     | 1.06%  | 0.00%                                   | 0.00%                          | 0.00%             | 1.06%                                  |
| <b>First-Level Officials/Managers</b>    | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>      | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00%  | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Senior-Level Officials/Managers</b>   | 92      | 65.22% | 34.78% | 4.35%              | 91.30% | 3.26%                     | 1.09%  | 0.00%                                   | 0.00%                          | 0.00%             | 1.09%                                  |
| <b>Unclassified Managers</b>             | 650     | 61.23% | 38.77% | 3.54%              | 81.08% | 9.85%                     | 5.38%  | 0.00%                                   | 0.15%                          | 0.00%             | 0.46%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

SEC employed 42 Individuals with Targeted Disabilities in FY 2006, which was 1.17% of its total work force. This represents a decrease of 2 employees from FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 1.13% and for FY 2002 was 1.47%. Over the 5-year period SEC had a net decrease of 0.3% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SEC timely processed 86.4% of the 22 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 13 complaints filed at SEC contained 5 allegations of race (Black) discrimination, no allegations of color discrimination and 3 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 15 completed investigations, 86.7% were timely. SEC's average time for completing an investigation was 171 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SEC's average processing time for all complaint closures increased from 277 days in FY 2005 to 358 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

SEC reported no counseling settlements in FY 2006. SEC expended a total of \$150,621 for 15 complaint investigations, for an average expenditure of \$10,041.

SEC agreed to pay a total of \$49,767 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$9,953.

**Securities and Exchange Commission (SEC)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |    | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|----|---------------------------|-------|
|   | #                          | %     | #                   | %  | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 22                         |       | 0                   |    | 22                        |       |
| <b>Settlements</b>  | 0                          | 0%    | 0                   | 0% | 0                         | 0%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 10                         | 45.5% | 0                   | 0% | 10                        | 45.5% |
| <b>Complaints Filed*</b>  |                            |       |                     |    | 11                        | 50%   |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |    | 1                         | 4.6%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 22         | 16          |
| <b>Total Number Offered ADR</b>                       | 22         | 2           |
| <b>ADR Offer Rate*</b>                                | 100%       | 12.5%       |
| <b>ADR Participation Rate*</b>                        | 0%         | 12.5%       |
| <b>Total ADR Settlements</b>                          | 0          | 0           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 22      | 19       | 86.4%    |              |             |          |
| <b>All Investigations</b>                            | 15      | 13       | 86.7%    | 208          | 171         | -17.8%   |
| <b>All Complaint Closures</b>                        | 16      |          |          | 277          | 358         | 29.2%    |
| <b>Merit Decisions (no AJ)</b>                       | 4       | 2        | 50%      | 199          | 262         | 31.7%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 4       |          |          | 131          | 19          | -85.5%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |     | Final Order (AJ Decision Fully Implemented) |     | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-----|---|-----|---|-----|
|                                   | #                  | %     | #                                      | %   | #   | %   | #   | %   |
| <b>Total Complaints Filed</b>     | 13                 |       |  |     |   |     |   |     |
| <b>Total Closures</b>             | 16                 |       |  |     |   |     |   |     |
| <b>Settlements</b>                | 5                  | 31.3% |  |     |   |     |   |     |
| <b>Withdrawals</b>                | 1                  | 6.3%  |  |     |   |     |   |     |
| <b>Total Final Agency Actions</b> | 10                 | 62.5% | 8                                      | 80% | 2   | 20% | 0   | 0%  |
| <b>Dismissals</b>                 | 5                  | 50%   | 4                                      | 80% | 1   | 20% | 0   | 0%  |
| <b>Merit Decisions</b>            | 5                  | 50%   | 4                                      | 80% | 1   | 20% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA% | 0   | NA% | 0   | NA% |
| <b>Finding No Discrimination</b>  | 5                  | 100%  | 4                                      | 80% | 1   | 20% | 0   | 0%  |

**Small Business Administration (SBA)**

Permanent Work Force: 2,454

Temporary Work Force: 3,814

Total Work Force: 6,268

**Work Force Composition\***

|                                 | Total # | Men     | Women  | Hispanic or Latino | White   | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---------------------------------|---------|---------|--------|--------------------|---------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>     | 2,454   | 43.89%  | 56.11% | 10.72%             | 57.54%  | 26.61%                    | 4.44% | 0.08%                                   | 0.61%                          | 0.00%             | 1.10%                                  |
| <b>Major Occupations:</b>       |         |         |        |                    |         |                           |       |   |                                |                   |  |
| Loan Specialist                 | 1,074   | 54.38%  | 45.62% | 7.82%              | 56.15%  | 30.63%                    | 4.56% | 0.00%                                   | 0.84%                          | 0.00%             | 0.37%                                  |
| General Attorney                | 642     | 51.71%  | 48.29% | 3.43%              | 70.56%  | 19.47%                    | 6.23% | 0.00%                                   | 0.31%                          | 0.00%             | 0.78%                                  |
| General Business and Industry   | 1,613   | 40.55%  | 59.45% | 10.60%             | 57.47%  | 27.59%                    | 3.22% | 0.06%                                   | 1.05%                          | 0.00%             | 0.74%                                  |
| GS-14 and GS-15*                | 519     | 60.69%  | 39.31% | 7.51%              | 68.21%  | 18.30%                    | 5.20% | 0.19%                                   | 0.58%                          | 0.00%             | 0.96%                                  |
| Senior Pay Level*               | 46      | 71.74%  | 28.26% | 17.39%             | 65.22%  | 15.22%                    | 2.17% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| SES                             | 45      | 71.11%  | 28.89% | 17.78%             | 64.44%  | 15.56%                    | 2.22% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| First-Level Officials/Managers  | 16      | 18.75%  | 81.25% | 18.75%             | 43.75%  | 37.50%                    | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| Mid-Level Officials/Managers    | 246     | 60.98%  | 39.02% | 6.91%              | 69.51%  | 18.70%                    | 4.88% | 0.00%                                   | 0.00%                          | 0.00%             | 0.41%                                  |
| Senior-Level Officials/Managers | 202     | 70.79%  | 29.21% | 13.37%             | 65.35%  | 16.83%                    | 2.97% | 0.50%                                   | 0.99%                          | 0.00%             | 0.99%                                  |
| Unclassified Managers           | 1       | 100.00% | 0.00%  | 0.00%              | 100.00% | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

SBA employed 48 Individuals with Targeted Disabilities in FY 2006, which was 0.77% of its total work force. This represents an increase of 10 employees over FY 2005 and an increase of 17 employees since FY 2002. The participation rate for FY 2005 was 0.88% and for FY 2002 was 0.96%. Over the 5-year period SBA had a net decrease of 0.19% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SBA timely processed 67.6% of the 71 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Disability (Physical). The 38 complaints filed at SBA contained 18 allegations of race (Black) discrimination, 13 allegations of race (White) discrimination, 1 allegation of color discrimination and 21 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 38 completed investigations, 76.3% were timely. SBA's average time for completing an investigation was 308 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SBA's average processing time for all complaint closures increased from 489 days in FY 2005 to 689 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

SBA agreed to pay \$4,500 for 2 pre-complaint settlements, of which 2 were monetary settlements averaging \$2,250. SBA expended a total of \$118,528 for 38 complaint investigations, for an average expenditure of \$3,119.

SBA agreed to pay a total of \$331,200 for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$47,314.

**Small Business Administration (SBA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |     | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-----|---------------------|-------|---------------------------|-------|
|   | #                          | %   | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 56                         |     | 15                  |       | 71                        |       |
| <b>Settlements</b>  | 0                          | 0%  | 2                   | 13.3% | 2                         | 2.8%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 28                         | 50% | 2                   | 13.3% | 30                        | 42.3% |
| <b>Complaints Filed*</b>  |                            |     |                     |       | 36                        | 50.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |     |                     |       | 3                         | 4.2%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 71         | 29          |
| <b>Total Number Offered ADR</b>                       | 26         | 3           |
| <b>ADR Offer Rate*</b>                                | 36.6%      | 10.3%       |
| <b>ADR Participation Rate*</b>                        | 21.1%      | 10.3%       |
| <b>Total ADR Settlements</b>                          | 2          | 1           |
| <b>Total ADR Settlements Amount</b>                   | \$4,500.00 | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 71      | 48       | 67.6%    |              |             |          |
| <b>All Investigations</b>                            | 38      | 29       | 76.3%    | 438          | 308         | -29.7%   |
| <b>All Complaint Closures</b>                        | 29      |          |          | 489          | 689         | 40.9%    |
| <b>Merit Decisions (no AJ)</b>                       | 6       | 0        | 0%       | 832          | 620         | -25.5%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 6       |          |          | 162          | 375         | 131.5%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 38                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 29                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 7                  | 24.1% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 2                  | 6.9%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 20                 | 69%   | 12                                     | 60%   | 8   | 40%   | 0   | 0%  |
| <b>Dismissals</b>                 | 6                  | 30%   | 6                                      | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 14                 | 70%   | 6                                      | 42.9% | 8   | 57.1% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 14                 | 100%  | 6                                      | 42.9% | 8   | 57.1% | 0   | 0%  |

**Smithsonian Institution (SI)**

Permanent Work Force: 4,019

Temporary Work Force: 125

Total Work Force: 4,144

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>             | 4,019   | 57.15% | 42.85% | 5.13%              | 51.21% | 38.72%                    | 2.84% | 0.02%                                   | 2.09%                          | 0.00%             | 0.87%                                  |
| <b>Major Occupations:</b>               |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Security Guard</b>                   | 949     | 70.60% | 29.40% | 9.17%              | 6.01%  | 83.56%                    | 0.84% | 0.00%                                   | 0.42%                          | 0.00%             | 0.63%                                  |
| <b>General Arts and Information</b>     | 368     | 32.61% | 67.39% | 3.53%              | 69.02% | 9.24%                     | 4.08% | 0.00%                                   | 14.13%                         | 0.00%             | 1.09%                                  |
| <b>Museum Specialist and Technician</b> | 385     | 44.42% | 55.58% | 3.12%              | 88.05% | 4.94%                     | 1.82% | 0.00%                                   | 2.08%                          | 0.00%             | 0.26%                                  |
| <b>GS-14 and GS-15*</b>                 | 507     | 64.89% | 35.11% | 3.35%              | 83.83% | 6.90%                     | 5.13% | 0.00%                                   | 0.79%                          | 0.00%             | 0.39%                                  |
| <b>Senior Pay Level*</b>                | 98      | 73.47% | 26.53% | 2.04%              | 91.84% | 4.08%                     | 0.00% | 0.00%                                   | 2.04%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>   | 219     | 65.30% | 34.70% | 3.20%              | 37.44% | 56.16%                    | 1.37% | 0.00%                                   | 1.83%                          | 0.00%             | 0.91%                                  |
| <b>Mid-Level Officials/Managers</b>     | 213     | 55.40% | 44.60% | 2.82%              | 78.87% | 13.15%                    | 3.76% | 0.00%                                   | 1.41%                          | 0.00%             | 0.47%                                  |
| <b>Senior-Level Officials/Managers</b>  | 163     | 69.94% | 30.06% | 1.84%              | 84.66% | 7.98%                     | 3.07% | 0.00%                                   | 2.45%                          | 0.00%             | 0.00%                                  |
| <b>Unclassified Managers</b>            | 64      | 76.56% | 23.44% | 4.69%              | 26.56% | 64.06%                    | 3.13% | 0.00%                                   | 1.56%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

SI employed 36 Individuals with Targeted Disabilities in FY 2006, which was 0.87% of its total work force. This represents a decrease of 5 employees from FY 2005 and no change in the number of employees since FY 2002. The participation rate for FY 2005 was 1.01% and for FY 2002 was 0.77%. Over the 5-year period SI had a net increase of 0.10% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SI timely processed 100% of the 44 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Color. The 23 complaints filed at SI contained 13 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 8 allegations of color discrimination and 7 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 16 completed investigations, 100% were timely. SI's average time for completing an investigation was 136 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SI's average processing time for all complaint closures decreased from 250 days in FY 2005 to 202 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

SI reported no counseling settlements in FY 2006. SI expended a total of \$64,400 for 16 complaint investigations, for an average expenditure of \$4,025.

SI agreed to pay a total of \$282,000 for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$47,000.

**Smithsonian Institution (SI)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 35                         |       | 9                   |       | 44                        |       |
| <b>Settlements</b>  | 0                          | 0%    | 0                   | 0%    | 0                         | 0%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 15                         | 42.9% | 5                   | 55.6% | 20                        | 45.5% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 22                        | 50%   |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 2                         | 4.6%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint**  |
|---|------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 44         | 28           |
| <b>Total Number Offered ADR</b>                       | 44         | 7            |
| <b>ADR Offer Rate*</b>                                | 100%       | 25%          |
| <b>ADR Participation Rate*</b>                        | 20.5%      | 25%          |
| <b>Total ADR Settlements</b>                          | 0          | 6            |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$282,000.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 44      | 44       | 100%     |              |             |          |
| <b>All Investigations</b>                            | 16      | 16       | 100%     | 151          | 136         | -9.9%    |
| <b>All Complaint Closures</b>                        | 28      |          |          | 250          | 202         | -19.2%   |
| <b>Merit Decisions (no AJ)</b>                       | 9       | 0        | 0%       | 192          | 186         | -3.1%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 10      |          |          | 38           | 59          | 55.3%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 23                 |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 28                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 6                  | 21.4% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 1                  | 3.6%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 21                 | 75%   | 19                                     | 90.5% | 2   | 9.5%  | 0   | 0%  |
| <b>Dismissals</b>                 | 10                 | 47.6% | 10                                     | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 11                 | 52.4% | 9                                      | 81.8% | 2   | 18.2% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 11                 | 100%  | 9                                      | 81.8% | 2   | 18.2% | 0   | 0%  |

**Social Security Administration (SSA)**

Permanent Work Force: 62,959

Temporary Work Force: 688

Total Work Force: 63,647

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 62,959  | 30.16% | 69.84% | 12.78%             | 53.72% | 28.12%                    | 3.98% | 0.12%                                   | 1.21%                          | 0.07%             | 2.08%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Social Insurance Administration</b>   | 27,725  | 30.03% | 69.97% | 15.26%             | 57.78% | 21.14%                    | 4.13% | 0.12%                                   | 1.55%                          | 0.03%             | 1.24%                                  |
| <b>Contact Representative</b>            | 10,827  | 22.39% | 77.61% | 23.40%             | 37.69% | 33.20%                    | 4.22% | 0.19%                                   | 1.23%                          | 0.06%             | 3.57%                                  |
| <b>Information Technology Management</b> | 3,682   | 51.66% | 48.34% | 2.28%              | 68.20% | 23.55%                    | 5.32% | 0.03%                                   | 0.60%                          | 0.03%             | 1.36%                                  |
| <b>GS-14 and GS-15*</b>                  | 3,053   | 50.77% | 49.23% | 5.86%              | 72.49% | 18.24%                    | 2.23% | 0.03%                                   | 1.11%                          | 0.03%             | 0.59%                                  |
| <b>Senior Pay Level*</b>                 | 1,312   | 80.72% | 19.28% | 4.57%              | 86.13% | 7.39%                     | 0.53% | 0.00%                                   | 1.30%                          | 0.08%             | 1.14%                                  |
| <b>SES</b>                               | 152     | 61.84% | 38.16% | 7.24%              | 71.05% | 21.05%                    | 0.00% | 0.00%                                   | 0.66%                          | 0.00%             | 0.66%                                  |
| <b>First-Level Officials/Managers</b>    | 1,579   | 26.85% | 73.15% | 14.82%             | 47.88% | 33.31%                    | 2.72% | 0.25%                                   | 0.95%                          | 0.06%             | 0.89%                                  |
| <b>Mid-Level Officials/Managers</b>      | 3,235   | 44.05% | 55.95% | 8.75%              | 67.20% | 20.12%                    | 2.10% | 0.12%                                   | 1.70%                          | 0.00%             | 0.53%                                  |
| <b>Senior-Level Officials/Managers</b>   | 667     | 54.12% | 45.88% | 4.80%              | 71.96% | 21.14%                    | 1.20% | 0.00%                                   | 0.90%                          | 0.00%             | 0.30%                                  |
| <b>Unclassified Managers</b>             | 42      | 92.86% | 7.14%  | 2.38%              | 40.48% | 54.76%                    | 0.00% | 0.00%                                   | 2.38%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

SSA employed 1,318 Individuals with Targeted Disabilities in FY 2006, which was 2.07% of its total work force. This represents a decrease of 73 employees from FY 2005 and a decrease of 145 employees since FY 2002. The participation rate for FY 2005 was 2.10% and for FY 2002 was 2.31%. Over the 5-year period SSA had a net decrease of 0.24% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SSA timely processed 63.9% of the 753 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 394 complaints filed at SSA contained 110 allegations of race (Black) discrimination, 38 allegations of race (White) discrimination, 12 allegations of race (Asian) discrimination, 4 allegations of race (American Indian/Alaska Native) discrimination, 22 allegations of color discrimination and 149 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 311 completed investigations, 40.8% were timely. SSA's average time for completing an investigation was 256 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SSA's average processing time for all complaint closures increased from 446 days in FY 2005 to 649 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

SSA agreed to pay \$4,609 for 62 pre-complaint settlements, of which 3 were monetary settlements averaging \$1,536. SSA expended a total of \$806,023 for 311 complaint investigations, for an average expenditure of \$2,591.

SSA agreed to pay a total of \$310,522 for 49 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$6,337.



**Social Security Administration (SSA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 622                        |       | 131                 |       | 753                       |       |
| <b>Settlements</b>  | 13                         | 2.1%  | 49                  | 37.4% | 62                        | 8.2%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 291                        | 46.8% | 7                   | 5.3%  | 298                       | 39.6% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 378                       | 50.2% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 15                        | 2%    |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling | Complaint** |
|---|------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 753        | 471         |
| <b>Total Number Offered ADR</b>                       | 610        | 278         |
| <b>ADR Offer Rate*</b>                                | 81%        | 59%         |
| <b>ADR Participation Rate*</b>                        | 17.4%      | 4.3%        |
| <b>Total ADR Settlements</b>                          | 49         | 7           |
| <b>Total ADR Settlements Amount</b>                   | \$0.00     | \$0.00      |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 753     | 481      | 63.9%    |              |             |          |
| <b>All Investigations</b>                            | 311     | 127      | 40.8%    | 290          | 256         | -11.7%   |
| <b>All Complaint Closures</b>                        | 471     |          |          | 446          | 649         | 45.5%    |
| <b>Merit Decisions (no AJ)</b>                       | 200     | 5        | 2.5%     | 398          | 932         | 134.2%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 92      |          |          | 147          | 109         | -25.9%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 394                |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 471                |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 44                 | 9.3%  |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 47                 | 10%   |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 380                | 80.7% | 292                                    | 76.8% | 84  | 22.1% | 4   | 1.1%  |
| <b>Dismissals</b>                 | 92                 | 24.2% | 92                                     | 100%  | 0   | 0%    | 0   | 0%    |
| <b>Merit Decisions</b>            | 288                | 75.8% | 200                                    | 69.4% | 84  | 29.2% | 4   | 1.4%  |
| <b>Finding Discrimination</b>     | 9                  | 3.1%  | 0                                      | 0%    | 5   | 55.6% | 4   | 44.4% |
| <b>Finding No Discrimination</b>  | 279                | 96.9% | 200                                    | 71.7% | 79  | 28.3% | 0   | 0%    |

**Department of State (STATE)**

Permanent Work Force: 18,831

Temporary Work Force: 5,923

Total Work Force: 24,754

**Work Force Composition\***

|   | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>                     | 18,831  | 55.82% | 44.18% | 4.82%              | 72.64% | 16.93%                    | 5.00% | 0.00%                                   | 0.34%                          | 0.00%             | 0.40%                                  |
| <b>Major Occupations:</b>                       |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Foreign Affairs</b>                          | 5,914   | 64.37% | 35.63% | 4.11%              | 85.68% | 4.87%                     | 4.99% | 0.02%                                   | 0.34%                          | 0.00%             | 0.20%                                  |
| <b>Security Administration</b>                  | 1,568   | 87.31% | 12.69% | 5.68%              | 78.70% | 11.86%                    | 3.06% | 0.00%                                   | 0.70%                          | 0.00%             | 0.06%                                  |
| <b>Miscellaneous Administration and Program</b> | 2,324   | 49.14% | 50.86% | 4.48%              | 76.46% | 15.40%                    | 3.23% | 0.00%                                   | 0.43%                          | 0.00%             | 0.26%                                  |
| <b>GS-14 and GS-15*</b>                         | 5,005   | 66.43% | 33.57% | 3.86%              | 85.13% | 6.57%                     | 3.92% | 0.00%                                   | 0.32%                          | 0.00%             | 0.36%                                  |
| <b>Senior Pay Level*</b>                        | 1,064   | 73.59% | 26.41% | 2.82%              | 86.18% | 7.80%                     | 2.63% | 0.00%                                   | 0.56%                          | 0.00%             | 0.19%                                  |
| <b>SES</b>                                      | 151     | 71.52% | 28.48% | 1.99%              | 93.38% | 3.97%                     | 0.66% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>First-Level Officials/Managers</b>           | 451     | 62.53% | 37.47% | 4.88%              | 70.51% | 19.07%                    | 5.32% | 0.00%                                   | 0.22%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>             | 1,336   | 64.15% | 35.85% | 2.54%              | 79.49% | 14.67%                    | 2.99% | 0.00%                                   | 0.30%                          | 0.00%             | 0.22%                                  |
| <b>Senior-Level Officials/Managers</b>          | 2,060   | 70.15% | 29.85% | 3.45%              | 87.86% | 5.73%                     | 2.62% | 0.00%                                   | 0.34%                          | 0.00%             | 0.29%                                  |
| <b>Unclassified Managers</b>                    | 12      | 58.33% | 41.67% | 0.00%              | 75.00% | 16.67%                    | 8.33% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

STATE employed 88 Individuals with Targeted Disabilities in FY 2006, which was 0.36% of its total work force. This represents a decrease of 2 employees from FY 2005 and an increase of 21 employees since FY 2002. The participation rate for FY 2005 was 0.37% and for FY 2002 was 0.49%. Over the 5-year period STATE had a net decrease of 0.13% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

STATE timely processed 58% of the 169 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Sex (Female). The 101 complaints filed at STATE contained 39 allegations of race (Black) discrimination, 4 allegations of race (White) discrimination, 3 allegations of race (Asian) discrimination, 12 allegations of color discrimination and 19 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 59 completed investigations, 32.2% were timely. STATE's average time for completing an investigation was 245 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

STATE's average processing time for all complaint closures decreased from 394 days in FY 2005 to 368 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

STATE agreed to pay \$29,000 for 12 pre-complaint settlements, of which 4 were monetary settlements averaging \$7,250. STATE expended a total of \$237,310 for 59 complaint investigations, for an average expenditure of \$4,022.

STATE agreed to pay a total of \$292,370 for 27 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$10,828.

**Department of State (STATE)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 135                        |       | 34                  |       | 169                       |       |
| <b>Settlements</b>  | 5                          | 3.7%  | 7                   | 20.6% | 12                        | 7.1%  |
| <b>Withdrawals or No Complaints Filed</b>                       | 48                         | 35.6% | 14                  | 41.2% | 62                        | 36.7% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 92                        | 54.4% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 3                         | 1.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 169         | 86          |
| <b>Total Number Offered ADR</b>                       | 168         | 25          |
| <b>ADR Offer Rate*</b>                                | 99.4%       | 29.1%       |
| <b>ADR Participation Rate*</b>                        | 20.1%       | 26.7%       |
| <b>Total ADR Settlements</b>                          | 7           | 12          |
| <b>Total ADR Settlements Amount</b>                   | \$27,500.00 | \$36,953.60 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 169     | 98       | 58%      |              |             |          |
| <b>All Investigations</b>                            | 59      | 19       | 32.2%    | 194          | 245         | 26.3%    |
| <b>All Complaint Closures</b>                        | 86      |          |          | 394          | 368         | -6.6%    |
| <b>Merit Decisions (no AJ)</b>                       | 17      | 0        | 0%       | 378          | 466         | 23.3%    |
| <b>Dismissal Decisions (no AJ)</b>                   | 19      |          |          | 38           | 39          | 2.6%     |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |     |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-----|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %   |
| <b>Total Complaints Filed</b>     | 101                |       |  |       |   |       |   |     |
| <b>Total Closures</b>             | 86                 |       |  |       |   |       |   |     |
| <b>Settlements</b>                | 27                 | 31.4% |  |       |   |       |   |     |
| <b>Withdrawals</b>                | 5                  | 5.8%  |  |       |   |       |   |     |
| <b>Total Final Agency Actions</b> | 54                 | 62.8% | 36                                     | 66.7% | 18  | 33.3% | 0   | 0%  |
| <b>Dismissals</b>                 | 19                 | 35.2% | 19                                     | 100%  | 0   | 0%    | 0   | 0%  |
| <b>Merit Decisions</b>            | 35                 | 64.8% | 17                                     | 48.6% | 18  | 51.4% | 0   | 0%  |
| <b>Finding Discrimination</b>     | 0                  | 0%    | 0                                      | NA%   | 0   | NA%   | 0   | NA% |
| <b>Finding No Discrimination</b>  | 35                 | 100%  | 17                                     | 48.6% | 18  | 51.4% | 0   | 0%  |

**Tennessee Valley Authority (TVA)**

Permanent Work Force: 12,476

Temporary Work Force: 124

Total Work Force: 12,600

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 12,476  | 79.94% | 20.06% | 0.61%              | 88.86% | 8.88%                     | 0.28% | 0.02%                                   | 1.03%                          | 0.32%             | 0.55%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Unit Operations</b>                 | 762     | 92.39% | 7.61%  | 0.39%              | 88.58% | 9.19%                     | 0.13% | 0.00%                                   | 1.18%                          | 0.39%             | 0.39%                                  |
| <b>Fossil Mechanical</b>               | 517     | 96.91% | 3.09%  | 0.77%              | 91.68% | 6.19%                     | 0.00% | 0.00%                                   | 1.16%                          | 0.00%             | 0.00%                                  |
| <b>Business Support Rep.</b>           | 247     | 8.91%  | 91.09% | 0.40%              | 85.83% | 12.55%                    | 0.00% | 0.00%                                   | 1.21%                          | 0.00%             | 2.43%                                  |
| <b>First-Level Officials/Managers</b>  | 208     | 47.12% | 52.88% | 0.48%              | 87.50% | 10.58%                    | 0.00% | 0.00%                                   | 1.44%                          | 0.00%             | 0.48%                                  |
| <b>Mid-Level Officials/Managers</b>    | 1,769   | 76.65% | 23.35% | 0.73%              | 89.99% | 7.52%                     | 0.45% | 0.00%                                   | 1.13%                          | 0.17%             | 0.45%                                  |
| <b>Senior-Level Officials/Managers</b> | 908     | 85.68% | 14.32% | 0.77%              | 93.61% | 4.07%                     | 0.55% | 0.00%                                   | 0.77%                          | 0.22%             | 0.44%                                  |
| <b>Unclassified Managers</b>           | 0       | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                     | 0.00% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |

\* All work force numbers as reported by the agency to EEOC.

**Targeted Disabilities**

TVA employed 69 Individuals with Targeted Disabilities in FY 2006, which was 0.55% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 9 employees since FY 2002. The participation rate for FY 2005 was 0.55% and for FY 2002 was 0.58%. Over the 5-year period TVA had a net decrease of 0.03% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

TVA timely processed 90.6% of the 96 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black); and (3) Disability (Physical). The 51 complaints filed at TVA contained 15 allegations of race (Black) discrimination, 1 allegation of race (Asian) discrimination, no allegations of color discrimination and 16 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 35 completed investigations, 94.3% were timely. TVA's average time for completing an investigation was 109 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

TVA's average processing time for all complaint closures decreased from 457 days in FY 2005 to 137 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

TVA agreed to pay \$6,139 for 5 pre-complaint settlements, of which 3 were monetary settlements averaging \$2,046. TVA expended a total of \$122,364 for 35 complaint investigations, for an average expenditure of \$3,496.

TVA agreed to pay a total of \$93,395 for 16 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$5,837.

Tennessee Valley Authority (TVA)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                        | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|--|----------------------------|-------|---------------------|-------|---------------------------|-------|
|  | #                          | %     | #                   | %     | #                         | %     |
| Pre-Complaint Counselings:                               | 88                         |       | 8                   |       | 96                        |       |
| Settlements  | 4                          | 4.5%  | 1                   | 12.5% | 5                         | 5.2%  |
| Withdrawals or No Complaints Filed                       | 20                         | 22.7% | 0                   | 0%    | 20                        | 20.8% |
| Complaints Filed*  |                            |       |                     |       | 51                        | 53.1% |
| Decision to File Complaint Pending at End of Fiscal Year |                            |       |                     |       | 20                        | 20.8% |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|  | Counseling | Complaint** |
|--|------------|-------------|
| Completed/Ended Counselings/Complaint Closures | 96         | 85          |
| Total Number Offered ADR                       | 17         | 6           |
| ADR Offer Rate*                                | 17.7%      | 7.1%        |
| ADR Participation Rate*                        | 8.3%       | 7.1%        |
| Total ADR Settlements                          | 1          | 3           |
| Total ADR Settlements Amount                   | \$0.00     | \$21,500.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|   | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|---|---------|----------|----------|--------------|-------------|----------|
| All Pre-Complaint Counselings (minus remands) | 96      | 87       | 90.6%    |              |             |          |
| All Investigations                            | 35      | 33       | 94.3%    | 122          | 109         | -10.7%   |
| All Complaint Closures                        | 85      |          |          | 457          | 137         | -70%     |
| Merit Decisions (no AJ)                       | 42      | 31       | 73.8%    | 651          | 168         | -74.2%   |
| Dismissal Decisions (no AJ)                   | 16      |          |          | 23           | 30          | 30.4%    |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                            | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |    |
|----------------------------|--------------------|-------|--|-------|---|-------|---|----|
|                            | #                  | %     | #                                      | %     | #   | %     | #   | %  |
| Total Complaints Filed     | 51                 |       |  |       |   |       |   |    |
| Total Closures             | 85                 |       |  |       |   |       |   |    |
| Settlements                | 14                 | 16.5% |  |       |   |       |   |    |
| Withdrawals                | 5                  | 5.9%  |  |       |   |       |   |    |
| Total Final Agency Actions | 66                 | 77.6% | 58                                     | 87.9% | 8   | 12.1% | 0   | 0% |
| Dismissals                 | 16                 | 24.2% | 16                                     | 100%  | 0   | 0%    | 0   | 0% |
| Merit Decisions            | 50                 | 75.8% | 42                                     | 84%   | 8   | 16%   | 0   | 0% |
| Finding Discrimination     | 2                  | 4%    | 1                                      | 50%   | 1   | 50%   | 0   | 0% |
| Finding No Discrimination  | 48                 | 96%   | 41                                     | 85.4% | 7   | 14.6% | 0   | 0% |

**Department of Transportation (DOT)**

Permanent Work Force: 52,644      Temporary Work Force: 1,217      Total Work Force: 53,861

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>            | 52,644  | 73.42% | 26.58% | 5.92%              | 77.76% | 11.07%                    | 3.63% | 0.11%                                   | 1.42%                          | 0.05%             | 0.52%                                  |
| <b>Major Occupations:</b>              |         |        |        |                    |        |                           |       |   |                                |                   |  |
| <b>Air Traffic Control</b>             | 19,222  | 84.62% | 15.38% | 4.69%              | 87.45% | 5.08%                     | 1.51% | 0.12%                                   | 1.11%                          | 0.04%             | 0.14%                                  |
| <b>Aviation Safety</b>                 | 3,902   | 92.64% | 7.36%  | 5.38%              | 86.47% | 4.74%                     | 1.64% | 0.15%                                   | 1.54%                          | 0.08%             | 0.13%                                  |
| <b>Transportation Specialist</b>       | 6,894   | 87.87% | 12.13% | 7.57%              | 75.70% | 10.24%                    | 4.29% | 0.25%                                   | 1.91%                          | 0.03%             | 0.38%                                  |
| <b>GS-14 and GS-15*</b>                | 5,271   | 76.30% | 23.70% | 4.48%              | 79.57% | 10.62%                    | 4.53% | 0.06%                                   | 0.70%                          | 0.04%             | 0.61%                                  |
| <b>Senior Pay Level*</b>               | 412     | 70.87% | 29.13% | 3.64%              | 83.01% | 8.98%                     | 3.88% | 0.00%                                   | 0.49%                          | 0.00%             | 0.49%                                  |
| <b>SES</b>                             | 205     | 66.83% | 33.17% | 1.46%              | 84.39% | 10.24%                    | 3.41% | 0.00%                                   | 0.49%                          | 0.00%             | 0.98%                                  |
| <b>First-Level Officials/Managers</b>  | 70      | 72.86% | 27.14% | 21.43%             | 67.14% | 10.00%                    | 1.43% | 0.00%                                   | 0.00%                          | 0.00%             | 0.00%                                  |
| <b>Mid-Level Officials/Managers</b>    | 1,448   | 70.99% | 29.01% | 4.07%              | 77.00% | 13.05%                    | 5.46% | 0.00%                                   | 0.41%                          | 0.00%             | 1.10%                                  |
| <b>Senior-Level Officials/Managers</b> | 1,099   | 72.52% | 27.48% | 3.73%              | 81.44% | 10.74%                    | 3.73% | 0.00%                                   | 0.36%                          | 0.00%             | 1.00%                                  |
| <b>Unclassified Managers</b>           | 5,428   | 80.97% | 19.03% | 5.75%              | 80.60% | 9.41%                     | 2.03% | 0.11%                                   | 2.06%                          | 0.04%             | 0.22%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

DOT employed 285 Individuals with Targeted Disabilities in FY 2006, which was 0.53% of its total work force. This represents a decrease of 13 employees from FY 2005 and a decrease of 213 employees since FY 2002. The participation rate for FY 2005 was 0.55% and for FY 2002 was 0.49%. Over the 5-year period DOT had a net increase of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOT timely processed 63.4% of the 795 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Female). The 484 complaints filed at DOT contained 85 allegations of race (Black) discrimination, 39 allegations of race (White) discrimination, 12 allegations of race (Asian) discrimination, 6 allegations of race (American Indian/Alaska Native) discrimination, 60 allegations of color discrimination and 66 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 230 completed investigations, 80.9% were timely. DOT's average time for completing an investigation was 179 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOT's average processing time for all complaint closures decreased from 373 days in FY 2005 to 285 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

DOT agreed to pay \$71,000 for 48 pre-complaint settlements, of which 2 were monetary settlements averaging \$35,500. DOT expended a total of \$1,131,466 for 230 complaint investigations, for an average expenditure of \$4,919.

DOT agreed to pay a total of \$707,537 for 63 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,230.

**Department of Transportation (DOT)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 640                        |       | 155                 |       | 795                       |       |
| <b>Settlements</b>  | 8                          | 1.3%  | 40                  | 25.8% | 48                        | 6%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 264                        | 41.3% | 8                   | 5.2%  | 272                       | 34.2% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 452                       | 56.9% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 23                        | 2.9%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 795         | 408         |
| <b>Total Number Offered ADR</b>                       | 721         | 21          |
| <b>ADR Offer Rate*</b>                                | 90.7%       | 5.2%        |
| <b>ADR Participation Rate*</b>                        | 19.5%       | 4.7%        |
| <b>Total ADR Settlements</b>                          | 40          | 11          |
| <b>Total ADR Settlements Amount</b>                   | \$71,000.00 | \$19,000.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 795     | 504      | 63.4%    |              |             |          |
| <b>All Investigations</b>                            | 230     | 186      | 80.9%    | 175          | 179         | 2.3%     |
| <b>All Complaint Closures</b>                        | 408     |          |          | 373          | 285         | -23.6%   |
| <b>Merit Decisions (no AJ)</b>                       | 72      | 44       | 61.1%    | 461          | 352         | -23.6%   |
| <b>Dismissal Decisions (no AJ)</b>                   | 197     |          |          | 95           | 159         | 67.4%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 484                |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 408                |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 61                 | 15%   |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 17                 | 4.2%  |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 330                | 80.9% | 269                                    | 81.5% | 60  | 18.2% | 1   | 0.3% |
| <b>Dismissals</b>                 | 201                | 60.9% | 197                                    | 98%   | 4   | 2%    | 0   | 0%   |
| <b>Merit Decisions</b>            | 129                | 39.1% | 72                                     | 55.8% | 56  | 43.4% | 1   | 0.8% |
| <b>Finding Discrimination</b>     | 2                  | 1.6%  | 0                                      | 0%    | 2   | 100%  | 0   | 0%   |
| <b>Finding No Discrimination</b>  | 127                | 98.4% | 72                                     | 56.7% | 54  | 42.5% | 1   | 0.8% |

**Department of the Treasury (TREAS)**

**Permanent Work Force: 103,525    Temporary Work Force: 3,098    Total Work Force: 106,623**

**Work Force Composition\***

|                                 | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|---------------------------------|---------|--------|--------|--------------------|--------|---------------------------|-------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>     | 103,525 | 37.67% | 62.33% | 8.05%              | 62.68% | 24.05%                    | 4.28% | 0.03%                                   | 0.82%                          | 0.08%             | 1.75%                                  |
| <b>Major Occupations:</b>       |         |        |        |                    |        |                           |       |   |                                |                   |  |
| Internal Revenue Agent          | 13,581  | 53.12% | 46.88% | 5.65%              | 71.20% | 13.15%                    | 9.09% | 0.07%                                   | 0.76%                          | 0.08%             | 0.98%                                  |
| Tax Examining                   | 11,677  | 22.69% | 77.31% | 9.07%              | 62.13% | 24.79%                    | 3.06% | 0.02%                                   | 0.92%                          | 0.01%             | 2.10%                                  |
| Contact Representative          | 11,918  | 30.23% | 69.77% | 12.96%             | 52.20% | 31.28%                    | 2.74% | 0.02%                                   | 0.74%                          | 0.06%             | 2.63%                                  |
| GS-14 and GS-15*                | 7,474   | 54.47% | 45.53% | 3.33%              | 76.12% | 15.00%                    | 4.72% | 0.03%                                   | 0.59%                          | 0.21%             | 0.76%                                  |
| Senior Pay Level*               | 495     | 67.47% | 32.53% | 2.63%              | 82.83% | 10.71%                    | 2.63% | 0.20%                                   | 0.81%                          | 0.20%             | 0.20%                                  |
| SES                             | 404     | 66.09% | 33.91% | 3.22%              | 81.44% | 11.14%                    | 2.72% | 0.25%                                   | 0.99%                          | 0.25%             | 0.25%                                  |
| First-Level Officials/Managers  | 172     | 29.65% | 70.35% | 7.56%              | 71.51% | 19.19%                    | 1.16% | 0.00%                                   | 0.58%                          | 0.00%             | 0.58%                                  |
| Mid-Level Officials/Managers    | 648     | 57.41% | 42.59% | 4.48%              | 72.69% | 20.37%                    | 1.85% | 0.00%                                   | 0.46%                          | 0.15%             | 0.77%                                  |
| Senior-Level Officials/Managers | 1,134   | 63.67% | 36.33% | 2.20%              | 83.16% | 11.11%                    | 2.73% | 0.09%                                   | 0.44%                          | 0.26%             | 0.26%                                  |
| Unclassified Managers           | 8,817   | 43.14% | 56.86% | 7.00%              | 67.64% | 22.26%                    | 2.34% | 0.00%                                   | 0.76%                          | 0.00%             | 0.99%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

TREAS employed 1,842 Individuals with Targeted Disabilities in FY 2006, which was 1.73% of its total work force. This represents a decrease of 122 employees from FY 2005 and a decrease of 308 employees since FY 2002. The participation rate for FY 2005 was 1.82% and for FY 2002 was 1.53%. Over the 5-year period TREAS had a net increase of 0.20% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

TREAS timely processed 99.5% of the 1,019 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 488 complaints filed at TREAS contained 141 allegations of race (Black) discrimination, 36 allegations of race (White) discrimination, 7 allegations of race (Asian) discrimination, 4 allegations of race (American Indian/Alaska Native) discrimination, 7 allegations of color discrimination and 149 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 416 completed investigations, 20.2% were timely. TREAS' average time for completing an investigation was 334 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

TREAS' average processing time for all complaint closures decreased from 524 days in FY 2005 to 493 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

TREAS agreed to pay \$75,413 for 181 pre-complaint settlements, of which 29 were monetary settlements averaging \$2,600. TREAS expended a total of \$2,677,752 for 416 complaint investigations, for an average expenditure of \$6,436.

TREAS agreed to pay a total of \$1,011,999 for 99 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$10,222.



Department of the Treasury (TREAS)

Outcome of Counselings Completed in FY 2006

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 705                        |       | 314                 |       | 1,019                     |       |
| <b>Settlements</b>  | 65                         | 9.2%  | 116                 | 36.9% | 181                       | 17.8% |
| <b>Withdrawals or No Complaints Filed</b>                       | 185                        | 26.2% | 5                   | 1.6%  | 190                       | 18.7% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 504                       | 49.5% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 144                       | 14.1% |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

|   | Counseling  | Complaint** |
|---|-------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 1,019       | 592         |
| <b>Total Number Offered ADR</b>                       | 992         | 79          |
| <b>ADR Offer Rate*</b>                                | 97.4%       | 13.3%       |
| <b>ADR Participation Rate*</b>                        | 30.8%       | 2%          |
| <b>Total ADR Settlements</b>                          | 116         | 9           |
| <b>Total ADR Settlements Amount</b>                   | \$50,258.00 | \$11,000.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 1,019   | 1,014    | 99.5%    |              |             |          |
| <b>All Investigations</b>                            | 416     | 84       | 20.2%    | 315          | 334         | 6%       |
| <b>All Complaint Closures</b>                        | 592     |          |          | 524          | 493         | -5.9%    |
| <b>Merit Decisions (no AJ)</b>                       | 175     | 141      | 80.6%    | 559          | 492         | -12%     |
| <b>Dismissal Decisions (no AJ)</b>                   | 84      |          |          | 348          | 385         | 10.6%    |

\*APD = Average Processing Days

Outcomes of Complaints in FY 2006

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |      |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %    |
| <b>Total Complaints Filed</b>     | 488                |       |  |       |   |       |   |      |
| <b>Total Closures</b>             | 592                |       |  |       |   |       |   |      |
| <b>Settlements</b>                | 99                 | 16.7% |  |       |   |       |   |      |
| <b>Withdrawals</b>                | 88                 | 14.9% |  |       |   |       |   |      |
| <b>Total Final Agency Actions</b> | 405                | 68.4% | 259                                    | 64%   | 142   | 35.1% | 4   | 1%   |
| <b>Dismissals</b>                 | 96                 | 23.7% | 84                                     | 87.5% | 12  | 12.5% | 0   | 0%   |
| <b>Merit Decisions</b>            | 309                | 76.3% | 175                                    | 56.6% | 130   | 42.1% | 4   | 1.3% |
| <b>Finding Discrimination</b>     | 4                  | 1.3%  | 0                                      | 0%    | 0   | 0%    | 4   | 100% |
| <b>Finding No Discrimination</b>  | 305                | 98.7% | 175                                    | 57.4% | 130   | 42.6% | 0   | 0%   |

**U.S. Postal Service (USPS)**

Permanent Workforce: N/A

Temporary Workforce: N/A

Total Workforce: 693,677

**Workforce Composition\***

|                            | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|----------------------------|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Workforce</b> | 693,677 | 60.63% | 39.37% | 8.09%              | 62.17% | 21.23%                    | 7.93%  | 0.00%                                   | 0.58%                          | 0.00%             | 0.86%                                  |
| <b>Major Occupations:</b>  |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Clerk</b>               | 213,262 | 44.21% | 55.79% | 7.53%              | 56.30% | 24.58%                    | 10.99% | 0.00%                                   | 0.61%                          | 0.00%             | 1.06%                                  |
| <b>City Carrier</b>        | 224,009 | 73.44% | 26.56% | 10.76%             | 62.05% | 18.23%                    | 8.47%  | 0.00%                                   | 0.49%                          | 0.00%             | 0.43%                                  |
| <b>Rural Carrier</b>       | 66,582  | 46.08% | 53.92% | 3.14%              | 89.82% | 4.53%                     | 1.88%  | 0.00%                                   | 0.64%                          | 0.00%             | 0.39%                                  |
| <b>GS-14 and GS-15**</b>   | 8,606   | 69.11% | 30.89% | 6.29%              | 70.94% | 34.57%                    | 9.75%  | 0.00%                                   | 0.40%                          | 0.00%             | 0.27%                                  |
| <b>Senior Pay Level**</b>  | 768     | 71.35% | 28.65% | 7.03%              | 74.48% | 15.49%                    | 2.73%  | 0.00%                                   | 0.26%                          | 0.00%             | 0.00%                                  |

\* All work force numbers as reported by the agency to EEOC. \*\*Does not include pay-banded employees

**Targeted Disabilities**

USPS employed 5,972 Individuals with Targeted Disabilities in FY 2006, which was 0.86% of its total work force. This represents a decrease of 194 employees from FY 2005 and a decrease of 1,043 employees since FY 2002. The participation rate for FY 2005 was 0.88% and for FY 2002 was 0.93%. Over the 5-year period USPS had a net decrease of 0.07% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

USPS timely processed 96.3% of the 16,926 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Disability (Physical); and (3) Age. The 6,183 complaints filed at USPS contained 1,445 allegations of race (Black) discrimination, 646 allegations of race (White) discrimination, 234 allegations of race (Asian) discrimination, 28 allegations of race (American Indian/Alaska Native) discrimination, 811 allegations of color discrimination and 2,541 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 4,452 completed investigations, 99.1% were timely. USPS' average time for completing an investigation was 106 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

USPS average processing time for all complaint closures decreased from 400 days in FY 2005 to 289 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

USPS agreed to pay \$369,402 for 5,162 pre-complaint settlements, of which 376 were monetary settlements averaging \$982. USPS expended a total of \$5,676,799 for 4,452 complaint investigations, for an average expenditure of \$1,275.

USPS agreed to pay a total of \$5,575,275 for 845 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$6,597.

**U.S. Postal Service (USPS)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 4,499                      |       | 12,455              |       | 16,954                    |       |
| <b>Settlements</b>  | 741                        | 16.5% | 4,421               | 35.5% | 5,162                     | 30.5% |
| <b>Withdrawals or No Complaints Filed</b>                       | 3,526                      | 78.4% | 1,919               | 15.4% | 5,445                     | 32.1% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 6,040                     | 35.6% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 307                       | 1.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling   | Complaint** |
|---|--------------|-------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 16,954       | 7,785       |
| <b>Total Number Offered ADR</b>                       | 15,188       | 42          |
| <b>ADR Offer Rate*</b>                                | 89.6%        | 0.5%        |
| <b>ADR Participation Rate*</b>                        | 73.5%        | 0.4%        |
| <b>Total ADR Settlements</b>                          | 4,421        | 7           |
| <b>Total ADR Settlements Amount</b>                   | \$228,000.76 | \$50,000.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 16,926  | 16,307   | 96.3%    |              |             |          |
| <b>All Investigations</b>                            | 4,452   | 4,410    | 99.1%    | 227          | 106         | -53.3%   |
| <b>All Complaint Closures</b>                        | 7,785   |          |          | 400          | 289         | -27.8%   |
| <b>Merit Decisions (no AJ)</b>                       | 1,987   | 1,905    | 95.9%    | 417          | 267         | -36%     |
| <b>Dismissal Decisions (no AJ)</b>                   | 2,305   |          |          | 47           | 36          | -23.4%   |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 6,183              |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 7,785              |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 803                | 10.3% |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 492                | 6.3%  |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 6,490              | 83.4% | 4,292                                  | 66.1% | 2,158                                       | 33.3% | 40  | 0.6%  |
| <b>Dismissals</b>                 | 2,351              | 36.2% | 2,305                                  | 98%   | 46  | 2%    | 0   | 0%    |
| <b>Merit Decisions</b>            | 4,139              | 63.8% | 1,987                                  | 48%   | 2,112                                       | 51%   | 40  | 1%    |
| <b>Finding Discrimination</b>     | 82                 | 2%    | 0                                      | 0%    | 42  | 51.2% | 40  | 48.8% |
| <b>Finding No Discrimination</b>  | 4,057              | 98%   | 1,987                                  | 49%   | 2,070                                       | 51%   | 0   | 0%    |

**Department of Veterans Affairs (VA)**

**Permanent Work Force: 219,647    Temporary Work Force: 20,042    Total Work Force: 239,689**

**Work Force Composition\***

|  | Total # | Men    | Women  | Hispanic or Latino | White  | Black or African American | Asian  | Native Hawaiian/ Other Pacific Islander | American Indian/ Alaska Native | Two or More Races | Individuals with Targeted Disabilities |
|--|---------|--------|--------|--------------------|--------|---------------------------|--------|---|--------------------------------|-------------------|--|
| <b>Permanent Work Force</b>              | 219,647 | 41.18% | 58.82% | 6.86%              | 61.46% | 24.45%                    | 6.13%  | 0.04%                                   | 0.95%                          | 0.02%             | 1.55%                                  |
| <b>Major Occupations:</b>                |         |        |        |                    |        |                           |        |   |                                |                   |  |
| <b>Miscellaneous Clerk and Assistant</b> | 15,861  | 27.91% | 72.09% | 8.01%              | 54.59% | 33.11%                    | 2.94%  | 0.08%                                   | 1.24%                          | 0.03%             | 2.31%                                  |
| <b>Medical Officer</b>                   | 16,561  | 69.77% | 30.23% | 7.04%              | 63.93% | 4.17%                     | 24.06% | 0.09%                                   | 0.69%                          | 0.01%             | 0.50%                                  |
| <b>Nurse</b>                             | 40,513  | 15.04% | 84.96% | 6.35%              | 66.62% | 15.33%                    | 10.89% | 0.02%                                   | 0.78%                          | 0.00%             | 0.50%                                  |
| <b>GS-14 and GS-15*</b>                  | 13,411  | 67.89% | 32.11% | 5.74%              | 70.40% | 6.84%                     | 16.50% | 0.04%                                   | 0.45%                          | 0.01%             | 0.67%                                  |
| <b>Senior Pay Level*</b>                 | 948     | 78.69% | 21.31% | 4.32%              | 84.60% | 4.64%                     | 5.70%  | 0.00%                                   | 0.74%                          | 0.00%             | 0.84%                                  |
| <b>SES</b>                               | 237     | 75.95% | 24.05% | 2.95%              | 85.23% | 8.02%                     | 1.27%  | 0.00%                                   | 2.11%                          | 0.00%             | 2.53%                                  |
| <b>First-Level Officials/Managers</b>    | 6,864   | 45.99% | 54.01% | 6.59%              | 67.93% | 21.34%                    | 3.13%  | 0.03%                                   | 0.98%                          | 0.00%             | 0.80%                                  |
| <b>Mid-Level Officials/Managers</b>      | 4,978   | 57.53% | 42.47% | 4.84%              | 80.25% | 11.39%                    | 2.87%  | 0.02%                                   | 0.62%                          | 0.00%             | 1.21%                                  |
| <b>Senior-Level Officials/Managers</b>   | 3,233   | 76.09% | 23.91% | 5.07%              | 79.18% | 4.55%                     | 10.83% | 0.03%                                   | 0.34%                          | 0.00%             | 0.68%                                  |
| <b>Unclassified Managers</b>             | 6,140   | 43.26% | 56.74% | 5.80%              | 65.72% | 23.39%                    | 4.50%  | 0.02%                                   | 0.57%                          | 0.02%             | 0.65%                                  |

\*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

**Targeted Disabilities**

VA employed 3,566 Individuals with Targeted Disabilities in FY 2006, which was 1.49% of its total work force. This is the same as the number of employees in FY 2005 and an increase of 167 employees since FY 2002. The participation rate for FY 2005 was 1.52% and for FY 2002 was 1.69%. Over the 5-year period VA had a net decrease of 0.2% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

VA timely processed 98.4% of the 3,714 pre-complaint counselings (without remands) completed in FY 2006.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Race (Black). The 2,038 complaints filed at VA contained 364 allegations of race (Black) discrimination, 69 allegations of race (White) discrimination, 11 allegations of race (Asian) discrimination, 5 allegations of race (American Indian/Alaska Native) discrimination, 28 allegations of color discrimination and 356 allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 1,032 completed investigations, 54.8% were timely. VA's average time for completing an investigation was 204 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

VA's average processing time for all complaint closures increased from 261 days in FY 2005 to 301 days in FY 2006. The government-wide average was 367 days.

**IV. Costs**

VA agreed to pay \$97,236 for 186 pre-complaint settlements, of which 10 were monetary settlements averaging \$9,723. VA expended a total of \$4,270,911 for 1,032 complaint investigations, for an average expenditure of \$4,138.

VA agreed to pay a total of \$2,968,847 for 411 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$7,223.

**Department of Veterans Affairs (VA)**

**Outcome of Counselings Completed in FY 2006**

| Pre-Complaint Counseling Outcomes                               | Completed by EEO Counselor |       | Completed Using ADR |       | All Completed Counselings |       |
|---|----------------------------|-------|---------------------|-------|---------------------------|-------|
|   | #                          | %     | #                   | %     | #                         | %     |
| <b>Pre-Complaint Counselings:</b>                               | 2,957                      |       | 762                 |       | 3,719                     |       |
| <b>Settlements</b>  | 42                         | 1.4%  | 144                 | 18.9% | 186                       | 5%    |
| <b>Withdrawals or No Complaints Filed</b>                       | 1,013                      | 34.3% | 383                 | 50.3% | 1,396                     | 37.5% |
| <b>Complaints Filed*</b>  |                            |       |                     |       | 1,960                     | 52.7% |
| <b>Decision to File Complaint Pending at End of Fiscal Year</b> |                            |       |                     |       | 177                       | 4.8%  |

\*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

**Agency Use of ADR for EEO Dispute Resolution in FY 2006**

|   | Counseling  | Complaint**  |
|---|-------------|--------------|
| <b>Completed/Ended Counselings/Complaint Closures</b> | 3,719       | 1,887        |
| <b>Total Number Offered ADR</b>                       | 1,685       | 167          |
| <b>ADR Offer Rate*</b>                                | 45.3%       | 8.9%         |
| <b>ADR Participation Rate*</b>                        | 20.5%       | 6.3%         |
| <b>Total ADR Settlements</b>                          | 144         | 99           |
| <b>Total ADR Settlements Amount</b>                   | \$87,500.00 | \$657,887.00 |

\*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

\*\*Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

**Timeliness in FY 2006**

|  | Total # | # Timely | % Timely | FY 2005 APD* | FY 2006 APD | % Change |
|--|---------|----------|----------|--------------|-------------|----------|
| <b>All Pre-Complaint Counselings (minus remands)</b> | 3,714   | 3,656    | 98.4%    |              |             |          |
| <b>All Investigations</b>                            | 1,032   | 565      | 54.7%    | 165          | 204         | 23.6%    |
| <b>All Complaint Closures</b>                        | 1,887   |          |          | 261          | 301         | 15.3%    |
| <b>Merit Decisions (no AJ)</b>                       | 502     | 329      | 65.5%    | 275          | 291         | 5.8%     |
| <b>Dismissal Decisions (no AJ)</b>                   | 419     |          |          | 58           | 53          | -8.6%    |

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2006**

|                                   | Complaint Closures |       | Final Agency Decision (no AJ Decision) |       | Final Order (AJ Decision Fully Implemented) |       | Final Order (AJ Decision Not Fully Implemented) |       |
|-----------------------------------|--------------------|-------|--|-------|---|-------|---|-------|
|                                   | #                  | %     | #                                      | %     | #   | %     | #   | %     |
| <b>Total Complaints Filed</b>     | 2,038              |       |  |       |   |       |   |       |
| <b>Total Closures</b>             | 1,887              |       |  |       |   |       |   |       |
| <b>Settlements</b>                | 402                | 21.3% |  |       |   |       |   |       |
| <b>Withdrawals</b>                | 190                | 10.1% |  |       |   |       |   |       |
| <b>Total Final Agency Actions</b> | 1,295              | 68.6% | 921                                    | 71.1% | 367   | 28.3% | 7   | 0.5%  |
| <b>Dismissals</b>                 | 430                | 33.2% | 419                                    | 97.4% | 11  | 2.6%  | 0   | 0%    |
| <b>Merit Decisions</b>            | 865                | 66.8% | 502                                    | 58%   | 356   | 41.2% | 7   | 0.8%  |
| <b>Finding Discrimination</b>     | 16                 | 1.8%  | 6                                      | 37.5% | 3   | 18.8% | 7   | 43.8% |
| <b>Finding No Discrimination</b>  | 849                | 98.2% | 496                                    | 58.4% | 353   | 41.6% | 0   | 0%    |



# APPENDIX I





## **APPENDIX I**

### **GLOSSARY / DEFINITIONS**

**Administrative Support Workers** - See "Occupational Categories."

**Affirmation Rate** – The percentage of appeal closures involving agency final actions that were affirmed.

**Alternative Dispute Resolution (ADR)** – a process in which a third party neutral assists the disputants in reaching an amicable resolution through the use of various techniques.

**ADR Closures** – The number of counselings or complaints that completed the ADR process during the fiscal year, regardless of whether the matter is resolved.

**ADR Offer Rate** - The percentage of completed/ended counselings or the complaint closures that received an ADR offer.

**ADR Participation Rate** - The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

**ADR Resolution Rate** - The percentage of ADR closures that were resolved by either settlement or withdrawal from the EEO process.

**Agency** - Executive agencies as defined in Section 102 of Title 5, U.S. Code (including those with employees and applicants for employment who are paid from nonappropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the Federal government having positions in the competitive service.

**Appeal Closures** – The number of appeals decided by the EEOC during the fiscal year.

**Appeal Receipts** – The number of appeals filed with the EEOC during the fiscal year.

**Appeals Inventory** – The number of appeals pending at the end of the fiscal year.

**Average Age of Pending Inventory** – The sum of the total number of days that each complaint, hearing request or appeal was pending at the end of the fiscal year, divided by the total number of complaints, hearing requests or appeals.

**Average Processing Time** – The sum of the total number of days that it took to close each investigation, complaint, hearing request or appeal during the fiscal year, divided by the total number of investigations, complaints, hearing requests or appeals.

**Central Personnel Data File (CPDF)** - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by Executive Branch federal agency appointing offices, and is updated monthly. Some Executive Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Federal Energy Regulatory Commission, the Foreign Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

**Civilian Labor Force (CLF)** - Data derived from the decennial census reflecting those persons 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLF data used in this report is based on the 2000 Census.

**Complainants** – Individuals, either employees or applicants, who have filed a formal complaint of discrimination against a federal agency during the fiscal year.

**Complaint Closures** – The number of complaints that were completed in the formal complaint process during the fiscal year.

**Complaint Rate** – The percentage of individuals who filed a complaint per the total work force.

**Complaints Filed** – The number of complaints that were filed against the federal government during the fiscal year.

**Completed/Ended Counselings** – The number of counselings which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling in to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

**Counseling Rate** – The percentage of individuals who completed counseling per the total work force.

**Counselings Initiated** – The number of new counselings that began during the current fiscal year.

**Craft Workers** - See “Occupational Categories.”

**Data from 2000 Census Special EEO File** - Data derived from the 2000 decennial census ([www.census.gov/eo2000/](http://www.census.gov/eo2000/)).

**Decision to File Complaint Pending** – The number of completed counselings in which (1) the agency did not receive a complaint, and (2) the 15-day period for filing a complaint had not expired at the end of the fiscal year.

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**Disability** - A physical or mental impairment that substantially limits one or more major life activities.

**Dismissals** – An agency’s final action on a complaint of discrimination which meets the criteria set forth in 29 C.F.R. § 1614.107(a).

**EEO Form 462 Report** – The document in which federal agencies report their discrimination complaint process statistics by October 31<sup>st</sup> of each year.

**Federal Wage System Positions** - Positions OPM classifies as those whose primary duty involves the performance of physical work which requires a knowledge of or experience in a trade, craft, or manual-labor work.

**Final Agency Action** – An agency’s issuance of a final agency decision, a final order implementing an EEOC Administrative Judge’s decision or a final determination on a breach of settlement agreement claim.

**General Schedule and Related Positions** - Positions OPM classifies as those whose primary duty requires knowledge of or experience in an administrative, clerical, scientific, artistic, or technical nature.

**Hearing Closures** – The number of hearings decided by EEOC Administrative Judges during the fiscal year.

**Hearing Requests** – The number of hearings requested by complainants during the fiscal year.

**Hearings Inventory** – The number of hearing requests on hand at the end of the fiscal year.

**Investigations** – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

**Laborers and Helpers** - See “Occupational Categories.”

**Lump Sum Payment** - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees.

**Major Occupations** – Agency occupations that are heavily populated relative to other occupations within the agency.

**Merit Decision** – An administrative determination on a complaint or an appeal regarding whether an agency committed unlawful employment discrimination.

**MD-110** - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission’s regulations in 29 CFR Part 1614.

**MD-715** – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies' EEO programs.

**MD-715 Report** – A agency submission to the EEOC describing the status of efforts to comply with its affirmative employment obligations under Title VII of the Civil Rights Act of 1964, as amended, and affirmative action obligations under the Rehabilitation Act of 1973.

**Monetary Benefit** – The payment of money to a complainant in connection with the resolution of an EEO complaint.

**No Complaint Filed** – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

**Occupational Categories** - The occupational categories for the EEO-9 are as follows:

**Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

**Craft Workers** - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

**Laborers and Helpers** - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

**Officials and Managers** - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) Executive/Senior Level - includes those at the GS-15

grade or in the career Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

**Operatives** - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.

**Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

**Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

**Sales** - Occupations engaging wholly or primarily in direct selling.

**Service Workers** - Workers in both protective and non-protective service occupations.

**Officials and Managers** - See "Occupational Categories."

**Operatives** - See "Occupational Categories."

**Other Pay System Positions** – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

**Outreach** - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

**Participation Rate** - The racial, ethnic or gender composition of a relevant labor market, applicant pool or agency workforce.

**Permanent Work Force** - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2006.

**Professionals** - See "Occupational Categories."

**Race and Ethnic Categories -**

**American Indian/Alaskan Native** - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

**Asian** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American (Not of Hispanic Origin)** - All persons having origins in any of the Black racial groups of Africa.

**Native Hawaiian/Other Pacific Islander** – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**White (Not of Hispanic Origin)** - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Persons of Two or More Races** – All persons who identify with two or more of the above race categories.

**Hispanic or Latino** - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

**Reportable Disability** - Any self-identified disability reported by an employee to the employing agency.

**Sales Workers** - See "Occupational Categories."

**Second Level Reporting Component** - A subordinate component of a Federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level Reporting Components is posted on the EEOC's website at: <http://www.eeoc.gov/federal/715instruct/agencylist.html>.

**Senior Pay Level Positions** - Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule.

**Service workers** - See "Occupational Categories."

**Settlements** – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

**Targeted Disabilities** - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management's Standard Form 256) are: deafness (16 and 17); blindness (23 and 25); missing extremities (28 and 32 through 38); partial paralysis (64 through 68); complete paralysis (71 through 78); convulsive disorders (82); mental retardation (90); mental illness (91); and distortion of limb and/or spine (92)."

**Technicians** - See "Occupational Categories."

**Temporary Work Force** –Employees in positions established for a limited period of time, usually for less than a year.

**Training** – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's EO responsibilities.

**Total Work Force** - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in Part I, Sections A-D are as reported in the OPM's CPDF and include only those employees in pay status on September 30, 2006. Total Work Force numbers in Part I, Section E are as reported by agencies in their EEO Form 462 Reports.

**Withdrawal** – Action effectuating a complainant's decision to terminate participation in the EEO complaint process.





# APPENDIX II



## **APPENDIX II**

### **FEDERAL EEO COMPLAINT PROCESSING PROCEDURES**

#### **A. Contact EEO Counselor**

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; or despite due diligence, he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

#### **B. EEO Counseling**

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform individuals of the right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of the duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90<sup>th</sup> day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Section 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

#### **C. Alternative Dispute Resolution (ADR)**

Beginning January 1, 2000, all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the

formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

#### **D. Complaints**

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

#### **E. Dismissals of Complaints**

Prior to a request for a hearing, in lieu of accepting a complaint for investigation an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which was the basis of a civil action already decided by a court; (5) where the complainant has already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other

than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

## **F. Investigations**

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.<sup>1</sup> A copy of the investigative file must be provided to the complainant, along with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice that an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

## **G. Hearings**

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

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<sup>1</sup>The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency. 29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

#### **H. Final Action by Agencies**

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (*i.e.*, when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

#### **I. Appeals to the EEOC**

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as

to whether the agency has complied with the terms of a settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, an arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).

If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, both the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

## **J. Civil Actions**

Prior to filing a civil action under Title VII of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion" for the purposes of filing a civil action may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), a complainant may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, a complainant may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

## **K. Class Complaints**

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a complainant may move for class certification at any reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within 40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or



resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

## **L. Grievances**

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

## **M. Mixed Case Complaints**

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a "mixed case complaint" under Part 1614, or a "mixed case appeal" before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency's decision to the MSPB, not the EEOC, within 30 days of receipt of the agency's decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90 days) of receipt of: (1) the agency's final decision; (2) the MSPB's final decision; or (3) the EEOC's decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.

# APPENDIX III

## APPENDIX III

### FY 2006 FEDERAL WORK FORCE TABLES

**\*\*NOTE\*\* The following tables are available only on CD and the Commission's website - [www.eeoc.gov](http://www.eeoc.gov)**

#### **GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, FERC, Foreign Service, TVA and USPS)**

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|------------|---|
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|            |   |
|------------|---|
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|            |   |
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**TABLE A-1**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE\***

|   | 2000CLF           | 1997             | 1998             | 1999             | 2000             | 2001             | 2002             | 2003             | 2004             | 2005             | 2006         | 2006             |
|---|-------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------|------------------|
| <b>TOTAL WORK FORCE</b>                               |                   | <b>2,475,761</b> | <b>2,479,199</b> | <b>2,462,152</b> | <b>2,442,643</b> | <b>2,445,335</b> | <b>2,459,505</b> | <b>2,428,330</b> | <b>2,606,903</b> | <b>2,610,920</b> |              | <b>2,611,493</b> |
| % OF MEN  | 53.20             | 58.35            | 58.13            | 57.89            | 57.70            | 57.55            | 57.57            | 57.43            | 57.10            | 57.01            | 56.94        | 1,487,030        |
| % OF WOMEN  | 46.80             | 41.65            | 41.87            | 42.11            | 42.30            | 42.45            | 42.43            | 42.57            | 42.90            | 42.99            | 43.06        | 1,124,463        |
| <b>HISPANIC OR LATINO (%)</b>                         | <b>10.70</b>      | <b>6.39</b>      | <b>6.59</b>      | <b>6.69</b>      | <b>6.81</b>      | <b>6.94</b>      | <b>7.10</b>      | <b>7.22</b>      | <b>7.46</b>      | <b>7.61</b>      | <b>7.68</b>  | <b>200,605</b>   |
| % OF MEN  | 6.20              | 3.97             | 4.07             | 4.10             | 4.15             | 4.22             | 4.33             | 4.39             | 4.48             | 4.54             | 4.59         | 119,756          |
| % OF WOMEN  | 4.50              | 2.42             | 2.52             | 2.59             | 2.65             | 2.72             | 2.77             | 2.83             | 2.98             | 3.07             | 3.10         | 80,849           |
| <b>WHITE (%)</b>                                      | <b>72.70</b>      | <b>69.16</b>     | <b>68.48</b>     | <b>68.08</b>     | <b>67.78</b>     | <b>67.52</b>     | <b>67.31</b>     | <b>67.17</b>     | <b>66.91</b>     | <b>66.49</b>     | <b>66.16</b> | <b>1,727,820</b> |
| % OF MEN  | 39.00             | 42.87            | 42.36            | 41.97            | 41.67            | 41.40            | 41.28            | 41.11            | 40.71            | 40.44            | 40.21        | 1,049,959        |
| % OF WOMEN  | 33.70             | 26.29            | 26.12            | 26.11            | 26.10            | 26.11            | 26.03            | 26.06            | 26.19            | 26.05            | 25.96        | 677,861          |
| <b>BLACK OR AFRICAN AMERICAN (%)</b>                  | <b>10.60</b>      | <b>18.35</b>     | <b>18.57</b>     | <b>18.70</b>     | <b>18.76</b>     | <b>18.74</b>     | <b>18.63</b>     | <b>18.56</b>     | <b>18.18</b>     | <b>18.29</b>     | <b>18.36</b> | <b>479,503</b>   |
| % OF MEN  | 4.80              | 8.04             | 8.13             | 8.15             | 8.15             | 8.11             | 8.07             | 8.00             | 7.81             | 7.86             | 7.90         | 206,219          |
| % OF WOMEN  | 5.80              | 10.31            | 10.45            | 10.55            | 10.62            | 10.63            | 10.56            | 10.56            | 10.37            | 10.43            | 10.46        | 273,284          |
| <b>ASIAN (%) **</b>                                   | <b>3.60</b>       | <b>4.71</b>      | <b>4.95</b>      | <b>5.11</b>      | <b>5.22</b>      | <b>5.32</b>      | <b>5.45</b>      | <b>5.54</b>      | <b>5.79</b>      | <b>5.94</b>      | <b>5.89</b>  | <b>153,735</b>   |
| % OF MEN  | 1.90              | 2.77             | 2.89             | 2.97             | 3.03             | 3.10             | 3.16             | 3.21             | 3.32             | 3.40             | 3.36         | 87,680           |
| % OF WOMEN  | 1.70              | 1.93             | 2.06             | 2.14             | 2.18             | 2.22             | 2.29             | 2.33             | 2.46             | 2.54             | 2.53         | 66,055           |
| <b>NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER (%)***</b> | <b>0.20</b>       |                  |                  |                  |                  |                  |                  |                  |                  |                  | <b>0.17</b>  | <b>4,501</b>     |
| % OF MEN  | 0.10              |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.10         | 2,569            |
| % OF WOMEN  | 0.10              |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.07         | 1,932            |
| <b>AMERICAN INDIAN/ ALASKA NATIVE (%)</b>             | <b>1.00</b>       | <b>1.39</b>      | <b>1.40</b>      | <b>1.42</b>      | <b>1.44</b>      | <b>1.48</b>      | <b>1.50</b>      | <b>1.50</b>      | <b>1.67</b>      | <b>1.67</b>      | <b>1.68</b>  | <b>43,807</b>    |
| % OF MEN  | 0.50              | 0.69             | 0.69             | 0.69             | 0.70             | 0.71             | 0.72             | 0.71             | 0.77             | 0.77             | 0.77         | 20,089           |
| % OF WOMEN  | 0.50              | 0.71             | 0.72             | 0.73             | 0.74             | 0.76             | 0.79             | 0.79             | 0.90             | 0.90             | 0.91         | 23,718           |
| <b>TWO OR MORE RACES (%) ***</b>                      | <b>0.90</b>       |                  |                  |                  |                  |                  |                  |                  |                  |                  | <b>0.06</b>  | <b>1,522</b>     |
| % OF MEN  | 0.50              |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.03         | 758              |
| % OF WOMEN  | 0.40              |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.03         | 764              |
| <b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>       | CLF not available | <b>1.16</b>      | <b>1.14</b>      | <b>1.13</b>      | <b>1.12</b>      | <b>1.10</b>      | <b>1.07</b>      | <b>1.05</b>      | <b>0.99</b>      | <b>0.96</b>      | <b>0.94</b>  | <b>24,442</b>    |

\*Includes September 30, 2006 agency data as reported in CPDF plus Foreign Service, AAFES, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. \*\*The numbers for 1997-2005 include totals for "Native Hawaiian or Other Pacific Islanders." \*\*\*Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special BEO file.

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY  | TOTAL ALL | TOTAL  |       |        |       | HISPANIC or LATINO |      |        |      | WHITE  |       |        |       | BLACK or AFRICAN AMERICAN |      |        |       | ASIAN ** |      |        |       | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |       |        |      | TWO OR MORE RACES *** |      |        |      |   |
|---|-----------|--------|-------|--------|-------|--------------------|------|--------|------|--------|-------|--------|-------|---------------------------|------|--------|-------|----------|------|--------|-------|---|------|--------|------|---------------------------------|-------|--------|------|-----------------------|------|--------|------|---|
|   |           | MALE   |       | FEMALE |       | MALE               |      | FEMALE |      | MALE   |       | FEMALE |       | MALE                      |      | FEMALE |       | MALE     |      | FEMALE |       | MALE                                      |      | FEMALE |      | MALE                            |       | FEMALE |      | MALE                  |      | FEMALE |      |   |
|   |           | #      | %     | #      | %     | #                  | %    | #      | %    | #      | %     | #      | %     | #                         | %    | #      | %     | #        | %    | #      | %     | #   | %    | #      | %    | #                               | %     | #      | %    | #                     | %    |        |      |   |
|   |           | #      | %     | #      | %     | #                  | %    | #      | %    | #      | %     | #      | %     | #                         | %    | #      | %     | #        | %    | #      | %     | #   | %    | #      | %    | #                               | %     | #      | %    | #                     | %    |        |      |   |
| <b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>     |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |      |        |       |          |      |        |       |   |      |        |      |                                 |       |        |      |                       |      |        |      |   |
| 1997  | 2,313     | 1,203  | 52.01 | 1,110  | 47.99 | 48                 | 2.08 | 24     | 1.04 | 960    | 41.50 | 562    | 24.30 | 150                       | 6.49 | 486    | 21.01 | 39       | 1.69 | 34     | 1.47  |   |      |        |      | 6                               | 0.26  | 4      | 0.17 |                       |      |        |      |   |
| 1998  | 2,223     | 1,132  | 50.92 | 1,091  | 49.08 | 47                 | 2.11 | 25     | 1.12 | 901    | 40.53 | 554    | 24.92 | 136                       | 6.12 | 476    | 21.14 | 42       | 1.89 | 32     | 1.44  |   |      |        |      | 6                               | 0.27  | 4      | 0.18 |                       |      |        |      |   |
| 1999  | 2,091     | 1,073  | 51.32 | 1,018  | 48.68 | 44                 | 2.10 | 22     | 1.05 | 857    | 40.99 | 512    | 24.49 | 130                       | 6.22 | 448    | 21.43 | 37       | 1.77 | 32     | 1.53  |   |      |        |      | 5                               | 0.24  | 4      | 0.19 |                       |      |        |      |   |
| 2000  | 1,850     | 947    | 51.19 | 903    | 48.81 | 42                 | 2.27 | 18     | 0.97 | 750    | 40.54 | 447    | 24.16 | 117                       | 6.32 | 404    | 21.84 | 35       | 1.89 | 30     | 1.62  |   |      |        |      | 3                               | 0.16  | 4      | 0.22 |                       |      |        |      |   |
| 2001  | 1,745     | 886    | 50.77 | 859    | 49.23 | 38                 | 2.18 | 16     | 0.92 | 702    | 40.23 | 414    | 23.72 | 107                       | 6.13 | 394    | 22.58 | 36       | 2.06 | 31     | 1.78  |   |      |        |      | 3                               | 0.17  | 4      | 0.23 |                       |      |        |      |   |
| 2002  | 1,736     | 862    | 49.65 | 874    | 50.35 | 39                 | 2.25 | 16     | 0.92 | 676    | 38.94 | 412    | 23.73 | 110                       | 6.34 | 409    | 23.56 | 35       | 2.02 | 34     | 1.96  |   |      |        |      | 2                               | 0.12  | 3      | 0.17 |                       |      |        |      |   |
| 2003  | 1,706     | 833    | 48.83 | 873    | 51.17 | 41                 | 2.40 | 15     | 0.88 | 642    | 37.63 | 411    | 24.09 | 113                       | 6.62 | 411    | 24.09 | 36       | 2.11 | 34     | 1.99  |   |      |        |      | 1                               | 0.06  | 2      | 0.12 |                       |      |        |      |   |
| 2004  | 2,238     | 1,113  | 49.73 | 1,125  | 50.27 | 55                 | 2.45 | 28     | 1.25 | 869    | 38.82 | 594    | 26.54 | 136                       | 6.07 | 438    | 19.57 | 52       | 2.32 | 61     | 2.72  |   |      |        |      | 1                               | 0.04  | 4      | 0.17 |                       |      |        |      |   |
| 2005  | 2,389     | 1,190  | 49.81 | 1,199  | 50.19 | 56                 | 2.34 | 34     | 1.42 | 935    | 39.14 | 636    | 26.62 | 142                       | 5.94 | 448    | 18.75 | 56       | 2.34 | 77     | 3.22  |   |      |        |      | 1                               | 0.04  | 4      | 0.17 |                       |      |        |      |   |
| 2006  | 2,413     | 1,188  | 49.23 | 1,225  | 50.77 | 63                 | 2.61 | 40     | 1.66 | 924    | 38.29 | 666    | 27.60 | 142                       | 5.88 | 428    | 17.74 | 58       | 2.40 | 88     | 3.65  | 0   | 0.00 | 0      | 0.00 | 1                               | 0.04  | 3      | 0.12 | 0                     | 0.00 | 0      | 0.00 |   |
| <b>AGRICULTURE, DEPT. OF</b>                    |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |      |        |       |          |      |        |       |   |      |        |      |                                 |       |        |      |                       |      |        |      |   |
| 1997  | 87,392    | 51,367 | 58.78 | 36,025 | 41.22 | 2,817              | 3.22 | 1,626  | 1.86 | 42,727 | 48.89 | 27,402 | 31.36 | 3,388                     | 3.88 | 5,353  | 6.13  | 1,144    | 1.31 | 754    | 0.86  |   |      |        |      | 1,291                           | 1.48  | 890    | 1.02 |                       |      |        |      |   |
| 1998  | 85,711    | 50,131 | 58.49 | 35,580 | 41.51 | 2,841              | 3.31 | 1,636  | 1.91 | 41,476 | 48.39 | 26,850 | 31.33 | 3,373                     | 3.94 | 5,461  | 6.37  | 1,160    | 1.35 | 758    | 0.88  |   |      |        |      | 1,281                           | 1.49  | 875    | 1.02 |                       |      |        |      |   |
| 1999  | 85,156    | 49,626 | 58.28 | 35,530 | 41.72 | 2,850              | 3.35 | 1,660  | 1.95 | 40,973 | 48.12 | 26,711 | 31.37 | 3,361                     | 3.95 | 5,527  | 6.49  | 1,171    | 1.38 | 767    | 0.90  |   |      |        |      | 1,271                           | 1.49  | 865    | 1.02 |                       |      |        |      |   |
| 2000  | 85,305    | 49,347 | 57.85 | 35,958 | 42.15 | 2,901              | 3.40 | 1,714  | 2.01 | 40,595 | 47.59 | 26,861 | 31.49 | 3,392                     | 3.98 | 5,703  | 6.69  | 1,194    | 1.40 | 799    | 0.94  |   |      |        |      | 1,265                           | 1.48  | 881    | 1.03 |                       |      |        |      |   |
| 2001  | 88,194    | 50,947 | 57.77 | 37,247 | 42.23 | 3,142              | 3.56 | 1,817  | 2.06 | 41,672 | 47.25 | 27,720 | 31.43 | 3,506                     | 3.98 | 5,969  | 6.77  | 1,281    | 1.45 | 851    | 0.96  |   |      |        |      | 1,346                           | 1.53  | 890    | 1.01 |                       |      |        |      |   |
| 2002  | 90,858    | 52,339 | 57.61 | 38,519 | 42.39 | 3,291              | 3.62 | 1,943  | 2.14 | 42,790 | 47.10 | 28,629 | 31.51 | 3,550                     | 3.91 | 6,118  | 6.73  | 1,378    | 1.52 | 923    | 1.02  |   |      |        |      | 1,330                           | 1.46  | 906    | 1.00 |                       |      |        |      |   |
| 2003  | 89,853    | 51,355 | 57.15 | 38,498 | 42.85 | 3,051              | 3.40 | 1,819  | 2.02 | 42,298 | 47.07 | 28,727 | 31.82 | 3,425                     | 3.81 | 6,130  | 6.82  | 1,280    | 1.42 | 918    | 1.02  |   |      |        |      | 1,301                           | 1.45  | 904    | 1.01 |                       |      |        |      |   |
| 2004  | 112,084   | 64,084 | 57.17 | 48,000 | 42.83 | 4,249              | 3.79 | 2,652  | 2.36 | 52,451 | 46.80 | 35,405 | 31.43 | 4,070                     | 3.63 | 7,685  | 6.85  | 1,779    | 1.58 | 1,224  | 1.09  |   |      |        |      | 1,535                           | 1.36  | 1,034  | 0.92 |                       |      |        |      |   |
| 2005  | 109,344   | 62,294 | 56.97 | 47,050 | 43.03 | 4,255              | 3.89 | 2,697  | 2.47 | 50,760 | 46.42 | 34,589 | 31.63 | 3,955                     | 3.62 | 7,525  | 6.88  | 1,814    | 1.66 | 1,246  | 1.14  |   |      |        |      | 1,510                           | 1.38  | 993    | 0.91 |                       |      |        |      |   |
| 2006  | 105,486   | 59,963 | 56.84 | 45,523 | 43.16 | 4,144              | 3.93 | 2,691  | 2.55 | 48,639 | 46.11 | 33,170 | 31.44 | 3,921                     | 3.72 | 7,427  | 7.04  | 1,706    | 1.62 | 1,185  | 1.12  | 92  | 0.09 | 54     | 0.05 | 1,436                           | 1.36  | 986    | 0.93 | 25                    | 0.02 | 10     | 0.01 |   |
| <b>BROADCASTING BOARD OF GOVERNORS****</b>      |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |      |        |       |          |      |        |       |   |      |        |      |                                 |       |        |      |                       |      |        |      |   |
| 1997  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *     | *   | *    | *      | *    | *                               | *     | *      | *    | *                     | *    | *      | *    | * |
| 1998  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *     | *   | *    | *      | *    | *                               | *     | *      | *    | *                     | *    | *      | *    | * |
| 1999  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *     | *   | *    | *      | *    | *                               | *     | *      | *    | *                     | *    | *      | *    | * |
| 2000  | 1,899     | 1,239  | 65.24 | 660    | 34.76 | 107                | 5.63 | 56     | 8.48 | 808    | 42.55 | 311    | 47.12 | 156                       | 8.21 | 222    | 33.64 | 164      | 8.64 | 71     | 10.76 |   |      |        |      | 4                               | 9.40  | 0      | 0.00 |                       |      |        |      |   |
| 2001  | 1,848     | 1,196  | 64.72 | 652    | 35.28 | 106                | 5.74 | 53     | 8.13 | 773    | 41.83 | 302    | 46.32 | 151                       | 8.17 | 225    | 34.51 | 161      | 8.71 | 72     | 11.04 |   |      |        |      | 5                               | 11.95 | 0      | 0.00 |                       |      |        |      |   |
| 2002  | 1,912     | 1,230  | 64.33 | 682    | 35.67 | 108                | 5.65 | 54     | 7.92 | 794    | 41.53 | 324    | 47.51 | 157                       | 8.21 | 225    | 32.99 | 166      | 8.68 | 79     | 11.58 |   |      |        |      | 5                               | 12.04 | 0      | 0.00 |                       |      |        |      |   |
| 2003  | 1,900     | 1,221  | 64.26 | 679    | 35.74 | 107                | 5.63 | 56     | 8.25 | 786    | 41.37 | 317    | 46.69 | 148                       | 7.79 | 225    | 33.14 | 175      | 9.21 | 81     | 11.93 |   |      |        |      | 5                               | 12.09 | 0      | 0.00 |                       |      |        |      |   |
| 2004  | 1,830     | 1,168  | 63.83 | 662    | 36.17 | 102                | 5.57 | 55     | 8.31 | 752    | 41.09 | 299    | 45.17 | 144                       | 7.87 | 223    | 33.69 | 166      | 9.07 | 85     | 12.84 |   |      |        |      | 4                               | 9.73  | 0      | 0.00 |                       |      |        |      |   |
| 2005  | 1,765     | 1,115  | 63.17 | 650    | 36.83 | 104                | 5.89 | 56     | 3.17 | 695    | 39.38 | 283    | 16.03 | 143                       | 8.10 | 215    | 12.18 | 169      | 9.58 | 96     | 5.44  |   |      |        |      | 4                               | 0.23  | 0      | 0.00 |                       |      |        |      |   |
| 2006  | 1,741     | 1,087  | 62.44 | 654    | 37.56 | 106                | 6.09 | 56     | 3.22 | 677    | 38.89 | 286    | 16.43 | 139                       | 7.98 | 212    | 12.18 | 161      | 9.25 | 99     | 5.69  | 0   | 0.00 | 0      | 0.00 | 4                               | 0.23  | 0      | 0.00 | 0                     | 0.00 | 1      | 0.06 |   |
| <b>COMMERCE, DEPT. OF</b>                       |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |      |        |       |          |      |        |       |   |      |        |      |                                 |       |        |      |                       |      |        |      |   |
| 1997  | 32,081    | 17,447 | 54.38 | 14,634 | 45.62 | 466                | 1.45 | 417    | 1.30 | 14,229 | 44.35 | 9,772  | 30.46 | 1,648                     | 5.14 | 3,825  | 11.92 | 1,015    | 3.16 | 540    | 1.68  |   |      |        |      | 89                              | 0.28  | 80     | 0.25 |                       |      |        |      |   |
| 1998  | 32,764    | 17,924 | 54.71 | 14,840 | 45.29 | 490                | 1.50 | 446    | 1.36 | 14,417 | 44.00 | 9,832  | 30.01 | 1,758                     | 5.37 | 3,893  | 11.88 | 1,180    | 3.60 | 593    | 1.81  |   |      |        |      | 79                              | 0.24  | 76     | 0.23 |                       |      |        |      |   |
| 1999  | 34,168    | 18,539 | 54.26 | 15,629 | 45.74 | 514                | 1.50 | 516    | 1.51 | 14,796 | 43.30 | 10,311 | 30.18 | 1,809                     | 5.29 | 4,042  | 11.83 | 1,341    | 3.92 | 680    | 1.99  |   |      |        |      | 79                              | 0.23  | 80     | 0.23 |                       |      |        |      |   |
| 2000  | 34,146    | 18,394 | 53.87 | 15,752 | 46.13 | 532                | 1.56 | 541    | 1.58 | 14,641 | 42.88 | 10,362 | 30.35 | 1,782                     | 5.22 | 4,037  | 11.82 | 1,358    | 3.98 | 726    | 2.13  |   |      |        |      | 81                              | 0.24  | 86     | 0.25 |                       |      |        |      |   |
| 2001  | 35,008    | 18,490 | 52.82 | 16,518 | 47.18 | 578                | 1.65 | 595    | 1.70 | 14,555 | 41.58 | 10,774 | 30.78 | 1,812                     | 5.18 | 4,221  | 12.06 | 1,461    | 4.17 | 820    | 2.34  |   |      |        |      | 84                              | 0.24  | 108    | 0.31 |                       |      |        |      |   |
| 2002  | 35,931    | 19,130 | 53.24 | 16,801 | 46.76 | 611                | 1.70 | 624    | 1.74 | 14,906 | 41.49 | 10,802 | 30.06 | 1,873                     | 5.21 | 4,330  | 12.05 | 1,644    | 4.58 | 937    | 2.61  |   |      |        |      | 96                              | 0.27  | 108    | 0.30 |                       |      |        |      |   |
| 2003  | 35,374    | 18,970 | 53.63 | 16,404 | 46.37 | 590                | 1.67 | 615    | 1.74 | 14,757 | 41.72 | 10,546 | 29.81 | 1,840                     | 5.20 | 4,182  | 11.82 | 1,686    | 4.77 | 948    | 2.68  |   |      |        |      | 97                              | 0.27  | 113    | 0.32 |                       |      |        |      |   |
| 2004  | 37,867    | 20,347 | 53.73 | 17,520 | 46.27 | 737                | 1.77 | 722    | 1.90 | 15,737 | 41.55 | 11,239 | 29.68 | 1,972                     | 5.20 | 4,380  | 11.56 | 1,867    | 4.93 | 1,055  | 2.78  |   |      |        |      | 98                              | 0.25  | 124    | 0.32 |                       |      |        |      |   |
| 2005  | 40,093    | 21,186 | 52.84 | 18,907 | 47.16 | 772                | 1.93 | 908    | 2.26 | 16,200 | 40.41 | 12,087 | 30.15 | 2,034                     | 5.07 | 4,606  | 11.49 | 2,069    | 5.16 | 1,161  | 2.90  |   |      |        |      | 111                             | 0.28  | 145    | 0.36 |                       |      |        |      |   |
| 2006  | 40,544    | 21,587 | 53.24 | 18,957 | 46.76 | 752                | 1.85 | 862    | 2.13 | 16,328 | 40.27 | 12,122 | 29.90 | 2,087                     | 5.15 | 4,523  | 11.16 | 2,292    | 5.65 | 1,272  | 3.14  | 11  | 0.03 | 21     | 0.05 | 113                             | 0.28  | 146    | 0.36 | 4                     | 0.01 | 11     | 0.03 |   |
| <b>COMMODITY FUTURES TRADING COMMISSION****</b> |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |      |        |       |          |      |        |       |   |      |        |      |                                 |       |        |      |                       |      |        |      |   |
| 1997  | 564       | 290    | 51.42 | 274    | 48.58 | 3                  | 0.53 | 6      | 1.06 | 240    | 42.55 | 133    | 23.58 | 38                        | 6.74 | 124    | 21.99 | 9        | 1.60 | 11     | 1.95  |   |      |        |      | 0                               | 0.00  | 0      | 0.00 |                       |      |        |      |   |
| 1998  | 580       | 294    | 50.69 | 286    | 49.31 | 6                  | 1.03 | 5      | 0.86 | 234    | 40.34 | 141    | 24.31 | 43                        | 7.41 | 132    | 22.76 | 11       | 1.90 | 8      | 1.38  |   |      |        |      | 0                               | 0.00  | 0      | 0.00 |                       |      |        |      |   |
| 1999  | 571       | 285    | 49.91 | 286    | 50.09 | 4</                |      |        |      |        |       |        |       |                           |      |        |       |          |      |        |       |   |      |        |      |                                 |       |        |      |                       |      |        |      |   |



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY  | TOTAL ALL | TOTAL   |       |         |       | HISPANIC or LATINO |      |        |      | WHITE   |       |         |       | BLACK or AFRICAN AMERICAN |       |        |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |        |      |
|---|-----------|---------|-------|---------|-------|--------------------|------|--------|------|---------|-------|---------|-------|---------------------------|-------|--------|-------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|--------|------|
|   |           | MALE    |       | FEMALE  |       | MALE               |      | FEMALE |      | MALE    |       | FEMALE  |       | MALE                      |       | FEMALE |       | MALE     |      | FEMALE |      | MALE                                      |      | FEMALE |      | MALE                            |      | FEMALE |      | MALE                  |      | FEMALE |      |
|   |           | #       | %     | #       | %     | #                  | %    | #      | %    | #       | %     | #       | %     | #                         | %     | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %    | #                     | %    | #      | %    |
| <b>CORPORATION FOR NATIONAL AND COMMUNITY SERVICE</b> |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 533       | 228     | 42.78 | 305     | 57.22 | 13                 | 2.44 | 10     | 1.88 | 151     | 28.33 | 181     | 33.96 | 58                        | 10.88 | 100    | 18.76 | 5        | 0.94 | 13     | 2.44 |   |      |        |      | 1                               | 0.19 | 1      | 0.19 |                       |      |        |      |
| 1998  | 534       | 226     | 42.32 | 308     | 57.68 | 12                 | 2.25 | 4      | 0.75 | 151     | 28.28 | 181     | 33.90 | 56                        | 10.49 | 108    | 20.22 | 6        | 1.12 | 14     | 2.62 |   |      |        |      | 1                               | 0.19 | 1      | 0.19 |                       |      |        |      |
| 1999  | 596       | 247     | 41.44 | 349     | 58.56 | 15                 | 2.52 | 5      | 0.84 | 160     | 26.85 | 194     | 32.55 | 63                        | 10.57 | 136    | 22.82 | 8        | 1.34 | 12     | 2.01 |   |      |        |      | 1                               | 0.17 | 2      | 0.34 |                       |      |        |      |
| 2000  | 623       | 250     | 40.13 | 373     | 59.87 | 18                 | 2.89 | 13     | 2.09 | 159     | 25.52 | 204     | 32.74 | 63                        | 10.11 | 145    | 23.27 | 8        | 1.28 | 11     | 1.77 |   |      |        |      | 2                               | 0.32 | 0      | 0.00 |                       |      |        |      |
| 2001  | 584       | 235     | 40.24 | 349     | 59.76 | 13                 | 2.23 | 10     | 1.71 | 154     | 26.37 | 199     | 34.08 | 59                        | 10.10 | 129    | 22.09 | 8        | 1.37 | 11     | 1.88 |   |      |        |      | 1                               | 0.17 | 0      | 0.00 |                       |      |        |      |
| 2002  | 605       | 234     | 38.68 | 371     | 61.32 | 14                 | 2.31 | 15     | 2.48 | 157     | 25.95 | 214     | 35.37 | 52                        | 8.60  | 129    | 21.32 | 9        | 1.49 | 13     | 2.15 |   |      |        |      | 2                               | 0.33 | 0      | 0.00 |                       |      |        |      |
| 2003  | 586       | 233     | 39.76 | 353     | 60.24 | 12                 | 2.05 | 14     | 2.39 | 160     | 27.30 | 198     | 33.79 | 49                        | 8.36  | 128    | 21.84 | 11       | 1.88 | 12     | 2.05 |   |      |        |      | 1                               | 0.17 | 1      | 0.17 |                       |      |        |      |
| 2004  | 571       | 218     | 38.18 | 353     | 61.82 | 11                 | 1.93 | 12     | 2.10 | 144     | 25.22 | 194     | 33.98 | 50                        | 8.76  | 132    | 23.12 | 12       | 2.10 | 14     | 2.45 |   |      |        |      | 1                               | 0.18 | 1      | 0.18 |                       |      |        |      |
| 2005  | 587       | 225     | 38.33 | 362     | 61.67 | 12                 | 2.04 | 12     | 2.04 | 149     | 25.38 | 209     | 35.60 | 52                        | 8.86  | 125    | 21.29 | 11       | 1.87 | 15     | 2.56 |   |      |        |      | 1                               | 0.17 | 1      | 0.17 |                       |      |        |      |
| 2006  | 558       | 214     | 38.35 | 344     | 61.65 | 13                 | 2.33 | 12     | 2.15 | 139     | 24.91 | 197     | 35.30 | 49                        | 8.78  | 120    | 21.51 | 12       | 2.15 | 14     | 2.51 | 0   | 0.00 | 0      | 0.00 | 1                               | 0.18 | 1      | 0.18 | 0                     | 0.00 | 0      | 0.00 |
| <b>COURT SERVICES AND OFFENDER SUPERVISION****</b>    |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | *         | *       | *     | *       | *     | *                  | *    | *      | *    | *       | *     | *       | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    |
| 1998  | *         | *       | *     | *       | *     | *                  | *    | *      | *    | *       | *     | *       | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    |
| 1999  | *         | *       | *     | *       | *     | *                  | *    | *      | *    | *       | *     | *       | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    |
| 2000  | *         | *       | *     | *       | *     | *                  | *    | *      | *    | *       | *     | *       | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    |
| 2001  | 860       | 327     | 38.02 | 533     | 61.98 | 11                 | 1.28 | 11     | 1.28 | 72      | 8.37  | 62      | 7.21  | 240                       | 27.91 | 450    | 52.33 | 4        | 0.47 | 9      | 1.05 |   |      |        |      | 0                               | 0.00 | 1      | 0.12 |                       |      |        |      |
| 2002  | 915       | 347     | 37.92 | 568     | 62.08 | 14                 | 1.53 | 16     | 1.75 | 68      | 7.43  | 71      | 7.76  | 258                       | 28.20 | 471    | 51.48 | 7        | 0.77 | 9      | 0.98 |   |      |        |      | 0                               | 0.00 | 1      | 0.11 |                       |      |        |      |
| 2003  | 987       | 370     | 37.49 | 617     | 62.51 | 16                 | 1.62 | 18     | 1.82 | 63      | 6.38  | 77      | 7.80  | 286                       | 28.98 | 511    | 51.77 | 5        | 0.51 | 10     | 1.01 |   |      |        |      | 0                               | 0.00 | 1      | 0.10 |                       |      |        |      |
| 2004  | 1,054     | 401     | 38.05 | 653     | 61.95 | 15                 | 1.42 | 23     | 2.18 | 75      | 7.12  | 83      | 7.87  | 304                       | 28.84 | 536    | 50.85 | 7        | 0.66 | 9      | 0.85 |   |      |        |      | 0                               | 0.00 | 2      | 0.19 |                       |      |        |      |
| 2005  | 1,082     | 396     | 36.60 | 686     | 63.40 | 17                 | 1.57 | 24     | 2.22 | 68      | 6.28  | 85      | 7.86  | 303                       | 28.00 | 565    | 52.22 | 8        | 0.74 | 10     | 0.92 |   |      |        |      | 0                               | 0.00 | 2      | 0.18 |                       |      |        |      |
| 2006  | 1,140     | 409     | 35.88 | 731     | 64.12 | 19                 | 1.67 | 27     | 2.37 | 63      | 5.53  | 81      | 7.11  | 316                       | 27.72 | 613    | 53.77 | 11       | 0.96 | 8      | 0.70 | 0   | 0.00 | 0      | 0.00 | 0                               | 0.00 | 1      | 0.09 | 0                     | 0.00 | 1      | 0.09 |
| <b>DEFENSE, DEPT. OF</b>                              |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 689,024   | 432,092 | 62.71 | 256,932 | 37.29 | 27,845             | 4.04 | 16,110 | 2.34 | 329,941 | 47.89 | 171,510 | 24.89 | 46,222                    | 6.71  | 51,502 | 7.47  | 23,914   | 3.47 | 15,371 | 2.23 |   |      |        |      | 4,170                           | 0.61 | 2,439  | 0.35 |                       |      |        |      |
| 1998  | 672,981   | 421,348 | 62.61 | 251,633 | 37.39 | 27,108             | 4.03 | 16,342 | 2.43 | 320,584 | 47.64 | 166,313 | 24.71 | 46,329                    | 6.88  | 51,032 | 7.58  | 23,211   | 3.45 | 15,512 | 2.30 |   |      |        |      | 4,116                           | 0.61 | 2,434  | 0.35 |                       |      |        |      |
| 1999  | 651,187   | 408,194 | 62.68 | 242,993 | 37.32 | 25,406             | 3.90 | 15,736 | 2.42 | 310,552 | 47.69 | 159,905 | 24.56 | 45,323                    | 6.96  | 49,586 | 7.61  | 22,858   | 3.51 | 15,385 | 2.36 |   |      |        |      | 4,055                           | 0.62 | 2,381  | 0.37 |                       |      |        |      |
| 2000  | 637,304   | 399,301 | 62.65 | 238,003 | 37.35 | 24,512             | 3.85 | 15,405 | 2.42 | 303,902 | 47.69 | 156,327 | 24.53 | 44,612                    | 7.00  | 48,915 | 7.68  | 22,300   | 3.50 | 15,008 | 2.35 |   |      |        |      | 3,975                           | 0.62 | 2,348  | 0.37 |                       |      |        |      |
| 2001  | 632,883   | 399,027 | 63.05 | 233,856 | 36.95 | 24,440             | 3.86 | 15,072 | 2.38 | 304,194 | 48.06 | 154,176 | 24.36 | 44,061                    | 6.96  | 47,879 | 7.57  | 22,413   | 3.54 | 14,424 | 2.28 |   |      |        |      | 3,919                           | 0.62 | 2,305  | 0.36 |                       |      |        |      |
| 2002  | 618,128   | 393,837 | 63.71 | 224,291 | 36.29 | 24,112             | 3.90 | 14,834 | 2.40 | 300,008 | 48.53 | 145,310 | 23.51 | 43,275                    | 7.00  | 46,847 | 7.58  | 22,624   | 3.66 | 15,089 | 2.44 |   |      |        |      | 3,818                           | 0.62 | 2,211  | 0.36 |                       |      |        |      |
| 2003  | 599,712   | 379,211 | 63.23 | 220,501 | 36.77 | 23,070             | 3.85 | 14,257 | 2.38 | 289,010 | 48.19 | 144,801 | 24.15 | 41,905                    | 6.99  | 45,140 | 7.53  | 21,585   | 3.60 | 14,200 | 2.37 |   |      |        |      | 3,641                           | 0.61 | 2,103  | 0.35 |                       |      |        |      |
| 2004  | 684,293   | 425,024 | 62.11 | 259,269 | 37.89 | 26,918             | 3.93 | 17,418 | 2.55 | 320,434 | 46.83 | 167,383 | 24.46 | 48,642                    | 7.11  | 53,893 | 7.88  | 24,771   | 3.62 | 18,217 | 2.66 |   |      |        |      | 3,959                           | 0.58 | 2,358  | 0.34 |                       |      |        |      |
| 2005  | 698,754   | 436,644 | 62.49 | 262,110 | 37.51 | 27,806             | 3.98 | 18,030 | 2.58 | 328,433 | 47.00 | 167,745 | 24.01 | 50,994                    | 7.30  | 55,172 | 7.90  | 25,366   | 3.63 | 18,711 | 2.68 |   |      |        |      | 3,979                           | 0.57 | 2,402  | 0.34 |                       |      |        |      |
| 2006  | 704,954   | 441,478 | 62.63 | 263,476 | 37.37 | 28,074             | 3.98 | 17,998 | 2.55 | 332,278 | 47.13 | 167,010 | 23.69 | 53,110                    | 7.53  | 56,463 | 8.01  | 23,554   | 3.34 | 17,634 | 2.50 | 1,979                                     | 0.28 | 1,405  | 0.20 | 3,982                           | 0.56 | 2,465  | 0.35 | 501                   | 0.07 | 501    | 0.07 |
| <b>AIR FORCE, DEPARTMENT OF THE</b>                   |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 159,788   | 107,578 | 67.33 | 52,210  | 32.67 | 10,367             | 6.49 | 4,649  | 2.91 | 84,606  | 52.95 | 37,532  | 23.49 | 8,331                     | 5.21  | 7,654  | 4.79  | 3,118    | 1.95 | 1,759  | 1.10 |   |      |        |      | 1,156                           | 0.72 | 616    | 0.39 |                       |      |        |      |
| 1998  | 154,697   | 104,446 | 67.52 | 50,251  | 32.48 | 9,812              | 6.34 | 4,426  | 2.86 | 82,304  | 53.20 | 36,086  | 23.33 | 8,157                     | 5.27  | 7,417  | 4.79  | 3,042    | 1.97 | 1,740  | 1.12 |   |      |        |      | 1,131                           | 0.73 | 582    | 0.39 |                       |      |        |      |
| 1999  | 149,797   | 101,148 | 67.52 | 48,649  | 32.48 | 8,337              | 5.57 | 3,976  | 2.65 | 80,666  | 53.85 | 35,106  | 23.44 | 7,986                     | 5.33  | 7,251  | 4.84  | 3,013    | 2.01 | 1,728  | 1.15 |   |      |        |      | 1,146                           | 0.77 | 588    | 0.39 |                       |      |        |      |
| 2000  | 144,758   | 97,206  | 67.15 | 47,552  | 32.85 | 7,370              | 5.09 | 3,700  | 2.56 | 77,905  | 53.82 | 34,388  | 23.76 | 7,786                     | 5.38  | 7,144  | 4.94  | 3,026    | 2.09 | 1,716  | 1.19 |   |      |        |      | 1,119                           | 0.77 | 604    | 0.42 |                       |      |        |      |
| 2001  | 144,290   | 97,421  | 67.52 | 46,869  | 32.48 | 7,019              | 4.86 | 3,553  | 2.46 | 78,407  | 54.34 | 33,783  | 23.41 | 7,785                     | 5.44  | 7,187  | 4.98  | 3,086    | 2.14 | 1,740  | 1.21 |   |      |        |      | 1,124                           | 0.78 | 606    | 0.42 |                       |      |        |      |
| 2002  | 142,123   | 95,389  | 67.12 | 46,734  | 32.88 | 6,815              | 4.80 | 3,541  | 2.49 | 76,525  | 53.84 | 33,610  | 23.65 | 7,840                     | 5.52  | 7,179  | 5.05  | 3,101    | 2.18 | 1,794  | 1.26 |   |      |        |      | 1,108                           | 0.78 | 610    | 0.43 |                       |      |        |      |
| 2003  | 132,948   | 89,857  | 67.59 | 43,091  | 32.41 | 5,992              | 4.51 | 3,059  | 2.30 | 73,301  | 55.14 | 31,640  | 23.80 | 7,612                     | 5.73  | 6,754  | 5.08  | 1,923    | 1.45 | 1,061  | 0.80 |   |      |        |      | 1,029                           | 0.77 | 577    | 0.43 |                       |      |        |      |
| 2004  | 150,032   | 101,454 | 67.62 | 48,578  | 32.38 | 7,487              | 4.99 | 3,815  | 2.54 | 80,697  | 53.78 | 34,257  | 22.83 | 8,809                     | 5.87  | 7,878  | 5.25  | 3,364    | 2.24 | 2,009  | 1.33 |   |      |        |      | 1,097                           | 0.73 | 619    | 0.41 |                       |      |        |      |
| 2005  | 157,050   | 106,960 | 68.11 | 50,090  | 31.89 | 7,822              | 4.98 | 3,971  | 2.53 | 85,080  | 54.17 | 35,274  | 22.46 | 9,354                     | 5.96  | 8,154  | 5.19  | 3,565    | 2.27 | 2,053  | 1.31 |   |      |        |      | 1,139                           | 0.73 | 640    | 0.41 |                       |      |        |      |
| 2006  | 158,927   | 109,058 | 68.62 | 49,869  | 31.38 | 7,866              | 4.95 | 3,954  | 2.49 | 88,429  | 55.64 | 34,888  | 21.95 | 9,813                     | 6.17  | 8,243  | 5.19  | 3,421    | 2.15 | 1,983  | 1.25 | 265                                       | 0.17 | 107    | 0.07 | 1,171                           | 0.74 | 642    | 0.40 | 93                    | 0.06 | 52     | 0.03 |
| <b>ARMY, DEPARTMENT OF THE</b>                        |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 224,582   | 141,609 | 63.05 | 82,973  | 36.95 | 8,529              | 3.80 | 4,181  | 1.86 | 111,272 | 49.55 | 56,944  | 25.36 | 15,376                    | 6.85  | 17,635 | 7.85  | 4,855    | 2.16 | 3,308  | 1.47 |   |      |        |      | 1,577                           | 0.70 | 905    | 0.40 |                       |      |        |      |
| 1998  | 216,796   | 137,013 | 63.20 | 79,783  | 36.80 | 8,434              | 3.89 | 4,133  | 1.91 | 107,239 | 49.47 | 54,527  | 25.15 | 15,099                    | 6.96  | 17,000 | 7.84  | 4,710    | 2.17 | 3,241  | 1.49 |   |      |        |      | 1,531                           | 0.71 | 882    | 0.41 |                       |      |        |      |
| 1999  | 210,054   | 132,873 | 63.26 | 77,181  | 36.74 | 8,394              | 4.00 | 4,107  | 1.96 | 103,501 | 49.27 | 52,502  | 24.99 | 14,837                    | 7.06  | 16,514 | 7.86  | 4,634    | 2.21 | 3,177  | 1.51 |   |      |        |      | 1,507                           | 0.72 | 881    | 0.42 |                       |      |        |      |
| 2000  | 208,803   | 132,250 | 63.34 | 76,553  | 36.66 | 8,536              | 4.09 | 4,174  | 2.00 | 102,600 | 49.14 | 51,706  | 24.76 | 14,974                    | 7.17  | 16,636 | 7.97  | 4,646    | 2.23 | 3,154  | 1.51 |   |      |        |      | 1,494                           | 0.72 | 883    | 0.42 |                       |      |        |      |
|   |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |

TABLE A-1a  
 WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY  | TOTAL ALL | TOTAL  |       |        |       | HISPANIC or LATINO |      |        |      | WHITE |       |        |       | BLACK or AFRICAN AMERICAN |       |        |       | ASIAN ** |      |        |       | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |     |      |   |
|---|-----------|--------|-------|--------|-------|--------------------|------|--------|------|-------|-------|--------|-------|---------------------------|-------|--------|-------|----------|------|--------|-------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|-----|------|---|
|   |           | MALE   |       | FEMALE |       | MALE               |      | FEMALE |      | MALE  |       | FEMALE |       | MALE                      |       | FEMALE |       | MALE     |      | FEMALE |       | MALE                                      |      | FEMALE |      | MALE                            |      | FEMALE |      |                       |      |     |      |   |
|   |           | #      | %     | #      | %     | #                  | %    | #      | %    | #     | %     | #      | %     | #                         | %     | #      | %     | #        | %    | #      | %     | #   | %    | #      | %    | #                               | %    | #      | %    |                       |      |     |      |   |
|   |           | #      | %     | #      | %     | #                  | %    | #      | %    | #     | %     | #      | %     | #                         | %     | #      | %     | #        | %    | #      | %     | #   | %    | #      | %    | #                               | %    | #      | %    |                       |      |     |      |   |
| <b>ARMY AND AIR FORCE EXCHANGE SERVICE</b>    |           |        |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |       |   |      |        |      |                                 |      |        |      |                       |      |     |      |   |
| 1997  | 39,622    | 12,598 | 31.80 | 27,024 | 68.20 | 1,392              | 3.51 | 2,978  | 7.52 | 6,135 | 15.48 | 12,480 | 31.50 | 3,782                     | 9.55  | 7,235  | 18.26 | 1,175    | 2.97 | 4,113  | 10.38 |   |      |        |      | 114                             | 0.29 | 218    | 0.55 |                       |      |     |      |   |
| 1998  | 45,558    | 15,328 | 33.65 | 30,230 | 66.35 | 1,812              | 3.98 | 3,642  | 7.99 | 7,216 | 15.84 | 13,492 | 29.61 | 4,815                     | 10.57 | 8,279  | 18.17 | 1,335    | 2.93 | 4,525  | 9.93  |   |      |        |      | 150                             | 0.33 | 292    | 0.64 |                       |      |     |      |   |
| 1999  | 45,083    | 15,221 | 33.76 | 29,862 | 66.24 | 1,840              | 4.08 | 3,677  | 8.16 | 6,929 | 15.37 | 13,015 | 28.87 | 4,941                     | 10.96 | 8,307  | 18.43 | 1,356    | 3.01 | 4,581  | 10.16 |   |      |        |      | 155                             | 0.34 | 282    | 0.63 |                       |      |     |      |   |
| 2000  | 43,687    | 15,299 | 35.02 | 28,388 | 64.98 | 1,843              | 4.22 | 3,570  | 8.17 | 6,971 | 15.96 | 12,092 | 27.68 | 4,863                     | 11.13 | 8,020  | 18.36 | 1,465    | 3.35 | 4,453  | 10.19 |   |      |        |      | 157                             | 0.36 | 253    | 0.58 |                       |      |     |      |   |
| 2001  | 40,876    | 14,910 | 36.48 | 25,966 | 63.52 | 1,881              | 4.60 | 3,315  | 8.11 | 7,019 | 17.17 | 11,378 | 27.84 | 4,631                     | 11.33 | 7,264  | 17.77 | 1,228    | 3.00 | 3,752  | 9.18  |   |      |        |      | 151                             | 0.37 | 257    | 0.63 |                       |      |     |      |   |
| 2002  | 40,032    | 14,188 | 35.44 | 25,844 | 64.56 | 1,844              | 4.61 | 3,284  | 8.20 | 6,586 | 16.45 | 10,993 | 27.46 | 4,324                     | 10.80 | 7,130  | 17.81 | 1,310    | 3.27 | 4,221  | 10.54 |   |      |        |      | 124                             | 0.31 | 216    | 0.54 |                       |      |     |      |   |
| 2003  | 36,612    | 12,964 | 35.41 | 23,648 | 64.59 | 1,667              | 4.55 | 3,057  | 8.35 | 6,110 | 16.69 | 10,000 | 27.31 | 3,863                     | 10.55 | 6,488  | 17.72 | 1,213    | 3.31 | 3,908  | 10.67 |   |      |        |      | 111                             | 0.30 | 195    | 0.53 |                       |      |     |      |   |
| 2004  | 33,461    | 12,128 | 36.25 | 21,333 | 63.75 | 1,550              | 4.63 | 2,806  | 8.39 | 5,719 | 17.09 | 8,850  | 26.45 | 3,647                     | 10.90 | 5,995  | 17.92 | 1,111    | 3.32 | 3,501  | 10.46 |   |      |        |      | 101                             | 0.30 | 181    | 0.54 |                       |      |     |      |   |
| 2005  | 35,289    | 12,678 | 35.93 | 22,611 | 64.07 | 1,591              | 4.51 | 2,954  | 8.37 | 5,917 | 16.77 | 9,455  | 26.79 | 3,865                     | 10.95 | 6,301  | 17.86 | 1,137    | 3.22 | 3,608  | 10.22 |   |      |        |      | 101                             | 0.29 | 181    | 0.51 |                       |      |     |      |   |
| 2006  | 36,504    | 13,087 | 35.85 | 23,417 | 64.15 | 1,644              | 4.50 | 3,044  | 8.34 | 5,977 | 16.37 | 9,679  | 26.51 | 4,112                     | 11.26 | 6,660  | 18.24 | 925      | 2.53 | 3,170  | 8.68  | 200                                       | 0.55 | 496    | 1.36 | 95                              | 0.26 | 177    | 0.48 | 134                   | 0.37 | 191 | 0.52 |   |
| <b>DEFENSE COMMISSARY AGENCY</b>              |           |        |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |       |   |      |        |      |                                 |      |        |      |                       |      |     |      |   |
| 1997  | 17,086    | 7,148  | 41.84 | 9,938  | 58.16 | 613                | 3.59 | 626    | 3.66 | 4,231 | 24.76 | 5,304  | 31.04 | 1,546                     | 9.05  | 2,684  | 15.71 | 698      | 4.09 | 1,255  | 7.35  |   |      |        |      | 60                              | 0.35 | 69     | 0.40 |                       |      |     |      |   |
| 1998  | 17,290    | 7,147  | 41.34 | 10,143 | 58.66 | 630                | 3.64 | 708    | 4.09 | 4,188 | 24.22 | 5,380  | 31.12 | 1,596                     | 9.23  | 2,651  | 15.33 | 671      | 3.88 | 1,326  | 7.67  |   |      |        |      | 62                              | 0.36 | 78     | 0.45 |                       |      |     |      |   |
| 1999  | 17,762    | 7,291  | 41.05 | 10,471 | 58.95 | 642                | 3.61 | 745    | 4.19 | 4,252 | 23.94 | 5,450  | 30.68 | 1,643                     | 9.25  | 2,773  | 15.61 | 692      | 3.90 | 1,406  | 7.92  |   |      |        |      | 60                              | 0.35 | 97     | 0.55 |                       |      |     |      |   |
| 2000  | 17,367    | 7,039  | 40.53 | 10,328 | 59.47 | 652                | 3.75 | 786    | 4.53 | 3,808 | 21.93 | 4,946  | 28.48 | 1,760                     | 10.13 | 2,954  | 17.01 | 759      | 4.37 | 1,554  | 8.95  |   |      |        |      | 62                              | 0.35 | 88     | 0.51 |                       |      |     |      |   |
| 2001  | 16,207    | 6,580  | 40.60 | 9,627  | 59.40 | 602                | 3.71 | 765    | 4.72 | 3,619 | 22.33 | 4,586  | 28.30 | 1,598                     | 9.86  | 2,672  | 16.49 | 710      | 4.38 | 1,524  | 9.40  |   |      |        |      | 51                              | 0.31 | 80     | 0.49 |                       |      |     |      |   |
| 2002  | 15,133    | 6,106  | 40.35 | 9,027  | 59.65 | 593                | 3.92 | 752    | 4.97 | 3,159 | 20.87 | 3,831  | 25.32 | 1,606                     | 10.61 | 2,656  | 17.55 | 688      | 4.55 | 1,718  | 11.35 |   |      |        |      | 60                              | 0.40 | 70     | 0.46 |                       |      |     |      |   |
| 2003  | 15,928    | 6,531  | 41.00 | 9,397  | 59.00 | 643                | 4.04 | 818    | 5.14 | 3,354 | 21.06 | 4,004  | 25.14 | 1,735                     | 10.89 | 2,694  | 16.91 | 737      | 4.63 | 1,809  | 11.36 |   |      |        |      | 62                              | 0.39 | 72     | 0.45 |                       |      |     |      |   |
| 2004  | 14,815    | 5,951  | 40.17 | 8,864  | 59.83 | 588                | 3.97 | 780    | 5.26 | 3,047 | 20.57 | 3,694  | 24.93 | 1,528                     | 10.31 | 2,564  | 17.31 | 735      | 4.96 | 1,756  | 11.85 |   |      |        |      | 53                              | 0.36 | 70     | 0.47 |                       |      |     |      |   |
| 2005  | 15,319    | 6,286  | 41.03 | 9,033  | 58.97 | 625                | 4.08 | 844    | 5.51 | 3,215 | 20.99 | 3,765  | 24.58 | 1,659                     | 10.83 | 2,581  | 16.85 | 736      | 4.80 | 1,772  | 11.57 |   |      |        |      | 51                              | 0.33 | 71     | 0.46 |                       |      |     |      |   |
| 2006  | 15,372    | 6,211  | 40.40 | 9,161  | 59.60 | 620                | 4.03 | 787    | 5.12 | 3,137 | 20.41 | 3,797  | 24.70 | 1,673                     | 10.88 | 2,679  | 17.43 | 680      | 4.42 | 1,717  | 11.17 | 48  | 0.31 | 84     | 0.55 | 44                              | 0.29 | 81     | 0.53 | 9                     | 0.06 | 16  | 0.10 |   |
| <b>DEFENSE CONTRACT AUDIT AGENCY</b>          |           |        |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |       |   |      |        |      |                                 |      |        |      |                       |      |     |      |   |
| 1997  | 4,484     | 2,526  | 56.33 | 1,958  | 43.67 | 83                 | 1.85 | 63     | 1.40 | 2,140 | 47.73 | 1,442  | 32.16 | 150                       | 3.35  | 274    | 6.11  | 148      | 3.30 | 172    | 3.84  |   |      |        |      | 5                               | 0.11 | 7      | 0.16 |                       |      |     |      |   |
| 1998  | 4,172     | 2,357  | 56.50 | 1,815  | 43.50 | 81                 | 1.94 | 58     | 1.39 | 1,991 | 47.72 | 1,343  | 32.19 | 144                       | 3.45  | 245    | 5.87  | 136      | 3.26 | 161    | 3.86  |   |      |        |      | 5                               | 0.12 | 8      | 0.19 |                       |      |     |      |   |
| 1999  | 3,876     | 2,175  | 56.11 | 1,701  | 43.89 | 81                 | 2.09 | 68     | 1.75 | 1,837 | 47.39 | 1,241  | 32.02 | 130                       | 3.35  | 235    | 6.06  | 123      | 3.17 | 149    | 3.84  |   |      |        |      | 4                               | 0.10 | 8      | 0.21 |                       |      |     |      |   |
| 2000  | 4,168     | 2,293  | 55.01 | 1,875  | 44.99 | 111                | 2.66 | 93     | 2.23 | 1,899 | 45.56 | 1,318  | 31.62 | 143                       | 3.43  | 293    | 7.03  | 135      | 3.24 | 163    | 3.91  |   |      |        |      | 5                               | 0.12 | 8      | 0.19 |                       |      |     |      |   |
| 2001  | 4,006     | 2,186  | 54.57 | 1,820  | 45.43 | 102                | 2.55 | 94     | 2.35 | 1,821 | 45.46 | 1,273  | 31.78 | 136                       | 3.39  | 279    | 6.96  | 121      | 3.02 | 167    | 4.17  |   |      |        |      | 6                               | 0.15 | 7      | 0.17 |                       |      |     |      |   |
| 2002  | 4,079     | 2,199  | 53.91 | 1,880  | 46.09 | 107                | 2.62 | 101    | 2.48 | 1,817 | 44.55 | 1,305  | 31.99 | 144                       | 3.53  | 294    | 7.21  | 124      | 3.04 | 173    | 4.24  |   |      |        |      | 7                               | 0.17 | 7      | 0.17 |                       |      |     |      |   |
| 2003  | 4,020     | 2,122  | 52.79 | 1,898  | 47.21 | 105                | 2.61 | 107    | 2.66 | 1,751 | 43.56 | 1,321  | 32.86 | 138                       | 3.43  | 293    | 7.29  | 120      | 2.99 | 171    | 4.25  |   |      |        |      | 8                               | 0.20 | 6      | 0.15 |                       |      |     |      |   |
| 2004  | 4,050     | 2,079  | 51.33 | 1,971  | 48.67 | 111                | 2.74 | 130    | 3.21 | 1,698 | 41.93 | 1,350  | 33.33 | 141                       | 3.48  | 302    | 7.46  | 121      | 2.99 | 184    | 4.54  |   |      |        |      | 8                               | 0.20 | 5      | 0.12 |                       |      |     |      |   |
| 2005  | 4,112     | 2,032  | 49.42 | 2,080  | 50.58 | 102                | 2.48 | 127    | 3.09 | 1,663 | 40.44 | 1,415  | 34.41 | 132                       | 3.21  | 331    | 8.05  | 126      | 3.06 | 204    | 4.96  |   |      |        |      | 9                               | 0.22 | 3      | 0.07 |                       |      |     |      |   |
| 2006  | 4,018     | 1,912  | 47.59 | 2,106  | 52.41 | 85                 | 2.12 | 128    | 3.19 | 1,560 | 38.83 | 1,423  | 35.42 | 121                       | 3.01  | 329    | 8.19  | 120      | 2.99 | 198    | 4.93  | 4   | 0.10 | 5      | 0.12 | 9                               | 0.22 | 4      | 0.10 | 13                    | 0.32 | 19  | 0.47 |   |
| <b>DEFENSE CONTRACT MANAGEMENT AGENCY****</b> |           |        |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |       |   |      |        |      |                                 |      |        |      |                       |      |     |      |   |
| 1997  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *     | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *     | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *   | *    | * |
| 1998  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *     | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *     | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *   | *    | * |
| 1999  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *     | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *     | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *   | *    | * |
| 2000  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *     | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *     | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *   | *    | * |
| 2001  | 12,142    | 7,463  | 61.46 | 4,679  | 38.54 | 374                | 3.08 | 271    | 2.23 | 6,087 | 50.13 | 3,338  | 27.49 | 644                       | 5.30  | 880    | 7.25  | 302      | 2.49 | 149    | 1.23  |   |      |        |      | 56                              | 0.46 | 41     | 0.34 |                       |      |     |      |   |
| 2002  | 11,370    | 6,962  | 61.23 | 4,408  | 38.77 | 358                | 3.15 | 252    | 2.22 | 5,643 | 49.63 | 3,127  | 27.50 | 617                       | 5.43  | 842    | 7.41  | 292      | 2.57 | 147    | 1.29  |   |      |        |      | 52                              | 0.46 | 40     | 0.35 |                       |      |     |      |   |
| 2003  | 10,840    | 6,617  | 61.04 | 4,223  | 38.96 | 343                | 3.16 | 242    | 2.23 | 5,358 | 49.43 | 3,007  | 27.74 | 581                       | 5.36  | 799    | 7.37  | 282      | 2.60 | 139    | 1.28  |   |      |        |      | 53                              | 0.49 | 36     | 0.33 |                       |      |     |      |   |
| 2004  | 11,122    | 6,835  | 61.45 | 4,287  | 38.55 | 341                | 3.07 | 244    | 2.19 | 5,575 | 50.13 | 3,050  | 27.42 | 576                       | 5.18  | 808    | 7.26  | 289      | 2.60 | 151    | 1.36  |   |      |        |      | 54                              | 0.49 | 34     | 0.31 |                       |      |     |      |   |
| 2005  | 10,535    | 6,533  | 62.01 | 4,002  | 37.99 | 347                | 3.29 | 231    | 2.19 | 5,270 | 50.02 | 2,815  | 26.72 | 572                       | 5.43  | 772    | 7.33  | 295      | 2.80 | 151    | 1.43  |   |      |        |      | 49                              | 0.47 | 33     | 0.31 |                       |      |     |      |   |
| 2006  | 9,872     | 6,203  | 62.83 | 3,669  | 37.17 | 324                | 3.28 | 213    | 2.16 | 5,031 | 50.96 | 2,582  | 26.15 | 530                       | 5.37  | 696    | 7.05  | 273      | 2.77 | 143    | 1.45  | 0   | 0.00 | 2      | 0.02 | 44                              | 0.45 | 30     | 0.30 | 1                     | 0.01 | 3   | 0.03 |   |
| <b>DEFENSE EDUCATION ACTIVITY</b>             |           |        |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |       |   |      |        |      |                                 |      |        |      |                       |      |     |      |   |
| 1997  | 10,463    | 3,059  | 29.24 | 7,404  | 70.76 | 272                | 2.60 | 462    | 4.42 | 2,442 | 23.34 | 5,951  | 56.88 | 299                       | 2.86  | 818    | 7.82  | 33       | 0.32 | 143    | 1.37  |   |      |        |      | 13                              | 0.12 | 30     | 0.29 |                       |      |     |      |   |
| 1998  | 10,491    | 3,091  | 29.46 | 7,400  | 70.54 | 274                | 2.61 | 476    | 4.54 | 2,450 | 23.35 | 5,872  | 55.97 | 320                       | 3.05  | 858    | 8.18  | 38       | 0.36 | 166    | 1.58  |   |      |        |      | 9                               | 0.09 | 28     | 0.27 |                       |      |     |      |   |
| 1999  | 10,498    | 3,068  | 29.22 | 7,430  | 70.78 | 270                | 2.57 | 488    | 4.65 | 2,411 | 22.97 | 5,903  | 56.23 | 334                       | 3.18  | 857    | 8.16  | 44       | 0.42 | 157    | 1.50  |   |      |        |      | 9                               | 0.09 | 25     | 0.24 |                       |      |     |      |   |
| 2000  | 10,741    | 3,084  | 28.71 | 7,657  | 71.29 | 263                | 2.45 | 519    | 4.83 | 2,434 | 22.66 | 6,058  | 56.40 | 331                       | 3     |        |       |          |      |        |       |   |      |        |      |                                 |      |        |      |                       |      |     |      |   |

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY   | TOTAL ALL | TOTAL  |       |        |        |       |      | HISPANIC or LATINO |      |        |       | WHITE  |       |        |       | BLACK or AFRICAN AMERICAN |       |        |      | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |  |  |
|--|-----------|--------|-------|--------|--------|-------|------|--------------------|------|--------|-------|--------|-------|--------|-------|---------------------------|-------|--------|------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|--|--|
|  |           | MALE   |       |        | FEMALE |       |      | MALE               |      | FEMALE |       | MALE   |       | FEMALE |       | MALE                      |       | FEMALE |      | MALE     |      | FEMALE |      | MALE                                      |      | FEMALE |      | MALE                            |      | FEMALE |      |                       |      |  |  |
|  |           | #      | #     | %      | #      | #     | %    | #                  | %    | #      | %     | #      | %     | #      | %     | #                         | %     | #      | %    | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %    |                       |      |  |  |
|  |           |        |       |        |        |       |      |                    |      |        |       |        |       |        |       |                           |       |        |      |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |  |  |
| <b>DEFENSE FINANCE AND ACCOUNTING SERVICES</b> |           |        |       |        |        |       |      |                    |      |        |       |        |       |        |       |                           |       |        |      |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |  |  |
| 1997   | 20,281    | 7,305  | 36.02 | 12,976 | 63.98  | 312   | 1.54 | 548                | 2.70 | 5,462  | 26.93 | 8,519  | 42.00 | 1,162  | 5.73  | 3,255                     | 16.05 | 309    | 1.52 | 544      | 2.68 |        |      | 60  | 0.30 | 110    | 0.54 |                                 |      |        |      |                       |      |  |  |
| 1998   | 17,939    | 6,630  | 36.96 | 11,309 | 63.04  | 286   | 1.59 | 491                | 2.74 | 4,930  | 27.48 | 7,320  | 40.80 | 1,084  | 6.04  | 2,917                     | 16.26 | 279    | 1.56 | 481      | 2.68 |        |      | 51  | 0.28 | 100    | 0.56 |                                 |      |        |      |                       |      |  |  |
| 1999   | 18,135    | 6,707  | 36.98 | 11,428 | 63.02  | 306   | 1.69 | 523                | 2.88 | 4,945  | 27.27 | 7,354  | 40.55 | 1,128  | 6.22  | 2,948                     | 16.26 | 275    | 1.52 | 497      | 2.74 |        |      | 53  | 0.29 | 106    | 0.58 |                                 |      |        |      |                       |      |  |  |
| 2000   | 16,967    | 6,337  | 37.35 | 10,630 | 62.65  | 287   | 1.69 | 458                | 2.70 | 4,672  | 27.54 | 6,815  | 40.17 | 1,079  | 6.36  | 2,788                     | 16.43 | 251    | 1.48 | 478      | 2.82 |        |      | 48  | 0.28 | 91     | 0.54 |                                 |      |        |      |                       |      |  |  |
| 2001   | 16,067    | 6,019  | 37.46 | 10,048 | 62.54  | 277   | 1.72 | 455                | 2.83 | 4,448  | 27.68 | 6,428  | 40.01 | 1,003  | 6.24  | 2,640                     | 16.43 | 242    | 1.51 | 441      | 2.74 |        |      | 49  | 0.30 | 84     | 0.52 |                                 |      |        |      |                       |      |  |  |
| 2002   | 14,835    | 5,543  | 37.36 | 9,292  | 62.64  | 266   | 1.79 | 444                | 2.99 | 4,101  | 27.64 | 5,939  | 40.03 | 899    | 6.06  | 2,387                     | 16.09 | 233    | 1.57 | 443      | 2.99 |        |      | 44  | 0.30 | 79     | 0.53 |                                 |      |        |      |                       |      |  |  |
| 2003   | 14,049    | 5,261  | 37.45 | 8,788  | 62.55  | 257   | 1.83 | 429                | 3.05 | 3,913  | 27.85 | 5,658  | 40.27 | 836    | 5.95  | 2,213                     | 15.75 | 215    | 1.53 | 412      | 2.93 |        |      | 40  | 0.28 | 76     | 0.54 |                                 |      |        |      |                       |      |  |  |
| 2004   | 13,403    | 5,017  | 37.43 | 8,386  | 62.57  | 242   | 1.81 | 398                | 2.97 | 3,733  | 27.85 | 5,351  | 39.92 | 790    | 5.89  | 2,174                     | 16.22 | 213    | 1.59 | 394      | 2.94 |        |      | 39  | 0.29 | 69     | 0.51 |                                 |      |        |      |                       |      |  |  |
| 2005   | 13,388    | 5,037  | 37.62 | 8,351  | 62.38  | 249   | 1.86 | 396                | 2.96 | 3,733  | 27.88 | 5,292  | 39.53 | 803    | 6.00  | 2,201                     | 16.44 | 214    | 1.60 | 389      | 2.91 |        |      | 38  | 0.28 | 73     | 0.55 |                                 |      |        |      |                       |      |  |  |
| 2006   | 13,083    | 4,891  | 37.38 | 8,192  | 62.62  | 216   | 1.65 | 291                | 2.22 | 3,603  | 27.54 | 5,279  | 40.35 | 841    | 6.43  | 2,173                     | 16.61 | 184    | 1.41 | 328      | 2.51 | 13     | 0.10 | 29  | 0.22 | 29     | 0.22 | 81                              | 0.62 | 5      | 0.04 | 11                    | 0.08 |  |  |
| <b>DEFENSE HUMAN RESOURCES ACTIVITY</b>        |           |        |       |        |        |       |      |                    |      |        |       |        |       |        |       |                           |       |        |      |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |  |  |
| 1997   | 707       | 307    | 43.42 | 400    | 56.58  | 13    | 1.84 | 20                 | 2.83 | 262    | 37.06 | 298    | 42.15 | 20     | 2.83  | 58                        | 8.20  | 11     | 1.56 | 21       | 2.97 |        |      | 1   | 0.14 | 3      | 0.42 |                                 |      |        |      |                       |      |  |  |
| 1998   | 717       | 306    | 42.68 | 411    | 57.32  | 13    | 1.81 | 20                 | 2.79 | 253    | 35.29 | 303    | 42.26 | 24     | 3.35  | 63                        | 8.79  | 14     | 1.95 | 22       | 3.07 |        |      | 2   | 0.28 | 3      | 0.42 |                                 |      |        |      |                       |      |  |  |
| 1999   | 664       | 284    | 42.77 | 380    | 57.23  | 13    | 1.96 | 17                 | 2.56 | 241    | 36.30 | 285    | 42.92 | 18     | 2.71  | 53                        | 7.98  | 10     | 1.51 | 22       | 3.31 |        |      | 2   | 0.30 | 3      | 0.45 |                                 |      |        |      |                       |      |  |  |
| 2000   | 687       | 285    | 41.48 | 402    | 58.52  | 14    | 2.04 | 19                 | 2.77 | 243    | 35.37 | 302    | 43.96 | 14     | 2.04  | 55                        | 8.01  | 12     | 1.75 | 23       | 3.35 |        |      | 2   | 0.29 | 3      | 0.44 |                                 |      |        |      |                       |      |  |  |
| 2001   | 674       | 275    | 40.80 | 399    | 59.20  | 13    | 1.93 | 20                 | 2.97 | 235    | 34.87 | 301    | 44.66 | 15     | 2.23  | 54                        | 8.01  | 11     | 1.63 | 21       | 3.12 |        |      | 1   | 0.15 | 3      | 0.45 |                                 |      |        |      |                       |      |  |  |
| 2002   | 673       | 285    | 42.35 | 388    | 57.65  | 12    | 1.78 | 22                 | 3.27 | 237    | 35.22 | 287    | 42.64 | 24     | 3.57  | 57                        | 8.47  | 11     | 1.63 | 20       | 2.97 |        |      | 1   | 0.15 | 2      | 0.30 |                                 |      |        |      |                       |      |  |  |
| 2003   | 734       | 312    | 42.51 | 422    | 57.49  | 16    | 2.18 | 28                 | 3.81 | 253    | 34.47 | 299    | 40.74 | 26     | 3.54  | 70                        | 9.54  | 16     | 2.18 | 23       | 3.13 |        |      | 1   | 0.14 | 2      | 0.27 |                                 |      |        |      |                       |      |  |  |
| 2004   | 772       | 320    | 41.45 | 452    | 58.55  | 17    | 2.20 | 33                 | 4.27 | 254    | 32.90 | 313    | 40.54 | 32     | 4.15  | 83                        | 10.75 | 16     | 2.07 | 21       | 2.72 |        |      | 1   | 0.13 | 2      | 0.26 |                                 |      |        |      |                       |      |  |  |
| 2005   | 795       | 321    | 40.38 | 474    | 59.62  | 17    | 2.14 | 36                 | 4.53 | 251    | 31.57 | 302    | 37.99 | 34     | 4.28  | 108                       | 13.58 | 18     | 2.26 | 24       | 3.02 |        |      | 1   | 0.13 | 4      | 0.50 |                                 |      |        |      |                       |      |  |  |
| 2006   | 880       | 344    | 39.09 | 536    | 60.91  | 17    | 1.93 | 41                 | 4.66 | 262    | 29.77 | 344    | 39.09 | 43     | 4.89  | 115                       | 13.07 | 19     | 2.16 | 30       | 3.41 | 0      | 0.00 | 0   | 0.00 | 2      | 0.23 | 4                               | 0.45 | 1      | 0.11 | 2                     | 0.23 |  |  |
| <b>DEFENSE INFORMATION SYSTEMS AGENCY</b>      |           |        |       |        |        |       |      |                    |      |        |       |        |       |        |       |                           |       |        |      |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |  |  |
| 1997   | 6,328     | 3,351  | 52.96 | 2,977  | 47.04  | 99    | 1.56 | 114                | 1.80 | 2,667  | 42.15 | 2,037  | 32.19 | 394    | 6.23  | 676                       | 10.68 | 173    | 2.73 | 129      | 2.04 |        |      | 18  | 0.28 | 21     | 0.33 |                                 |      |        |      |                       |      |  |  |
| 1998   | 6,221     | 3,235  | 52.00 | 2,986  | 48.00  | 97    | 1.56 | 110                | 1.77 | 2,553  | 41.04 | 2,019  | 32.45 | 397    | 6.38  | 695                       | 11.17 | 172    | 2.76 | 140      | 2.25 |        |      | 16  | 0.26 | 22     | 0.35 |                                 |      |        |      |                       |      |  |  |
| 1999   | 5,203     | 2,729  | 52.45 | 2,474  | 47.55  | 57    | 1.10 | 56                 | 1.08 | 2,133  | 41.00 | 1,700  | 32.67 | 349    | 6.71  | 569                       | 10.94 | 174    | 3.34 | 133      | 2.56 |        |      | 16  | 0.31 | 16     | 0.31 |                                 |      |        |      |                       |      |  |  |
| 2000   | 6,042     | 3,150  | 52.14 | 2,892  | 47.86  | 105   | 1.74 | 99                 | 1.64 | 2,429  | 40.20 | 1,968  | 32.57 | 400    | 6.62  | 649                       | 10.74 | 196    | 3.24 | 153      | 2.53 |        |      | 20  | 0.33 | 23     | 0.38 |                                 |      |        |      |                       |      |  |  |
| 2001   | 6,000     | 3,135  | 52.25 | 2,865  | 47.75  | 100   | 1.67 | 95                 | 1.58 | 2,417  | 40.28 | 1,962  | 32.70 | 396    | 6.60  | 636                       | 10.60 | 205    | 3.42 | 152      | 2.53 |        |      | 17  | 0.28 | 20     | 0.33 |                                 |      |        |      |                       |      |  |  |
| 2002   | 5,898     | 3,119  | 52.88 | 2,779  | 47.12  | 100   | 1.70 | 90                 | 1.53 | 2,401  | 40.71 | 1,894  | 32.11 | 398    | 6.75  | 623                       | 10.56 | 206    | 3.49 | 151      | 2.56 |        |      | 14  | 0.24 | 21     | 0.36 |                                 |      |        |      |                       |      |  |  |
| 2003   | 5,519     | 2,949  | 53.43 | 2,570  | 46.57  | 94    | 1.70 | 82                 | 1.49 | 2,257  | 40.90 | 1,759  | 31.87 | 388    | 7.03  | 576                       | 10.44 | 196    | 3.55 | 136      | 2.46 |        |      | 14  | 0.25 | 17     | 0.31 |                                 |      |        |      |                       |      |  |  |
| 2004   | 5,161     | 2,834  | 54.91 | 2,327  | 45.09  | 89    | 1.72 | 69                 | 1.34 | 2,159  | 41.83 | 1,579  | 30.59 | 384    | 7.44  | 533                       | 10.33 | 188    | 3.64 | 133      | 2.58 |        |      | 14  | 0.27 | 13     | 0.25 |                                 |      |        |      |                       |      |  |  |
| 2005   | 4,909     | 2,767  | 56.37 | 2,142  | 43.63  | 90    | 1.83 | 61                 | 1.24 | 2,067  | 42.11 | 1,436  | 29.25 | 385    | 7.84  | 495                       | 10.08 | 213    | 4.34 | 137      | 2.79 |        |      | 12  | 0.24 | 13     | 0.26 |                                 |      |        |      |                       |      |  |  |
| 2006   | 5,370     | 3,010  | 56.05 | 2,360  | 43.95  | 101   | 1.88 | 75                 | 1.40 | 2,214  | 41.23 | 1,539  | 28.66 | 438    | 8.16  | 583                       | 10.86 | 232    | 4.32 | 143      | 2.66 | 6      | 0.11 | 2   | 0.04 | 16     | 0.30 | 12                              | 0.22 | 3      | 0.06 | 6                     | 0.11 |  |  |
| <b>DEFENSE LOGISTICS AGENCY</b>                |           |        |       |        |        |       |      |                    |      |        |       |        |       |        |       |                           |       |        |      |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |  |  |
| 1997   | 44,209    | 26,639 | 60.26 | 17,570 | 39.74  | 1,615 | 3.65 | 748                | 1.69 | 19,687 | 44.53 | 11,812 | 26.72 | 4,186  | 9.47  | 4,358                     | 9.86  | 890    | 2.01 | 479      | 1.08 |        |      | 261                                       | 0.59 | 173    | 0.39 |                                 |      |        |      |                       |      |  |  |
| 1998   | 40,545    | 24,328 | 60.00 | 16,217 | 40.00  | 1,260 | 3.11 | 633                | 1.56 | 18,282 | 45.09 | 11,021 | 27.18 | 3,767  | 9.29  | 4,007                     | 9.88  | 774    | 1.91 | 394      | 0.97 |        |      | 245                                       | 0.60 | 162    | 0.40 |                                 |      |        |      |                       |      |  |  |
| 1999   | 38,076    | 22,883 | 60.10 | 15,193 | 39.90  | 1,211 | 3.18 | 592                | 1.55 | 17,068 | 44.83 | 10,204 | 26.80 | 3,557  | 9.34  | 3,824                     | 10.04 | 812    | 2.13 | 420      | 1.10 |        |      | 235                                       | 0.62 | 153    | 0.40 |                                 |      |        |      |                       |      |  |  |
| 2000   | 35,300    | 21,026 | 59.56 | 14,274 | 40.44  | 1,124 | 3.18 | 551                | 1.56 | 15,788 | 44.73 | 9,595  | 27.18 | 3,122  | 8.84  | 3,589                     | 10.17 | 773    | 2.19 | 390      | 1.10 |        |      | 219                                       | 0.62 | 149    | 0.42 |                                 |      |        |      |                       |      |  |  |
| 2001   | 22,651    | 13,200 | 58.28 | 9,451  | 41.72  | 730   | 3.22 | 291                | 1.28 | 9,494  | 41.91 | 6,139  | 27.10 | 2,360  | 10.84 | 2,674                     | 11.81 | 462    | 2.04 | 242      | 1.07 |        |      | 154                                       | 0.68 | 105    | 0.46 |                                 |      |        |      |                       |      |  |  |
| 2002   | 21,698    | 12,469 | 57.47 | 9,229  | 42.53  | 721   | 3.32 | 317                | 1.46 | 9,019  | 41.57 | 5,981  | 27.56 | 2,153  | 9.92  | 2,611                     | 12.03 | 425    | 1.96 | 217      | 1.00 |        |      | 151                                       | 0.70 | 103    | 0.47 |                                 |      |        |      |                       |      |  |  |
| 2003   | 20,763    | 11,929 | 57.45 | 8,834  | 42.55  | 649   | 3.13 | 307                | 1.48 | 8,673  | 41.77 | 5,688  | 27.39 | 2,109  | 10.16 | 2,523                     | 12.15 | 364    | 1.75 | 222      | 1.07 |        |      | 134                                       | 0.65 | 94     | 0.45 |                                 |      |        |      |                       |      |  |  |
| 2004   | 21,685    | 12,707 | 58.60 | 8,978  | 41.40  | 707   | 3.26 | 330                | 1.52 | 9,155  | 42.22 | 5,783  | 26.67 | 2,333  | 10.76 | 2,543                     | 11.73 | 383    | 1.77 | 230      | 1.06 |        |      | 129                                       | 0.59 | 92     | 0.42 |                                 |      |        |      |                       |      |  |  |
| 2005   | 21,501    | 12,596 | 58.58 | 8,905  | 41.42  | 656   | 3.05 | 329                | 1.53 | 9,082  | 42.24 | 5,732  | 26.66 | 2,328  | 10.83 | 2,516                     | 11.70 | 398    | 1.85 | 296      | 1.38 |        |      | 132                                       | 0.61 | 92     | 0.43 |                                 |      |        |      |                       |      |  |  |
| 2006   | 21,459    | 12,585 | 58.65 | 8,874  | 41.35  | 665   | 3.10 | 324                | 1.51 | 9,034  | 42.10 | 5,675  | 26.45 | 2,364  | 11.02 | 2,536                     | 11.82 | 335    | 1.56 | 221      | 1.03 | 40     | 0.19 | 20  | 0.09 | 138    | 0.64 | 95                              | 0.44 | 9      | 0.04 | 3                     | 0.01 |  |  |
| <b>DEFENSE SECURITY SERVICE</b>                |           |        |       |        |        |       |      |                    |      |        |       |        |       |        |       |                           |       |        |      |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |  |  |
| 1997   | 2,503     | 1,350  | 53.94 | 1,153  | 46.06  | 38    | 1.52 | 37                 | 1.48 | 1,161  | 46.38 | 821    | 32.80 | 106    | 4.23  | 263                       | 10.51 | 32     | 1.28 | 28       | 1.12 |        |      | 13  | 0.52 | 4      | 0.16 |                                 |      |        |      |                       |      |  |  |
| 1998   | 2,454     | 1,317  | 53.67 | 1,137  | 46.33  | 39    | 1.59 | 33                 | 1.34 | 1,133  | 46.17 | 811    | 33.05 | 103    | 4.20  | 257                       | 10.47 | 29     | 1.18 | 31       | 1.26 |        |      | 13  | 0.53 | 5      | 0.20 |                                 |      |        |      |                       |      |  |  |
| 1999   | 2,420     | 1,312  | 54.21 | 1,108  | 45.79  | 38    | 1.57 | 32                 | 1.32 | 1,130  | 46.69 | 792    | 32.73 | 104    | 4.30  | 251                       | 10.37 | 28     | 1.16 | 29       | 1.20 |        |      | 12  | 0.50 | 4      | 0.17 |                                 |      |        |      |                       |      |  |  |
| 2000   | 2,533     | 1,340  | 52.90 | 1,193  | 47.10  | 39    | 1.54 | 41                 | 1.62 | 1,155  | 45.60 | 863    | 34.07 | 109    | 4.30  | 259                       | 10.23 | 25     | 0.99 | 27       | 1.07 |        |      | 12  | 0.47 | 3      | 0.12 |                                 |      |        |      |                       |      |  |  |
| 2001   | 2,655     | 1,386  | 52.20 | 1,269  | 47.80  | 38    | 1.43 | 43                 | 1.62 | 1,200  | 45.20 | 922    | 34.73 | 109    | 4.11  | 271                       | 10.21 | 27     | 1.02 |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |  |  |



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY   | TOTAL ALL | TOTAL  |       |        |       |     | HISPANIC or LATINO |     |        |       | WHITE |       |        |     | BLACK or AFRICAN AMERICAN |       |        |     | ASIAN ** |     |        |   | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |   |        |   | AMERICAN INDIAN / ALASKA NATIVE |   |        |     | TWO OR MORE RACES *** |    |        |   |      |   |      |
|--|-----------|--------|-------|--------|-------|-----|--------------------|-----|--------|-------|-------|-------|--------|-----|---------------------------|-------|--------|-----|----------|-----|--------|---|---|---|--------|---|---------------------------------|---|--------|-----|-----------------------|----|--------|---|------|---|------|
|  |           | MALE   |       | FEMALE |       |     | MALE               |     | FEMALE |       | MALE  |       | FEMALE |     | MALE                      |       | FEMALE |     | MALE     |     | FEMALE |   | MALE                                      |   | FEMALE |   | MALE                            |   | FEMALE |     | MALE                  |    | FEMALE |   |      |   |      |
|  |           | #      | %     | #      | %     | %   | #                  | %   | #      | %     | #     | %     | #      | %   | #                         | %     | #      | %   | #        | %   | #      | % | #   | % | #      | % | #                               | % | #      | %   | #                     | %  | #      | % |      |   |      |
| <b>ENERGY, DEPT. OF</b>                        |           |        |       |        |       |     |                    |     |        |       |       |       |        |     |                           |       |        |     |          |     |        |   |   |   |        |   |                                 |   |        |     |                       |    |        |   |      |   |      |
| 1997   | 18,145    | 11.196 | 61.70 | 6,949  | 38.30 | 474 | 2.61               | 421 | 2.32   | 9,453 | 52.10 | 4,779 | 26.34  | 654 | 3.60                      | 1,454 | 8.02   | 471 | 2.60     | 202 | 1.11   |   |   |   |        |   |                                 |   |        | 144 | 0.79                  | 93 | 0.51   |   |      |   |      |
| 1998   | 16,759    | 10.386 | 61.97 | 6,373  | 38.03 | 445 | 2.66               | 398 | 2.37   | 8,767 | 52.31 | 4,361 | 26.02  | 598 | 3.57                      | 1,335 | 7.97   | 449 | 2.68     | 192 | 1.15   |   |   |   |        |   |                                 |   |        | 127 | 0.76                  | 87 | 0.52   |   |      |   |      |
| 1999   | 15,828    | 9.849  | 62.23 | 5,979  | 37.77 | 428 | 2.70               | 384 | 2.43   | 8,307 | 52.48 | 4,078 | 25.76  | 552 | 3.49                      | 1,256 | 7.94   | 434 | 2.74     | 178 | 1.12   |   |   |   |        |   |                                 |   |        | 128 | 0.81                  | 83 | 0.52   |   |      |   |      |
| 2000   | 15,368    | 9,556  | 62.18 | 5,812  | 37.82 | 439 | 2.86               | 367 | 2.39   | 8,037 | 52.30 | 3,947 | 25.68  | 516 | 3.36                      | 1,224 | 7.96   | 435 | 2.83     | 189 | 1.23   |   |   |   |        |   |                                 |   |        | 129 | 0.84                  | 85 | 0.55   |   |      |   |      |
| 2001   | 15,608    | 9,690  | 62.08 | 5,918  | 37.92 | 463 | 2.97               | 384 | 2.46   | 8,123 | 52.04 | 4,032 | 25.83  | 524 | 3.36                      | 1,210 | 7.75   | 446 | 2.86     | 204 | 1.31   |   |   |   |        |   |                                 |   |        | 134 | 0.86                  | 88 | 0.56   |   |      |   |      |
| 2002   | 15,726    | 9,745  | 61.97 | 5,981  | 38.03 | 486 | 3.09               | 408 | 2.59   | 8,133 | 51.72 | 4,073 | 25.90  | 529 | 3.36                      | 1,199 | 7.62   | 463 | 2.94     | 209 | 1.33   |   |   |   |        |   |                                 |   |        | 134 | 0.85                  | 92 | 0.59   |   |      |   |      |
| 2003   | 15,196    | 9,451  | 62.19 | 5,745  | 37.81 | 473 | 3.11               | 399 | 2.63   | 7,863 | 51.74 | 3,888 | 25.59  | 516 | 3.40                      | 1,153 | 7.59   | 463 | 3.05     | 213 | 1.40   |   |   |   |        |   |                                 |   |        | 136 | 0.89                  | 92 | 0.61   |   |      |   |      |
| 2004   | 15,023    | 9,408  | 62.62 | 5,615  | 37.38 | 488 | 3.24               | 404 | 2.68   | 7,817 | 52.03 | 3,781 | 25.16  | 521 | 3.46                      | 1,135 | 7.55   | 448 | 2.98     | 206 | 1.37   |   |   |   |        |   |                                 |   |        | 134 | 0.89                  | 89 | 0.59   |   |      |   |      |
| 2005   | 14,973    | 9,330  | 62.31 | 5,643  | 37.69 | 517 | 3.45               | 426 | 2.85   | 7,704 | 51.45 | 3,766 | 25.15  | 518 | 3.46                      | 1,148 | 7.67   | 447 | 2.99     | 213 | 1.42   |   |   |   |        |   |                                 |   |        | 144 | 0.96                  | 90 | 0.60   |   |      |   |      |
| 2006   | 14,950    | 9,290  | 62.14 | 5,660  | 37.86 | 526 | 3.52               | 433 | 2.90   | 7,658 | 51.22 | 3,753 | 25.10  | 515 | 3.44                      | 1,147 | 7.67   | 443 | 2.96     | 227 | 1.52   | 5 | 0.03                                      | 1 | 0.01   |   |                                 |   |        | 137 | 0.92                  | 95 | 0.64   | 6 | 0.04 | 4 | 0.03 |
| <b>ENVIRONMENTAL PROTECTION AGENCY</b>         |           |        |       |        |       |     |                    |     |        |       |       |       |        |     |                           |       |        |     |          |     |        |   |   |   |        |   |                                 |   |        |     |                       |    |        |   |      |   |      |
| 1997   | 17,180    | 8,669  | 50.46 | 8,511  | 49.54 | 325 | 1.89               | 384 | 2.24   | 7,225 | 42.05 | 5,322 | 30.98  | 688 | 4.00                      | 2,403 | 13.99  | 392 | 2.28     | 343 | 2.00   |   |   |   |        |   |                                 |   |        | 39  | 0.23                  | 59 | 0.34   |   |      |   |      |
| 1998   | 17,840    | 8,951  | 50.17 | 8,889  | 49.83 | 356 | 2.00               | 430 | 2.41   | 7,376 | 41.35 | 5,488 | 30.76  | 737 | 4.13                      | 2,505 | 14.04  | 429 | 2.40     | 394 | 2.21   |   |   |   |        |   |                                 |   |        | 53  | 0.30                  | 72 | 0.40   |   |      |   |      |
| 1999   | 17,842    | 8,936  | 50.08 | 8,906  | 49.92 | 373 | 2.09               | 428 | 2.40   | 7,302 | 40.93 | 5,457 | 30.59  | 744 | 4.17                      | 2,515 | 14.09  | 448 | 2.51     | 430 | 2.41   |   |   |   |        |   |                                 |   |        | 69  | 0.39                  | 76 | 0.43   |   |      |   |      |
| 2000   | 17,411    | 8,727  | 50.12 | 8,684  | 49.88 | 372 | 2.14               | 422 | 2.42   | 7,114 | 40.86 | 5,291 | 30.39  | 722 | 4.15                      | 2,475 | 14.22  | 453 | 2.60     | 422 | 2.42   |   |   |   |        |   |                                 |   |        | 66  | 0.38                  | 74 | 0.43   |   |      |   |      |
| 2001   | 17,456    | 8,691  | 49.79 | 8,765  | 50.21 | 378 | 2.17               | 425 | 2.43   | 7,037 | 40.31 | 5,286 | 30.28  | 744 | 4.26                      | 2,536 | 14.53  | 466 | 2.67     | 443 | 2.54   |   |   |   |        |   |                                 |   |        | 66  | 0.38                  | 75 | 0.43   |   |      |   |      |
| 2002   | 17,495    | 8,681  | 49.62 | 8,814  | 50.38 | 394 | 2.25               | 437 | 2.50   | 6,998 | 40.00 | 5,285 | 30.21  | 750 | 4.29                      | 2,564 | 14.66  | 474 | 2.71     | 451 | 2.58   |   |   |   |        |   |                                 |   |        | 65  | 0.37                  | 77 | 0.44   |   |      |   |      |
| 2003   | 17,642    | 8,685  | 49.23 | 8,957  | 50.77 | 408 | 2.31               | 455 | 2.58   | 6,950 | 39.39 | 5,370 | 30.44  | 765 | 4.34                      | 2,582 | 14.64  | 492 | 2.79     | 472 | 2.68   |   |   |   |        |   |                                 |   |        | 70  | 0.40                  | 78 | 0.44   |   |      |   |      |
| 2004   | 18,576    | 9,258  | 49.84 | 9,318  | 50.16 | 424 | 2.33               | 491 | 2.64   | 7,437 | 40.03 | 5,610 | 30.20  | 796 | 4.28                      | 2,622 | 14.41  | 521 | 2.80     | 513 | 2.76   |   |   |   |        |   |                                 |   |        | 70  | 0.37                  | 82 | 0.44   |   |      |   |      |
| 2005   | 18,398    | 9,083  | 49.37 | 9,315  | 50.63 | 432 | 2.35               | 500 | 2.72   | 7,262 | 39.47 | 5,596 | 30.42  | 792 | 4.30                      | 2,619 | 14.24  | 530 | 2.88     | 522 | 2.84   |   |   |   |        |   |                                 |   |        | 67  | 0.36                  | 78 | 0.42   |   |      |   |      |
| 2006   | 18,248    | 9,016  | 49.41 | 9,232  | 50.59 | 405 | 2.22               | 477 | 2.61   | 7,298 | 39.99 | 5,738 | 31.44  | 745 | 4.08                      | 2,443 | 13.39  | 509 | 2.79     | 497 | 2.72   | 0 | 0.00                                      | 1 | 0.01   |   |                                 |   |        | 59  | 0.32                  | 76 | 0.42   | 0 | 0.00 | 0 | 0.00 |
| <b>EQUAL EMPLOYMENT OPPORTUNITY COMMISSION</b> |           |        |       |        |       |     |                    |     |        |       |       |       |        |     |                           |       |        |     |          |     |        |   |   |   |        |   |                                 |   |        |     |                       |    |        |   |      |   |      |
| 1997   | 2,565     | 870    | 33.92 | 1,695  | 66.08 | 107 | 4.17               | 168 | 6.55   | 412   | 16.06 | 544   | 21.21  | 318 | 12.40                     | 934   | 36.41  | 30  | 1.17     | 35  | 1.36   |   |   |   |        |   |                                 |   |        | 3   | 0.11                  | 14 | 0.53   |   |      |   |      |
| 1998   | 2,510     | 850    | 33.86 | 1,660  | 66.14 | 103 | 4.10               | 162 | 6.45   | 408   | 16.25 | 548   | 21.83  | 307 | 12.23                     | 899   | 35.82  | 29  | 1.16     | 38  | 1.51   |   |   |   |        |   |                                 |   |        | 3   | 0.12                  | 13 | 0.51   |   |      |   |      |
| 1999   | 2,853     | 983    | 34.45 | 1,870  | 65.55 | 123 | 4.31               | 200 | 7.01   | 475   | 16.65 | 648   | 22.71  | 344 | 12.06                     | 957   | 33.54  | 38  | 1.33     | 56  | 1.96   |   |   |   |        |   |                                 |   |        | 3   | 0.12                  | 9  | 0.36   |   |      |   |      |
| 2000   | 2,709     | 929    | 34.29 | 1,780  | 65.71 | 116 | 4.28               | 192 | 7.09   | 435   | 16.06 | 602   | 22.22  | 337 | 12.44                     | 920   | 33.96  | 38  | 1.40     | 54  | 1.99   |   |   |   |        |   |                                 |   |        | 3   | 0.11                  | 12 | 0.42   |   |      |   |      |
| 2001   | 2,866     | 984    | 34.33 | 1,882  | 65.67 | 132 | 4.61               | 228 | 7.96   | 472   | 16.47 | 635   | 22.16  | 339 | 11.83                     | 950   | 33.15  | 39  | 1.36     | 55  | 1.92   |   |   |   |        |   |                                 |   |        | 2   | 0.07                  | 14 | 0.49   |   |      |   |      |
| 2002   | 2,734     | 920    | 33.65 | 1,814  | 66.35 | 125 | 4.57               | 226 | 8.27   | 438   | 16.02 | 621   | 22.71  | 317 | 11.59                     | 904   | 33.07  | 38  | 1.39     | 53  | 1.94   |   |   |   |        |   |                                 |   |        | 2   | 0.07                  | 10 | 0.37   |   |      |   |      |
| 2003   | 2,555     | 857    | 33.54 | 1,698  | 66.46 | 114 | 4.46               | 216 | 8.45   | 406   | 15.89 | 580   | 22.70  | 298 | 11.66                     | 846   | 33.11  | 37  | 1.45     | 47  | 1.84   |   |   |   |        |   |                                 |   |        | 2   | 0.08                  | 9  | 0.35   |   |      |   |      |
| 2004   | 2,465     | 811    | 32.90 | 1,654  | 67.10 | 110 | 4.46               | 210 | 8.51   | 382   | 15.49 | 570   | 23.12  | 282 | 11.44                     | 815   | 33.06  | 35  | 1.41     | 50  | 2.02   |   |   |   |        |   |                                 |   |        | 2   | 0.08                  | 9  | 0.36   |   |      |   |      |
| 2005   | 2,363     | 778    | 32.92 | 1,585  | 67.08 | 104 | 4.40               | 206 | 8.72   | 369   | 15.62 | 544   | 23.02  | 261 | 11.05                     | 772   | 32.67  | 40  | 1.69     | 51  | 2.16   |   |   |   |        |   |                                 |   |        | 4   | 0.17                  | 12 | 0.51   |   |      |   |      |
| 2006   | 2,195     | 726    | 33.08 | 1,469  | 66.92 | 101 | 4.60               | 192 | 8.75   | 348   | 15.85 | 517   | 23.55  | 234 | 10.66                     | 699   | 31.85  | 38  | 1.73     | 48  | 2.19   | 1 | 0.05                                      | 1 | 0.05   |   |                                 |   |        | 4   | 0.18                  | 11 | 0.50   | 0 | 0.00 | 1 | 0.05 |
| <b>FEDERAL COMMUNICATIONS COMMISSION</b>       |           |        |       |        |       |     |                    |     |        |       |       |       |        |     |                           |       |        |     |          |     |        |   |   |   |        |   |                                 |   |        |     |                       |    |        |   |      |   |      |
| 1997   | 1,879     | 912    | 48.54 | 967    | 51.46 | 24  | 1.28               | 25  | 1.33   | 715   | 38.05 | 466   | 24.80  | 133 | 7.08                      | 440   | 23.42  | 36  | 1.92     | 34  | 1.81   |   |   |   |        |   |                                 |   |        | 4   | 0.21                  | 2  | 0.11   |   |      |   |      |
| 1998   | 1,656     | 782    | 47.22 | 874    | 52.78 | 21  | 1.27               | 18  | 1.09   | 615   | 37.14 | 412   | 24.88  | 111 | 6.70                      | 416   | 25.12  | 31  | 1.87     | 26  | 1.57   |   |   |   |        |   |                                 |   |        | 4   | 0.24                  | 2  | 0.12   |   |      |   |      |
| 1999   | 1,599     | 751    | 46.97 | 848    | 53.03 | 21  | 1.31               | 18  | 1.13   | 585   | 36.59 | 393   | 24.58  | 110 | 6.88                      | 409   | 25.58  | 31  | 1.94     | 26  | 1.63   |   |   |   |        |   |                                 |   |        | 4   | 0.25                  | 2  | 0.13   |   |      |   |      |
| 2000   | 1,909     | 896    | 46.94 | 1,013  | 53.06 | 25  | 1.31               | 22  | 1.15   | 685   | 35.88 | 502   | 26.30  | 134 | 7.02                      | 450   | 23.57  | 47  | 2.46     | 37  | 1.94   |   |   |   |        |   |                                 |   |        | 5   | 0.26                  | 2  | 0.10   |   |      |   |      |
| 2001   | 1,955     | 934    | 47.77 | 1,021  | 52.23 | 30  | 1.53               | 21  | 1.07   | 702   | 35.91 | 484   | 24.76  | 151 | 7.72                      | 470   | 24.04  | 47  | 2.40     | 45  | 2.30   |   |   |   |        |   |                                 |   |        | 4   | 0.20                  | 1  | 0.05   |   |      |   |      |
| 2002   | 2,024     | 970    | 47.92 | 1,054  | 52.08 | 31  | 1.53               | 20  | 0.99   | 728   | 35.97 | 510   | 25.20  | 156 | 7.71                      | 478   | 23.62  | 51  | 2.52     | 45  | 2.22   |   |   |   |        |   |                                 |   |        | 4   | 0.20                  | 1  | 0.05   |   |      |   |      |
| 2003   | 2,012     | 962    | 47.81 | 1,050  | 52.19 | 39  | 1.94               | 22  | 1.09   | 714   | 35.49 | 500   | 24.85  | 157 | 7.80                      | 481   | 23.91  | 48  | 2.39     | 46  | 2.29   |   |   |   |        |   |                                 |   |        | 4   | 0.20                  | 1  | 0.05   |   |      |   |      |
| 2004   | 1,952     | 928    | 47.54 | 1,024  | 52.46 | 35  | 1.79               | 22  | 1.12   | 691   | 35.39 | 487   | 24.94  | 150 | 7.68                      | 466   | 23.87  | 48  | 2.45     | 48  | 2.45   |   |   |   |        |   |                                 |   |        | 4   | 0.20                  | 1  | 0.05   |   |      |   |      |
| 2005   | 1,854     | 876    | 47.25 | 978    | 52.75 | 36  | 1.94               | 23  | 1.24   | 643   | 34.68 | 466   | 25.13  | 145 | 7.82                      | 444   | 23.95  | 48  | 2.59     | 43  | 2.32   |   |   |   |        |   |                                 |   |        | 4   | 0.22                  | 2  | 0.11   |   |      |   |      |
| 2006   | 1,847     | 868    | 47.00 | 979    | 53.00 | 36  | 1.95               | 22  | 1.19   | 637   | 34.49 | 461   | 24.96  | 144 | 7.80                      | 446   | 24.15  | 48  | 2.60     | 48  | 2.60   | 0 | 0.00                                      | 0 | 0.00   |   |                                 |   |        | 3   | 0.16                  | 2  | 0.11   | 0 | 0.00 | 0 | 0.00 |
| <b>FEDERAL DEPOSIT INSURANCE CORPORATION</b>   |           |        |       |        |       |     |                    |     |        |       |       |       |        |     |                           |       |        |     |          |     |        |   |   |   |        |   |                                 |   |        |     |                       |    |        |   |      |   |      |
| 1997   | 6,803     | 3,739  | 54.96 | 3,064  | 45.04 | 123 | 1.81               | 92  | 1.35   | 3,256 | 47.86 | 2,047 | 30.09  | 284 | 4.17                      | 810   | 11.91  | 61  | 0        |     |        |   |   |   |        |   |                                 |   |        |     |                       |    |        |   |      |   |      |

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY  | TOTAL ALL | TOTAL  |       |        |       | HISPANIC or LATINO |      |        |      | WHITE  |       |        |       | BLACK or AFRICAN AMERICAN |       |        |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |       | TWO OR MORE RACES *** |      |        |      |
|---|-----------|--------|-------|--------|-------|--------------------|------|--------|------|--------|-------|--------|-------|---------------------------|-------|--------|-------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|-------|-----------------------|------|--------|------|
|   |           | MALE   |       | FEMALE |       | MALE               |      | FEMALE |      | MALE   |       | FEMALE |       | MALE                      |       | FEMALE |       | MALE     |      | FEMALE |      | MALE                                      |      | FEMALE |      | MALE                            |      | FEMALE |       | MALE                  |      | FEMALE |      |
|   |           | #      | %     | #      | %     | #                  | %    | #      | %    | #      | %     | #      | %     | #                         | %     | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %     | #                     | %    | #      | %    |
|   |           | #      | %     | #      | %     | #                  | %    | #      | %    | #      | %     | #      | %     | #                         | %     | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %     | #                     | %    | #      | %    |
| <b>FEDERAL ENERGY REGULATORY COMMISSION</b> |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |       |                       |      |        |      |
| 1997  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *     | *                     | *    | *      | *    |
| 1998  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *     | *                     | *    | *      | *    |
| 1999  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *     | *                     | *    | *      | *    |
| 2000  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *     | *                     | *    | *      | *    |
| 2001  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *     | *                     | *    | *      | *    |
| 2002  | *         | *      | *     | *      | *     | *                  | *    | *      | *    | *      | *     | *      | *     | *                         | *     | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *     | *                     | *    | *      | *    |
| 2003  | 1,219     | 672    | 55.13 | 547    | 44.87 | 13                 | 1.07 | 18     | 1.48 | 535    | 43.89 | 278    | 22.81 | 72                        | 5.91  | 225    | 18.46 | 51       | 4.18 | 23     | 1.89 | 0   | 0.00 | 0      | 0.00 | 0                               | 0.00 | 3      | 0.24  | 0                     | 0.00 | 0      | 0.00 |
| 2004  | 1,255     | 690    | 54.98 | 565    | 45.02 | 13                 | 1.04 | 17     | 1.35 | 548    | 43.67 | 290    | 23.11 | 75                        | 5.98  | 230    | 18.33 | 54       | 4.30 | 23     | 1.83 | 0   | 0.00 | 0      | 0.00 | 0                               | 0.00 | 3      | 0.24  | 1                     | 0.08 | 1      | 0.08 |
| 2005  | 1,234     | 663    | 53.73 | 571    | 46.27 | 11                 | 0.89 | 21     | 1.70 | 529    | 42.87 | 294    | 23.82 | 72                        | 5.83  | 225    | 18.23 | 50       | 4.05 | 25     | 2.03 | 0   | 0.00 | 0      | 0.00 | 1                               | 0.08 | 6      | 0.49  | 0                     | 0.00 | 0      | 0.00 |
| 2006  | 1,341     | 716    | 53.39 | 625    | 46.61 | 10                 | 0.75 | 20     | 1.49 | 566    | 42.21 | 324    | 24.16 | 77                        | 5.74  | 241    | 17.97 | 54       | 4.03 | 31     | 2.31 | 0   | 0.00 | 0      | 0.00 | 2                               | 0.15 | 7      | 0.52  | 7                     | 0.52 | 2      | 0.15 |
| <b>FEDERAL TRADE COMMISSION</b>             |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |       |                       |      |        |      |
| 1997  | 878       | 414    | 47.15 | 464    | 52.85 | 6                  | 0.68 | 13     | 1.48 | 357    | 40.66 | 279    | 31.78 | 46                        | 5.24  | 158    | 18.00 | 5        | 0.57 | 12     | 1.37 |   |      |        |      | 0                               | 0.00 | 2      | 0.23  |                       |      |        |      |
| 1998  | 888       | 422    | 47.52 | 466    | 52.48 | 5                  | 0.56 | 12     | 1.35 | 360    | 40.54 | 276    | 31.08 | 48                        | 5.41  | 163    | 18.36 | 9        | 1.01 | 13     | 1.46 |   |      |        |      | 0                               | 0.00 | 2      | 0.23  |                       |      |        |      |
| 1999  | 852       | 409    | 48.00 | 443    | 52.00 | 5                  | 0.59 | 8      | 0.94 | 351    | 41.20 | 258    | 30.28 | 45                        | 5.28  | 161    | 18.90 | 8        | 0.94 | 14     | 1.64 |   |      |        |      | 0                               | 0.00 | 2      | 0.23  |                       |      |        |      |
| 2000  | 896       | 423    | 47.21 | 473    | 52.79 | 7                  | 0.78 | 10     | 1.12 | 357    | 39.84 | 278    | 31.03 | 47                        | 5.25  | 164    | 18.30 | 12       | 1.34 | 20     | 2.23 |   |      |        |      | 0                               | 0.00 | 1      | 0.11  |                       |      |        |      |
| 2001  | 820       | 343    | 41.83 | 477    | 58.17 | 9                  | 1.10 | 10     | 1.09 | 278    | 33.90 | 275    | 33.54 | 45                        | 4.89  | 169    | 18.37 | 11       | 1.20 | 21     | 2.28 |   |      |        |      | 0                               | 0.00 | 2      | 0.22  |                       |      |        |      |
| 2002  | 959       | 462    | 48.18 | 497    | 51.82 | 11                 | 1.15 | 10     | 1.04 | 394    | 41.08 | 294    | 30.66 | 44                        | 4.59  | 168    | 17.52 | 13       | 1.36 | 23     | 2.40 |   |      |        |      | 0                               | 0.00 | 2      | 0.21  |                       |      |        |      |
| 2003  | 969       | 468    | 48.30 | 501    | 51.70 | 10                 | 1.03 | 10     | 1.03 | 402    | 41.49 | 292    | 30.13 | 44                        | 4.54  | 175    | 18.06 | 12       | 1.24 | 22     | 2.27 |   |      |        |      | 0                               | 0.00 | 2      | 0.21  |                       |      |        |      |
| 2004  | 1,073     | 535    | 49.86 | 538    | 50.14 | 13                 | 1.21 | 13     | 1.21 | 456    | 42.49 | 319    | 29.72 | 48                        | 4.47  | 180    | 16.77 | 17       | 1.58 | 24     | 2.23 |   |      |        |      | 1                               | 0.09 | 2      | 0.18  |                       |      |        |      |
| 2005  | 1,017     | 499    | 49.07 | 518    | 50.93 | 18                 | 1.77 | 12     | 1.18 | 419    | 41.20 | 302    | 29.70 | 46                        | 4.52  | 176    | 17.31 | 16       | 1.57 | 25     | 2.46 |   |      |        |      | 0                               | 0.00 | 3      | 0.29  |                       |      |        |      |
| 2006  | 1,068     | 524    | 49.06 | 544    | 50.94 | 20                 | 1.87 | 12     | 1.12 | 433    | 40.54 | 330    | 30.90 | 49                        | 4.59  | 165    | 15.45 | 21       | 1.97 | 34     | 3.18 | 0   | 0.00 | 0      | 0.00 | 1                               | 0.09 | 3      | 0.28  | 0                     | 0.00 | 0      | 0.00 |
| <b>GENERAL SERVICES ADMINISTRATION</b>      |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |       |                       |      |        |      |
| 1997  | 14,127    | 8,146  | 57.66 | 5,981  | 42.34 | 393                | 2.78 | 272    | 1.93 | 5,607  | 39.69 | 3,298  | 23.35 | 1,802                     | 12.76 | 2,178  | 15.42 | 290      | 2.78 | 192    | 1.36 |   |      |        |      | 54                              | 0.38 | 41     | 0.29  |                       |      |        |      |
| 1998  | 14,013    | 8,037  | 57.35 | 5,976  | 42.65 | 399                | 2.85 | 279    | 1.99 | 5,535  | 39.50 | 3,283  | 23.43 | 1,768                     | 12.62 | 2,179  | 15.55 | 283      | 2.85 | 193    | 1.38 |   |      |        |      | 52                              | 0.37 | 42     | 0.30  |                       |      |        |      |
| 1999  | 13,965    | 7,929  | 56.78 | 6,036  | 43.22 | 396                | 2.84 | 288    | 2.06 | 5,450  | 39.03 | 3,272  | 23.43 | 1,747                     | 12.51 | 2,227  | 15.95 | 280      | 2.01 | 204    | 1.46 |   |      |        |      | 56                              | 0.40 | 45     | 0.32  |                       |      |        |      |
| 2000  | 14,000    | 7,866  | 56.19 | 6,134  | 43.81 | 386                | 2.76 | 287    | 2.05 | 5,432  | 38.80 | 3,325  | 23.75 | 1,702                     | 12.16 | 2,252  | 16.09 | 281      | 2.01 | 218    | 1.56 |   |      |        |      | 65                              | 0.46 | 52     | 0.37  |                       |      |        |      |
| 2001  | 14,016    | 7,768  | 55.42 | 6,248  | 44.58 | 397                | 2.83 | 304    | 2.17 | 5,324  | 37.99 | 3,328  | 23.74 | 1,679                     | 11.98 | 2,292  | 16.35 | 287      | 2.05 | 252    | 1.80 |   |      |        |      | 81                              | 0.58 | 72     | 0.51  |                       |      |        |      |
| 2002  | 14,095    | 7,707  | 54.68 | 6,388  | 45.32 | 417                | 2.96 | 350    | 2.48 | 5,277  | 37.44 | 3,403  | 24.14 | 1,620                     | 11.49 | 2,289  | 16.24 | 292      | 2.07 | 258    | 1.83 |   |      |        |      | 101                             | 0.72 | 88     | 0.62  |                       |      |        |      |
| 2003  | 12,400    | 6,364  | 51.32 | 6,036  | 48.68 | 282                | 2.27 | 309    | 2.49 | 4,579  | 36.93 | 3,265  | 26.33 | 1,184                     | 9.55  | 2,134  | 17.21 | 263      | 2.12 | 268    | 2.16 |   |      |        |      | 56                              | 0.45 | 60     | 0.48  |                       |      |        |      |
| 2004  | 12,597    | 6,412  | 50.90 | 6,185  | 49.10 | 303                | 2.40 | 337    | 2.67 | 4,599  | 36.50 | 3,347  | 26.56 | 1,164                     | 9.24  | 2,173  | 17.25 | 286      | 2.27 | 272    | 2.15 |   |      |        |      | 60                              | 0.47 | 56     | 0.44  |                       |      |        |      |
| 2005  | 12,666    | 6,416  | 50.66 | 6,250  | 49.34 | 313                | 2.47 | 345    | 2.72 | 4,581  | 36.17 | 3,386  | 26.73 | 1,156                     | 9.13  | 2,160  | 17.05 | 305      | 2.41 | 308    | 2.43 |   |      |        |      | 61                              | 0.48 | 51     | 0.40  |                       |      |        |      |
| 2006  | 12,170    | 6,148  | 50.52 | 6,022  | 49.48 | 303                | 2.49 | 349    | 2.87 | 4,339  | 35.65 | 3,230  | 26.54 | 1,127                     | 9.26  | 2,080  | 17.09 | 303      | 2.49 | 302    | 2.48 | 6   | 0.05 | 7      | 0.06 | 58                              | 0.48 | 40     | 0.33  | 12                    | 0.10 | 14     | 0.12 |
| <b>GOVERNMENT PRINTING OFFICE</b>           |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |       |                       |      |        |      |
| 1997  | 3,554     | 2,106  | 59.26 | 1,448  | 40.74 | 51                 | 1.44 | 28     | 0.79 | 998    | 28.08 | 388    | 10.92 | 1,035                     | 29.12 | 1,020  | 28.70 | 20       | 0.56 | 9      | 0.25 |   |      |        |      | 2                               | 0.06 | 3      | 0.08  |                       |      |        |      |
| 1998  | 3,389     | 2,001  | 59.04 | 1,388  | 40.96 | 47                 | 1.39 | 25     | 0.74 | 946    | 27.91 | 365    | 10.77 | 986                       | 29.09 | 985    | 29.06 | 20       | 0.59 | 10     | 0.30 |   |      |        |      | 2                               | 0.06 | 3      | 0.09  |                       |      |        |      |
| 1999  | 3,232     | 1,878  | 58.11 | 1,354  | 41.89 | 43                 | 1.33 | 28     | 0.87 | 875    | 27.07 | 349    | 10.80 | 938                       | 29.02 | 964    | 29.83 | 20       | 0.62 | 10     | 0.31 |   |      |        |      | 2                               | 0.06 | 3      | 0.09  |                       |      |        |      |
| 2000  | 3,149     | 1,822  | 57.86 | 1,327  | 42.14 | 42                 | 1.33 | 26     | 0.83 | 849    | 26.96 | 344    | 10.92 | 909                       | 28.87 | 944    | 29.98 | 19       | 0.60 | 10     | 0.32 |   |      |        |      | 3                               | 0.10 | 3      | 0.10  |                       |      |        |      |
| 2001  | 3,001     | 1,733  | 57.75 | 1,268  | 42.25 | 35                 | 1.17 | 26     | 0.87 | 800    | 26.66 | 320    | 10.66 | 877                       | 29.22 | 908    | 30.26 | 16       | 0.53 | 11     | 0.37 |   |      |        |      | 5                               | 0.17 | 3      | 0.10  |                       |      |        |      |
| 2002  | 2,979     | 1,727  | 57.97 | 1,252  | 42.03 | 36                 | 1.21 | 25     | 0.84 | 770    | 25.85 | 324    | 10.88 | 897                       | 30.11 | 887    | 29.78 | 17       | 0.57 | 15     | 0.50 |   |      |        |      | 7                               | 0.23 | 1      | 0.03  |                       |      |        |      |
| 2003  | 2,789     | 1,618  | 58.01 | 1,171  | 41.99 | 31                 | 1.11 | 19     | 0.68 | 725    | 25.99 | 314    | 11.26 | 840                       | 30.12 | 816    | 29.26 | 18       | 0.65 | 19     | 0.68 |   |      |        |      | 4                               | 0.14 | 3      | 0.11  |                       |      |        |      |
| 2004  | 2,396     | 1,405  | 58.64 | 991    | 41.36 | 25                 | 1.04 | 13     | 0.54 | 653    | 27.25 | 295    | 12.31 | 706                       | 29.46 | 661    | 27.58 | 18       | 0.75 | 19     | 0.79 |   |      |        |      | 3                               | 0.12 | 3      | 0.12  |                       |      |        |      |
| 2005  | 2,363     | 1,365  | 57.77 | 998    | 42.23 | 26                 | 1.10 | 13     | 0.55 | 630    | 26.66 | 290    | 12.27 | 682                       | 28.86 | 668    | 28.27 | 20       | 0.85 | 24     | 1.02 |   |      |        |      | 4                               | 0.17 | 3      | 0.13  |                       |      |        |      |
| 2006  | 2,235     | 1,300  | 58.17 | 935    | 41.83 | 27                 | 1.21 | 12     | 0.54 | 605    | 27.07 | 285    | 12.75 | 641                       | 28.68 | 611    | 27.34 | 23       | 1.03 | 24     | 1.07 | 0   | 0.00 | 0      | 0.00 | 4                               | 0.18 | 3      | 0.13  | 0                     | 0.00 | 0      | 0.00 |
| <b>HEALTH AND HUMAN SERVICES, DEPT. OF</b>  |           |        |       |        |       |                    |      |        |      |        |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |       |                       |      |        |      |
| 1997  | 48,605    | 18,313 | 37.68 | 30,292 | 62.32 | 555                | 1.14 | 782    | 1.61 | 12,458 | 25.63 | 15,964 | 32.84 | 2,431                     | 5.00  | 6,235  | 12.83 | 828      | 1.70 | 1,020  | 2.10 |   |      |        |      | 2,041                           | 4.20 | 6,291  | 12.94 |                       |      |        |      |
| 1998  | 49,151    | 18,342 | 37.32 | 30,809 | 62.68 | 585                | 1.19 | 808    | 1.64 | 12,439 | 25.31 | 16,095 | 32.75 | 2,387                     | 4.86  | 6,385  | 12.99 | 849      | 1.73 | 1,094  | 2.23 |   |      |        |      | 2,082                           | 4.24 | 6,427  | 13.08 |                       |      |        |      |
| 1999  | 50,163    | 18,606 | 37.09 | 31,557 | 62.91 | 632                | 1.26 | 851    | 1.70 | 12,543 | 25.00 | 16,436 | 32.77 | 2,391                     | 4.77  | 6,608  | 13.17 | 909      | 1.81 | 1,191  | 2.37 |   |      |        |      | 2,131                           | 4.25 | 6,471  | 12.90 |                       |      |        |      |
| 2000  | 51,173    | 18,786 | 36.71 | 32,387 | 63.29 | 668                | 1.31 | 922    | 1.80 | 12,502 | 24.43 | 16,667 | 32.57 | 2,439                     | 4.77  | 6,958  | 13.60 | 1,001    | 1.96 | 1,308  | 2.56 |   |      |        |      | 2,176                           | 4.25 | 6,532  | 12.76 |                       |      |        |      |
| 2001  | 52,241    | 18,919 | 36.21 | 33,322 | 63.79 | 702                | 1.34 | 1,010  | 1.93 | 12,439 | 23.81 | 16,824 | 32.20 | 2,500                     | 4.79  | 7,343  | 14.06 | 1,073    | 2.05 | 1,443  | 2.76 |   |      |        |      | 2,205                           | 4.22 | 6,702  | 12.83 |                       |      |        |      |

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY   | TOTAL ALL | TOTAL   |       |        |       | HISPANIC or LATINO |       |        |      | WHITE  |       |        |       | BLACK or AFRICAN AMERICAN |      |        |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS *** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |        |      |   |
|--|-----------|---------|-------|--------|-------|--------------------|-------|--------|------|--------|-------|--------|-------|---------------------------|------|--------|-------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|--------|------|---|
|  |           | MALE    |       | FEMALE |       | MALE               |       | FEMALE |      | MALE   |       | FEMALE |       | MALE                      |      | FEMALE |       | MALE     |      | FEMALE |      | MALE  |      | FEMALE |      | MALE                            |      | FEMALE |      | MALE                  |      | FEMALE |      |   |
|  |           | #       | %     | #      | %     | #                  | %     | #      | %    | #      | %     | #      | %     | #                         | %    | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %    | #                     | %    | #      | %    |   |
| <b>HOMELAND SECURITY, DEPT. OF ****</b>        |           |         |       |        |       |                    |       |        |      |        |       |        |       |                           |      |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |   |
| 1997   | *         | *       | *     | *      | *     | *                  | *     | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    | * |
| 1998   | *         | *       | *     | *      | *     | *                  | *     | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    | * |
| 1999   | *         | *       | *     | *      | *     | *                  | *     | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    | * |
| 2000   | *         | *       | *     | *      | *     | *                  | *     | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    | * |
| 2001   | *         | *       | *     | *      | *     | *                  | *     | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    | * |
| 2002   | *         | *       | *     | *      | *     | *                  | *     | *      | *    | *      | *     | *      | *     | *                         | *    | *      | *     | *        | *    | *      | *    | *   | *    | *      | *    | *                               | *    | *      | *    | *                     | *    | *      | *    | * |
| 2003   | 156,611   | 103,946 | 66.37 | 52,665 | 33.63 | 18,581             | 11.86 | 7,320  | 4.67 | 68,620 | 43.82 | 31,007 | 19.80 | 11,455                    | 7.31 | 11,493 | 7.34  | 4,507    | 2.88 | 2,424  | 1.55 |   |      | 783    | 0.50 | 421                             | 0.27 |        |      |                       |      |        |      |   |
| 2004   | 162,944   | 107,874 | 66.20 | 55,070 | 33.80 | 19,405             | 11.91 | 7,644  | 4.69 | 71,361 | 43.79 | 32,407 | 19.89 | 11,586                    | 7.11 | 12,053 | 7.40  | 4,706    | 2.89 | 2,502  | 1.54 |   |      | 816    | 0.50 | 464                             | 0.28 |        |      |                       |      |        |      |   |
| 2005   | 162,132   | 107,138 | 66.08 | 54,994 | 33.92 | 19,655             | 12.12 | 7,893  | 4.87 | 70,342 | 43.39 | 31,644 | 19.52 | 11,455                    | 7.07 | 12,431 | 7.67  | 4,848    | 2.99 | 2,533  | 1.56 |   |      | 838    | 0.52 | 493                             | 0.30 |        |      |                       |      |        |      |   |
| 2006   | 168,635   | 111,515 | 66.13 | 57,120 | 33.87 | 20,392             | 12.09 | 7,847  | 4.65 | 73,555 | 43.62 | 33,187 | 19.68 | 11,522                    | 6.83 | 12,816 | 7.60  | 4,684    | 2.78 | 2,402  | 1.42 | 188   | 0.11 | 173    | 0.10 | 1,173                           | 0.70 | 694    | 0.41 | 1                     | 0.00 | 1      | 0.00 |   |
| <b>HOUSING AND URBAN DEVELOPMENT, DEPT. OF</b> |           |         |       |        |       |                    |       |        |      |        |       |        |       |                           |      |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |   |
| 1997   | 9,987     | 4,059   | 40.64 | 5,928  | 59.36 | 249                | 2.49  | 398    | 3.99 | 2,810  | 28.14 | 2,839  | 28.43 | 824                       | 8.25 | 2,465  | 24.68 | 135      | 1.35 | 161    | 1.61 |   |      | 41     | 0.41 | 65                              | 0.65 |        |      |                       |      |        |      |   |
| 1998   | 9,405     | 3,817   | 40.58 | 5,588  | 59.42 | 241                | 2.56  | 375    | 3.99 | 2,636  | 28.03 | 2,635  | 28.02 | 766                       | 8.14 | 2,357  | 25.06 | 135      | 1.44 | 158    | 1.68 |   |      | 39     | 0.41 | 63                              | 0.67 |        |      |                       |      |        |      |   |
| 1999   | 9,448     | 3,848   | 40.73 | 5,600  | 59.27 | 253                | 2.68  | 385    | 4.07 | 2,624  | 27.77 | 2,618  | 27.71 | 786                       | 8.32 | 2,366  | 25.04 | 145      | 1.53 | 170    | 1.80 |   |      | 40     | 0.42 | 61                              | 0.65 |        |      |                       |      |        |      |   |
| 2000   | 9,822     | 4,062   | 41.36 | 5,760  | 58.64 | 279                | 2.84  | 402    | 4.09 | 2,728  | 27.77 | 2,649  | 26.97 | 855                       | 8.70 | 2,466  | 25.11 | 156      | 1.59 | 181    | 1.84 |   |      | 44     | 0.45 | 62                              | 0.63 |        |      |                       |      |        |      |   |
| 2001   | 9,727     | 3,952   | 40.63 | 5,775  | 59.37 | 278                | 2.86  | 405    | 4.16 | 2,622  | 26.96 | 2,583  | 26.55 | 850                       | 8.74 | 2,535  | 26.06 | 161      | 1.66 | 190    | 1.95 |   |      | 41     | 0.42 | 62                              | 0.64 |        |      |                       |      |        |      |   |
| 2002   | 9,793     | 3,948   | 40.31 | 5,845  | 59.69 | 278                | 2.84  | 411    | 4.20 | 2,594  | 26.49 | 2,550  | 26.04 | 872                       | 8.90 | 2,623  | 26.78 | 166      | 1.70 | 199    | 2.03 |   |      | 38     | 0.39 | 62                              | 0.63 |        |      |                       |      |        |      |   |
| 2003   | 10,177    | 4,040   | 39.70 | 6,137  | 60.30 | 290                | 2.85  | 437    | 4.29 | 2,608  | 25.63 | 2,636  | 25.90 | 935                       | 9.19 | 2,765  | 27.17 | 170      | 1.67 | 230    | 2.26 |   |      | 37     | 0.36 | 69                              | 0.68 |        |      |                       |      |        |      |   |
| 2004   | 10,218    | 4,064   | 39.77 | 6,154  | 60.23 | 284                | 2.77  | 437    | 4.27 | 2,573  | 25.18 | 2,613  | 25.57 | 987                       | 9.65 | 2,786  | 27.26 | 186      | 1.82 | 246    | 2.40 |   |      | 34     | 0.33 | 72                              | 0.70 |        |      |                       |      |        |      |   |
| 2005   | 9,921     | 3,960   | 39.92 | 5,961  | 60.08 | 283                | 2.85  | 428    | 4.31 | 2,508  | 25.28 | 2,505  | 25.25 | 954                       | 9.62 | 2,714  | 27.36 | 181      | 1.82 | 242    | 2.44 |   |      | 34     | 0.34 | 72                              | 0.73 |        |      |                       |      |        |      |   |
| 2006   | 9,825     | 3,886   | 39.55 | 5,939  | 60.45 | 283                | 2.88  | 431    | 4.39 | 2,423  | 24.66 | 2,431  | 24.74 | 954                       | 9.71 | 2,717  | 28.00 | 191      | 1.94 | 244    | 2.48 | 0   | 0.00 | 5      | 0.05 | 31                              | 0.32 | 75     | 0.76 | 4                     | 0.04 | 2      | 0.02 |   |
| <b>INTERIOR, DEPT. OF</b>                      |           |         |       |        |       |                    |       |        |      |        |       |        |       |                           |      |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |   |
| 1997   | 55,817    | 35,469  | 63.55 | 20,348 | 36.45 | 1,452              | 2.60  | 1,062  | 1.90 | 27,846 | 49.89 | 14,292 | 25.61 | 1,721                     | 3.08 | 1,695  | 3.04  | 508      | 0.91 | 428    | 0.77 |   |      | 3,942  | 7.06 | 2,871                           | 5.14 |        |      |                       |      |        |      |   |
| 1998   | 56,337    | 35,626  | 63.24 | 20,711 | 36.76 | 1,519              | 2.70  | 1,111  | 1.97 | 27,920 | 49.56 | 14,518 | 25.77 | 1,766                     | 3.13 | 1,776  | 3.15  | 523      | 0.93 | 468    | 0.83 |   |      | 3,898  | 6.92 | 2,838                           | 5.04 |        |      |                       |      |        |      |   |
| 1999   | 56,739    | 35,504  | 62.57 | 21,235 | 37.43 | 1,567              | 2.76  | 1,147  | 2.02 | 27,780 | 48.96 | 14,881 | 26.23 | 1,736                     | 3.06 | 1,846  | 3.25  | 545      | 0.96 | 495    | 0.87 |   |      | 3,876  | 6.83 | 2,866                           | 5.05 |        |      |                       |      |        |      |   |
| 2000   | 57,577    | 35,802  | 62.18 | 21,775 | 37.82 | 1,641              | 2.85  | 1,207  | 2.10 | 27,925 | 48.50 | 15,221 | 26.44 | 1,762                     | 3.06 | 1,903  | 3.33  | 589      | 1.02 | 520    | 0.90 |   |      | 3,885  | 6.75 | 2,924                           | 5.08 |        |      |                       |      |        |      |   |
| 2001   | 59,141    | 36,596  | 61.88 | 22,545 | 38.12 | 1,708              | 2.89  | 1,242  | 2.10 | 28,438 | 48.09 | 15,765 | 26.66 | 1,786                     | 3.02 | 1,910  | 3.21  | 602      | 1.02 | 548    | 0.93 |   |      | 4,062  | 6.87 | 3,080                           | 5.21 |        |      |                       |      |        |      |   |
| 2002   | 60,465    | 37,233  | 61.58 | 23,232 | 38.42 | 1,685              | 2.79  | 1,267  | 2.10 | 29,108 | 48.14 | 16,226 | 26.84 | 1,739                     | 2.88 | 1,936  | 3.20  | 626      | 1.04 | 570    | 0.94 |   |      | 4,075  | 6.74 | 3,233                           | 5.35 |        |      |                       |      |        |      |   |
| 2003   | 60,840    | 37,344  | 61.38 | 23,496 | 38.62 | 1,708              | 2.81  | 1,280  | 2.10 | 29,272 | 48.11 | 16,383 | 26.93 | 1,726                     | 2.84 | 1,936  | 3.18  | 645      | 1.06 | 600    | 0.99 |   |      | 3,993  | 6.56 | 3,297                           | 5.42 |        |      |                       |      |        |      |   |
| 2004   | 77,600    | 46,505  | 59.93 | 31,095 | 40.07 | 2,104              | 2.71  | 1,534  | 1.97 | 36,017 | 46.41 | 20,742 | 26.72 | 1,914                     | 2.46 | 2,097  | 2.70  | 807      | 1.03 | 754    | 0.97 |   |      | 5,663  | 7.29 | 5,968                           | 7.69 |        |      |                       |      |        |      |   |
| 2005   | 76,676    | 45,806  | 59.74 | 30,870 | 40.26 | 2,086              | 2.72  | 1,572  | 2.05 | 35,469 | 46.26 | 20,531 | 26.78 | 1,830                     | 2.39 | 2,084  | 2.72  | 817      | 1.07 | 750    | 0.98 |   |      | 5,604  | 7.31 | 5,933                           | 7.74 |        |      |                       |      |        |      |   |
| 2006   | 73,126    | 43,416  | 59.37 | 29,710 | 40.63 | 2,007              | 2.74  | 1,532  | 2.10 | 33,609 | 45.96 | 19,722 | 26.97 | 1,735                     | 2.37 | 2,007  | 2.74  | 665      | 0.91 | 686    | 0.94 | 94  | 0.13 | 52     | 0.07 | 5,237                           | 7.16 | 5,652  | 7.73 | 69                    | 0.09 | 59     | 0.08 |   |
| <b>JUSTICE, DEPT. OF</b>                       |           |         |       |        |       |                    |       |        |      |        |       |        |       |                           |      |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |   |
| 1997   | 111,218   | 69,092  | 62.12 | 42,126 | 37.88 | 9,273              | 8.34  | 3,903  | 3.51 | 50,231 | 45.16 | 26,351 | 23.69 | 7,353                     | 6.61 | 10,387 | 9.34  | 1,672    | 1.50 | 1,202  | 1.08 |   |      | 563    | 0.51 | 283                             | 0.25 |        |      |                       |      |        |      |   |
| 1998   | 117,180   | 72,831  | 62.15 | 44,349 | 37.85 | 10,050             | 8.58  | 4,252  | 3.63 | 52,708 | 44.98 | 27,533 | 23.50 | 7,679                     | 6.55 | 10,953 | 9.35  | 1,807    | 1.54 | 1,302  | 1.11 |   |      | 587    | 0.50 | 309                             | 0.26 |        |      |                       |      |        |      |   |
| 1999   | 119,902   | 74,169  | 61.86 | 45,733 | 38.14 | 10,321             | 8.61  | 4,439  | 3.70 | 53,386 | 44.52 | 28,277 | 23.58 | 7,972                     | 6.65 | 11,333 | 9.45  | 1,884    | 1.57 | 1,367  | 1.14 |   |      | 606    | 0.51 | 317                             | 0.26 |        |      |                       |      |        |      |   |
| 2000   | 120,858   | 75,108  | 62.15 | 45,750 | 37.85 | 11,024             | 9.12  | 4,586  | 3.79 | 53,470 | 44.24 | 28,185 | 23.30 | 8,047                     | 6.66 | 11,305 | 9.35  | 1,946    | 1.61 | 1,393  | 1.15 |   |      | 621    | 0.51 | 311                             | 0.26 |        |      |                       |      |        |      |   |
| 2001   | 122,669   | 76,390  | 62.27 | 46,279 | 37.73 | 8,971              | 7.31  | 4,792  | 3.91 | 56,420 | 45.99 | 28,222 | 23.01 | 8,279                     | 6.75 | 11,465 | 9.35  | 2,088    | 1.70 | 1,479  | 1.21 |   |      | 632    | 0.52 | 321                             | 0.26 |        |      |                       |      |        |      |   |
| 2002   | 124,539   | 77,466  | 62.20 | 47,073 | 37.80 | 12,623             | 10.14 | 5,081  | 4.08 | 53,712 | 43.13 | 28,618 | 22.98 | 8,296                     | 6.66 | 11,616 | 9.33  | 2,219    | 1.78 | 1,419  | 1.14 |   |      | 616    | 0.49 | 339                             | 0.27 |        |      |                       |      |        |      |   |
| 2003   | 98,180    | 58,404  | 59.49 | 39,776 | 40.51 | 5,148              | 5.24  | 3,138  | 3.20 | 43,817 | 44.63 | 25,071 | 25.54 | 7,382                     | 7.52 | 10,238 | 10.43 | 1,515    | 1.54 | 1,045  | 1.06 |   |      | 542    | 0.55 | 284                             | 0.29 |        |      |                       |      |        |      |   |
| 2004   | 102,906   | 61,303  | 59.57 | 41,603 | 40.43 | 5,415              | 5.26  | 3,432  | 3.33 | 46,037 | 44.74 | 26,044 | 25.30 | 7,600                     | 7.38 | 10,641 | 10.34 | 1,693    | 1.64 | 1,198  | 1.16 |   |      | 558    | 0.54 | 288                             | 0.27 |        |      |                       |      |        |      |   |
| 2005   | 104,098   | 62,430  | 59.97 | 41,668 | 40.03 | 5,528              | 5.31  | 3,521  | 3.38 | 46,914 | 45.07 | 26,059 | 25.03 | 7,655                     | 7.35 | 10,559 | 10.14 | 1,775    | 1.71 | 1,242  | 1.19 |   |      | 558    | 0.54 | 287                             | 0.28 |        |      |                       |      |        |      |   |
| 2006   | 105,827   | 63,784  | 60.27 | 42,043 | 39.73 | 5,701              | 5.39  | 3,584  | 3.39 | 47,810 | 45.18 | 26,082 | 24.65 | 7,776                     | 7.35 | 10,680 | 10.09 | 1,878    | 1.77 | 1,373  | 1.30 | 43  | 0.04 | 20     | 0.02 | 571                             | 0.54 | 303    | 0.29 | 5                     | 0.00 | 1      | 0.00 |   |
| <b>LABOR, DEPT. OF</b>                         |           |         |       |        |       |                    |       |        |      |        |       |        |       |                           |      |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |   |
| 1997   | 15,271    | 7,837   | 51.32 | 7,434  | 48.68 | 494                | 3.23  | 459    | 3.01 | 6,173  | 40.42 | 4,026  | 26.36 | 932                       | 6.10 | 2,666  | 17.46 | 194      | 1.27 | 224    | 1.47 |   |      | 44     | 0.29 | 59                              | 0.39 |        |      |                       |      |        |      |   |
| 1998   | 15,225    | 7,741   | 50.84 | 7,484  | 49.16 | 502                | 3.30  | 479    | 3.15 | 6,086  | 39.97 | 4,005  | 26.35 | 913                       | 6.00 | 2,701  | 17.74 | 195      | 1.28 | 240    | 1.58 |   |      | 45     | 0.30 | 59                              | 0.39 |        |      |                       |      |        |      |   |
| 1999   | 15,348    | 7,791   | 50.76 | 7,557  | 49.24 | 513                | 3.34  | 509    | 3.32 | 6,088  | 39.67 | 4,017  | 26.17 | 941                       | 6.13 | 2,715  | 17.69 | 202      | 1.32 | 256    | 1.67 |   |      | 47     | 0.31 | 60                              | 0.39 |        |      |                       |      |        |      |   |
| 2000   | 15,626    | 7,910   | 50.62 | 7,716  | 49.38 | 525                | 3.36  | 534    | 3.42 | 6,132  | 39.24 | 4,057  | 25.96 | 989                       | 6.33 | 2,779  | 17.78 | 217      | 1.3  |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |   |





TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY  | TOTAL ALL | TOTAL |       |        |       | HISPANIC or LATINO |      |        |      | WHITE |       |        |       | BLACK or AFRICAN AMERICAN |       |        |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS *** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |        |      |
|---|-----------|-------|-------|--------|-------|--------------------|------|--------|------|-------|-------|--------|-------|---------------------------|-------|--------|-------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|--------|------|
|   |           | MALE  |       | FEMALE |       | MALE               |      | FEMALE |      | MALE  |       | FEMALE |       | MALE                      |       | FEMALE |       | MALE     |      | FEMALE |      | MALE  |      | FEMALE |      | MALE                            |      | FEMALE |      | MALE                  |      | FEMALE |      |
|   |           | #     | %     | #      | %     | #                  | %    | #      | %    | #     | %     | #      | %     | #                         | %     | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %    | #                     | %    | #      | %    |
| <b>NATIONAL SCIENCE FOUNDATION</b>          |           |       |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 1,090     | 410   | 37.61 | 680    | 62.39 | 6                  | 0.55 | 12     | 1.10 | 328   | 30.09 | 303    | 27.80 | 55                        | 5.05  | 345    | 31.65 | 19       | 1.74 | 20     | 1.83 |   |      |        |      | 2                               | 0.18 | 0      | 0.00 |                       |      |        |      |
| 1998  | 1,013     | 380   | 37.51 | 633    | 62.49 | 5                  | 0.49 | 12     | 1.18 | 304   | 30.01 | 277    | 27.34 | 51                        | 5.03  | 324    | 31.98 | 18       | 1.78 | 20     | 1.97 |   |      |        |      | 2                               | 0.20 | 0      | 0.00 |                       |      |        |      |
| 1999  | 931       | 352   | 37.81 | 579    | 62.19 | 4                  | 0.43 | 11     | 1.18 | 281   | 30.18 | 250    | 26.85 | 50                        | 5.37  | 298    | 32.01 | 15       | 1.61 | 20     | 2.15 |   |      |        |      | 2                               | 0.21 | 0      | 0.00 |                       |      |        |      |
| 2000  | 861       | 325   | 37.75 | 536    | 62.25 | 3                  | 0.35 | 11     | 1.28 | 263   | 30.55 | 231    | 26.83 | 43                        | 4.99  | 276    | 32.06 | 14       | 1.63 | 18     | 2.09 |   |      |        |      | 2                               | 0.23 | 0      | 0.00 |                       |      |        |      |
| 2001  | 1,075     | 381   | 35.44 | 694    | 64.56 | 9                  | 0.84 | 14     | 1.30 | 295   | 27.44 | 311    | 28.93 | 57                        | 5.30  | 341    | 31.72 | 19       | 1.77 | 26     | 2.42 |   |      |        |      | 1                               | 0.09 | 2      | 0.19 |                       |      |        |      |
| 2002  | 1,077     | 384   | 35.65 | 693    | 64.35 | 9                  | 0.84 | 15     | 1.39 | 304   | 28.23 | 326    | 30.27 | 50                        | 4.64  | 323    | 29.99 | 20       | 1.86 | 29     | 2.69 |   |      |        |      | 1                               | 0.09 | 0      | 0.00 |                       |      |        |      |
| 2003  | 1,092     | 396   | 36.26 | 696    | 63.74 | 11                 | 1.01 | 17     | 1.56 | 304   | 27.84 | 322    | 29.49 | 57                        | 5.22  | 326    | 29.85 | 23       | 2.11 | 31     | 2.84 |   |      |        |      | 1                               | 0.09 | 0      | 0.00 |                       |      |        |      |
| 2004  | 1,333     | 523   | 39.23 | 810    | 60.77 | 17                 | 1.27 | 18     | 1.35 | 400   | 30.01 | 402    | 30.15 | 67                        | 5.02  | 351    | 26.33 | 36       | 2.70 | 39     | 2.92 |   |      |        |      | 3                               | 0.22 | 0      | 0.00 |                       |      |        |      |
| 2005  | 1,339     | 517   | 38.61 | 822    | 61.39 | 17                 | 1.27 | 18     | 1.34 | 406   | 30.32 | 408    | 30.47 | 62                        | 4.63  | 355    | 26.51 | 30       | 2.24 | 39     | 2.91 |   |      |        |      | 2                               | 0.15 | 2      | 0.15 |                       |      |        |      |
| 2006  | 1,365     | 548   | 40.15 | 817    | 59.85 | 17                 | 1.25 | 17     | 1.25 | 426   | 31.21 | 410    | 30.04 | 61                        | 4.47  | 345    | 25.27 | 42       | 3.08 | 41     | 3.00 | 0   | 0.00 | 0      | 0.00 | 2                               | 0.15 | 4      | 0.29 | 0                     | 0.00 | 0      | 0.00 |
| <b>NUCLEAR REGULATORY COMMISSION</b>        |           |       |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 2,999     | 1,892 | 63.09 | 1,107  | 36.91 | 40                 | 1.33 | 21     | 0.70 | 1,587 | 52.92 | 781    | 26.04 | 116                       | 3.87  | 256    | 8.54  | 145      | 4.83 | 46     | 1.53 |   |      |        |      | 4                               | 0.13 | 3      | 0.10 |                       |      |        |      |
| 1998  | 2,903     | 1,840 | 63.38 | 1,063  | 36.62 | 38                 | 1.31 | 21     | 0.72 | 1,532 | 52.77 | 742    | 25.56 | 116                       | 4.00  | 251    | 8.65  | 149      | 5.13 | 46     | 1.58 |   |      |        |      | 5                               | 0.17 | 3      | 0.10 |                       |      |        |      |
| 1999  | 2,813     | 1,771 | 62.96 | 1,042  | 37.04 | 38                 | 1.35 | 22     | 0.78 | 1,465 | 52.08 | 719    | 25.56 | 112                       | 3.98  | 252    | 8.96  | 151      | 5.37 | 45     | 1.60 |   |      |        |      | 5                               | 0.18 | 4      | 0.14 |                       |      |        |      |
| 2000  | 2,787     | 1,744 | 62.58 | 1,043  | 37.42 | 43                 | 1.54 | 25     | 0.90 | 1,439 | 51.63 | 713    | 25.58 | 108                       | 3.88  | 257    | 9.22  | 150      | 5.38 | 46     | 1.65 |   |      |        |      | 4                               | 0.14 | 2      | 0.07 |                       |      |        |      |
| 2001  | 2,785     | 1,743 | 62.59 | 1,042  | 37.41 | 58                 | 2.08 | 30     | 1.08 | 1,425 | 51.17 | 708    | 25.42 | 107                       | 3.84  | 253    | 9.08  | 147      | 5.28 | 49     | 1.76 |   |      |        |      | 6                               | 0.22 | 2      | 0.07 |                       |      |        |      |
| 2002  | 2,872     | 1,782 | 62.05 | 1,090  | 37.95 | 71                 | 2.47 | 45     | 1.57 | 1,436 | 50.00 | 723    | 25.17 | 116                       | 4.04  | 267    | 9.30  | 153      | 5.33 | 53     | 1.85 |   |      |        |      | 6                               | 0.21 | 2      | 0.07 |                       |      |        |      |
| 2003  | 2,995     | 1,878 | 62.70 | 1,117  | 37.30 | 81                 | 2.70 | 52     | 1.74 | 1,499 | 50.05 | 733    | 24.47 | 128                       | 4.27  | 276    | 9.22  | 162      | 5.41 | 54     | 1.80 |   |      |        |      | 8                               | 0.27 | 2      | 0.07 |                       |      |        |      |
| 2004  | 3,224     | 2,033 | 63.06 | 1,191  | 36.94 | 84                 | 2.60 | 55     | 1.70 | 1,633 | 50.65 | 783    | 24.28 | 135                       | 4.18  | 284    | 8.80  | 170      | 5.27 | 68     | 2.10 |   |      |        |      | 11                              | 0.34 | 1      | 0.03 |                       |      |        |      |
| 2005  | 3,295     | 2,080 | 63.13 | 1,215  | 36.87 | 85                 | 2.58 | 58     | 1.76 | 1,660 | 50.38 | 781    | 23.70 | 140                       | 4.25  | 301    | 9.14  | 183      | 5.55 | 71     | 2.15 |   |      |        |      | 12                              | 0.36 | 4      | 0.12 |                       |      |        |      |
| 2006  | 3,492     | 2,217 | 63.49 | 1,275  | 36.51 | 94                 | 2.69 | 68     | 1.95 | 1,749 | 50.09 | 813    | 23.28 | 154                       | 4.41  | 311    | 8.91  | 202      | 5.78 | 76     | 2.18 | 1   | 0.03 | 1      | 0.03 | 14                              | 0.40 | 4      | 0.11 | 3                     | 0.09 | 2      | 0.06 |
| <b>OFFICE OF PERSONNEL MANAGEMENT</b>       |           |       |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 3,471     | 1,303 | 37.54 | 2,168  | 62.46 | 50                 | 1.44 | 52     | 1.50 | 1,004 | 28.93 | 1,327  | 38.23 | 226                       | 6.51  | 749    | 21.58 | 19       | 0.55 | 33     | 0.95 |   |      |        |      | 4                               | 0.12 | 7      | 0.20 |                       |      |        |      |
| 1998  | 3,443     | 1,284 | 37.29 | 2,159  | 62.71 | 49                 | 1.42 | 54     | 1.57 | 983   | 28.55 | 1,304  | 37.87 | 227                       | 6.59  | 760    | 22.07 | 20       | 0.58 | 34     | 0.99 |   |      |        |      | 5                               | 0.15 | 7      | 0.20 |                       |      |        |      |
| 1999  | 3,484     | 1,306 | 37.49 | 2,178  | 62.51 | 54                 | 1.55 | 69     | 1.98 | 989   | 28.39 | 1,282  | 36.80 | 236                       | 6.77  | 781    | 22.42 | 21       | 0.60 | 36     | 1.03 |   |      |        |      | 6                               | 0.17 | 10     | 0.29 |                       |      |        |      |
| 2000  | 3,598     | 1,325 | 36.83 | 2,273  | 63.17 | 59                 | 1.64 | 79     | 2.20 | 991   | 27.54 | 1,333  | 37.05 | 245                       | 6.81  | 799    | 22.21 | 23       | 0.64 | 48     | 1.33 |   |      |        |      | 7                               | 0.19 | 14     | 0.39 |                       |      |        |      |
| 2001  | 3,441     | 1,264 | 36.73 | 2,177  | 63.27 | 54                 | 1.57 | 73     | 2.12 | 942   | 27.38 | 1,261  | 36.65 | 241                       | 7.00  | 782    | 22.73 | 22       | 0.64 | 47     | 1.37 |   |      |        |      | 5                               | 0.15 | 14     | 0.41 |                       |      |        |      |
| 2002  | 3,534     | 1,291 | 36.53 | 2,243  | 63.47 | 57                 | 1.61 | 82     | 2.32 | 963   | 27.25 | 1,296  | 36.67 | 243                       | 6.88  | 801    | 22.67 | 23       | 0.65 | 47     | 1.33 |   |      |        |      | 5                               | 0.14 | 17     | 0.48 |                       |      |        |      |
| 2003  | 3,456     | 1,267 | 36.66 | 2,189  | 63.34 | 56                 | 1.62 | 88     | 2.55 | 946   | 27.37 | 1,258  | 36.40 | 235                       | 6.80  | 789    | 22.83 | 24       | 0.69 | 42     | 1.22 |   |      |        |      | 6                               | 0.17 | 12     | 0.35 |                       |      |        |      |
| 2004  | 3,648     | 1,366 | 37.45 | 2,282  | 62.55 | 59                 | 1.61 | 79     | 2.16 | 1,011 | 27.71 | 1,312  | 35.96 | 260                       | 7.12  | 835    | 22.88 | 29       | 0.79 | 45     | 1.23 |   |      |        |      | 7                               | 0.19 | 11     | 0.30 |                       |      |        |      |
| 2005  | 5,107     | 2,075 | 40.63 | 3,032  | 59.37 | 90                 | 1.76 | 120    | 2.35 | 1,607 | 31.47 | 1,871  | 36.64 | 310                       | 6.07  | 958    | 18.76 | 52       | 1.02 | 66     | 1.29 |   |      |        |      | 16                              | 0.31 | 16     | 0.31 |                       |      |        |      |
| 2006  | 5,276     | 2,149 | 40.73 | 3,127  | 59.27 | 87                 | 1.65 | 124    | 2.35 | 1,681 | 31.86 | 1,971  | 37.36 | 315                       | 5.97  | 935    | 17.72 | 49       | 0.93 | 75     | 1.42 | 3   | 0.06 | 6      | 0.11 | 14                              | 0.27 | 15     | 0.28 | 0                     | 0.00 | 1      | 0.02 |
| <b>PEACE CORPS OF THE UNITED STATES</b>     |           |       |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 855       | 388   | 45.38 | 467    | 54.62 | 13                 | 1.52 | 13     | 1.52 | 304   | 35.56 | 303    | 35.44 | 48                        | 5.61  | 125    | 14.62 | 22       | 2.57 | 25     | 2.92 |   |      |        |      | 1                               | 0.12 | 1      | 0.12 |                       |      |        |      |
| 1998  | 841       | 382   | 45.42 | 459    | 54.58 | 11                 | 1.31 | 8      | 0.95 | 297   | 35.32 | 304    | 36.15 | 49                        | 5.83  | 117    | 13.91 | 25       | 2.97 | 28     | 3.33 |   |      |        |      | 0                               | 0.00 | 2      | 0.24 |                       |      |        |      |
| 1999  | 829       | 375   | 45.24 | 454    | 54.76 | 13                 | 1.57 | 11     | 1.33 | 287   | 34.62 | 293    | 35.34 | 56                        | 6.76  | 118    | 14.23 | 18       | 2.17 | 31     | 3.74 |   |      |        |      | 1                               | 0.12 | 1      | 0.12 |                       |      |        |      |
| 2000  | 822       | 356   | 43.31 | 466    | 56.69 | 17                 | 2.07 | 12     | 1.46 | 266   | 32.36 | 304    | 36.98 | 55                        | 6.69  | 121    | 14.72 | 17       | 2.07 | 28     | 3.41 |   |      |        |      | 1                               | 0.12 | 1      | 0.12 |                       |      |        |      |
| 2001  | 778       | 333   | 42.80 | 445    | 57.20 | 17                 | 2.19 | 7      | 0.90 | 243   | 31.23 | 290    | 37.28 | 59                        | 7.58  | 123    | 15.81 | 13       | 1.67 | 23     | 2.96 |   |      |        |      | 1                               | 0.13 | 2      | 0.26 |                       |      |        |      |
| 2002  | 844       | 353   | 41.82 | 491    | 58.18 | 20                 | 2.37 | 11     | 1.30 | 258   | 30.57 | 322    | 38.15 | 56                        | 6.64  | 128    | 15.17 | 18       | 2.13 | 28     | 3.32 |   |      |        |      | 1                               | 0.12 | 2      | 0.24 |                       |      |        |      |
| 2003  | 912       | 388   | 42.54 | 524    | 57.46 | 24                 | 2.63 | 12     | 1.32 | 288   | 31.58 | 361    | 39.58 | 51                        | 5.59  | 121    | 13.27 | 24       | 2.63 | 25     | 2.74 |   |      |        |      | 1                               | 0.11 | 5      | 0.55 |                       |      |        |      |
| 2004  | 844       | 378   | 44.79 | 466    | 55.21 | 21                 | 2.49 | 14     | 1.66 | 288   | 34.12 | 335    | 39.69 | 50                        | 5.92  | 96     | 11.37 | 19       | 2.25 | 18     | 2.13 |   |      |        |      | 0                               | 0.00 | 3      | 0.36 |                       |      |        |      |
| 2005  | 869       | 376   | 43.27 | 493    | 56.73 | 22                 | 2.53 | 12     | 1.38 | 291   | 33.49 | 337    | 38.78 | 48                        | 5.52  | 114    | 13.12 | 15       | 1.73 | 27     | 3.11 |   |      |        |      | 0                               | 0.00 | 3      | 0.35 |                       |      |        |      |
| 2006  | 883       | 376   | 42.58 | 507    | 57.42 | 19                 | 2.15 | 9      | 1.02 | 297   | 33.64 | 362    | 41.00 | 41                        | 4.64  | 105    | 11.89 | 18       | 2.04 | 23     | 2.60 | 0   | 0.00 | 0      | 0.00 | 1                               | 0.11 | 3      | 0.34 | 0                     | 0.00 | 0      | 0.00 |
| <b>PENSION BENEFIT GUARANTY CORPORATION</b> |           |       |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997  | 744       | 338   | 45.43 | 406    | 54.57 | 8                  | 1.08 | 9      | 1.21 | 241   | 32.39 | 165    | 22.18 | 71                        | 9.54  | 216    | 29.03 | 17       | 2.28 | 16     | 2.15 |   |      |        |      | 1                               | 0.13 | 0      | 0.00 |                       |      |        |      |
| 1998  | 750       | 334   | 44.53 | 416    | 55.47 | 7                  | 0.93 | 7      | 0.93 | 238   | 31.73 | 162    | 21.60 | 73                        | 9.73  | 230    | 30.67 | 14       | 1.87 | 17     | 2.27 |   |      |        |      | 2                               | 0.27 | 0      | 0.00 |                       |      |        |      |
| 1999  | 737       | 325   | 44.10 | 412    | 55.90 | 8                  | 1.09 | 7      | 0.95 | 225   | 30.53 | 160    | 21.71 | 77                        | 10.45 | 225    | 30.53 | 13       | 1.76 | 19     | 2.58 |   |      |        |      | 2                               | 0.27 | 1      | 0.14 |                       |      |        |      |
| 2000  | 745       | 335   | 44.97 | 410    | 55.03 | 8                  | 1.07 | 10     | 1.34 | 226   | 30.34 | 156    | 20.94 | 83                        | 11.14 | 226    | 30.34 | 16       | 2.15 | 18     | 2.42 |   |      |        |      | 2                               | 0.27 | 0      | 0.00 |                       |      |        |      |
| 2001</                                      |           |       |       |        |       |                    |      |        |      |       |       |        |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY  | TOTAL ALL | TOTAL  |       |        |       | HISPANIC or LATINO |      |        |      | WHITE  |       |          |       | BLACK or AFRICAN AMERICAN |       |        |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS *** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |        |      |
|---|-----------|--------|-------|--------|-------|--------------------|------|--------|------|--------|-------|----------|-------|---------------------------|-------|--------|-------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|--------|------|
|   |           | MALE   |       | FEMALE |       | MALE               |      | FEMALE |      | MALE   |       | FEMALE   |       | MALE                      |       | FEMALE |       | MALE     |      | FEMALE |      | MALE  |      | FEMALE |      | MALE                            |      | FEMALE |      | MALE                  |      | FEMALE |      |
|   |           | #      | %     | #      | %     | #                  | %    | #      | %    | #      | %     | #        | %     | #                         | %     | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %    | #                     | %    | #      | %    |
| <b>RAILROAD RETIREMENT BOARD</b>          |           |        |       |        |       |                    |      |        |      |        |       |          |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997                                      | 1,318     | 520    | 39.45 | 798    | 60.55 | 8                  | 0.61 | 43     | 3.26 | 439    | 33.31 | 392      | 29.74 | 63                        | 4.78  | 353    | 26.78 | 10       | 0.76 | 8      | 0.61 |   |      |        |      | 0                               | 0.00 | 2      | 0.14 |                       |      |        |      |
| 1998                                      | 1,279     | 499    | 39.01 | 780    | 60.99 | 8                  | 0.63 | 40     | 3.13 | 420    | 32.84 | 386      | 30.18 | 61                        | 4.77  | 343    | 26.82 | 10       | 0.78 | 8      | 0.63 |   |      |        |      | 0                               | 0.00 | 2      | 0.15 |                       |      |        |      |
| 1999                                      | 1,247     | 486    | 38.97 | 761    | 61.03 | 9                  | 0.72 | 44     | 3.53 | 407    | 32.64 | 366      | 29.35 | 59                        | 4.73  | 340    | 27.27 | 10       | 0.80 | 8      | 0.64 |   |      |        |      | 1                               | 0.08 | 3      | 0.23 |                       |      |        |      |
| 2000                                      | 1,165     | 459    | 39.40 | 706    | 60.60 | 7                  | 0.60 | 46     | 3.95 | 385    | 33.05 | 336      | 28.84 | 58                        | 4.98  | 313    | 26.87 | 8        | 0.69 | 8      | 0.69 |   |      |        |      | 1                               | 0.09 | 3      | 0.24 |                       |      |        |      |
| 2001                                      | 1,171     | 457    | 39.03 | 714    | 60.97 | 8                  | 0.68 | 44     | 3.76 | 379    | 32.37 | 335      | 28.61 | 58                        | 4.95  | 324    | 27.67 | 11       | 0.94 | 8      | 0.68 |   |      |        |      | 1                               | 0.09 | 3      | 0.26 |                       |      |        |      |
| 2002                                      | 1,161     | 453    | 39.02 | 708    | 60.98 | 7                  | 0.60 | 47     | 4.05 | 378    | 32.56 | 329      | 28.34 | 57                        | 4.91  | 321    | 27.65 | 10       | 0.86 | 8      | 0.69 |   |      |        |      | 1                               | 0.09 | 3      | 0.26 |                       |      |        |      |
| 2003                                      | 1,128     | 440    | 39.01 | 688    | 60.99 | 7                  | 0.62 | 47     | 4.17 | 367    | 32.54 | 316      | 28.01 | 56                        | 4.96  | 314    | 27.84 | 9        | 0.80 | 8      | 0.71 |   |      |        |      | 1                               | 0.09 | 3      | 0.27 |                       |      |        |      |
| 2004                                      | 1,087     | 419    | 38.55 | 668    | 61.45 | 7                  | 0.64 | 43     | 3.96 | 345    | 31.74 | 311      | 28.61 | 55                        | 5.06  | 303    | 27.87 | 11       | 1.01 | 8      | 0.74 |   |      |        |      | 1                               | 0.09 | 3      | 0.28 |                       |      |        |      |
| 2005                                      | 1,007     | 383    | 38.03 | 624    | 61.97 | 6                  | 0.60 | 39     | 3.87 | 313    | 31.08 | 291      | 28.90 | 53                        | 5.26  | 282    | 28.00 | 11       | 1.09 | 9      | 0.89 |   |      |        |      | 0                               | 0.00 | 3      | 0.30 |                       |      |        |      |
| 2006                                      | 994       | 375    | 37.73 | 619    | 62.27 | 6                  | 0.60 | 44     | 4.43 | 310    | 31.19 | 285      | 28.67 | 47                        | 4.73  | 274    | 27.57 | 9        | 0.91 | 8      | 0.80 | 0   | 0.00 | 1      | 0.10 | 0                               | 0.00 | 4      | 0.40 | 3                     | 0.30 | 3      | 0.30 |
| <b>SECURITIES AND EXCHANGE COMMISSION</b> |           |        |       |        |       |                    |      |        |      |        |       |          |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997                                      | 2,689     | 1,338  | 49.76 | 1,351  | 50.24 | 38                 | 1.41 | 59     | 2.19 | 1,049  | 39.01 | 740      | 27.52 | 184                       | 6.84  | 478    | 17.78 | 63       | 2.34 | 71     | 2.64 |   |      |        |      | 4                               | 0.15 | 3      | 0.11 |                       |      |        |      |
| 1998                                      | 2,652     | 1,310  | 49.40 | 1,342  | 50.60 | 39                 | 1.47 | 52     | 1.96 | 1,025  | 38.65 | 737      | 27.79 | 179                       | 6.75  | 476    | 17.95 | 63       | 2.38 | 74     | 2.79 |   |      |        |      | 4                               | 0.15 | 3      | 0.11 |                       |      |        |      |
| 1999                                      | 2,703     | 1,341  | 49.61 | 1,362  | 50.39 | 45                 | 1.66 | 56     | 2.07 | 1,039  | 38.44 | 764      | 28.26 | 185                       | 6.84  | 464    | 17.17 | 68       | 2.52 | 77     | 2.85 |   |      |        |      | 4                               | 0.15 | 1      | 0.04 |                       |      |        |      |
| 2000                                      | 2,804     | 1,414  | 50.43 | 1,390  | 49.57 | 50                 | 1.78 | 63     | 2.25 | 1,103  | 39.34 | 780      | 27.82 | 176                       | 6.28  | 464    | 16.55 | 80       | 2.85 | 82     | 2.92 |   |      |        |      | 5                               | 0.18 | 1      | 0.04 |                       |      |        |      |
| 2001                                      | 2,913     | 1,449  | 49.74 | 1,464  | 50.26 | 52                 | 1.79 | 67     | 2.30 | 1,130  | 38.79 | 815      | 27.98 | 174                       | 5.97  | 486    | 16.68 | 87       | 2.99 | 95     | 3.26 |   |      |        |      | 6                               | 0.21 | 1      | 0.03 |                       |      |        |      |
| 2002                                      | 2,926     | 1,456  | 49.76 | 1,470  | 50.24 | 49                 | 1.67 | 67     | 2.29 | 1,140  | 38.96 | 819      | 27.99 | 165                       | 5.64  | 483    | 16.51 | 97       | 3.32 | 100    | 3.42 |   |      |        |      | 5                               | 0.17 | 1      | 0.03 |                       |      |        |      |
| 2003                                      | 3,116     | 1,559  | 50.03 | 1,557  | 49.97 | 54                 | 1.73 | 73     | 2.34 | 1,226  | 39.35 | 887      | 28.47 | 165                       | 5.30  | 481    | 15.44 | 108      | 3.47 | 114    | 3.66 |   |      |        |      | 6                               | 0.19 | 2      | 0.06 |                       |      |        |      |
| 2004                                      | 3,797     | 1,934  | 50.93 | 1,863  | 49.07 | 76                 | 2.00 | 94     | 2.48 | 1,528  | 40.24 | 1,074    | 28.29 | 188                       | 4.95  | 536    | 14.12 | 136      | 3.58 | 155    | 4.08 |   |      |        |      | 6                               | 0.16 | 4      | 0.11 |                       |      |        |      |
| 2005                                      | 3,907     | 2,008  | 51.39 | 1,899  | 48.61 | 86                 | 2.00 | 98     | 2.51 | 1,572  | 40.24 | 1,092    | 27.95 | 190                       | 4.86  | 542    | 13.87 | 154      | 3.94 | 163    | 4.17 |   |      |        |      | 6                               | 0.15 | 4      | 0.10 |                       |      |        |      |
| 2006                                      | 3,598     | 1,843  | 51.22 | 1,755  | 48.78 | 83                 | 2.31 | 89     | 2.47 | 1,427  | 39.66 | 1,010    | 28.07 | 183                       | 5.09  | 498    | 13.84 | 144      | 4.00 | 152    | 4.22 | 0   | 0.00 | 1      | 0.03 | 6                               | 0.17 | 5      | 0.14 | 0                     | 0.00 | 0      | 0.00 |
| <b>SMALL BUSINESS ADMINISTRATION</b>      |           |        |       |        |       |                    |      |        |      |        |       |          |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997                                      | 3,418     | 1,590  | 46.52 | 1,828  | 53.48 | 138                | 4.04 | 172    | 5.03 | 1,184  | 34.64 | 1,010    | 29.55 | 207                       | 6.06  | 571    | 16.71 | 48       | 1.40 | 62     | 1.81 |   |      |        |      | 13                              | 0.38 | 13     | 0.38 |                       |      |        |      |
| 1998                                      | 3,564     | 1,618  | 45.40 | 1,946  | 54.60 | 148                | 4.15 | 186    | 5.22 | 1,186  | 33.28 | 1,078    | 30.25 | 216                       | 6.06  | 592    | 16.61 | 55       | 1.54 | 76     | 2.13 |   |      |        |      | 13                              | 0.36 | 14     | 0.39 |                       |      |        |      |
| 1999                                      | 3,554     | 1,625  | 45.72 | 1,929  | 54.28 | 148                | 4.16 | 185    | 5.21 | 1,179  | 33.17 | 1,065    | 29.97 | 230                       | 6.47  | 589    | 16.57 | 55       | 1.55 | 78     | 2.19 |   |      |        |      | 13                              | 0.37 | 12     | 0.34 |                       |      |        |      |
| 2000                                      | 3,447     | 1,571  | 45.58 | 1,876  | 54.42 | 142                | 4.12 | 187    | 5.43 | 1,142  | 33.13 | 1,024    | 29.71 | 224                       | 6.50  | 579    | 16.80 | 51       | 1.48 | 74     | 2.15 |   |      |        |      | 12                              | 0.35 | 12     | 0.35 |                       |      |        |      |
| 2001                                      | 3,339     | 1,513  | 45.31 | 1,826  | 54.69 | 141                | 4.22 | 182    | 5.45 | 1,090  | 32.64 | 985      | 29.50 | 222                       | 6.65  | 574    | 17.19 | 49       | 1.47 | 73     | 2.19 |   |      |        |      | 11                              | 0.33 | 12     | 0.36 |                       |      |        |      |
| 2002                                      | 3,243     | 1,471  | 45.36 | 1,772  | 54.64 | 142                | 4.38 | 176    | 5.43 | 1,051  | 32.41 | 953      | 29.39 | 223                       | 6.88  | 562    | 17.33 | 45       | 1.39 | 70     | 2.16 |   |      |        |      | 10                              | 0.31 | 11     | 0.34 |                       |      |        |      |
| 2003                                      | 3,145     | 1,422  | 45.21 | 1,723  | 54.79 | 141                | 4.48 | 172    | 5.47 | 1,009  | 32.08 | 916      | 29.13 | 217                       | 6.90  | 551    | 17.52 | 46       | 1.46 | 71     | 2.26 |   |      |        |      | 9                               | 0.29 | 13     | 0.41 |                       |      |        |      |
| 2004                                      | 4,152     | 1,956  | 47.11 | 2,196  | 52.89 | 207                | 4.99 | 256    | 6.17 | 1,388  | 33.43 | 1,130    | 27.22 | 299                       | 7.20  | 697    | 16.79 | 51       | 1.23 | 87     | 2.10 |   |      |        |      | 11                              | 0.26 | 26     | 0.63 |                       |      |        |      |
| 2005                                      | 4,322     | 2,038  | 47.15 | 2,284  | 52.85 | 182                | 4.21 | 231    | 5.34 | 1,483  | 34.31 | 1,195    | 27.65 | 301                       | 6.96  | 743    | 17.19 | 61       | 1.41 | 91     | 2.11 |   |      |        |      | 11                              | 0.25 | 24     | 0.56 |                       |      |        |      |
| 2006                                      | 6,268     | 2,919  | 46.57 | 3,349  | 53.43 | 230                | 3.67 | 268    | 4.28 | 2,043  | 32.59 | 1,599    | 25.51 | 520                       | 8.30  | 1,307  | 20.85 | 104      | 1.66 | 137    | 2.19 | 2   | 0.03 | 0      | 0.00 | 20                              | 0.32 | 38     | 0.61 | 0                     | 0.00 | 0      | 0.00 |
| <b>SMITHSONIAN INSTITUTION</b>            |           |        |       |        |       |                    |      |        |      |        |       |          |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997                                      | 4,590     | 2,683  | 58.45 | 1,907  | 41.55 | 69                 | 1.50 | 44     | 0.96 | 1,390  | 30.28 | 1,116    | 24.31 | 1,157                     | 25.21 | 688    | 14.99 | 52       | 1.13 | 33     | 0.72 |   |      |        |      | 15                              | 0.33 | 26     | 0.57 |                       |      |        |      |
| 1998                                      | 4,619     | 2,698  | 58.41 | 1,921  | 41.59 | 78                 | 1.69 | 42     | 0.91 | 1,414  | 30.61 | 1,119    | 24.23 | 1,133                     | 24.53 | 695    | 15.05 | 52       | 1.13 | 36     | 0.78 |   |      |        |      | 21                              | 0.45 | 29     | 0.63 |                       |      |        |      |
| 1999                                      | 4,688     | 2,744  | 58.53 | 1,944  | 41.47 | 85                 | 1.81 | 46     | 0.98 | 1,423  | 30.35 | 1,121    | 23.91 | 1,163                     | 24.81 | 716    | 15.27 | 54       | 1.15 | 33     | 0.70 |   |      |        |      | 19                              | 0.41 | 28     | 0.60 |                       |      |        |      |
| 2000                                      | 4,638     | 2,709  | 58.41 | 1,929  | 41.59 | 81                 | 1.75 | 49     | 1.06 | 1,399  | 30.16 | 1,104    | 23.80 | 1,162                     | 25.05 | 707    | 15.24 | 45       | 0.97 | 38     | 0.82 |   |      |        |      | 22                              | 0.47 | 31     | 0.67 |                       |      |        |      |
| 2001                                      | 4,595     | 2,678  | 58.28 | 1,917  | 41.72 | 85                 | 1.85 | 48     | 1.04 | 1,423  | 30.97 | 1,099    | 23.92 | 1,102                     | 23.98 | 696    | 15.15 | 45       | 0.98 | 40     | 0.87 |   |      |        |      | 23                              | 0.50 | 34     | 0.74 |                       |      |        |      |
| 2002                                      | 4,677     | 2,744  | 58.67 | 1,933  | 41.33 | 96                 | 2.05 | 54     | 1.15 | 1,415  | 30.25 | 1,088    | 23.26 | 1,165                     | 24.91 | 715    | 15.29 | 44       | 0.94 | 43     | 0.92 |   |      |        |      | 24                              | 0.51 | 33     | 0.71 |                       |      |        |      |
| 2003                                      | 4,783     | 2,800  | 58.54 | 1,983  | 41.46 | 134                | 2.80 | 64     | 1.34 | 1,406  | 29.40 | 1,079    | 22.56 | 1,182                     | 24.71 | 750    | 15.68 | 55       | 1.15 | 54     | 1.13 |   |      |        |      | 23                              | 0.48 | 36     | 0.75 |                       |      |        |      |
| 2004                                      | 5,042     | 2,853  | 56.58 | 2,189  | 43.42 | 138                | 2.74 | 79     | 1.57 | 1,425  | 28.26 | 1,193    | 23.66 | 1,180                     | 23.40 | 795    | 15.77 | 65       | 1.29 | 60     | 1.19 |   |      |        |      | 45                              | 0.89 | 62     | 1.23 |                       |      |        |      |
| 2005                                      | 4,061     | 2,295  | 56.51 | 1,766  | 43.49 | 106                | 2.61 | 74     | 1.82 | 1,189  | 29.28 | 930      | 22.90 | 899                       | 22.14 | 652    | 16.06 | 61       | 1.50 | 56     | 1.38 |   |      |        |      | 40                              | 0.98 | 54     | 1.33 |                       |      |        |      |
| 2006                                      | 4,144     | 2,346  | 56.61 | 1,798  | 43.39 | 136                | 3.28 | 75     | 1.81 | 1,206  | 29.10 | 942      | 22.73 | 909                       | 21.94 | 663    | 16.00 | 63       | 1.52 | 59     | 1.42 | 0   | 0.00 | 1      | 0.02 | 37                              | 0.89 | 58     | 1.40 | 0                     | 0.00 | 0      | 0.00 |
| <b>SOCIAL SECURITY ADMINISTRATION</b>     |           |        |       |        |       |                    |      |        |      |        |       |          |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997                                      | 64,207    | 18,590 | 28.95 | 45,617 | 71.05 | 1,389              | 2.16 | 3,730  | 5.81 | 13,882 | 21.62 | 26,094   | 40.64 | 2,811                     | 4.38  | 14,590 | 22.72 | 384      | 0.60 | 864    | 1.35 |   |      |        |      | 124                             | 0.19 | 339    | 0.50 |                       |      |        |      |
| 1998                                      | 63,403    | 18,435 | 29.08 | 44,968 | 70.92 | 1,463              | 2.31 | 3,948  | 5.23 | 13,584 | 21.42 | 25,449   | 40.14 | 2,836                     | 4.47  | 14,312 | 22.57 | 398      | 0.63 | 908    | 1.43 |   |      |        |      | 154                             | 0.24 | 351    | 0.52 |                       |      |        |      |
| 1999                                      | 62,004    | 18,193 | 29.34 | 43,811 | 70.66 | 1,529              | 2.47 | 4,157  | 6.70 | 13,249 | 21.37 | 24,331   | 39.24 | 2,843                     | 4.59  | 13,960 | 22.51 | 434      | 0.70 | 998    | 1.61 |   |      |        |      | 138                             | 0.22 | 365    | 0.59 |                       |      |        |      |
| 2000                                      | 62,247    | 18,240 | 29.30 | 44,007 | 70.70 | 1,697              | 2.73 | 4,513  | 7.25 | 13,004 | 20.89 | 24,114   | 38.74 | 2,880                     | 4.63  | 13,868 | 22.28 | 494      | 0.79 | 1,075  | 1.73 |   |      |        |      | 165                             | 0.27 | 437    | 0.70 |                       |      |        |      |
| 2001                                      | 63,178    | 18,478 | 29.25 | 44,700 | 70.75 | 1,867              | 2.96 | 4,935  | 7.81 | 12,885 | 20.39 | 24,032</ |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY                                | TOTAL ALL | TOTAL   |       |         |       | HISPANIC or LATINO |      |        |      | WHITE   |       |         |       | BLACK or AFRICAN AMERICAN |       |        |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS *** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |    |      |
|-----------------------------------|-----------|---------|-------|---------|-------|--------------------|------|--------|------|---------|-------|---------|-------|---------------------------|-------|--------|-------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|----|------|
|                                   |           | MALE    |       | FEMALE  |       | MALE               |      | FEMALE |      | MALE    |       | FEMALE  |       | MALE                      |       | FEMALE |       | MALE     |      | FEMALE |      | MALE  |      | FEMALE |      | MALE                            |      | FEMALE |      |                       |      |    |      |
|                                   |           | #       | %     | #       | %     | #                  | %    | #      | %    | #       | %     | #       | %     | #                         | %     | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %    |                       |      |    |      |
| <b>STATE , DEPT. OF</b>           |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |    |      |
| 1997                              | 11,730    | 6,538   | 55.74 | 5,192   | 44.26 | 257                | 2.19 | 203    | 1.73 | 5,467   | 46.61 | 3,280   | 27.96 | 600                       | 5.12  | 1,487  | 12.68 | 184      | 1.57 | 200    | 1.71 |   |      |        |      | 30                              | 0.26 | 22     | 0.19 |                       |      |    |      |
| 1998                              | 11,631    | 6,465   | 55.58 | 5,166   | 44.42 | 161                | 2.24 | 201    | 1.73 | 5,507   | 47.35 | 3,266   | 28.08 | 580                       | 4.99  | 1,480  | 12.72 | 188      | 1.62 | 197    | 1.69 |   |      |        |      | 29                              | 0.25 | 22     | 0.19 |                       |      |    |      |
| 1999                              | 11,780    | 6,474   | 54.96 | 5,306   | 45.04 | 247                | 2.10 | 197    | 1.67 | 5,418   | 45.99 | 3,370   | 28.61 | 593                       | 4.03  | 1,521  | 12.91 | 188      | 1.60 | 196    | 1.66 |   |      |        |      | 28                              | 0.24 | 22     | 0.19 |                       |      |    |      |
| 2000                              | 13,294    | 7,076   | 53.23 | 6,218   | 46.77 | 267                | 2.01 | 228    | 1.72 | 5,873   | 44.18 | 3,844   | 28.92 | 697                       | 5.24  | 1,906  | 14.34 | 208      | 1.56 | 216    | 1.62 |   |      |        |      | 31                              | 0.23 | 24     | 0.18 |                       |      |    |      |
| 2001                              | 13,234    | 7,057   | 53.32 | 6,177   | 46.68 | 277                | 2.09 | 222    | 1.68 | 5,840   | 44.13 | 3,812   | 28.80 | 698                       | 5.27  | 1,897  | 14.33 | 211      | 1.59 | 221    | 1.67 |   |      |        |      | 31                              | 0.23 | 25     | 0.19 |                       |      |    |      |
| 2002                              | 13,721    | 7,290   | 53.13 | 6,431   | 46.87 | 305                | 2.22 | 210    | 1.53 | 6,004   | 43.76 | 4,009   | 29.22 | 719                       | 5.24  | 1,930  | 14.07 | 231      | 1.68 | 257    | 1.87 |   |      |        |      | 31                              | 0.23 | 25     | 0.18 |                       |      |    |      |
| 2003                              | 17,511    | 9,795   | 55.94 | 7,716   | 44.06 | 483                | 2.76 | 320    | 1.83 | 7,937   | 45.33 | 4,868   | 27.80 | 932                       | 5.32  | 2,124  | 12.13 | 406      | 2.32 | 377    | 2.15 |   |      |        |      | 37                              | 0.21 | 27     | 0.15 |                       |      |    |      |
| 2004                              | 24,040    | 12,305  | 51.19 | 11,735  | 48.81 | 606                | 2.52 | 668    | 2.78 | 9,996   | 41.58 | 7,811   | 32.49 | 1,133                     | 4.71  | 2,503  | 10.41 | 523      | 2.18 | 715    | 2.97 |   |      |        |      | 47                              | 0.20 | 38     | 0.16 |                       |      |    |      |
| 2005                              | 24,498    | 12,556  | 51.25 | 11,942  | 48.75 | 643                | 2.62 | 727    | 2.97 | 10,123  | 41.32 | 7,962   | 32.50 | 1,192                     | 4.87  | 2,467  | 10.07 | 554      | 2.26 | 748    | 3.05 |   |      |        |      | 44                              | 0.18 | 38     | 0.16 |                       |      |    |      |
| 2006                              | 24,754    | 12,722  | 51.39 | 12,032  | 48.61 | 672                | 2.71 | 772    | 3.12 | 10,137  | 40.95 | 7,857   | 31.74 | 1,246                     | 5.03  | 2,528  | 10.21 | 582      | 2.35 | 795    | 3.21 | 0   | 0.00 | 4      | 0.02 | 46                              | 0.19 | 43     | 0.17 | 39                    | 0.16 | 33 | 0.13 |
| <b>TENNESSEE VALLEY AUTHORITY</b> |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |    |      |
| 1997                              | 14,510    | 11,376  | 78.40 | 3,134   | 21.60 | 49                 | 0.34 | 6      | 0.04 | 10,240  | 70.57 | 2,679   | 18.46 | 915                       | 6.31  | 386    | 2.66  | 88       | 0.61 | 26     | 0.18 |   |      |        |      | 84                              | 0.58 | 37     | 0.25 |                       |      |    |      |
| 1998                              | 13,818    | 10,887  | 78.79 | 2,931   | 21.21 | 47                 | 0.34 | 6      | 0.04 | 9,825   | 71.10 | 2,515   | 18.20 | 853                       | 6.17  | 351    | 2.54  | 85       | 0.62 | 26     | 0.19 |   |      |        |      | 77                              | 0.56 | 33     | 0.24 |                       |      |    |      |
| 1999                              | 13,321    | 10,503  | 78.85 | 2,818   | 21.15 | 44                 | 0.33 | 6      | 0.05 | 9,474   | 71.12 | 2,404   | 18.05 | 833                       | 6.25  | 349    | 2.62  | 80       | 0.60 | 25     | 0.19 |   |      |        |      | 72                              | 0.54 | 34     | 0.26 |                       |      |    |      |
| 2000                              | 13,121    | 10,363  | 78.98 | 2,758   | 21.02 | 46                 | 0.35 | 7      | 0.05 | 9,326   | 71.08 | 2,344   | 17.86 | 838                       | 6.39  | 354    | 2.70  | 81       | 0.62 | 24     | 0.18 |   |      |        |      | 72                              | 0.55 | 29     | 0.22 |                       |      |    |      |
| 2001                              | 13,430    | 10,626  | 79.12 | 2,804   | 20.88 | 43                 | 0.32 | 10     | 0.07 | 9,521   | 70.89 | 2,379   | 17.71 | 893                       | 6.65  | 364    | 2.71  | 89       | 0.66 | 24     | 0.18 |   |      |        |      | 80                              | 0.60 | 27     | 0.20 |                       |      |    |      |
| 2002                              | 13,444    | 10,625  | 79.03 | 2,819   | 20.97 | 46                 | 0.34 | 10     | 0.07 | 9,534   | 70.92 | 2,390   | 17.78 | 862                       | 6.41  | 366    | 2.72  | 97       | 0.72 | 27     | 0.20 |   |      |        |      | 86                              | 0.64 | 26     | 0.19 |                       |      |    |      |
| 2003                              | 13,379    | 10,561  | 78.94 | 2,818   | 21.06 | 54                 | 0.40 | 11     | 0.08 | 9,450   | 70.63 | 2,393   | 17.89 | 865                       | 6.47  | 359    | 2.68  | 102      | 0.76 | 28     | 0.21 |   |      |        |      | 90                              | 0.67 | 27     | 0.20 |                       |      |    |      |
| 2004                              | 12,742    | 10,188  | 79.96 | 2,554   | 20.04 | 57                 | 0.45 | 13     | 0.10 | 9,096   | 71.39 | 2,161   | 16.96 | 824                       | 6.47  | 329    | 2.58  | 104      | 0.82 | 24     | 0.19 |   |      |        |      | 95                              | 0.75 | 21     | 0.16 |                       |      |    |      |
| 2005                              | 12,565    | 10,054  | 80.02 | 2,511   | 19.98 | 58                 | 0.46 | 16     | 0.13 | 6,048   | 48.13 | 2,146   | 17.08 | 807                       | 6.42  | 320    | 2.55  | 14       | 0.11 | 3      | 0.02 |   |      |        |      | 108                             | 0.86 | 19     | 0.15 |                       |      |    |      |
| 2006                              | 12,600    | 9,973   | 79.15 | 2,503   | 19.87 | 60                 | 0.48 | 16     | 0.13 | 8,947   | 71.01 | 2,139   | 16.98 | 790                       | 6.27  | 318    | 2.52  | 28       | 0.22 | 7      | 0.06 | 2   | 0.02 | 0      | 0.00 | 113                             | 0.90 | 16     | 0.13 | 33                    | 0.26 | 7  | 0.06 |
| <b>TRANSPORTATION, DEPT. OF</b>   |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |    |      |
| 1997                              | 63,016    | 46,006  | 73.01 | 17,010  | 26.99 | 2,112              | 3.35 | 755    | 1.20 | 38,618  | 61.28 | 11,913  | 18.90 | 3,237                     | 5.14  | 3,602  | 5.72  | 1,327    | 2.11 | 470    | 0.75 |   |      |        |      | 712                             | 1.13 | 270    | 0.43 |                       |      |    |      |
| 1998                              | 63,647    | 46,402  | 72.91 | 17,245  | 26.99 | 2,157              | 3.39 | 786    | 1.23 | 38,949  | 61.20 | 12,061  | 18.95 | 3,249                     | 5.10  | 3,645  | 5.73  | 1,345    | 2.11 | 484    | 0.76 |   |      |        |      | 702                             | 1.10 | 269    | 0.42 |                       |      |    |      |
| 1999                              | 62,898    | 45,738  | 72.72 | 17,160  | 27.28 | 2,188              | 3.48 | 788    | 1.25 | 38,237  | 60.79 | 11,971  | 19.03 | 3,253                     | 5.17  | 3,655  | 5.81  | 1,380    | 2.19 | 478    | 0.76 |   |      |        |      | 680                             | 1.08 | 268    | 0.43 |                       |      |    |      |
| 2000                              | 62,372    | 45,318  | 72.66 | 17,054  | 27.34 | 2,197              | 3.52 | 816    | 1.31 | 37,818  | 60.63 | 11,810  | 18.94 | 3,243                     | 5.20  | 3,676  | 5.89  | 1,397    | 2.24 | 494    | 0.79 |   |      |        |      | 663                             | 1.06 | 258    | 0.41 |                       |      |    |      |
| 2001                              | 64,316    | 46,579  | 72.42 | 17,737  | 27.58 | 2,340              | 3.64 | 860    | 1.34 | 38,651  | 60.10 | 12,174  | 18.93 | 3,419                     | 5.32  | 3,881  | 6.03  | 1,507    | 2.34 | 557    | 0.87 |   |      |        |      | 662                             | 1.03 | 265    | 0.41 |                       |      |    |      |
| 2002                              | 100,754   | 72,373  | 71.83 | 28,381  | 28.17 | 5,425              | 5.38 | 1,947  | 1.93 | 56,189  | 55.77 | 18,558  | 18.42 | 7,607                     | 7.55  | 6,704  | 6.65  | 2,284    | 2.27 | 809    | 0.80 |   |      |        |      | 868                             | 0.86 | 363    | 0.36 |                       |      |    |      |
| 2003                              | 57,731    | 42,445  | 73.52 | 15,286  | 26.48 | 2,363              | 4.09 | 816    | 1.41 | 34,991  | 60.61 | 10,453  | 18.11 | 3,015                     | 5.22  | 3,258  | 5.64  | 1,444    | 2.50 | 511    | 0.89 |   |      |        |      | 632                             | 1.09 | 248    | 0.43 |                       |      |    |      |
| 2004                              | 57,349    | 41,903  | 73.07 | 15,446  | 26.93 | 2,396              | 4.18 | 867    | 1.51 | 34,369  | 59.93 | 10,445  | 18.21 | 3,057                     | 5.33  | 3,344  | 5.83  | 1,464    | 2.55 | 536    | 0.93 |   |      |        |      | 617                             | 1.08 | 254    | 0.44 |                       |      |    |      |
| 2005                              | 53,878    | 39,398  | 73.12 | 14,480  | 26.88 | 2,334              | 4.33 | 843    | 1.56 | 32,156  | 59.68 | 9,752   | 18.10 | 2,880                     | 5.35  | 3,130  | 5.81  | 1,457    | 2.70 | 525    | 0.97 |   |      |        |      | 571                             | 1.06 | 230    | 0.43 |                       |      |    |      |
| 2006                              | 53,861    | 39,461  | 73.26 | 14,400  | 26.74 | 2,361              | 4.38 | 867    | 1.61 | 32,179  | 59.74 | 9,669   | 17.95 | 2,889                     | 5.36  | 3,106  | 5.77  | 1,415    | 2.63 | 526    | 0.98 | 51  | 0.09 | 12     | 0.02 | 548                             | 1.02 | 214    | 0.40 | 18                    | 0.03 | 6  | 0.01 |
| <b>TREASURY, DEPT. OF</b>         |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |    |      |
| 1997                              | 137,362   | 61,912  | 45.07 | 75,450  | 54.93 | 5,085              | 3.70 | 5,850  | 4.26 | 46,643  | 33.96 | 45,196  | 32.90 | 7,627                     | 5.55  | 21,563 | 15.70 | 2,136    | 1.56 | 2,215  | 1.61 |   |      |        |      | 421                             | 0.31 | 626    | 0.46 |                       |      |    |      |
| 1998                              | 137,444   | 61,275  | 44.58 | 76,169  | 55.42 | 5,234              | 3.81 | 6,091  | 4.43 | 45,786  | 33.31 | 45,125  | 32.83 | 7,640                     | 5.56  | 22,023 | 16.02 | 2,182    | 1.59 | 2,296  | 1.67 |   |      |        |      | 433                             | 0.32 | 634    | 0.46 |                       |      |    |      |
| 1999                              | 139,632   | 61,607  | 44.12 | 78,025  | 55.88 | 5,378              | 3.85 | 6,250  | 4.48 | 45,730  | 32.75 | 45,962  | 32.92 | 7,818                     | 5.60  | 22,774 | 16.31 | 2,234    | 1.60 | 2,380  | 1.70 |   |      |        |      | 447                             | 0.32 | 659    | 0.47 |                       |      |    |      |
| 2000                              | 139,663   | 61,347  | 43.93 | 78,316  | 56.07 | 5,525              | 3.96 | 6,464  | 4.63 | 45,318  | 32.45 | 45,961  | 32.91 | 7,843                     | 5.62  | 22,847 | 16.36 | 2,220    | 1.59 | 2,388  | 1.71 |   |      |        |      | 441                             | 0.32 | 656    | 0.47 |                       |      |    |      |
| 2001                              | 143,588   | 62,606  | 43.60 | 80,982  | 56.40 | 5,860              | 4.08 | 6,956  | 4.84 | 45,899  | 31.97 | 47,236  | 32.90 | 8,027                     | 5.59  | 23,560 | 16.41 | 2,358    | 1.64 | 2,543  | 1.77 |   |      |        |      | 462                             | 0.32 | 687    | 0.48 |                       |      |    |      |
| 2002                              | 140,690   | 61,396  | 43.64 | 79,294  | 56.36 | 5,878              | 4.18 | 6,668  | 4.74 | 45,028  | 32.01 | 46,781  | 33.25 | 7,695                     | 5.47  | 22,647 | 16.10 | 2,347    | 1.67 | 2,546  | 1.81 |   |      |        |      | 448                             | 0.32 | 652    | 0.46 |                       |      |    |      |
| 2003                              | 108,199   | 40,683  | 37.60 | 67,516  | 62.40 | 2,699              | 2.49 | 5,333  | 4.93 | 30,055  | 27.78 | 39,273  | 36.30 | 5,967                     | 5.51  | 20,139 | 18.61 | 1,681    | 1.55 | 2,173  | 2.01 |   |      |        |      | 281                             | 0.26 | 598    | 0.55 |                       |      |    |      |
| 2004                              | 110,612   | 41,432  | 37.46 | 69,180  | 62.54 | 2,861              | 2.59 | 5,796  | 5.24 | 30,303  | 27.40 | 39,613  | 35.81 | 6,135                     | 5.55  | 20,727 | 18.74 | 1,835    | 1.66 | 2,435  | 2.20 |   |      |        |      | 298                             | 0.27 | 609    | 0.55 |                       |      |    |      |
| 2005                              | 107,753   | 40,292  | 37.39 | 67,461  | 62.61 | 2,801              | 2.60 | 5,739  | 5.33 | 29,290  | 27.18 | 38,315  | 35.56 | 6,081                     | 5.64  | 20,379 | 18.91 | 1,839    | 1.71 | 2,443  | 2.27 |   |      |        |      | 281                             | 0.26 | 585    | 0.54 |                       |      |    |      |
| 2006                              | 106,623   | 40,062  | 37.57 | 66,561  | 62.43 | 2,854              | 2.68 | 5,823  | 5.46 | 28,989  | 27.19 | 37,752  | 35.41 | 5,956                     | 5.59  | 19,699 | 18.48 | 1,945    | 1.82 | 2,632  | 2.47 | 8   | 0.01 | 19     | 0.02 | 282                             | 0.26 | 590    | 0.55 | 28                    | 0.03 | 46 | 0.04 |
| <b>U.S. POSTAL SERVICE</b>        |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |       |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |    |      |
| 1997                              | 764,681   | 489,649 | 64.03 | 275,032 | 35.97 | 36,364             | 4.76 | 15,271 | 2.00 | 335,567 | 43.88 | 168,356 | 22.02 | 87,929                    | 11.50 | 74,687 | 9.77  | 27,612   | 3.61 | 14,994 | 1.96 |   |      |        |      | 2,177                           | 0.28 | 1,724  | 0.23 |                       |      |    |      |
| 1998                              | 791,073   | 500,821 | 63.31 | 290,252 | 36.69 | 38,431             | 4.86 | 16,762 | 2.12 | 338,496 | 42.79 | 174,517 | 22.06 | 90,766                    | 11.47 | 79,564 | 10.06 | 30,842   | 3.90 | 17,    |      |   |      |        |      |                                 |      |        |      |                       |      |    |      |

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

| FY                                | TOTAL ALL | TOTAL  |       |         |       | HISPANIC or LATINO |      |        |      | WHITE  |       |        |       | BLACK or AFRICAN AMERICAN |      |        |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS *** |      |        |      | AMERICAN INDIAN / ALASKA NATIVE |      |        |      | TWO OR MORE RACES *** |      |        |      |
|-----------------------------------|-----------|--------|-------|---------|-------|--------------------|------|--------|------|--------|-------|--------|-------|---------------------------|------|--------|-------|----------|------|--------|------|---|------|--------|------|---------------------------------|------|--------|------|-----------------------|------|--------|------|
|                                   |           | MALE   |       | FEMALE  |       | MALE               |      | FEMALE |      | MALE   |       | FEMALE |       | MALE                      |      | FEMALE |       | MALE     |      | FEMALE |      | MALE  |      | FEMALE |      | MALE                            |      | FEMALE |      | MALE                  |      | FEMALE |      |
|                                   |           | #      | %     | #       | %     | #                  | %    | #      | %    | #      | %     | #      | %     | #                         | %    | #      | %     | #        | %    | #      | %    | #   | %    | #      | %    | #                               | %    | #      | %    | #                     | %    | #      | %    |
| <b>VETERANS AFFAIRS, DEPT. OF</b> |           |        |       |         |       |                    |      |        |      |        |       |        |       |                           |      |        |       |          |      |        |      |   |      |        |      |                                 |      |        |      |                       |      |        |      |
| 1997                              | 201,701   | 87,300 | 43.28 | 114,401 | 56.72 | 6,036              | 2.99 | 5,660  | 2.81 | 58,147 | 28.83 | 72,446 | 35.92 | 18,727                    | 9.28 | 29,459 | 14.61 | 3,691    | 1.83 | 5,966  | 2.96 |   |      |        |      |                                 |      | 699    | 0.35 | 870                   | 0.43 |        |      |
| 1998                              | 198,272   | 85,812 | 43.28 | 112,460 | 56.72 | 5,988              | 3.02 | 5,656  | 2.85 | 56,849 | 28.67 | 70,956 | 35.79 | 18,544                    | 9.35 | 28,874 | 14.56 | 3,735    | 1.88 | 6,079  | 3.07 |   |      |        |      |                                 |      | 696    | 0.35 | 895                   | 0.45 |        |      |
| 1999                              | 195,226   | 84,289 | 43.18 | 110,937 | 56.82 | 5,989              | 3.07 | 5,678  | 2.91 | 55,439 | 28.40 | 69,644 | 35.67 | 18,372                    | 9.41 | 28,629 | 14.66 | 3,790    | 1.94 | 6,090  | 3.12 |   |      |        |      |                                 |      | 699    | 0.36 | 896                   | 0.46 |        |      |
| 2000                              | 196,009   | 84,352 | 43.03 | 111,657 | 56.97 | 6,201              | 3.16 | 5,921  | 3.02 | 55,041 | 28.08 | 69,747 | 35.58 | 18,473                    | 9.42 | 28,786 | 14.69 | 3,930    | 2.01 | 6,290  | 3.21 |   |      |        |      |                                 |      | 707    | 0.36 | 913                   | 0.47 |        |      |
| 2001                              | 201,343   | 86,173 | 42.80 | 115,170 | 57.20 | 6,396              | 3.18 | 6,243  | 3.10 | 55,833 | 27.73 | 71,050 | 35.51 | 19,094                    | 9.48 | 29,708 | 14.75 | 4,115    | 2.04 | 6,732  | 3.34 |   |      |        |      |                                 |      | 735    | 0.37 | 987                   | 0.49 |        |      |
| 2002                              | 201,078   | 85,354 | 42.45 | 115,724 | 57.55 | 6,372              | 3.17 | 6,382  | 3.17 | 55,114 | 27.41 | 71,619 | 35.62 | 18,946                    | 9.42 | 29,743 | 14.79 | 4,193    | 2.09 | 6,963  | 3.46 |   |      |        |      |                                 |      | 729    | 0.36 | 1,017                 | 0.51 |        |      |
| 2003                              | 207,091   | 87,231 | 42.12 | 119,860 | 57.88 | 6,605              | 3.19 | 6,382  | 3.27 | 55,915 | 27.00 | 73,855 | 35.66 | 19,576                    | 9.45 | 30,833 | 14.89 | 4,388    | 2.12 | 7,309  | 3.53 |   |      |        |      |                                 |      | 747    | 0.36 | 1,089                 | 0.53 |        |      |
| 2004                              | 236,258   | 98,435 | 41.66 | 137,823 | 58.34 | 7,851              | 3.32 | 8,266  | 3.50 | 61,981 | 26.23 | 84,147 | 35.62 | 21,548                    | 9.12 | 34,595 | 14.64 | 6,189    | 2.62 | 9,573  | 4.05 |   |      |        |      |                                 |      | 866    | 0.37 | 1,242                 | 0.53 |        |      |
| 2005                              | 235,042   | 97,429 | 41.45 | 137,613 | 58.55 | 7,840              | 3.34 | 8,361  | 3.56 | 61,088 | 25.99 | 83,732 | 35.62 | 21,303                    | 9.06 | 34,566 | 14.71 | 6,343    | 2.70 | 9,740  | 4.14 |   |      |        |      |                                 |      | 855    | 0.36 | 1,214                 | 0.52 |        |      |
| 2006                              | 239,689   | 98,648 | 41.16 | 141,041 | 58.84 | 7,902              | 3.30 | 8,576  | 3.58 | 61,707 | 25.74 | 85,551 | 35.69 | 21,559                    | 8.99 | 35,355 | 14.75 | 6,438    | 2.69 | 10,012 | 4.18 | 57  | 0.02 | 76     | 0.03 | 967                             | 0.40 | 1,424  | 0.59 | 18                    | 0.01 | 47     | 0.02 |

\*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service, AAFES, FERC, TVA, and USPS. Does not include intelligence gathering

\*\* The numbers for 1997-2005 include totals for "Native Hawaiian/Other Pacific Islander."

\*\*\*Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\*\*\* Agencies that have been established within last ten years or whose workforce has recently reached 500 or more employees or who no longer have 500 or more employees.

TABLE A-1b

FY 2006 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

| AGENCY  | TOTAL ALL      |                | TOTAL        |                |               |               | HISPANIC or LATINO |               |             |                | WHITE        |                |              |               | BLACK or AFRICAN AMERICAN |               |              |               | ASIAN       |               |             |              | NATIVE HAWAIIAN / OTHER PACIFIC ISLANDER |              |             |              | AMERICAN INDIAN / ALASKA NATIVE |              |             |            | TWO OR MORE RACES |            |             |  |
|---|----------------|----------------|--------------|----------------|---------------|---------------|--------------------|---------------|-------------|----------------|--------------|----------------|--------------|---------------|---------------------------|---------------|--------------|---------------|-------------|---------------|-------------|--------------|--|--------------|-------------|--------------|---------------------------------|--------------|-------------|------------|-------------------|------------|-------------|--|
|   |                |                | MALE         |                | FEMALE        |               | MALE               |               | FEMALE      |                | MALE         |                | FEMALE       |               | MALE                      |               | FEMALE       |               | MALE        |               | FEMALE      |              | MALE                                     |              | FEMALE      |              | MALE                            |              | FEMALE      |            |                   |            |             |  |
|   | #              | %              | #            | %              | #             | %             | #                  | %             | #           | %              | #            | %              | #            | %             | #                         | %             | #            | %             | #           | %             | #           | %            | #  | %            | #           | %            | #                               | %            | #           | %          | #                 | %          |             |  |
| <b>Agriculture, Department of</b>             | <b>105,486</b> | <b>59,963</b>  | <b>56.84</b> | <b>45,523</b>  | <b>43,155</b> | <b>4,144</b>  | <b>3.93</b>        | <b>2,691</b>  | <b>2.55</b> | <b>48,639</b>  | <b>46.11</b> | <b>33,170</b>  | <b>31.44</b> | <b>3,921</b>  | <b>3.72</b>               | <b>7,427</b>  | <b>7.04</b>  | <b>1,706</b>  | <b>1.62</b> | <b>1,185</b>  | <b>1.12</b> | <b>92</b>    | <b>0.09</b>                              | <b>54</b>    | <b>0.05</b> | <b>1,436</b> | <b>1.36</b>                     | <b>986</b>   | <b>0.93</b> | <b>25</b>  | <b>0.02</b>       | <b>10</b>  | <b>0.01</b> |  |
| Second Level Reporting Components:            |                |                |              |                |               |               |                    |               |             |                |              |                |              |               |                           |               |              |               |             |               |             |              |  |              |             |              |                                 |              |             |            |                   |            |             |  |
| Agricultural Marketing Service                | 5,374          | 2,438          | 45.37        | 2,936          | 54.63         | 270           | 5.02               | 382           | 7.11        | 1,569          | 29.20        | 1,387          | 25.81        | 498           | 9.27                      | 1,076         | 20.02        | 73            | 1.36        | 58            | 1.08        | 0            | 0.00                                     | 2            | 0.04        | 28           | 0.52                            | 29           | 0.54        | 0          | 0.00              | 2          | 0.04        |  |
| Agricultural Research Service                 | 9,202          | 5,219          | 56.72        | 3,983          | 43.28         | 274           | 2.98               | 188           | 2.04        | 4,243          | 46.11        | 2,990          | 32.49        | 304           | 3.30                      | 506           | 5.50         | 364           | 3.96        | 246           | 2.67        | 8            | 0.09                                     | 6            | 0.07        | 24           | 0.26                            | 44           | 0.48        | 2          | 0.02              | 3          | 0.03        |  |
| Animal and Plant Health Inspection Service    | 8,056          | 4,764          | 59.14        | 3,292          | 40.86         | 594           | 7.37               | 315           | 3.91        | 3,454          | 42.87        | 2,367          | 29.38        | 225           | 2.79                      | 419           | 5.20         | 360           | 4.47        | 126           | 1.56        | 74           | 0.92                                     | 28           | 0.35        | 40           | 0.50                            | 34           | 0.42        | 17         | 0.21              | 3          | 0.04        |  |
| Farm Service Agency                           | 5,423          | 2,454          | 45.25        | 2,969          | 54.75         | 101           | 1.86               | 106           | 1.95        | 2,107          | 38.85        | 2,384          | 43.96        | 180           | 3.32                      | 395           | 7.28         | 25            | 0.46        | 45            | 0.83        | 0            | 0.00                                     | 1            | 0.02        | 41           | 0.76                            | 38           | 0.70        | 0          | 0.00              | 0          | 0.00        |  |
| Food and Nutrition Service                    | 1,391          | 459            | 33.00        | 932            | 67            | 27            | 1.94               | 70            | 5.03        | 332            | 23.87        | 534            | 38.39        | 81            | 5.82                      | 282           | 20.27        | 16            | 1.15        | 38            | 2.73        | 0            | 0.00                                     | 0            | 0.00        | 3            | 0.22                            | 8            | 0.58        | 0          | 0.00              | 0          | 0.00        |  |
| Food Safety and Inspection Service            | 9,789          | 5,557          | 56.77        | 4,232          | 43.23         | 387           | 3.95               | 234           | 2.39        | 4,288          | 43.80        | 2,465          | 25.18        | 551           | 5.63                      | 1,317         | 13.45        | 249           | 2.54        | 109           | 1.11        | 4            | 0.04                                     | 2            | 0.02        | 76           | 0.78                            | 104          | 1.06        | 2          | 0.02              | 1          | 0.01        |  |
| Forest Service                                | 38,948         | 24,547         | 63.03        | 14,401         | 36.97         | 1,862         | 4.78               | 830           | 2.13        | 20,803         | 53.41        | 12,117         | 31.11        | 602           | 1.55                      | 659           | 1.69         | 349           | 0.90        | 276           | 0.71        | 0            | 0.00                                     | 1            | 0.00        | 930          | 2.39                            | 518          | 1.33        | 1          | 0.00              | 0          | 0.00        |  |
| National Agricultural Statistics Service      | 1,111          | 524            | 47.16        | 587            | 52.84         | 17            | 1.53               | 28            | 2.52        | 425            | 38.25        | 421            | 37.89        | 55            | 4.95                      | 100           | 9.00         | 18            | 1.62        | 29            | 2.61        | 0            | 0.00                                     | 1            | 0.09        | 9            | 0.81                            | 8            | 0.72        | 0          | 0.00              | 0          | 0.00        |  |
| Natural Resources Conservation Service        | 12,636         | 8,450          | 66.87        | 4,186          | 33.13         | 357           | 2.83               | 167           | 1.32        | 7,225          | 57.18        | 3,453          | 27.33        | 540           | 4.27                      | 386           | 3.05         | 95            | 0.75        | 72            | 0.57        | 6            | 0.05                                     | 7            | 0.06        | 227          | 1.80                            | 101          | 0.80        | 0          | 0.00              | 0          | 0.00        |  |
| Office of Chief Financial Officer             | 1,280          | 395            | 30.86        | 885            | 69.14         | 20            | 1.56               | 23            | 1.80        | 250            | 19.53        | 403            | 31.48        | 115           | 8.98                      | 436           | 34.06        | 7             | 0.55        | 15            | 1.17        | 0            | 0.00                                     | 0            | 0.00        | 3            | 0.23                            | 8            | 0.63        | 0          | 0.00              | 0          | 0.00        |  |
| Rural Development                             | 6,517          | 2,249          | 34.51        | 4,270          | 65.52         | 129           | 1.98               | 250           | 3.84        | 1,780          | 27.31        | 3,059          | 46.94        | 263           | 4.04                      | 811           | 12.44        | 45            | 0.69        | 73            | 1.12        | 0            | 0.00                                     | 6            | 0.09        | 32           | 0.49                            | 71           | 1.09        | 0          | 0.00              | 0          | 0.00        |  |
| <b>Commerce, Department of</b>                | <b>40,544</b>  | <b>21,585</b>  | <b>53.24</b> | <b>18,957</b>  | <b>46.76</b>  | <b>752</b>    | <b>1.85</b>        | <b>862</b>    | <b>2.13</b> | <b>16,326</b>  | <b>40.27</b> | <b>12,122</b>  | <b>29.90</b> | <b>2,087</b>  | <b>5.15</b>               | <b>4,523</b>  | <b>11.16</b> | <b>2,292</b>  | <b>5.65</b> | <b>1,272</b>  | <b>3.14</b> | <b>11</b>    | <b>0.03</b>                              | <b>21</b>    | <b>0.05</b> | <b>113</b>   | <b>0.28</b>                     | <b>146</b>   | <b>0.36</b> | <b>4</b>   | <b>0.01</b>       | <b>11</b>  | <b>0.03</b> |  |
| Second Level Reporting Components:            |                |                |              |                |               |               |                    |               |             |                |              |                |              |               |                           |               |              |               |             |               |             |              |  |              |             |              |                                 |              |             |            |                   |            |             |  |
| Bureau of the Census                          | 12,819         | 4,271          | 33.32        | 8,548          | 66.68         | 249           | 1.94               | 521           | 4.06        | 3,198          | 24.95        | 5,995          | 46.77        | 561           | 4.38                      | 1,694         | 13.21        | 226           | 1.76        | 228           | 1.78        | 3            | 0.02                                     | 9            | 0.07        | 30           | 0.23                            | 90           | 0.70        | 4          | 0.03              | 11         | 0.09        |  |
| International Trade Administration            | 1,617          | 821            | 50.77        | 796            | 49.23         | 41            | 2.54               | 28            | 1.73        | 694            | 42.92        | 509            | 31.48        | 48            | 2.97                      | 210           | 12.99        | 37            | 2.29        | 49            | 3.03        | 0            | 0.00                                     | 0            | 0.00        | 1            | 0.06                            | 0            | 0.00        | 0          | 0.00              | 0          | 0.00        |  |
| National Institute of Standards & Technology  | 2,867          | 1,845          | 64.35        | 1,022          | 35.65         | 35            | 1.22               | 43            | 1.50        | 1,532          | 53.44        | 775            | 27.03        | 109           | 3.80                      | 102           | 3.56         | 161           | 5.62        | 94            | 3.28        | 2            | 0.07                                     | 1            | 0.03        | 6            | 0.21                            | 7            | 0.24        | 0          | 0.00              | 0          | 0.00        |  |
| National Oceanic & Atmospheric Administration | 12,493         | 8,416          | 67.37        | 4,077          | 32.63         | 221           | 1.77               | 123           | 0.98        | 7,424          | 59.43        | 3,011          | 24.10        | 382           | 3.06                      | 700           | 5.60         | 328           | 2.63        | 198           | 1.58        | 6            | 0.05                                     | 11           | 0.09        | 55           | 0.44                            | 34           | 0.27        | 0          | 0.00              | 0          | 0.00        |  |
| Patent and Trademark Office                   | 8,181          | 4,903          | 59.93        | 3,278          | 40.07         | 157           | 1.92               | 101           | 1.23        | 2,514          | 30.73        | 1,208          | 14.77        | 759           | 9.28                      | 1,332         | 16.28        | 1,457         | 17.81       | 629           | 7.69        | 0            | 0.00                                     | 0            | 0.00        | 16           | 0.20                            | 8            | 0.10        | 0          | 0.00              | 0          | 0.00        |  |
| <b>Defense, Department of</b>                 | <b>704,954</b> | <b>441,478</b> | <b>62.63</b> | <b>263,476</b> | <b>37.37</b>  | <b>28,074</b> | <b>3.98</b>        | <b>17,998</b> | <b>2.55</b> | <b>330,278</b> | <b>46.85</b> | <b>167,010</b> | <b>23.69</b> | <b>53,110</b> | <b>7.53</b>               | <b>56,463</b> | <b>8.01</b>  | <b>23,554</b> | <b>3.34</b> | <b>17,634</b> | <b>2.50</b> | <b>1,979</b> | <b>0.28</b>                              | <b>1,405</b> | <b>0.20</b> | <b>3,982</b> | <b>0.56</b>                     | <b>2,465</b> | <b>0.35</b> | <b>501</b> | <b>0.07</b>       | <b>501</b> | <b>0.07</b> |  |
| Second Level Reporting Components:            |                |                |              |                |               |               |                    |               |             |                |              |                |              |               |                           |               |              |               |             |               |             |              |  |              |             |              |                                 |              |             |            |                   |            |             |  |
| Air Force, Department of the                  | 158,927        | 109,058        | 68.62        | 49,869         | 31.38         | 7,866         | 4.95               | 3,954         | 2.49        | 86,429         | 54.38        | 34,888         | 21.95        | 9,813         | 6.17                      | 8,243         | 5.19         | 3,421         | 2.15        | 1,983         | 1.25        | 265          | 0.17                                     | 107          | 0.07        | 1,171        | 0.74                            | 642          | 0.40        | 93         | 0.06              | 52         | 0.03        |  |
| Army, Department of the                       | 239,520        | 152,809        | 63.80        | 86,711         | 36.20         | 10,792        | 4.51               | 5,466         | 2.28        | 115,930        | 48.40        | 55,768         | 23.28        | 18,954        | 7.91                      | 20,106        | 8.39         | 5,130         | 2.14        | 4,070         | 1.70        | 347          | 0.14                                     | 283          | 0.12        | 1,529        | 0.64                            | 911          | 0.38        | 127        | 0.05              | 107        | 0.04        |  |
| Army and Air Force Exchange Service           | 36,504         | 13,087         | 35.85        | 23,417         | 64.15         | 1,644         | 4.50               | 3,044         | 8.34        | 5,977          | 16.37        | 9,679          | 26.51        | 4,112         | 11.26                     | 6,660         | 18.24        | 925           | 2.53        | 3,170         | 8.68        | 200          | 0.55                                     | 496          | 1.36        | 95           | 0.26                            | 177          | 0.48        | 134        | 0.37              | 191        | 0.52        |  |
| Defense Commissary Agency                     | 15,372         | 6,211          | 40.40        | 9,161          | 59.60         | 620           | 4.03               | 787           | 5.12        | 3,137          | 20.41        | 3,797          | 24.70        | 1,673         | 10.88                     | 2,679         | 17.43        | 680           | 4.42        | 1,717         | 11.17       | 48           | 0.31                                     | 84           | 0.55        | 44           | 0.29                            | 81           | 0.53        | 9          | 0.06              | 16         | 0.10        |  |
| Defense Contract Audit Agency                 | 4,018          | 1,912          | 47.59        | 2,106          | 52.41         | 85            | 2.12               | 128           | 3.19        | 1,560          | 38.83        | 1,423          | 35.42        | 121           | 3.01                      | 329           | 8.19         | 120           | 2.99        | 198           | 4.93        | 4            | 0.10                                     | 5            | 0.12        | 9            | 0.22                            | 4            | 0.10        | 13         | 0.32              | 19         | 0.47        |  |
| Defense Contract Management Agency            | 9,872          | 6,203          | 62.83        | 3,669          | 37.17         | 324           | 3.28               | 213           | 2.16        | 5,031          | 50.96        | 2,582          | 26.15        | 520           | 5.37                      | 696           | 7.05         | 273           | 2.77        | 143           | 1.45        | 0            | 0.00                                     | 2            | 0.02        | 44           | 0.45                            | 30           | 0.30        | 1          | 0.01              | 3          | 0.03        |  |
| Defense Education Activity                    | 16,337         | 3,632          | 22.23        | 12,705         | 77.77         | 282           | 1.73               | 851           | 5.21        | 2,816          | 17.24        | 9,825          | 60.14        | 418           | 2.56                      | 1,486         | 9.10         | 90            | 0.55        | 451           | 2.76        | 2            | 0.01                                     | 22           | 0.13        | 22           | 0.13                            | 58           | 0.36        | 2          | 0.01              | 12         | 0.07        |  |
| Defense Finance & Accounting Service          | 13,083         | 4,891          | 37.38        | 8,192          | 62.62         | 216           | 1.65               | 291           | 2.22        | 3,603          | 27.54        | 5,279          | 40.35        | 841           | 6.43                      | 2,173         | 16.61        | 184           | 1.41        | 328           | 2.51        | 13           | 0.10                                     | 29           | 0.22        | 29           | 0.22                            | 81           | 0.62        | 5          | 0.04              | 11         | 0.08        |  |
| Defense Human Resources Activity              | 880            | 344            | 39.09        | 536            | 60.91         | 17            | 1.93               | 41            | 4.66        | 262            | 29.77        | 344            | 39.09        | 43            | 4.89                      | 115           | 13.07        | 19            | 2.16        | 30            | 3.41        | 0            | 0.00                                     | 0            | 0.00        | 2            | 0.23                            | 4            | 0.45        | 1          | 0.11              | 2          | 0.23        |  |
| Defense Information Systems Agency            | 5,370          | 3,010          | 56.05        | 2,360          | 43.95         | 101           | 1.88               | 75            | 1.40        | 2,214          | 41.23        | 1,539          | 28.66        | 438           | 8.16                      | 583           | 10.86        | 232           | 4.32        | 143           | 2.66        | 6            | 0.11                                     | 2            | 0.04        | 16           | 0.30                            | 12           | 0.22        | 3          | 0.06              | 6          | 0.11        |  |
| Defense Logistics Agency                      | 21,459         | 12,585         | 58.65        | 8,874          | 41.35         | 665           | 3.10               | 324           | 1.51        | 9,034          | 42.10        | 5,675          | 26.45        | 2,364         | 11.02                     | 2,536         | 11.82        | 335           | 1.56        | 221           | 1.03        | 40           | 0.19                                     | 20           | 0.09        | 138          | 0.64                            | 95           | 0.44        | 9          | 0.04              | 3          | 0.01        |  |
| Defense Threat Reduction Agency               | 1,157          | 682            | 58.95        | 475            | 41.05         | 49            | 4.24               | 42            | 3.63        | 475            | 41.05        | 281            | 24.29        | 116           | 10.03                     | 134           | 11.58        | 36            | 3.11        | 14            | 1.21        | 0            | 0.00                                     | 0            | 0.00        | 4            | 0.35                            | 2            | 0.17        | 2          | 0.17              | 2          | 0.17        |  |
| Defense Security Service                      | 544            | 316            | 58.09        | 228            | 41.91         | 13            | 2.39               | 5             | 0.92        | 266            | 48.90        | 159            | 29.23        | 26            | 4.78                      | 54            | 9.93         | 7             | 1.29        | 5             | 0.92        | 0            | 0.00                                     | 0            | 0.00        | 2            | 0.37                            | 4            | 0.74        | 2          | 0.37              | 1          | 0.18        |  |
| Navy, Department of the                       | 173,944        | 121,798        | 70.02        | 52,146         | 29.98         | 5,238         | 3.01               | 2,668         | 1.53        | 89,792         | 51.62        | 33,845         | 19.46        | 12,831        | 7.38                      | 9,840         | 5.66         | 11,940        | 6.86        | 5,035         | 2.89        | 1,051        | 0.60                                     | 344          | 0.20        | 850          | 0.49                            | 345          | 0.20        | 96         | 0.06              | 69         | 0.04        |  |
| Office of Inspector General                   | 1,391          | 794            | 57.08        | 597            | 42.92         | 42            | 3.02               | 34            | 2.44        | 612            | 44.00        | 358            | 25.74        | 97            | 6.97                      | 166           | 11.93        | 39            | 2.80        | 28            | 2.01        | 1            | 0.07                                     | 2            | 0.14        | 3            | 0.22                            | 8            | 0.58        | 0          | 0.00              | 1          | 0.07        |  |
| Office of the Secretary/Wash.Hqtrs. Service   | 6,576          | 4,146          | 63.05        | 2,430          | 36.95         | 120           | 1.82               | 75            | 1.14        | 3,140          |              |                |              |               |                           |               |              |               |             |               |             |              |  |              |             |              |                                 |              |             |            |                   |            |             |  |

Table A-1b

## FY 2006 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

| AGENCY   | TOTAL ALL      |               | TOTAL        |               |              |              | HISPANIC    |              |             |               | WHITE        |               |              |              | BLACK       |               |              |              | ASIAN AMERICANS |              |             |           | NATIVE HAWAIIAN / PACIFIC ISLANDERS |           |             |              | AMERICAN INDIAN / ALASKAN NATIVES |              |             |           | TWO OR MORE RACES |           |             |  |
|--|----------------|---------------|--------------|---------------|--------------|--------------|-------------|--------------|-------------|---------------|--------------|---------------|--------------|--------------|-------------|---------------|--------------|--------------|-----------------|--------------|-------------|-----------|-------------------------------------|-----------|-------------|--------------|-----------------------------------|--------------|-------------|-----------|-------------------|-----------|-------------|--|
|  | #              |               | MALE         |               | FEMALE       |              | MALE        |              | FEMALE      |               | MALE         |               | FEMALE       |              | MALE        |               | FEMALE       |              | MALE            |              | FEMALE      |           | MALE                                |           | FEMALE      |              | MALE                              |              | FEMALE      |           | MALE              |           | FEMALE      |  |
|  | #              | %             | #            | %             | #            | %            | #           | %            | #           | %             | #            | %             | #            | %            | #           | %             | #            | %            | #               | %            | #           | %         | #                                   | %         | #           | %            | #                                 | %            | #           | %         | #                 | %         |             |  |
| <b>Interior, Department of the</b>               | <b>73,126</b>  | <b>43,416</b> | <b>59.37</b> | <b>29,710</b> | <b>40.63</b> | <b>2,007</b> | <b>2.74</b> | <b>1,532</b> | <b>2.10</b> | <b>33,609</b> | <b>45.96</b> | <b>19,722</b> | <b>26.97</b> | <b>1,735</b> | <b>2.37</b> | <b>2,007</b>  | <b>2.74</b>  | <b>665</b>   | <b>0.91</b>     | <b>686</b>   | <b>0.94</b> | <b>94</b> | <b>0.13</b>                         | <b>52</b> | <b>0.07</b> | <b>5,237</b> | <b>7.16</b>                       | <b>5,652</b> | <b>7.73</b> | <b>69</b> | <b>0.09</b>       | <b>59</b> | <b>0.08</b> |  |
| Second Level Reporting Components:               |                |               |              |               |              |              |             |              |             |               |              |               |              |              |             |               |              |              |                 |              |             |           |                                     |           |             |              |                                   |              |             |           |                   |           |             |  |
| Bureau of Indian Affairs                         | 9,986          | 4,894         | 49.01        | 5,092         | 50.99        | 75           | 0.75        | 65           | 0.65        | 741           | 7.42         | 436           | 4.37         | 21           | 0.21        | 11            | 0.11         | 13           | 0.13            | 5            | 0.05        | 0         | 0.00                                | 4         | 0.04        | 4,044        | 40.50                             | 4,570        | 45.76       | 0         | 0.00              | 1         | 0.01        |  |
| Bureau of Land Management                        | 11,386         | 7,303         | 64.14        | 4,083         | 35.86        | 448          | 3.93        | 305          | 2.68        | 6,442         | 56.58        | 3,303         | 29.01        | 118          | 1.04        | 238           | 2.09         | 87           | 0.76            | 72           | 0.63        | 3         | 0.03                                | 0         | 0.00        | 196          | 1.72                              | 159          | 1.40        | 9         | 0.08              | 6         | 0.05        |  |
| Bureau of Reclamation                            | 5,694          | 3,676         | 64.56        | 2,018         | 35.44        | 316          | 5.55        | 216          | 3.79        | 3,040         | 53.39        | 1,533         | 26.92        | 92           | 1.62        | 98            | 1.72         | 71           | 1.25            | 63           | 1.11        | 11        | 0.19                                | 7         | 0.12        | 102          | 1.79                              | 69           | 1.21        | 44        | 0.77              | 32        | 0.56        |  |
| Fish and Wildlife Service                        | 9,252          | 5,637         | 60.93        | 3,615         | 39.07        | 274          | 2.96        | 204          | 2.20        | 4,917         | 53.15        | 2,961         | 32.00        | 169          | 1.83        | 239           | 2.58         | 82           | 0.89            | 109          | 1.18        | 1         | 0.01                                | 2         | 0.02        | 193          | 2.09                              | 96           | 1.04        | 1         | 0.01              | 4         | 0.04        |  |
| Geological Survey                                | 8,819          | 5,515         | 62.54        | 3,304         | 37.46        | 154          | 1.75        | 152          | 1.72        | 5,047         | 57.23        | 2,757         | 31.26        | 122          | 1.38        | 213           | 2.42         | 132          | 1.50            | 128          | 1.45        | 6         | 0.07                                | 2         | 0.02        | 52           | 0.59                              | 49           | 0.56        | 2         | 0.02              | 3         | 0.03        |  |
| Minerals Management Service                      | 1,626          | 807           | 49.63        | 819           | 50.37        | 33           | 2.03        | 62           | 3.81        | 669           | 41.14        | 601           | 36.96        | 58           | 3.57        | 122           | 7.50         | 37           | 2.28            | 21           | 1.29        | 0         | 0.00                                | 0         | 0.00        | 9            | 0.55                              | 12           | 0.74        | 1         | 0.06              | 1         | 0.06        |  |
| National Park Service                            | 22,258         | 13,832        | 62.14        | 8,426         | 37.86        | 646          | 2.90        | 381          | 1.71        | 11,461        | 51.49        | 6,884         | 30.93        | 1,012        | 4.55        | 703           | 3.16         | 199          | 0.89            | 209          | 0.94        | 72        | 0.32                                | 32        | 0.14        | 436          | 1.96                              | 211          | 0.95        | 6         | 0.03              | 6         | 0.03        |  |
| Ofc of Surface Mining Reclamation & Enforcement  | 531            | 299           | 56.31        | 232           | 43.69        | 10           | 1.88        | 13           | 2.45        | 263           | 49.53        | 153           | 28.81        | 16           | 3.01        | 60            | 11.30        | 6            | 1.13            | 4            | 0.75        | 0         | 0.00                                | 0         | 0.00        | 3            | 0.56                              | 2            | 0.38        | 1         | 0.19              | 0         | 0.00        |  |
| <b>Justice, Department of</b>                    | <b>105,827</b> | <b>63,784</b> | <b>60.27</b> | <b>42,043</b> | <b>39.73</b> | <b>5,701</b> | <b>5.39</b> | <b>3,584</b> | <b>3.39</b> | <b>47,810</b> | <b>45.18</b> | <b>26,082</b> | <b>24.65</b> | <b>7,776</b> | <b>7.35</b> | <b>10,680</b> | <b>10.09</b> | <b>1,878</b> | <b>1.77</b>     | <b>1,373</b> | <b>1.30</b> | <b>43</b> | <b>0.04</b>                         | <b>20</b> | <b>0.02</b> | <b>571</b>   | <b>0.54</b>                       | <b>303</b>   | <b>0.29</b> | <b>5</b>  | <b>0.00</b>       | <b>1</b>  | <b>0.00</b> |  |
| Second Level Reporting Components:               |                |               |              |               |              |              |             |              |             |               |              |               |              |              |             |               |              |              |                 |              |             |           |                                     |           |             |              |                                   |              |             |           |                   |           |             |  |
| Bureau of Alcohol, Tobacco, Firearms, Explosives | 4,870          | 3,015         | 61.91        | 1,819         | 37.35        | 202          | 4.15        | 109          | 2.24        | 2,444         | 50.18        | 1,162         | 23.86        | 302          | 6.20        | 494           | 10.14        | 71           | 1.46            | 46           | 0.94        | 1         | 0.02                                | 1         | 0.02        | 31           | 0.64                              | 6            | 0.12        | 0         | 0.00              | 1         | 0.02        |  |
| Drug Enforcement Administration                  | 9,595          | 6,127         | 63.86        | 3,468         | 36.14        | 590          | 6.15        | 400          | 4.17        | 4,854         | 50.59        | 2,044         | 21.30        | 488          | 5.09        | 891           | 9.29         | 172          | 1.79            | 119          | 1.24        | 0         | 0.00                                | 0         | 0.00        | 23           | 0.24                              | 14           | 0.15        | 0         | 0.00              | 0         | 0.00        |  |
| Executive Office of the U.S. Attorneys           | 10,958         | 4,493         | 41.00        | 6,465         | 59.00        | 263          | 2.40        | 651          | 5.94        | 3,706         | 33.82        | 4,273         | 38.99        | 352          | 3.21        | 1,245         | 11.36        | 158          | 1.44            | 249          | 2.27        | 1         | 0.01                                | 2         | 0.02        | 13           | 0.12                              | 45           | 0.41        | 0         | 0.00              | 0         | 0.00        |  |
| Federal Bureau of Investigation                  | 30,584         | 16,903        | 55.27        | 13,681        | 44.73        | 1,137        | 3.72        | 940          | 3.07        | 13,708        | 44.82        | 9,134         | 29.87        | 1,250        | 4.09        | 3,062         | 10.01        | 729          | 2.38            | 472          | 1.54        | 0         | 0.00                                | 0         | 0.00        | 79           | 0.26                              | 73           | 0.24        | 0         | 0.00              | 0         | 0.00        |  |
| Federal Bureau of Prisons                        | 35,103         | 25,462        | 72.54        | 9,641         | 27.46        | 3,004        | 8.56        | 947          | 2.70        | 16,935        | 48.24        | 5,538         | 15.78        | 4,610        | 13.13       | 2,806         | 7.99         | 480          | 1.37            | 197          | 0.56        | 40        | 0.11                                | 17        | 0.05        | 390          | 1.11                              | 136          | 0.39        | 3         | 0.01              | 0         | 0.00        |  |
| U.S. Marshals Service                            | 4,569          | 3,343         | 73.17        | 1,226         | 26.83        | 303          | 6.63        | 154          | 3.37        | 2,686         | 58.79        | 788           | 17.25        | 241          | 5.27        | 232           | 5.08         | 89           | 1.95            | 41           | 0.90        | 1         | 0.02                                | 0         | 0.00        | 23           | 0.50                              | 11           | 0.24        | 0         | 0.00              | 0         | 0.00        |  |
| <b>Labor, Department of</b>                      | <b>15,339</b>  | <b>7,635</b>  | <b>49.78</b> | <b>7,704</b>  | <b>50.22</b> | <b>494</b>   | <b>3.22</b> | <b>553</b>   | <b>3.61</b> | <b>5,837</b>  | <b>38.05</b> | <b>4,082</b>  | <b>26.61</b> | <b>935</b>   | <b>6.10</b> | <b>2,632</b>  | <b>17.16</b> | <b>317</b>   | <b>2.07</b>     | <b>388</b>   | <b>2.53</b> | <b>2</b>  | <b>0.01</b>                         | <b>3</b>  | <b>0.02</b> | <b>50</b>    | <b>0.33</b>                       | <b>46</b>    | <b>0.30</b> | <b>0</b>  | <b>0.00</b>       | <b>0</b>  | <b>0.00</b> |  |
| Second Level Reporting Components:               |                |               |              |               |              |              |             |              |             |               |              |               |              |              |             |               |              |              |                 |              |             |           |                                     |           |             |              |                                   |              |             |           |                   |           |             |  |
| Bureau of Labor Statistics                       | 2,578          | 1,320         | 51.20        | 1,258         | 48.80        | 36           | 1.40        | 48           | 1.86        | 1,037         | 40.22        | 738           | 28.63        | 148          | 5.74        | 368           | 14.27        | 95           | 3.69            | 98           | 3.80        | 0         | 0.00                                | 0         | 0.00        | 4            | 0.16                              | 6            | 0.23        | 0         | 0.00              | 0         | 0.00        |  |
| Employment Standards Administration              | 3,932          | 1,551         | 39.45        | 2,381         | 60.55        | 219          | 5.57        | 253          | 6.43        | 956           | 24.31        | 1,101         | 28.00        | 270          | 6.87        | 900           | 22.89        | 90           | 2.29            | 114          | 2.90        | 0         | 0.00                                | 3         | 0.08        | 16           | 0.41                              | 10           | 0.25        | 0         | 0.00              | 0         | 0.00        |  |
| Employment and Training Administration           | 962            | 394           | 40.96        | 568           | 59.04        | 29           | 3.01        | 54           | 5.61        | 258           | 26.82        | 231           | 24.01        | 90           | 9.36        | 259           | 26.92        | 13           | 1.35            | 19           | 1.98        | 0         | 0.00                                | 0         | 0.00        | 4            | 0.42                              | 5            | 0.52        | 0         | 0.00              | 0         | 0.00        |  |
| Mine Safety & Health Administration              | 2,097          | 1,590         | 75.82        | 507           | 24.18        | 37           | 1.76        | 16           | 0.76        | 1,504         | 71.72        | 408           | 19.46        | 39           | 1.86        | 73            | 3.48         | 6            | 0.29            | 8            | 0.38        | 0         | 0.00                                | 0         | 0.00        | 4            | 0.19                              | 2            | 0.10        | 0         | 0.00              | 0         | 0.00        |  |
| Occupational Safety & Health Administration      | 2,063          | 1,169         | 56.67        | 894           | 43.33        | 74           | 3.59        | 67           | 3.25        | 933           | 45.23        | 552           | 26.76        | 110          | 5.33        | 233           | 11.29        | 38           | 1.84            | 32           | 1.55        | 1         | 0.05                                | 0         | 0.00        | 13           | 0.63                              | 10           | 0.48        | 0         | 0.00              | 0         | 0.00        |  |
| <b>Transportation, Department of</b>             | <b>53,861</b>  | <b>39,461</b> | <b>73.26</b> | <b>14,400</b> | <b>26.74</b> | <b>2,361</b> | <b>4.38</b> | <b>867</b>   | <b>1.61</b> | <b>32,179</b> | <b>59.74</b> | <b>9,669</b>  | <b>17.95</b> | <b>2,889</b> | <b>5.36</b> | <b>3,106</b>  | <b>5.77</b>  | <b>1,415</b> | <b>2.63</b>     | <b>526</b>   | <b>0.98</b> | <b>51</b> | <b>0.09</b>                         | <b>12</b> | <b>0.02</b> | <b>548</b>   | <b>1.02</b>                       | <b>214</b>   | <b>0.40</b> | <b>18</b> | <b>0.03</b>       | <b>6</b>  | <b>0.01</b> |  |
| Second Level Reporting Components:               |                |               |              |               |              |              |             |              |             |               |              |               |              |              |             |               |              |              |                 |              |             |           |                                     |           |             |              |                                   |              |             |           |                   |           |             |  |
| Federal Aviation Administration                  | 44,777         | 33,888        | 75.68        | 10,889        | 24.32        | 1,909        | 4.26        | 664          | 1.48        | 27,960        | 62.44        | 7,768         | 17.35        | 2,301        | 5.14        | 1,872         | 4.18         | 1,136        | 2.54            | 377          | 0.84        | 51        | 0.11                                | 9         | 0.02        | 516          | 1.15                              | 194          | 0.43        | 15        | 0.03              | 5         | 0.01        |  |
| Federal Highway Administration                   | 2,827          | 1,787         | 63.21        | 1,040         | 36.79        | 104          | 3.68        | 53           | 1.87        | 1,414         | 50.02        | 667           | 23.59        | 142          | 5.02        | 270           | 9.55         | 118          | 4.17            | 43           | 1.52        | 0         | 0.00                                | 1         | 0.04        | 9            | 0.32                              | 6            | 0.21        | 0         | 0.00              | 0         | 0.00        |  |
| Federal Motor Carrier Safety Administration      | 1,050          | 679           | 64.67        | 371           | 35.33        | 229          | 21.81       | 61           | 5.81        | 378           | 36.00        | 190           | 18.10        | 57           | 5.43        | 110           | 10.48        | 8            | 0.76            | 6            | 0.57        | 0         | 0.00                                | 1         | 0.10        | 7            | 0.67                              | 3            | 0.29        | 0         | 0.00              | 0         | 0.00        |  |
| <b>Treasury, Department of the</b>               | <b>106,623</b> | <b>40,062</b> | <b>37.57</b> | <b>66,561</b> | <b>62.43</b> | <b>2,854</b> | <b>2.68</b> | <b>5,823</b> | <b>5.46</b> | <b>28,989</b> | <b>27.19</b> | <b>37,752</b> | <b>35.41</b> | <b>5,956</b> | <b>5.59</b> | <b>19,699</b> | <b>18.48</b> | <b>1,945</b> | <b>1.82</b>     | <b>2,632</b> | <b>2.47</b> | <b>8</b>  | <b>0.01</b>                         | <b>19</b> | <b>0.02</b> | <b>282</b>   | <b>0.26</b>                       | <b>590</b>   | <b>0.55</b> | <b>28</b> | <b>0.03</b>       | <b>46</b> | <b>0.04</b> |  |
| Second Level Reporting Components:               |                |               |              |               |              |              |             |              |             |               |              |               |              |              |             |               |              |              |                 |              |             |           |                                     |           |             |              |                                   |              |             |           |                   |           |             |  |
| Bureau of Engraving and Printing                 | 2,220          | 1,642         | 73.96        | 578           | 26.04        | 92           | 4.14        | 19           | 0.86        | 886           | 39.91        | 146           | 6.58         | 625          | 28.15       | 389           | 17.52        | 28           | 1.26            | 13           | 0.59        | 0         | 0.00                                | 0         | 0.00        | 8            | 0.36                              | 7            | 0.32        | 3         | 0.14              | 4         | 0.18        |  |
| Bureau of Public Debt                            | 2,067          | 728           | 35.22        | 1,339         | 64.78        | 10           | 0.48        | 17           | 0.82        | 667           | 32.27        | 1,236         | 59.80        | 39           | 1.89        | 55            | 2.66         | 7            | 0.34            | 13           | 0.63        | 0         | 0.00                                | 1         | 0.05        | 2            | 0.10                              | 8            | 0.39        | 3         | 0.15              | 9         | 0.44        |  |
| Departmental Offices                             | 1,341          | 698           | 52.05        | 643           | 47.95        | 20           | 1.49        | 30           | 2.24        | 525           | 39.15        | 345           | 25.73        | 119          | 8.87        | 235           | 17.52        | 32           | 2.39            | 31           | 2.31        | 0         | 0.00                                | 0         | 0.00        | 1            | 0.07                              | 1            | 0.07        | 1         | 0.07              | 1         | 0.07        |  |
| Financial Management Service                     | 2,032          | 796           | 39.17        | 1,236         | 60.83        | 44           | 2.1         |              |             |               |              |               |              |              |             |               |              |              |                 |              |             |           |                                     |           |             |              |                                   |              |             |           |                   |           |             |  |

**TABLE A-2  
TEN YEAR TREND**

**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN SENIOR PAY LEVEL POSITIONS (SPL)**

|   | 2000<br>CLF%             | 1997             | 1998             | 1999             | 2000             | 2001             | 2002             | 2003             | 2004             | 2005             | 2006         | 2006             |
|---|--------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------|------------------|
| <b>TOTAL WORK FORCE</b>                           |                          | <b>2,475,761</b> | <b>2,479,199</b> | <b>2,462,152</b> | <b>2,442,643</b> | <b>2,445,335</b> | <b>2,459,505</b> | <b>2,428,330</b> | <b>2,606,903</b> | <b>2,610,920</b> |              | <b>2,611,493</b> |
| <b>% of SPL Employees</b>                         |                          | <b>0.62</b>      | <b>0.63</b>      | <b>0.65</b>      | <b>0.68</b>      | <b>0.69</b>      | <b>0.55</b>      | <b>0.76</b>      | <b>0.73</b>      | <b>0.74</b>      |              | <b>0.77</b>      |
| <b>SLP Work Force *</b>                           |                          | <b>15,381</b>    | <b>15,633</b>    | <b>15,972</b>    | <b>16,675</b>    | <b>16,918</b>    | <b>13,508</b>    | <b>18,472</b>    | <b>19,117</b>    | <b>19,268</b>    |              | <b>20,070</b>    |
| % OF MEN  | 53.20                    | 78.83            | 77.81            | 76.56            | 75.58            | 75.88            | 75.28            | 74.78            | 74.25            | 73.72            | 73.81        | 14,814           |
| % OF WOMEN  | 46.80                    | 21.17            | 22.19            | 23.44            | 24.42            | 24.12            | 24.72            | 25.22            | 25.75            | 26.28            | 26.19        | 5,256            |
| <b>HISPANIC or LATINO (%)</b>                     | <b>10.70</b>             | <b>2.68</b>      | <b>2.92</b>      | <b>3.06</b>      | <b>3.30</b>      | <b>3.07</b>      | <b>3.33</b>      | <b>3.42</b>      | <b>3.43</b>      | <b>3.54</b>      | <b>3.65</b>  | <b>733</b>       |
| % OF MEN  | 6.20                     | 1.97             | 2.12             | 2.20             | 2.33             | 2.30             | 2.43             | 2.50             | 2.47             | 2.57             | 2.61         | 523              |
| % OF WOMEN  | 4.50                     | 0.71             | 0.79             | 0.86             | 0.97             | 0.77             | 0.90             | 0.93             | 0.96             | 0.97             | 1.05         | 210              |
| <b>WHITE (%)</b>                                  | <b>72.70</b>             | <b>88.18</b>     | <b>87.59</b>     | <b>87.11</b>     | <b>86.57</b>     | <b>86.88</b>     | <b>86.42</b>     | <b>86.09</b>     | <b>86.09</b>     | <b>85.66</b>     | <b>85.23</b> | <b>17,105</b>    |
| % OF MEN  | 39.00                    | 70.70            | 69.32            | 67.99            | 66.67            | 67.02            | 66.09            | 65.41            | 65.05            | 64.38            | 64.13        | 12,870           |
| % OF WOMEN  | 33.70                    | 17.48            | 18.27            | 19.11            | 19.90            | 19.87            | 20.33            | 20.68            | 21.02            | 21.28            | 21.10        | 4,235            |
| <b>BLACK or AFRICAN AMERICAN (%)</b>              | <b>10.60</b>             | <b>6.53</b>      | <b>6.70</b>      | <b>6.93</b>      | <b>7.11</b>      | <b>6.76</b>      | <b>6.77</b>      | <b>6.79</b>      | <b>6.50</b>      | <b>6.62</b>      | <b>6.51</b>  | <b>1,307</b>     |
| % OF MEN  | 4.80                     | 4.23             | 4.28             | 4.26             | 4.38             | 4.18             | 4.21             | 4.16             | 3.80             | 3.78             | 3.78         | 758              |
| % OF WOMEN  | 5.80                     | 2.31             | 2.42             | 2.67             | 2.73             | 2.58             | 2.56             | 2.63             | 2.70             | 2.84             | 2.74         | 549              |
| <b>ASIAN **</b>                                   | <b>3.60</b>              | <b>1.98</b>      | <b>2.10</b>      | <b>2.14</b>      | <b>2.25</b>      | <b>2.49</b>      | <b>2.70</b>      | <b>2.96</b>      | <b>3.18</b>      | <b>3.39</b>      | <b>3.72</b>  | <b>746</b>       |
| % OF MEN  | 1.90                     | 1.48             | 1.58             | 1.57             | 1.66             | 1.82             | 2.00             | 2.18             | 2.33             | 2.43             | 2.67         | 536              |
| % OF WOMEN  | 1.70                     | 0.49             | 0.52             | 0.58             | 0.59             | 0.67             | 0.71             | 0.77             | 0.85             | 0.96             | 1.05         | 210              |
| <b>NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER ***</b> | <b>0.20</b>              |                  |                  |                  |                  |                  |                  |                  |                  |                  | <b>0.01</b>  | <b>3</b>         |
| % OF MEN  | 0.10                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.01         | 3                |
| % OF WOMEN  | 0.10                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.00         | 0                |
| <b>AMERICAN INDIAN/ ALASKA NATIVE (%)</b>         | <b>1.00</b>              | <b>0.63</b>      | <b>0.69</b>      | <b>0.76</b>      | <b>0.77</b>      | <b>0.80</b>      | <b>0.79</b>      | <b>0.75</b>      | <b>0.81</b>      | <b>0.78</b>      | <b>0.83</b>  | <b>167</b>       |
| % OF MEN  | 0.50                     | 0.45             | 0.51             | 0.53             | 0.55             | 0.56             | 0.56             | 0.54             | 0.59             | 0.56             | 0.59         | 118              |
| % OF WOMEN  | 0.50                     | 0.18             | 0.19             | 0.23             | 0.23             | 0.24             | 0.23             | 0.21             | 0.21             | 0.22             | 0.24         | 49               |
| <b>TWO OR MORE RACES ***</b>                      | <b>1.00</b>              |                  |                  |                  |                  |                  |                  |                  |                  |                  | <b>0.04</b>  | <b>9</b>         |
| % OF MEN  | 0.50                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.03         | 6                |
| % OF WOMEN  | 0.50                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 0.01         | 3                |
| <b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>   | <b>CLF not available</b> | <b>0.44</b>      | <b>0.41</b>      | <b>0.41</b>      | <b>0.41</b>      | <b>0.35</b>      | <b>0.35</b>      | <b>0.35</b>      | <b>0.44</b>      | <b>0.46</b>      | <b>0.46</b>  | <b>93</b>        |

\*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA AND USPS or intelligence gathering agencies. \*\*The numbers for 1997 - 2005 include totals for

"Native Hawaiian or Other Pacific Islander." \*\*\* Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a  
TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS \*

|  | 1997          |              | 1998          |              | 1999          |              | 2000          |              | 2001          |              | 2002          |              | 2003          |              | 2004          |              | 2005          |              | 2006          |              |
|--|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|
|  | #             | %            | #             | %            | #             | %            | #             | %            | #             | %            | #             | %            | #             | %            | #             | %            | #             | %            | #             | %            |
| <b>SPL WORK FORCE</b>                                | <b>15,381</b> |              | <b>15,633</b> |              | <b>15,972</b> |              | <b>16,675</b> |              | <b>16,918</b> |              | <b>17,943</b> |              | <b>18,472</b> |              | <b>19,117</b> |              | <b>19,268</b> |              | <b>20,070</b> |              |
| MEN  | 12,124        | 78.83        | 12,164        | 77.81        | 12,228        | 76.56        | 12,603        | 75.58        | 12,837        | 75.88        | 13,508        | 75.28        | 13,814        | 74.78        | 14,196        | 74.25        | 14,205        | 73.72        | 14,814        | 73.81        |
| WOMEN  | 3,257         | 21.17        | 3,469         | 22.19        | 3,744         | 23.44        | 4,072         | 24.42        | 4,081         | 24.12        | 4,435         | 24.72        | 4,658         | 25.22        | 4,921         | 25.75        | 5,063         | 26.28        | 5,256         | 26.19        |
| <b>HISPANIC or LATINO</b>                            | <b>412</b>    | <b>2.68</b>  | <b>456</b>    | <b>2.92</b>  | <b>489</b>    | <b>3.06</b>  | <b>550</b>    | <b>3.30</b>  | <b>519</b>    | <b>3.07</b>  | <b>597</b>    | <b>3.33</b>  | <b>632</b>    | <b>3.42</b>  | <b>656</b>    | <b>3.43</b>  | <b>683</b>    | <b>3.54</b>  | <b>733</b>    | <b>3.65</b>  |
| MEN  | 303           | 1.97         | 332           | 2.12         | 352           | 2.20         | 388           | 2.33         | 389           | 2.30         | 436           | 2.43         | 461           | 2.50         | 472           | 2.47         | 496           | 2.57         | 523           | 2.61         |
| WOMEN  | 109           | 0.71         | 124           | 0.79         | 137           | 0.86         | 162           | 0.97         | 130           | 0.77         | 161           | 0.90         | 171           | 0.93         | 184           | 0.96         | 187           | 0.97         | 210           | 1.05         |
| <b>WHITE</b>   | <b>13,563</b> | <b>88.18</b> | <b>13,693</b> | <b>87.59</b> | <b>13,913</b> | <b>87.11</b> | <b>14,436</b> | <b>86.57</b> | <b>14,699</b> | <b>86.88</b> | <b>15,506</b> | <b>86.42</b> | <b>15,902</b> | <b>86.09</b> | <b>16,457</b> | <b>86.09</b> | <b>16,505</b> | <b>85.66</b> | <b>17,105</b> | <b>85.23</b> |
| MEN  | 10,874        | 70.70        | 10,837        | 69.32        | 10,860        | 67.99        | 11,117        | 66.67        | 11,338        | 67.02        | 11,859        | 66.09        | 12,082        | 65.41        | 12,439        | 65.05        | 12,404        | 64.38        | 12,870        | 64.13        |
| WOMEN  | 2,689         | 17.48        | 2,856         | 18.27        | 3,053         | 19.11        | 3,319         | 19.90        | 3,361         | 19.87        | 3,647         | 20.33        | 3,820         | 20.68        | 4,018         | 21.02        | 4,101         | 21.28        | 4,235         | 21.10        |
| <b>BLACK or<br/>AFRICAN AMERICAN</b>                 | <b>1,005</b>  | <b>6.53</b>  | <b>1,048</b>  | <b>6.70</b>  | <b>1,107</b>  | <b>6.93</b>  | <b>1,185</b>  | <b>7.11</b>  | <b>1,143</b>  | <b>6.76</b>  | <b>1,214</b>  | <b>6.77</b>  | <b>1,254</b>  | <b>6.79</b>  | <b>1,243</b>  | <b>6.50</b>  | <b>1,275</b>  | <b>6.62</b>  | <b>1,307</b>  | <b>6.51</b>  |
| MEN  | 650           | 4.23         | 669           | 4.28         | 681           | 4.26         | 730           | 4.38         | 707           | 4.18         | 755           | 4.21         | 769           | 4.16         | 727           | 3.80         | 728           | 3.78         | 758           | 3.78         |
| WOMEN  | 355           | 2.31         | 379           | 2.42         | 426           | 2.67         | 455           | 2.73         | 436           | 2.58         | 459           | 2.56         | 485           | 2.63         | 516           | 2.70         | 547           | 2.84         | 549           | 2.74         |
| <b>ASIAN**</b>                                       | <b>304</b>    | <b>1.98</b>  | <b>328</b>    | <b>2.10</b>  | <b>342</b>    | <b>2.14</b>  | <b>375</b>    | <b>2.25</b>  | <b>422</b>    | <b>2.49</b>  | <b>485</b>    | <b>2.70</b>  | <b>546</b>    | <b>2.96</b>  | <b>607</b>    | <b>3.18</b>  | <b>654</b>    | <b>3.39</b>  | <b>746</b>    | <b>3.72</b>  |
| MEN  | 228           | 1.48         | 247           | 1.58         | 250           | 1.57         | 277           | 1.66         | 308           | 1.82         | 358           | 2.00         | 403           | 2.18         | 445           | 2.33         | 469           | 2.43         | 536           | 2.67         |
| WOMEN  | 76            | 0.49         | 81            | 0.52         | 92            | 0.58         | 98            | 0.59         | 114           | 0.67         | 127           | 0.71         | 143           | 0.77         | 162           | 0.85         | 185           | 0.96         | 210           | 1.05         |
| <b>NATIVE HAWAIIAN/OTHER<br/>PACIFIC ISLANDER***</b> |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              | <b>3</b>      | <b>0.01</b>  |
| MEN  |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              | 3             | 0.01         |
| WOMEN  |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              | 0             | 0.00         |
| <b>AMERICAN INDIAN/<br/>ALASKA NATIVE</b>            | <b>97</b>     | <b>0.63</b>  | <b>108</b>    | <b>0.69</b>  | <b>121</b>    | <b>0.76</b>  | <b>129</b>    | <b>0.77</b>  | <b>135</b>    | <b>0.80</b>  | <b>141</b>    | <b>0.79</b>  | <b>138</b>    | <b>0.75</b>  | <b>154</b>    | <b>0.81</b>  | <b>151</b>    | <b>0.78</b>  | <b>167</b>    | <b>0.83</b>  |
| MEN  | 69            | 0.45         | 79            | 0.51         | 85            | 0.53         | 91            | 0.55         | 95            | 0.56         | 100           | 0.56         | 99            | 0.54         | 113           | 0.59         | 108           | 0.56         | 118           | 0.59         |
| WOMEN  | 28            | 0.18         | 29            | 0.19         | 36            | 0.23         | 38            | 0.23         | 40            | 0.24         | 41            | 0.23         | 39            | 0.21         | 41            | 0.21         | 43            | 0.22         | 49            | 0.24         |
| <b>TWO OR MORE RACES ***</b>                         |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              | <b>9</b>      | <b>0.04</b>  |
| MEN  |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              | 6             | 0.03         |
| WOMEN  |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              |               |              | 3             | 0.01         |
| <b>INDIVIDUALS WITH<br/>TARGETED DISABILITIES</b>    | <b>67</b>     | <b>0.44</b>  | <b>64</b>     | <b>0.41</b>  | <b>65</b>     | <b>0.41</b>  | <b>69</b>     | <b>0.41</b>  | <b>60</b>     | <b>0.35</b>  | <b>62</b>     | <b>0.35</b>  | <b>64</b>     | <b>0.35</b>  | <b>84</b>     | <b>0.44</b>  | <b>88</b>     | <b>0.46</b>  | <b>93</b>     | <b>0.46</b>  |

\*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. \*\* The numbers for 1997-2005 include totals for "Native Hawaiian or Other Pacific Islander." \*\*\* Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.





**TABLE A-2b**  
**FY 2006 SENIOR PAY PARTICIPATION BY AGENCY \***

| AGENCY   | TOTAL |       |        |       | HISPANIC or LATINO |     |        |    | WHITE |       |        |       | BLACK or AFRICAN AMERICAN |     |       |     | ASIAN |    |       |    | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER |   |       | AMERICAN INDIAN/ALASKA NATIVE |      |       |      | TWO OR MORE RACES |      |       |      |   |      |
|--|-------|-------|--------|-------|--------------------|-----|--------|----|-------|-------|--------|-------|---------------------------|-----|-------|-----|-------|----|-------|----|--|---|-------|-------------------------------|------|-------|------|-------------------|------|-------|------|---|------|
|  | ALL   | MEN   | %      | WOMEN | MEN                | %   | WOMEN  | %  | MEN   | %     | WOMEN  | %     | MEN                       | %   | WOMEN | %   | MEN   | %  | WOMEN | %  | MEN                                    | % | WOMEN | MEN                           | %    | WOMEN | %    | MEN               | %    | WOMEN | %    |   |      |
| US HOLOCAUST MEMORIAL MUSEUM                             | 8     | 6     | 75.00  | 2     | 25.00              | 0   | 0.00   | 0  | 0.00  | 6     | 75.00  | 2     | 25.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| HOMELAND SECURITY, DEPARTMENT OF                         | 513   | 398   | 77.58  | 115   | 22.42              | 25  | 4.87   | 4  | 0.78  | 343   | 66.86  | 99    | 19.30                     | 20  | 3.90  | 9   | 1.75  | 8  | 1.56  | 3  | 0.58                                   | 0 | 0.00  | 0                             | 0.00 | 2     | 0.39 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| HOUSING AND URBAN DEVELOPMENT, DEPT. OF                  | 256   | 165   | 64.45  | 91    | 35.55              | 8   | 3.13   | 6  | 2.34  | 129   | 50.39  | 52    | 20.31                     | 20  | 7.81  | 30  | 11.72 | 7  | 2.73  | 3  | 1.17                                   | 0 | 0.00  | 0                             | 0.00 | 1     | 0.39 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| INSTITUTE OF MUSEUM AND LIBRARY SERVICE                  | 6     | 2     | 33.33  | 4     | 66.67              | 0   | 0.00   | 0  | 0.00  | 1     | 16.67  | 4     | 66.67                     | 1   | 16.67 | 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 |
| INTERAGENCY COUNCIL ON HOMELESSNESS                      | 3     | 2     | 66.67  | 1     | 33.33              | 0   | 0.00   | 0  | 0.00  | 2     | 66.67  | 1     | 33.33                     | 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 | 0 | 0.00 |
| INTERIOR, DEPARTMENT OF                                  | 367   | 266   | 72.48  | 101   | 27.52              | 6   | 1.63   | 9  | 2.45  | 208   | 56.68  | 76    | 20.71                     | 12  | 3.27  | 9   | 2.45  | 7  | 1.91  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 32    | 8.72 | 7                 | 1.91 | 1     | 0.27 | 0 | 0.00 |
| INTERNATIONAL BOUNDARY & WATER COMMISSION: US/MEXICO     | 1     | 1     | 100.00 | 0     | 0.00               | 1   | 100.00 | 0  | 0.00  | 0     | 0.00   | 0     | 0.00                      | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| INTERNATIONAL JOINT COMMISSION: US/CANADA                | 4     | 2     | 50.00  | 2     | 50.00              | 0   | 0.00   | 0  | 0.00  | 2     | 50.00  | 2     | 50.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| INTERNATIONAL TRADE COMMISSION                           | 18    | 11    | 61.11  | 7     | 38.89              | 0   | 0.00   | 0  | 0.00  | 11    | 61.11  | 7     | 38.89                     | 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 | 0 | 0.00 |
| JAPAN-UNITED STATES FRIENDSHIP COMMISSION                | 1     | 1     | 100.00 | 0     | 0.00               | 0   | 0.00   | 0  | 0.00  | 1     | 100.00 | 0     | 0.00                      | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| JAMES MADISON MEMORIAL FELLOWSHIP FOUND                  | 2     | 2     | 100.00 | 0     | 0.00               | 0   | 0.00   | 0  | 0.00  | 2     | 100.00 | 0     | 0.00                      | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| JUSTICE, DEPARTMENT OF                                   | 4,163 | 2,918 | 70.09  | 1,245 | 29.91              | 138 | 3.31   | 71 | 1.71  | 2,534 | 60.87  | 1,014 | 24.36                     | 173 | 4.16  | 126 | 3.03  | 62 | 1.49  | 26 | 0.62                                   | 1 | 0.02  | 0                             | 0.00 | 10    | 0.24 | 8                 | 0.19 | 0     | 0.00 | 0 | 0.00 |
| LABOR, DEPARTMENT OF                                     | 241   | 166   | 68.88  | 75    | 31.12              | 6   | 2.49   | 4  | 1.66  | 148   | 61.41  | 55    | 22.82                     | 10  | 4.15  | 11  | 4.56  | 2  | 0.83  | 5  | 2.07                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| MARINE MAMMAL COMMISSION                                 | 4     | 3     | 75.00  | 1     | 25.00              | 0   | 0.00   | 0  | 0.00  | 3     | 75.00  | 1     | 25.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| MERIT SYSTEMS PROTECTION BOARD                           | 17    | 8     | 47.06  | 9     | 52.94              | 0   | 0.00   | 0  | 0.00  | 6     | 35.29  | 6     | 35.29                     | 1   | 5.88  | 3   | 17.65 | 1  | 5.88  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| MILLENNIUM CHALLENGE CORPORATION                         | 23    | 17    | 73.91  | 6     | 26.09              | 0   | 0.00   | 0  | 0.00  | 16    | 69.57  | 6     | 26.09                     | 0   | 0.00  | 0   | 0.00  | 1  | 4.35  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| MORRIS K. UDALL SCHOLARSHIP FOUNDATION                   | 3     | 1     | 33.33  | 2     | 66.67              | 0   | 0.00   | 0  | 0.00  | 1     | 33.33  | 2     | 66.67                     | 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 | 0 | 0.00 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION            | 563   | 457   | 81.17  | 106   | 18.83              | 17  | 3.02   | 5  | 0.89  | 395   | 70.16  | 79    | 14.03                     | 17  | 3.02  | 14  | 2.49  | 23 | 4.09  | 7  | 1.24                                   | 0 | 0.00  | 0                             | 0.00 | 5     | 0.89 | 1                 | 0.18 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION             | 28    | 23    | 82.14  | 5     | 17.86              | 0   | 0.00   | 0  | 0.00  | 21    | 75.00  | 5     | 17.86                     | 0   | 0.00  | 0   | 0.00  | 2  | 7.14  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL CAPITAL PLANNING COMMISSION                     | 8     | 6     | 75.00  | 2     | 25.00              | 1   | 12.50  | 0  | 0.00  | 2     | 25.00  | 2     | 25.00                     | 2   | 25.00 | 0   | 0.00  | 1  | 12.50 | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL COUNCIL ON DISABILITY                           | 12    | 5     | 41.67  | 7     | 58.33              | 0   | 0.00   | 0  | 0.00  | 5     | 41.67  | 5     | 41.67                     | 0   | 0.00  | 2   | 16.67 | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL COMMISSION OF LIBRARIES AND INFORMATION SCIENCE | 1     | 0     | 0.00   | 1     | 100.00             | 0   | 0.00   | 0  | 0.00  | 0     | 0.00   | 1     | 100.00                    | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL CREDIT UNION ADMINISTRATION                     | 38    | 28    | 73.68  | 10    | 26.32              | 1   | 2.63   | 1  | 2.63  | 23    | 60.53  | 8     | 21.05                     | 2   | 5.26  | 1   | 2.63  | 1  | 2.63  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 1     | 2.63 | 0 | 0.00 |
| NATIONAL ENDOWMENT FOR THE ARTS                          | 7     | 5     | 71.43  | 2     | 28.57              | 0   | 0.00   | 1  | 14.29 | 0     | 0.00   | 4     | 57.14                     | 2   | 28.57 | 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 |
| NATIONAL ENDOWMENT FOR THE HUMANITIES                    | 10    | 6     | 60.00  | 4     | 40.00              | 0   | 0.00   | 0  | 0.00  | 6     | 60.00  | 3     | 30.00                     | 0   | 0.00  | 1   | 10.00 | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL GALLERY OF THE ARTS                             | 25    | 15    | 60.00  | 10    | 40.00              | 0   | 0.00   | 0  | 0.00  | 13    | 52.00  | 9     | 36.00                     | 2   | 8.00  | 0   | 0.00  | 0  | 0.00  | 1  | 4.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL LABOR RELATIONS BOARD                           | 114   | 89    | 78.07  | 25    | 21.93              | 2   | 1.75   | 3  | 2.63  | 81    | 71.05  | 18    | 15.79                     | 6   | 5.26  | 4   | 3.51  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL MEDIATION BOARD                                 | 4     | 2     | 50.00  | 2     | 50.00              | 0   | 0.00   | 0  | 0.00  | 2     | 50.00  | 2     | 50.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL SCIENCE FOUNDATION                              | 347   | 225   | 64.84  | 122   | 35.16              | 9   | 2.59   | 4  | 1.15  | 185   | 53.31  | 101   | 29.11                     | 8   | 2.31  | 11  | 3.17  | 22 | 6.34  | 6  | 1.73                                   | 0 | 0.00  | 0                             | 0.00 | 1     | 0.29 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL SECURITY COUNCIL                                | 13    | 8     | 61.54  | 5     | 38.46              | 1   | 7.69   | 0  | 0.00  | 7     | 53.85  | 4     | 30.77                     | 0   | 0.00  | 1   | 7.69  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NATIONAL TRANSPORTATION SAFETY BOARD                     | 25    | 20    | 80.00  | 5     | 20.00              | 0   | 0.00   | 0  | 0.00  | 19    | 76.00  | 5     | 20.00                     | 1   | 4.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NAVAJO AND HOPI INDIAN RELOCATION, OFFICE OF             | 2     | 2     | 100.00 | 0     | 0.00               | 0   | 0.00   | 0  | 0.00  | 2     | 100.00 | 0     | 0.00                      | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NUCLEAR REGULATORY COMMISSION                            | 251   | 205   | 81.67  | 46    | 18.33              | 3   | 1.20   | 1  | 0.40  | 177   | 70.52  | 40    | 15.94                     | 11  | 4.38  | 2   | 0.80  | 13 | 5.18  | 3  | 1.20                                   | 0 | 0.00  | 0                             | 0.00 | 1     | 0.40 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| NUCLEAR WASTE TECHNICAL REVIEW BOARD                     | 19    | 16    | 84.21  | 3     | 15.79              | 0   | 0.00   | 0  | 0.00  | 15    | 78.95  | 2     | 10.53                     | 1   | 5.26  | 1   | 5.26  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION           | 16    | 13    | 81.25  | 3     | 18.75              | 1   | 6.25   | 0  | 0.00  | 12    | 75.00  | 1     | 6.25                      | 0   | 0.00  | 2   | 12.50 | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OFFICE OF ADMINISTRATION                                 | 5     | 2     | 40.00  | 3     | 60.00              | 2   | 40.00  | 0  | 0.00  | 0     | 0.00   | 3     | 60.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OFFICE OF GOVERNMENT ETHICS                              | 6     | 3     | 50.00  | 3     | 50.00              | 0   | 0.00   | 0  | 0.00  | 3     | 50.00  | 3     | 50.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OFFICE OF MANAGEMENT AND BUDGET                          | 77    | 52    | 67.53  | 25    | 32.47              | 0   | 0.00   | 2  | 2.60  | 50    | 64.94  | 22    | 28.57                     | 2   | 2.60  | 0   | 0.00  | 0  | 0.00  | 1  | 1.30                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OFFICE OF NATIONAL DRUG CONTROL POLICY                   | 18    | 15    | 83.33  | 3     | 16.67              | 0   | 0.00   | 0  | 0.00  | 15    | 83.33  | 3     | 16.67                     | 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 | 0 | 0.00 |
| OFFICE OF PERSONNEL MANAGEMENT                           | 55    | 35    | 63.64  | 20    | 36.36              | 2   | 3.64   | 2  | 3.64  | 31    | 56.36  | 16    | 29.09                     | 2   | 3.64  | 2   | 3.64  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OFFICE OF SCIENCE AND TECHNOLOGY POLICY                  | 5     | 4     | 80.00  | 1     | 20.00              | 0   | 0.00   | 0  | 0.00  | 4     | 80.00  | 1     | 20.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OFFICE OF SPECIAL COUNSEL                                | 5     | 3     | 60.00  | 2     | 40.00              | 0   | 0.00   | 0  | 0.00  | 3     | 60.00  | 2     | 40.00                     | 0   | 0.00  | 0   | 0.00  | 0  | 0.00  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE                  | 35    | 20    | 57.14  | 15    | 42.86              | 0   | 0.00   | 2  | 5.71  | 18    | 51.43  | 11    | 31.43                     | 1   | 2.86  | 2   | 5.71  | 1  | 2.86  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.00 | 0                 | 0.00 | 0     | 0.00 | 0 | 0.00 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION                  | 27    | 20    | 74.07  | 7     | 25.93              | 0   | 0.00   | 0  | 0.00  | 18    | 66.67  | 7     | 25.93                     | 1   | 3.70  | 0   | 0.00  | 1  | 3.70  | 0  | 0.00                                   | 0 | 0.00  | 0                             | 0.00 | 0     | 0.   |                   |      |       |      |   |      |

**TABLE A-3**  
**Government Wide Employment of Workers in**  
**GENERAL SCHEDULE AND RELATED (GSR) PAY SYSTEMS**

| TOTAL WORK FORCE                                 | 2000CLF               | 1997      | 1998      | 1999      | 2000      | 2001      | 2002      | 2003      | 2004      | 2005      | 2006  | 2006      |
|--|-----------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------|-----------|
|  |                       | 2,475,761 | 2,479,199 | 2,462,152 | 2,442,643 | 2,445,335 | 2,459,505 | 2,428,330 | 2,606,903 | 2,610,920 |       | 2,611,493 |
| % of GSR Employees                               |                       | 51.27     | 50.42     | 50.33     | 50.88     | 51.88     | 52.21     | 52.93     | 49.70     | 54.60     |       | 54.26     |
| GSR WORK FORCE*                                  |                       | 1,269,435 | 1,249,935 | 1,239,323 | 1,242,737 | 1,268,656 | 1,284,048 | 1,285,322 | 1,295,555 | 1,425,499 |       | 1,416,901 |
| % OF MEN   | 53.20                 | 52.26     | 52.18     | 52.07     | 51.91     | 51.71     | 51.33     | 50.95     | 50.61     | 51.10     | 51.38 | 727,981   |
| % OF WOMEN                                       | 46.80                 | 47.74     | 47.82     | 47.93     | 48.09     | 48.29     | 48.67     | 49.05     | 49.39     | 48.90     | 48.62 | 688,920   |
| HISPANIC or LATINO (%)                           | 10.70                 | 6.27      | 6.47      | 6.61      | 6.75      | 6.93      | 7.06      | 7.24      | 7.44      | 7.36      | 7.50  | 106,330   |
| % OF MEN   | 6.20                  | 3.14      | 3.26      | 3.33      | 3.41      | 3.52      | 3.63      | 3.76      | 3.88      | 3.89      | 4.00  | 56,725    |
| % OF WOMEN                                       | 4.50                  | 3.13      | 3.22      | 3.28      | 3.34      | 3.41      | 3.43      | 3.48      | 3.56      | 3.48      | 3.50  | 49,605    |
| WHITE (%)  | 72.70                 | 69.64     | 69.26     | 68.94     | 68.60     | 68.32     | 68.23     | 68.11     | 67.80     | 68.42     | 67.94 | 962,634   |
| % OF MEN   | 39.00                 | 36.51     | 36.40     | 36.35     | 36.33     | 36.34     | 36.54     | 36.75     | 36.85     | 38.39     | 38.32 | 542,959   |
| % OF WOMEN                                       | 33.70                 | 33.13     | 32.86     | 32.59     | 32.27     | 31.97     | 31.69     | 31.37     | 30.95     | 30.03     | 29.62 | 419,675   |
| BLACK or<br>AFRICAN AMERICAN (%)                 | 10.60                 | 18.11     | 18.21     | 18.28     | 18.41     | 18.39     | 18.17     | 18.10     | 18.06     | 17.35     | 17.50 | 248,025   |
| % OF MEN   | 4.80                  | 5.33      | 5.38      | 5.43      | 5.50      | 5.52      | 5.52      | 5.54      | 5.60      | 5.55      | 5.70  | 80,820    |
| % OF WOMEN                                       | 5.80                  | 12.78     | 12.82     | 12.85     | 12.91     | 12.86     | 12.65     | 12.55     | 12.47     | 11.80     | 11.80 | 167,205   |
| ASIAN (%)**                                      | 3.60                  | 3.97      | 4.01      | 4.08      | 4.14      | 4.24      | 4.39      | 4.43      | 4.60      | 4.90      | 4.88  | 69,092    |
| % OF MEN   | 1.90                  | 2.00      | 1.99      | 2.02      | 2.04      | 2.09      | 2.16      | 2.19      | 2.27      | 2.52      | 2.50  | 35,432    |
| % OF WOMEN                                       | 1.70                  | 1.98      | 2.02      | 2.06      | 2.10      | 2.15      | 2.22      | 2.23      | 2.33      | 2.38      | 2.38  | 33,660    |
| NATIVE HAWAIIAN/OTHER<br>PACIFIC ISLANDER(%) *** | 0.20                  |           |           |           |           |           |           |           |           |           | 0.15  | 2,139     |
| % OF MEN   | 0.10                  |           |           |           |           |           |           |           |           |           | 0.07  | 1,057     |
| % OF WOMEN                                       | 0.10                  |           |           |           |           |           |           |           |           |           | 0.08  | 1,082     |
| AMERICAN INDIAN/<br>ALASKA NATIVE(%)             | 1.00                  | 2.00      | 2.04      | 2.08      | 2.11      | 2.13      | 2.16      | 2.12      | 2.10      | 1.97      | 1.96  | 27,791    |
| % OF MEN   | 0.50                  | 0.77      | 0.79      | 0.80      | 0.81      | 0.82      | 0.82      | 0.80      | 0.80      | 0.76      | 0.75  | 10,587    |
| % OF WOMEN                                       | 0.50                  | 1.23      | 1.26      | 1.28      | 1.30      | 1.31      | 1.34      | 1.31      | 1.30      | 1.21      | 1.21  | 17,204    |
| TWO OR MORE RACES(%)***                          | 1.00                  |           |           |           |           |           |           |           |           |           | 0.06  | 890       |
| % OF MEN   | 0.50                  |           |           |           |           |           |           |           |           |           | 0.03  | 401       |
| % OF WOMEN                                       | 0.50                  |           |           |           |           |           |           |           |           |           | 0.03  | 489       |
| INDIVIDUALS WITH<br>TARGETED DISABILITIES(%)     | CLF not<br>avaialable | 1.28      | 1.27      | 1.24      | 1.24      | 1.21      | 1.18      | 1.16      | 1.18      | 1.05      | 1.01  | 14,373    |

\*The remainder of the figures in this table include September 30, 2006 agency data as reported in CPDF, Foreign Service, and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. \*\*\* Separate data first became available in 2006.

TABLE A-3a  
FY 2006 DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)\*

| SCHEDULE<br>AND<br>RELATED<br>GRADES | FY   | TOTAL     |         |       |         |       |        | HISPANIC OR LATINO |        |       |         | WHITE |         |       |        | BLACK OR<br>AFRICAN AMERICAN |         |       |        | ASIAN ** |        |       |       | NATIVE HAWAIIAN/ OTHER<br>PACIFIC ISLANDER*** |       |       |        | AMERICAN INDIAN /<br>ALASKA NATIVE |        |       |     | TWO OR MORE RACES *** |     |      |  |
|--------------------------------------|------|-----------|---------|-------|---------|-------|--------|--------------------|--------|-------|---------|-------|---------|-------|--------|------------------------------|---------|-------|--------|----------|--------|-------|-------|---|-------|-------|--------|------------------------------------|--------|-------|-----|-----------------------|-----|------|--|
|                                      |      | ALL       |         | MEN   |         | WOMEN |        | MEN                |        | WOMEN |         | MEN   |         | WOMEN |        | MEN                          |         | WOMEN |        | MEN      |        | WOMEN |       | MEN   |       | WOMEN |        | MEN                                |        | WOMEN |     |                       |     |      |  |
|                                      |      | #         | %       | #     | %       | #     | %      | #                  | %      | #     | %       | #     | %       | #     | %      | #                            | %       | #     | %      | #        | %      | #     | %     | #   | %     | #     | %      | #                                  | %      | #     | %   |                       |     |      |  |
|                                      |      | #         | %       | #     | %       | #     | %      | #                  | %      | #     | %       | #     | %       | #     | %      | #                            | %       | #     | %      | #        | %      | #     | %     | #   | %     | #     | %      | #                                  | %      | #     | %   | #                     | %   |      |  |
| GSR 1-6                              | 2002 | 302,510   | 101,208 | 33.46 | 201,302 | 66.54 | 10,322 | 3.41               | 15,586 | 5.15  | 63,133  | 20.87 | 111,307 | 36.79 | 19,951 | 6.60                         | 56,309  | 18.61 | 4,804  | 1.59     | 9,657  | 3.19  |       |   |       |       | 2,998  | 0.99                               | 8,443  | 2.79  |     |                       |     |      |  |
|                                      | 2003 | 289,422   | 99,141  | 34.25 | 190,281 | 65.74 | 10,084 | 3.48               | 14,867 | 5.14  | 62,458  | 21.58 | 105,037 | 36.29 | 19,235 | 6.65                         | 53,204  | 18.38 | 4,590  | 1.59     | 9,108  | 3.15  |       |   |       |       | 2,797  | 0.97                               | 8,042  | 2.78  |     |                       |     |      |  |
|                                      | 2004 | 277,373   | 94,443  | 34.05 | 182,930 | 65.95 | 9,366  | 3.38               | 14,477 | 5.22  | 59,217  | 21.35 | 99,912  | 36.02 | 18,656 | 6.73                         | 51,533  | 18.58 | 4,484  | 1.62     | 9,202  | 3.32  |       |   |       |       | 2,717  | 0.98                               | 7,806  | 2.81  |     |                       |     |      |  |
|                                      | 2005 | 267,541   | 90,987  | 34.01 | 176,554 | 65.99 | 9,138  | 3.42               | 14,247 | 5.33  | 56,577  | 21.15 | 96,022  | 35.89 | 18,283 | 6.83                         | 49,641  | 18.55 | 4,335  | 1.62     | 8,925  | 3.34  |       |   |       |       | 2,654  | 0.99                               | 7,719  | 2.89  |     |                       |     |      |  |
|                                      | 2006 | 257,195   | 88,270  | 34.32 | 168,925 | 65.68 | 9,068  | 3.53               | 13,398 | 5.21  | 54,271  | 21.10 | 91,282  | 35.49 | 18,153 | 7.06                         | 47,819  | 18.59 | 3,891  | 1.51     | 8,267  | 3.21  | 269   | 0.10  | 449   | 0.17  | 2,517  | 0.98                               | 7,533  | 2.93  | 101 | 0.04                  | 177 | 0.07 |  |
| GSR 7-11                             | 2002 | 531,578   | 238,842 | 44.93 | 292,736 | 55.07 | 22,400 | 4.21               | 20,815 | 3.92  | 173,261 | 32.59 | 181,762 | 34.19 | 29,166 | 5.49                         | 71,969  | 13.54 | 9,645  | 1.81     | 11,715 | 2.20  |       |   |       |       | 4,368  | 0.82                               | 6,475  | 1.22  |     |                       |     |      |  |
|                                      | 2003 | 536,608   | 243,276 | 45.34 | 293,332 | 54.66 | 23,969 | 4.47               | 21,879 | 4.08  | 175,383 | 32.68 | 180,853 | 33.70 | 29,523 | 5.50                         | 72,086  | 13.43 | 10,059 | 1.87     | 12,020 | 2.24  |       |   |       |       | 4,342  | 0.81                               | 6,494  | 1.21  |     |                       |     |      |  |
|                                      | 2004 | 547,366   | 252,224 | 46.08 | 295,142 | 53.92 | 25,857 | 4.72               | 23,064 | 4.21  | 180,642 | 33.00 | 180,376 | 32.95 | 30,602 | 5.59                         | 72,374  | 13.22 | 10,706 | 1.96     | 12,728 | 2.33  |       |   |       |       | 4,417  | 0.81                               | 6,600  | 1.21  |     |                       |     |      |  |
|                                      | 2005 | 552,037   | 258,013 | 46.74 | 294,024 | 53.26 | 26,716 | 4.84               | 23,647 | 4.28  | 183,807 | 33.30 | 178,295 | 32.30 | 31,811 | 5.76                         | 72,459  | 13.13 | 11,213 | 2.03     | 12,943 | 2.34  |       |   |       |       | 4,466  | 0.81                               | 6,680  | 1.21  |     |                       |     |      |  |
|                                      | 2006 | 551,522   | 260,562 | 47.24 | 290,960 | 52.76 | 27,525 | 4.99               | 24,039 | 4.36  | 184,110 | 33.38 | 174,318 | 31.61 | 32,872 | 5.96                         | 72,411  | 13.13 | 11,036 | 2.00     | 12,770 | 2.32  | 476   | 0.09  | 451   | 0.08  | 4,393  | 0.80                               | 6,775  | 1.23  | 150 | 0.03                  | 198 | 0.04 |  |
| GSR12-13                             | 2002 | 426,056   | 264,204 | 62.01 | 161,852 | 37.99 | 13,737 | 3.22               | 8,100  | 1.90  | 213,614 | 50.14 | 110,128 | 25.85 | 20,815 | 4.89                         | 34,155  | 8.02  | 13,259 | 3.11     | 7,396  | 1.74  |       |   |       |       | 2,779  | 0.65                               | 2,073  | 0.49  |     |                       |     |      |  |
|                                      | 2003 | 429,986   | 264,178 | 61.44 | 165,808 | 38.56 | 14,004 | 3.26               | 8,525  | 1.98  | 215,841 | 50.20 | 112,099 | 26.07 | 21,247 | 4.94                         | 35,312  | 8.21  | 13,307 | 3.09     | 7,707  | 1.79  |       |   |       |       | 2,779  | 0.65                               | 2,165  | 0.50  |     |                       |     |      |  |
|                                      | 2004 | 432,842   | 263,545 | 60.89 | 169,297 | 39.11 | 14,532 | 3.36               | 9,052  | 2.09  | 210,928 | 48.73 | 113,419 | 26.20 | 21,568 | 4.98                         | 36,263  | 8.38  | 13,776 | 3.18     | 8,328  | 1.92  |       |   |       |       | 2,741  | 0.63                               | 2,235  | 0.52  |     |                       |     |      |  |
|                                      | 2005 | 438,581   | 265,378 | 60.51 | 173,203 | 39.49 | 14,965 | 3.41               | 9,550  | 2.18  | 211,537 | 48.23 | 115,112 | 26.25 | 22,125 | 5.04                         | 37,357  | 8.52  | 14,015 | 3.20     | 8,880  | 2.02  |       |   |       |       | 2,736  | 0.62                               | 2,304  | 0.53  |     |                       |     |      |  |
|                                      | 2006 | 440,646   | 266,436 | 60.46 | 174,210 | 39.54 | 15,449 | 3.51               | 9,954  | 2.26  | 211,118 | 47.91 | 114,685 | 26.03 | 22,769 | 5.17                         | 37,812  | 8.58  | 14,004 | 3.18     | 9,204  | 2.09  | 268   | 0.06  | 165   | 0.04  | 2,713  | 0.62                               | 2,300  | 0.52  | 115 | 0.03                  | 90  | 0.02 |  |
| GSR 14-15                            | 2002 | 150,134   | 105,815 | 70.48 | 44,319  | 29.52 | 3,885  | 2.59               | 1,625  | 1.08  | 89,978  | 59.93 | 33,185  | 22.10 | 5,832  | 3.88                         | 6,747   | 4.49  | 5,163  | 3.44     | 2,302  | 1.53  |       |   |       |       | 957    | 0.64                               | 460    | 0.31  |     |                       |     |      |  |
|                                      | 2003 | 155,595   | 108,385 | 69.66 | 47,210  | 30.34 | 4,111  | 2.64               | 1,773  | 1.14  | 91,592  | 58.87 | 35,000  | 22.49 | 6,158  | 3.96                         | 7,364   | 4.73  | 5,547  | 3.57     | 2,578  | 1.66  |       |   |       |       | 977    | 0.63                               | 495    | 0.32  |     |                       |     |      |  |
|                                      | 2004 | 160,919   | 110,807 | 68.86 | 50,112  | 31.14 | 4,352  | 2.70               | 1,965  | 1.22  | 93,062  | 57.83 | 36,799  | 22.87 | 6,442  | 4.00                         | 7,964   | 4.95  | 5,948  | 3.70     | 2,865  | 1.78  |       |   |       |       | 1,003  | 0.62                               | 519    | 0.32  |     |                       |     |      |  |
|                                      | 2005 | 167,340   | 114,130 | 68.20 | 53,210  | 31.80 | 4,594  | 2.75               | 2,119  | 1.27  | 95,261  | 56.93 | 38,702  | 23.13 | 6,904  | 4.13                         | 8,705   | 5.20  | 6,391  | 3.82     | 3,121  | 1.87  |       |   |       |       | 980    | 0.59                               | 563    | 0.34  |     |                       |     |      |  |
|                                      | 2006 | 166,981   | 112,351 | 67.28 | 54,630  | 32.72 | 4,651  | 2.79               | 2,203  | 1.32  | 93,169  | 55.80 | 39,238  | 23.50 | 7,008  | 4.20                         | 9,144   | 5.48  | 6,480  | 3.88     | 3,408  | 2.04  | 44    | 0.03  | 17    | 0.01  | 964    | 0.58                               | 596    | 0.36  | 35  | 0.02                  | 24  | 0.01 |  |
| TOTAL<br>GS<br>GRADES                | 2002 | 1,410,278 | 710,069 | 50.35 | 700,209 | 49.65 | 50,344 | 3.57               | 46,126 | 3.27  | 539,986 | 38.29 | 436,382 | 30.94 | 75,764 | 5.37                         | 169,180 | 12.00 | 32,871 | 2.33     | 31,070 | 2.20  |       |   |       |       | 11,102 | 0.79                               | 17,451 | 1.24  |     |                       |     |      |  |
|                                      | 2003 | 1,411,611 | 714,980 | 50.65 | 696,608 | 49.35 | 52,168 | 3.70               | 47,044 | 3.33  | 545,274 | 38.63 | 432,989 | 30.67 | 76,163 | 5.40                         | 167,966 | 11.90 | 33,503 | 2.37     | 31,413 | 2.23  |       |   |       |       | 10,895 | 0.77                               | 17,196 | 1.22  |     |                       |     |      |  |
|                                      | 2004 | 1,418,500 | 721,019 | 50.83 | 697,481 | 49.17 | 54,107 | 3.81               | 48,558 | 3.42  | 543,855 | 38.34 | 430,506 | 30.35 | 77,268 | 5.45                         | 168,134 | 11.85 | 34,917 | 2.46     | 33,123 | 2.34  |       |   |       |       | 10,878 | 0.77                               | 17,160 | 1.21  |     |                       |     |      |  |
|                                      | 2005 | 1,425,499 | 728,508 | 51.11 | 696,991 | 48.89 | 55,413 | 3.89               | 49,563 | 3.48  | 547,182 | 38.39 | 428,131 | 30.03 | 79,123 | 5.55                         | 168,162 | 11.80 | 35,954 | 2.52     | 33,869 | 2.38  |       |   |       |       | 10,836 | 0.76                               | 17,266 | 1.21  |     |                       |     |      |  |
|                                      | 2006 | 1,416,901 | 727,981 | 51.38 | 688,920 | 48.62 | 56,725 | 4.00               | 49,605 | 3.50  | 542,959 | 38.32 | 419,675 | 29.62 | 80,820 | 5.70                         | 167,205 | 11.80 | 35,432 | 2.50     | 33,660 | 2.38  | 1,057 | 0.07  | 1,082 | 0.08  | 10,587 | 0.75                               | 17,204 | 1.21  | 401 | 0.03                  | 489 | 0.03 |  |

\*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders

\*\*\* Separate data first became available in 2006

TABLE A-3b

## FY 2006 GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES \*

| GS AND RELATED GRADES |      | TOTAL   |        |       |        |       | HISPANIC OR LATINO |      |       |      | WHITE  |       |        |       | BLACK OR AFRICAN AMERICAN |      |        |       | ASIAN ** |      |       |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |      |       |      | AMERICAN INDIAN/ALASKA NATIVE |      |       |      | TWO OR MORE RACES*** |      |       |      |
|-----------------------|------|---------|--------|-------|--------|-------|--------------------|------|-------|------|--------|-------|--------|-------|---------------------------|------|--------|-------|----------|------|-------|------|---|------|-------|------|-------------------------------|------|-------|------|----------------------|------|-------|------|
|                       |      | ALL     | MEN    |       | WOMEN  |       | MEN                |      | WOMEN |      | MEN    |       | WOMEN  |       | MEN                       |      | WOMEN  |       | MEN      |      | WOMEN |      | MEN                                       |      | WOMEN |      | MEN                           |      | WOMEN |      | MEN                  |      | WOMEN |      |
| GRADE                 | YEAR | #       | #      | %     | #      | %     | #                  | %    | #     | %    | #      | %     | #      | %     | #                         | %    | #      | %     | #        | %    | #     | %    | #   | %    | #     | %    | #                             | %    | #     | %    |                      |      |       |      |
| 1                     | 2002 | 2,678   | 1,019  | 38.05 | 1,659  | 61.95 | 97                 | 3.62 | 175   | 6.53 | 611    | 22.82 | 834    | 31.14 | 246                       | 9.19 | 508    | 18.97 | 42       | 1.57 | 107   | 4.00 |   |      |       |      | 23                            | 0.86 | 35    | 1.31 |                      |      |       |      |
|                       | 2003 | 2,753   | 1,067  | 38.76 | 1,686  | 61.24 | 94                 | 3.41 | 170   | 6.18 | 637    | 23.14 | 829    | 30.11 | 236                       | 8.57 | 527    | 19.14 | 81       | 2.94 | 138   | 5.01 |   |      |       |      | 19                            | 0.69 | 22    | 0.80 |                      |      |       |      |
|                       | 2004 | 2,675   | 996    | 37.23 | 1,679  | 62.77 | 82                 | 3.07 | 178   | 6.65 | 607    | 22.69 | 830    | 31.03 | 208                       | 7.78 | 498    | 18.62 | 83       | 3.10 | 160   | 5.98 |   |      |       |      | 16                            | 0.60 | 13    | 0.49 |                      |      |       |      |
|                       | 2005 | 2,826   | 1,110  | 39.28 | 1,716  | 60.72 | 107                | 3.79 | 171   | 6.05 | 643    | 22.75 | 833    | 29.48 | 234                       | 8.28 | 522    | 18.47 | 109      | 3.86 | 169   | 5.98 |   |      |       |      | 17                            | 0.60 | 21    | 0.74 |                      |      |       |      |
|                       | 2006 | 2,972   | 1,237  | 41.62 | 1,735  | 58.38 | 138                | 4.64 | 165   | 5.55 | 749    | 25.20 | 829    | 27.89 | 239                       | 8.04 | 524    | 17.63 | 87       | 2.93 | 145   | 4.88 | 7   | 0.24 | 27    | 0.91 | 14                            | 0.47 | 31    | 1.04 | 3                    | 0.10 | 14    | 0.47 |
| 2                     | 2002 | 6,026   | 2,320  | 38.50 | 3,706  | 61.50 | 264                | 4.38 | 411   | 6.82 | 1,345  | 22.32 | 1,788  | 29.67 | 527                       | 8.75 | 1,257  | 20.86 | 105      | 1.74 | 131   | 2.17 |   |      |       |      | 79                            | 1.31 | 119   | 1.97 |                      |      |       |      |
|                       | 2003 | 5,157   | 2,039  | 39.54 | 3,118  | 60.46 | 268                | 5.20 | 383   | 7.43 | 1,216  | 23.58 | 1,565  | 30.35 | 414                       | 8.03 | 949    | 18.40 | 71       | 1.38 | 115   | 2.23 |   |      |       |      | 70                            | 1.36 | 106   | 2.06 |                      |      |       |      |
|                       | 2004 | 4,580   | 1,858  | 40.57 | 2,722  | 59.43 | 221                | 4.83 | 300   | 6.55 | 1,114  | 24.32 | 1,409  | 30.76 | 385                       | 8.41 | 795    | 17.36 | 83       | 1.81 | 122   | 2.66 |   |      |       |      | 55                            | 1.20 | 96    | 2.10 |                      |      |       |      |
|                       | 2005 | 4,513   | 1,741  | 38.58 | 2,772  | 61.42 | 184                | 4.08 | 348   | 7.71 | 1,127  | 24.97 | 1,500  | 33.24 | 300                       | 6.65 | 694    | 15.38 | 83       | 1.84 | 133   | 2.95 |   |      |       |      | 47                            | 1.04 | 97    | 2.15 |                      |      |       |      |
|                       | 2006 | 4,535   | 1,765  | 38.92 | 2,770  | 61.08 | 162                | 3.57 | 311   | 6.86 | 1,126  | 24.83 | 1,409  | 31.07 | 339                       | 7.48 | 805    | 17.75 | 77       | 1.70 | 131   | 2.89 | 4   | 0.09 | 10    | 0.22 | 48                            | 1.06 | 92    | 2.03 | 9                    | 0.20 | 12    | 0.26 |
| 3                     | 2002 | 25,302  | 9,346  | 36.94 | 15,956 | 63.06 | 861                | 3.40 | 1,424 | 5.63 | 6,144  | 24.28 | 8,424  | 33.29 | 1,439                     | 5.69 | 4,016  | 15.87 | 543      | 2.15 | 1,424 | 5.63 |   |      |       |      | 359                           | 1.42 | 668   | 2.64 |                      |      |       |      |
|                       | 2003 | 22,306  | 8,253  | 37.00 | 14,053 | 63.00 | 785                | 3.52 | 1,289 | 5.78 | 5,404  | 24.23 | 7,271  | 32.60 | 1,298                     | 5.82 | 3,560  | 15.96 | 480      | 2.15 | 1,343 | 6.02 |   |      |       |      | 286                           | 1.28 | 590   | 2.65 |                      |      |       |      |
|                       | 2004 | 21,190  | 7,775  | 36.69 | 13,415 | 63.31 | 805                | 3.80 | 1,347 | 6.36 | 5,010  | 23.64 | 6,814  | 32.16 | 1,193                     | 5.63 | 3,470  | 16.38 | 488      | 2.30 | 1,243 | 5.87 |   |      |       |      | 279                           | 1.32 | 541   | 2.55 |                      |      |       |      |
|                       | 2005 | 20,462  | 7,405  | 36.19 | 13,057 | 63.81 | 742                | 3.63 | 1,342 | 6.56 | 4,794  | 23.43 | 6,671  | 32.60 | 1,117                     | 5.46 | 3,315  | 16.20 | 495      | 2.42 | 1,200 | 5.86 |   |      |       |      | 257                           | 1.26 | 529   | 2.59 |                      |      |       |      |
|                       | 2006 | 17,576  | 6,339  | 36.07 | 11,237 | 63.93 | 590                | 3.36 | 1,054 | 6.00 | 4,049  | 23.04 | 5,727  | 32.58 | 1,008                     | 5.74 | 2,882  | 16.40 | 404      | 2.30 | 1,059 | 6.03 | 47  | 0.27 | 58    | 0.33 | 228                           | 1.30 | 441   | 2.51 | 13                   | 0.07 | 16    | 0.09 |
| 4                     | 2002 | 63,006  | 21,479 | 34.09 | 41,527 | 65.91 | 1,884              | 2.99 | 3,204 | 5.09 | 13,542 | 21.49 | 22,496 | 35.70 | 4,353                     | 6.91 | 11,569 | 18.36 | 941      | 1.49 | 2,083 | 3.31 |   |      |       |      | 759                           | 1.20 | 2,175 | 3.45 |                      |      |       |      |
|                       | 2003 | 60,386  | 21,016 | 34.80 | 39,370 | 65.20 | 1,901              | 3.15 | 3,176 | 5.26 | 13,508 | 22.37 | 21,300 | 35.27 | 4,052                     | 6.71 | 10,886 | 18.03 | 849      | 1.41 | 1,954 | 3.24 |   |      |       |      | 706                           | 1.17 | 2,054 | 3.40 |                      |      |       |      |
|                       | 2004 | 57,798  | 20,238 | 35.02 | 37,560 | 64.98 | 2,002              | 3.46 | 3,043 | 5.26 | 12,937 | 22.38 | 20,161 | 34.88 | 3,795                     | 6.57 | 10,505 | 18.18 | 816      | 1.41 | 1,930 | 3.34 |   |      |       |      | 688                           | 1.19 | 1,921 | 3.32 |                      |      |       |      |
|                       | 2005 | 54,898  | 19,170 | 34.92 | 35,728 | 65.08 | 1,902              | 3.46 | 2,975 | 5.42 | 12,194 | 22.21 | 19,002 | 34.61 | 3,596                     | 6.55 | 10,028 | 18.27 | 800      | 1.46 | 1,828 | 3.33 |   |      |       |      | 678                           | 1.24 | 1,895 | 3.45 |                      |      |       |      |
|                       | 2006 | 51,771  | 18,062 | 34.89 | 33,709 | 65.11 | 1,738              | 3.36 | 2,707 | 5.23 | 11,566 | 22.34 | 18,164 | 35.09 | 3,387                     | 6.54 | 9,176  | 17.72 | 676      | 1.31 | 1,758 | 3.40 | 49  | 0.09 | 95    | 0.18 | 625                           | 1.21 | 1,773 | 3.42 | 21                   | 0.04 | 36    | 0.07 |
| 5                     | 2002 | 117,844 | 40,582 | 34.44 | 77,262 | 65.56 | 4,829              | 4.10 | 6,116 | 5.19 | 24,570 | 20.85 | 42,473 | 36.04 | 8,138                     | 6.91 | 21,734 | 18.44 | 1,946    | 1.65 | 3,491 | 2.96 |   |      |       |      | 1,099                         | 0.93 | 3,448 | 2.93 |                      |      |       |      |
|                       | 2003 | 112,913 | 40,248 | 35.65 | 72,665 | 64.35 | 4,683              | 4.15 | 5,750 | 5.09 | 24,634 | 21.82 | 39,816 | 35.26 | 7,931                     | 7.02 | 20,609 | 18.25 | 1,939    | 1.72 | 3,224 | 2.86 |   |      |       |      | 1,061                         | 0.94 | 3,266 | 2.89 |                      |      |       |      |
|                       | 2004 | 107,018 | 37,069 | 34.64 | 69,949 | 65.36 | 3,842              | 3.59 | 5,606 | 5.24 | 22,670 | 21.18 | 37,735 | 35.26 | 7,745                     | 7.24 | 20,067 | 18.75 | 1,785    | 1.67 | 3,296 | 3.08 |   |      |       |      | 1,027                         | 0.96 | 3,245 | 3.03 |                      |      |       |      |
|                       | 2005 | 103,196 | 35,721 | 34.61 | 67,475 | 65.39 | 3,778              | 3.66 | 5,323 | 5.16 | 21,675 | 21.00 | 36,382 | 35.26 | 7,596                     | 7.36 | 19,430 | 18.83 | 1,653    | 1.60 | 3,127 | 3.03 |   |      |       |      | 1,019                         | 0.99 | 3,213 | 3.11 |                      |      |       |      |
|                       | 2006 | 100,306 | 35,227 | 35.12 | 65,079 | 64.88 | 4,002              | 3.99 | 5,143 | 5.13 | 20,955 | 20.89 | 34,556 | 34.45 | 7,599                     | 7.58 | 19,079 | 19.02 | 1,552    | 1.55 | 2,854 | 2.85 | 95  | 0.09 | 144   | 0.14 | 988                           | 0.98 | 3,226 | 3.22 | 36                   | 0.04 | 77    | 0.08 |
| 6                     | 2002 | 87,654  | 26,462 | 30.19 | 61,192 | 69.81 | 2,387              | 2.72 | 4,256 | 4.86 | 16,921 | 19.30 | 35,292 | 40.26 | 5,248                     | 5.99 | 17,225 | 19.65 | 1,227    | 1.40 | 2,421 | 2.76 |   |      |       |      | 679                           | 0.77 | 1,998 | 2.28 |                      |      |       |      |
|                       | 2003 | 85,907  | 26,541 | 30.90 | 59,366 | 69.10 | 2,353              | 2.74 | 4,099 | 4.77 | 17,059 | 19.86 | 34,256 | 39.88 | 5,304                     | 6.17 | 16,673 | 19.41 | 1,170    | 1.36 | 2,334 | 2.72 |   |      |       |      | 655                           | 0.76 | 2,004 | 2.33 |                      |      |       |      |
|                       | 2004 | 84,103  | 26,503 | 31.51 | 57,600 | 68.49 | 2,414              | 2.87 | 4,003 | 4.76 | 16,876 | 20.07 | 32,961 | 39.19 | 5,329                     | 6.34 | 16,195 | 19.26 | 1,232    | 1.46 | 2,296 | 3.92 |   |      |       |      | 652                           | 0.78 | 1,990 | 2.37 |                      |      |       |      |
|                       | 2005 | 81,646  | 25,840 | 31.65 | 55,806 | 68.35 | 2,425              | 2.97 | 4,088 | 5.01 | 16,144 | 19.77 | 31,634 | 38.75 | 5,440                     | 6.66 | 15,652 | 19.17 | 1,195    | 1.46 | 2,468 | 3.02 |   |      |       |      | 636                           | 0.78 | 1,964 | 2.41 |                      |      |       |      |
|                       | 2006 | 80,035  | 25,640 | 32.04 | 54,395 | 67.96 | 2,438              | 3.05 | 4,018 | 5.02 | 15,826 | 19.77 | 30,597 | 38.23 | 5,581                     | 6.97 | 15,353 | 19.18 | 1,095    | 1.37 | 2,320 | 2.90 | 67  | 0.08 | 115   | 0.14 | 614                           | 0.77 | 1,970 | 2.46 | 19                   | 0.02 | 22    | 0.03 |
| 7                     | 2002 | 139,443 | 50,221 | 36.02 | 89,222 | 63.98 | 5,359              | 3.84 | 6,548 | 4.70 | 33,862 | 24.28 | 53,556 | 38.41 | 7,740                     | 5.55 | 23,613 | 16.93 | 2,173    | 1.56 | 3,476 | 2.49 |   |      |       |      | 1,089                         | 0.78 | 2,029 | 1.46 |                      |      |       |      |
|                       | 2003 | 140,599 | 52,381 | 37.26 | 88,218 | 62.74 | 5,909              | 4.20 | 6,860 | 4.88 | 35,220 | 25.05 | 52,401 | 37.27 | 7,862                     | 5.59 | 23,461 | 16.69 | 2,319    | 1.65 | 3,488 | 2.48 |   |      |       |      | 1,071                         | 0.76 | 2,008 | 1.43 |                      |      |       |      |
|                       | 2004 | 142,518 | 54,419 | 38.18 | 88,099 | 61.82 | 5,854              | 4.11 | 7,047 | 4.94 | 36,772 | 25.80 | 52,130 | 36.58 | 8,306                     | 5.83 | 23,307 | 16.35 | 2,379    | 1.67 | 3,540 | 2.48 |   |      |       |      | 1,108                         | 0.78 | 2,075 | 1.46 |                      |      |       |      |
|                       | 2005 | 141,206 | 54,461 | 38.57 | 86,745 | 61.43 | 5,181              | 3.67 | 6,885 | 4.88 | 37,288 | 26.41 | 51,117 | 36.20 | 8,483                     | 6.01 | 23,072 | 16.34 | 2,388    | 1.69 | 3,558 | 2.52 |   |      |       |      | 1,121                         | 0.79 | 2,113 | 1.50 |                      |      |       |      |
|                       | 2006 | 139,322 | 55,799 | 40.05 | 83,523 | 59.95 | 5,630              | 4.04 | 6,817 | 4.89 | 37,895 | 27.20 | 48,326 | 34.69 | 8,733                     | 6.27 | 22,535 | 16.17 | 2,276    | 1.63 | 3,433 | 2.46 | 148                                       | 0.11 | 138   | 0.10 | 1,074                         | 0.77 | 2,197 | 1.58 | 43                   | 0.03 | 77    | 0.06 |
| 8                     | 2002 | 53,654  | 18,629 | 34.72 | 35,025 | 65.28 | 1,866              | 3.48 | 2,928 | 5.46 | 12,425 | 23.16 | 19,433 | 36.22 | 3,382                     | 6.30 | 11,193 | 20.86 | 537      | 1.00 | 965   | 1.80 |   |      |       |      | 419                           | 0.78 | 506   | 0.94 |                      |      |       |      |
|                       | 2003 | 54,487  | 19,045 | 34.95 | 35,442 | 65.05 | 1,990              | 3.65 | 3,201 | 5.87 | 12,593 | 23.11 | 19,420 |       |                           |      |        |       |          |      |       |      |   |      |       |      |                               |      |       |      |                      |      |       |      |

TABLE A-3b

| FY 2006 GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES * |      |           |         |       |         |       |                    |      |        |      |         |       |         |       |                           |      |         |       |          |      |        |      |   |      |       |      |                               |      |        |      |                      |      |       |      |
|---|------|-----------|---------|-------|---------|-------|--------------------|------|--------|------|---------|-------|---------|-------|---------------------------|------|---------|-------|----------|------|--------|------|---|------|-------|------|-------------------------------|------|--------|------|----------------------|------|-------|------|
| GS AND RELATED GRADES   |      | TOTAL     |         |       |         |       | HISPANIC OR LATINO |      |        |      | WHITE   |       |         |       | BLACK OR AFRICAN AMERICAN |      |         |       | ASIAN ** |      |        |      | NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER*** |      |       |      | AMERICAN INDIAN/ALASKA NATIVE |      |        |      | TWO OR MORE RACES*** |      |       |      |
|   |      | ALL       | MEN     |       | WOMEN   |       | MEN                |      | WOMEN  |      | MEN     |       | WOMEN   |       | MEN                       |      | WOMEN   |       | MEN      |      | WOMEN  |      | MEN                                       |      | WOMEN |      | MEN                           |      | WOMEN  |      | MEN                  |      | WOMEN |      |
| GRADE   | YEAR | #         | #       | %     | #       | %     | #                  | %    | #      | %    | #       | %     | #       | %     | #                         | %    | #       | %     | #        | %    | #      | %    | #   | %    | #     | %    | #                             | %    | #      | %    | #                    | %    |       |      |
| 10  | 2002 | 17,208    | 8,640   | 50.21 | 8,568   | 49.79 | 510                | 2.96 | 432    | 2.51 | 6,828   | 39.68 | 5,483   | 31.86 | 895                       | 5.20 | 2,084   | 12.11 | 278      | 1.62 | 316    | 1.84 |   |      |       |      | 129                           | 0.75 | 253    | 1.47 |                      |      |       |      |
|   | 2003 | 17,714    | 8,751   | 49.40 | 8,963   | 50.60 | 516                | 2.91 | 473    | 2.67 | 6,855   | 38.70 | 5,688   | 32.11 | 949                       | 5.36 | 2,211   | 12.48 | 292      | 1.65 | 333    | 1.88 |   |      |       |      | 139                           | 0.78 | 258    | 1.46 |                      |      |       |      |
|   | 2004 | 17,899    | 8,952   | 50.01 | 8,947   | 49.99 | 523                | 2.92 | 485    | 2.71 | 6,969   | 38.94 | 5,665   | 31.65 | 995                       | 5.56 | 2,199   | 12.29 | 340      | 1.90 | 345    | 1.93 |   |      |       |      | 125                           | 0.70 | 253    | 1.41 |                      |      |       |      |
|   | 2005 | 17,541    | 8,815   | 50.25 | 8,726   | 49.75 | 543                | 3.10 | 492    | 2.80 | 6,817   | 38.86 | 5,452   | 31.08 | 990                       | 5.64 | 2,158   | 12.30 | 340      | 1.94 | 356    | 2.03 |   |      |       |      | 125                           | 0.71 | 268    | 1.53 |                      |      |       |      |
|   | 2006 | 16,515    | 8,511   | 51.53 | 8,004   | 48.47 | 527                | 3.19 | 433    | 2.62 | 6,535   | 39.57 | 4,957   | 30.02 | 982                       | 5.95 | 2,005   | 12.14 | 318      | 1.93 | 341    | 2.06 | 18  | 0.11 | 6     | 0.04 | 128                           | 0.78 | 257    | 1.56 | 3                    | 0.02 | 5     | 0.03 |
| 11  | 2002 | 191,301   | 101,764 | 53.20 | 89,537  | 46.80 | 9,735              | 5.09 | 6,402  | 3.35 | 76,710  | 40.10 | 59,118  | 30.90 | 9,627                     | 5.03 | 18,119  | 9.47  | 4,174    | 2.18 | 4,046  | 2.11 |   |      |       |      | 1,518                         | 0.79 | 1,852  | 0.97 |                      |      |       |      |
|   | 2003 | 192,832   | 102,679 | 53.25 | 90,153  | 46.75 | 10,373             | 5.38 | 6,751  | 3.50 | 76,760  | 39.81 | 59,149  | 30.67 | 9,673                     | 5.02 | 18,237  | 9.46  | 4,336    | 2.25 | 4,165  | 2.16 |   |      |       |      | 1,537                         | 0.80 | 1,851  | 0.96 |                      |      |       |      |
|   | 2004 | 197,640   | 106,298 | 53.78 | 91,342  | 46.22 | 11,399             | 5.77 | 7,174  | 3.63 | 78,645  | 39.79 | 59,282  | 29.99 | 1,031                     | 0.52 | 18,457  | 9.34  | 4,675    | 2.37 | 4,551  | 2.30 |   |      |       |      | 1,548                         | 0.78 | 1,878  | 0.95 |                      |      |       |      |
|   | 2005 | 200,087   | 108,632 | 54.29 | 91,455  | 45.71 | 12,541             | 6.27 | 7,649  | 3.82 | 79,148  | 39.56 | 58,598  | 29.29 | 10,405                    | 5.20 | 18,603  | 9.30  | 4,999    | 2.50 | 4,710  | 2.35 |   |      |       |      | 1,539                         | 0.77 | 1,895  | 0.95 |                      |      |       |      |
|   | 2006 | 202,082   | 110,584 | 54.72 | 91,498  | 45.28 | 13,373             | 6.62 | 7,921  | 3.92 | 79,589  | 39.38 | 58,137  | 28.77 | 10,862                    | 5.38 | 18,640  | 9.22  | 5,006    | 2.48 | 4,675  | 2.31 | 171                                       | 0.08 | 151   | 0.07 | 1,536                         | 0.76 | 1,921  | 0.95 | 47                   | 0.02 | 53    | 0.03 |
| 12  | 2002 | 229,528   | 135,369 | 58.98 | 94,159  | 41.02 | 7,651              | 3.33 | 5,183  | 2.26 | 107,880 | 47.00 | 62,945  | 27.42 | 11,434                    | 4.98 | 20,361  | 8.87  | 6,831    | 2.98 | 4,308  | 1.88 |   |      |       |      | 1,573                         | 0.69 | 1,362  | 0.59 |                      |      |       |      |
|   | 2003 | 229,917   | 134,174 | 58.36 | 95,743  | 41.64 | 7,766              | 3.38 | 5,378  | 2.34 | 106,478 | 46.31 | 63,708  | 27.71 | 11,617                    | 5.05 | 20,799  | 9.05  | 6,742    | 2.93 | 4,438  | 1.93 |   |      |       |      | 1,571                         | 0.68 | 1,420  | 0.62 |                      |      |       |      |
|   | 2004 | 228,407   | 131,388 | 57.52 | 97,019  | 42.48 | 7,817              | 3.42 | 5,682  | 2.49 | 103,467 | 45.30 | 63,936  | 27.99 | 11,620                    | 5.09 | 21,204  | 9.28  | 6,929    | 3.03 | 4,743  | 2.08 |   |      |       |      | 1,555                         | 0.68 | 1,454  | 0.64 |                      |      |       |      |
|   | 2005 | 231,261   | 132,627 | 57.35 | 98,634  | 42.65 | 8,026              | 3.47 | 5,958  | 2.58 | 103,984 | 44.96 | 64,581  | 27.93 | 11,970                    | 5.18 | 21,590  | 9.34  | 7,094    | 3.07 | 5,022  | 2.17 |   |      |       |      | 1,553                         | 0.67 | 1,483  | 0.64 |                      |      |       |      |
|   | 2006 | 231,347   | 132,825 | 57.41 | 98,522  | 42.59 | 8,274              | 3.58 | 6,216  | 2.69 | 103,467 | 44.72 | 63,806  | 27.58 | 12,309                    | 5.32 | 21,722  | 9.39  | 6,998    | 3.02 | 5,160  | 2.23 | 173                                       | 0.07 | 113   | 0.05 | 1,545                         | 0.67 | 1,449  | 0.63 | 59                   | 0.03 | 56    | 0.02 |
| 13  | 2002 | 196,528   | 128,835 | 65.56 | 67,693  | 34.44 | 6,086              | 3.10 | 2,917  | 1.48 | 105,734 | 53.80 | 47,183  | 24.01 | 9,381                     | 4.77 | 13,794  | 7.02  | 6,428    | 3.27 | 3,088  | 1.57 |   |      |       |      | 1,206                         | 0.61 | 711    | 0.36 |                      |      |       |      |
|   | 2003 | 200,069   | 130,004 | 64.98 | 70,065  | 35.02 | 6,238              | 3.12 | 3,147  | 1.57 | 106,363 | 53.16 | 48,391  | 24.19 | 9,630                     | 4.81 | 14,513  | 7.25  | 6,565    | 3.28 | 3,269  | 1.63 |   |      |       |      | 1,208                         | 0.60 | 745    | 0.37 |                      |      |       |      |
|   | 2004 | 204,393   | 132,145 | 64.65 | 72,248  | 35.35 | 6,715              | 3.29 | 3,370  | 1.65 | 107,451 | 52.57 | 49,466  | 24.20 | 9,946                     | 4.87 | 15,047  | 7.36  | 6,847    | 3.35 | 3,585  | 1.75 |   |      |       |      | 1,186                         | 0.58 | 780    | 0.38 |                      |      |       |      |
|   | 2005 | 207,320   | 132,751 | 64.03 | 74,569  | 35.97 | 6,939              | 3.35 | 3,592  | 1.73 | 107,553 | 51.88 | 50,531  | 24.37 | 10,155                    | 4.90 | 15,767  | 7.61  | 6,921    | 3.34 | 3,858  | 1.86 |   |      |       |      | 1,183                         | 0.57 | 821    | 0.40 |                      |      |       |      |
|   | 2006 | 209,299   | 133,611 | 63.84 | 75,688  | 36.16 | 7,175              | 3.43 | 3,738  | 1.79 | 107,651 | 51.43 | 50,879  | 24.31 | 10,460                    | 5.00 | 16,090  | 7.69  | 7,006    | 3.35 | 4,044  | 1.93 | 95  | 0.05 | 52    | 0.02 | 1,168                         | 0.56 | 851    | 0.41 | 56                   | 0.03 | 34    | 0.02 |
| 14  | 2002 | 93,303    | 63,970  | 68.56 | 29,333  | 31.44 | 2,479              | 2.66 | 1,083  | 1.16 | 54,073  | 57.95 | 21,593  | 23.14 | 3,940                     | 4.22 | 5,006   | 5.37  | 2,835    | 3.04 | 1,301  | 1.39 |   |      |       |      | 643                           | 0.69 | 350    | 0.38 |                      |      |       |      |
|   | 2003 | 96,281    | 65,222  | 67.74 | 31,059  | 32.26 | 2,620              | 2.72 | 1,178  | 1.22 | 54,748  | 56.86 | 22,576  | 23.45 | 4,159                     | 4.32 | 5,481   | 5.69  | 3,048    | 3.17 | 1,454  | 1.51 |   |      |       |      | 647                           | 0.67 | 370    | 0.38 |                      |      |       |      |
|   | 2004 | 99,432    | 66,607  | 66.99 | 32,825  | 33.01 | 2,773              | 2.79 | 1,312  | 1.32 | 55,485  | 55.80 | 23,570  | 23.70 | 4,395                     | 4.42 | 5,938   | 5.97  | 3,305    | 3.32 | 1,625  | 1.63 |   |      |       |      | 649                           | 0.65 | 380    | 0.38 |                      |      |       |      |
|   | 2005 | 102,907   | 68,202  | 66.28 | 34,705  | 33.72 | 2,920              | 2.84 | 1,407  | 1.37 | 56,368  | 54.78 | 24,641  | 23.94 | 4,702                     | 4.57 | 6,513   | 6.33  | 3,582    | 3.48 | 1,751  | 1.70 |   |      |       |      | 630                           | 0.61 | 393    | 0.38 |                      |      |       |      |
|   | 2006 | 100,947   | 65,978  | 65.36 | 34,969  | 34.64 | 2,875              | 2.85 | 1,452  | 1.44 | 54,211  | 53.70 | 24,491  | 24.26 | 4,728                     | 4.68 | 6,748   | 6.68  | 3,502    | 3.47 | 1,851  | 1.83 | 27  | 0.03 | 14    | 0.01 | 615                           | 0.61 | 395    | 0.39 | 23                   | 0.02 | 18    | 0.02 |
| 15  | 2002 | 56,831    | 41,845  | 73.63 | 14,986  | 26.37 | 1,406              | 2.47 | 542    | 0.95 | 35,905  | 63.18 | 11,592  | 20.40 | 1,892                     | 3.33 | 1,741   | 3.06  | 2,328    | 4.10 | 1,001  | 1.76 |   |      |       |      | 314                           | 0.55 | 110    | 0.19 |                      |      |       |      |
|   | 2003 | 59,314    | 43,163  | 72.77 | 16,151  | 27.23 | 1,491              | 2.51 | 595    | 1.00 | 36,844  | 62.12 | 12,424  | 20.95 | 1,999                     | 3.37 | 1,883   | 3.17  | 2,499    | 4.21 | 1,124  | 1.89 |   |      |       |      | 330                           | 0.56 | 125    | 0.21 |                      |      |       |      |
|   | 2004 | 61,416    | 44,148  | 71.88 | 17,268  | 28.12 | 1,578              | 2.57 | 653    | 1.06 | 37,530  | 61.11 | 13,214  | 21.52 | 2,044                     | 3.33 | 2,023   | 3.29  | 2,643    | 4.30 | 1,239  | 2.02 |   |      |       |      | 353                           | 0.57 | 139    | 0.23 |                      |      |       |      |
|   | 2005 | 64,433    | 45,928  | 71.28 | 18,505  | 28.72 | 1,674              | 2.60 | 712    | 1.11 | 38,893  | 60.36 | 14,061  | 21.82 | 2,202                     | 3.42 | 2,192   | 3.40  | 2,809    | 4.36 | 1,370  | 2.13 |   |      |       |      | 350                           | 0.54 | 170    | 0.26 |                      |      |       |      |
|   | 2006 | 66,034    | 46,373  | 70.23 | 19,661  | 29.77 | 1,776              | 2.69 | 751    | 1.14 | 38,958  | 59.00 | 14,747  | 22.33 | 2,283                     | 3.46 | 2,396   | 3.63  | 2,978    | 4.51 | 1,557  | 2.36 | 17  | 0.03 | 3     | 0.00 | 349                           | 0.53 | 201    | 0.30 | 12                   | 0.02 | 6     | 0.01 |
| Total GS & GS Related   | 2002 | 1,410,278 | 710,069 | 50.35 | 700,209 | 49.65 | 50,344             | 3.57 | 46,126 | 3.27 | 539,988 | 38.29 | 436,382 | 30.94 | 75,764                    | 5.37 | 169,180 | 12.00 | 32,871   | 2.33 | 31,070 | 2.20 |   |      |       |      | 11,102                        | 0.79 | 17,451 | 1.24 |                      |      |       |      |
|   | 2003 | 1,411,611 | 715,003 | 50.65 | 696,608 | 49.35 | 52,168             | 3.70 | 47,044 | 3.33 | 542,274 | 38.42 | 432,989 | 30.67 | 76,163                    | 5.40 | 167,966 | 11.90 | 33,503   | 2.37 | 31,413 | 2.23 |   |      |       |      | 10,895                        | 0.77 | 17,196 | 1.22 |                      |      |       |      |
|   | 2004 | 1,418,500 | 721,019 | 50.83 | 697,481 | 49.17 | 54,107             | 3.81 | 48,558 | 3.42 | 543,855 | 38.34 | 430,506 | 30.35 | 77,268                    | 5.45 | 168,134 | 11.85 | 34,917   | 2.46 | 33,123 | 2.34 |   |      |       |      | 10,878                        | 0.77 | 17,160 | 1.21 |                      |      |       |      |
|   | 2005 | 1,425,499 | 728,508 | 51.11 | 696,991 | 48.89 | 55,413             | 3.89 | 49,563 | 3.48 | 547,182 | 38.39 | 428,131 | 30.03 | 79,123                    | 5.55 | 168,162 | 11.80 | 35,954   | 2.52 | 33,869 | 2.38 |   |      |       |      | 10,836                        | 0.76 | 17,266 | 1.21 |                      |      |       |      |
|   | 2006 | 1,416,901 | 727,981 | 51.38 | 688,920 | 48.62 | 56,725             | 4.00 | 49,605 | 3.50 | 542,959 | 38.32 | 419,675 | 29.62 | 80,820                    | 5.70 | 167,205 | 11.80 | 35,432   | 2.50 | 33,660 | 2.38 | 1057                                      |      |       |      |                               |      |        |      |                      |      |       |      |

**TABLE A-4**  
**Government Wide Employment of Workers in**  
**FEDERAL WAGE SYSTEM (FWS) POSITIONS**

|  | 2000                     | 1997             | 1998             | 1999             | 2000             | 2001             | 2002             | 2003             | 2004             | 2005             | 2006           | 2006             |
|--|--------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|----------------|------------------|
| <b>TOTAL WORK FORCE</b>                              | <b>CLF</b>               | <b>2,475,761</b> | <b>2,479,199</b> | <b>2,462,152</b> | <b>2,442,643</b> | <b>2,445,335</b> | <b>2,459,505</b> | <b>2,428,330</b> | <b>2,606,903</b> | <b>2,610,920</b> |                | <b>2,611,493</b> |
| <b>% of FWS Employees</b>                            |                          | 9.83             | 9.39             | 9.07             | 8.80             | 8.53             | 8.23             | 8.00             | 7.52             | 7.54             |                | 7.46             |
| <b>FWS WORK FORCE*</b>                               |                          | <b>243,343</b>   | <b>232,693</b>   | <b>223,421</b>   | <b>214,880</b>   | <b>208,580</b>   | <b>202,471</b>   | <b>194,259</b>   | <b>196,114</b>   | <b>196,800</b>   |                | <b>194,858</b>   |
| % OF MEN   | 53.20                    | 89.41            | 89.37            | 89.05            | 88.96            | 89.48            | 89.47            | 89.09            | 89.19            | 89.06            | 173,389        | 88.98            |
| % OF WOMEN   | 46.80                    | 10.59            | 10.63            | 10.95            | 11.04            | 10.52            | 10.53            | 10.91            | 10.81            | 10.94            | 21,469         | 11.01            |
| <b>HISPANIC or LATINO (%)</b>                        | <b>10.70</b>             | <b>8.23</b>      | <b>8.09</b>      | <b>7.73</b>      | <b>7.67</b>      | <b>7.70</b>      | <b>7.67</b>      | <b>7.70</b>      | <b>7.87</b>      | <b>7.85</b>      | <b>15,334</b>  | <b>7.87</b>      |
| % OF MEN   | 6.20                     | 7.50             | 7.36             | 7.00             | 6.92             | 6.99             | 6.94             | 6.91             | 7.08             | 7.02             | 13,725         | 7.04             |
| % OF WOMEN   | 4.50                     | 0.73             | 0.73             | 0.73             | 0.75             | 0.71             | 0.73             | 0.79             | 0.79             | 0.82             | 1,609          | 0.83             |
| <b>WHITE (%)</b>                                     | <b>72.70</b>             | <b>65.87</b>     | <b>65.87</b>     | <b>66.06</b>     | <b>66.07</b>     | <b>66.32</b>     | <b>66.35</b>     | <b>66.43</b>     | <b>66.43</b>     | <b>66.60</b>     | <b>129,714</b> | <b>66.51</b>     |
| % OF MEN   | 39.00                    | 60.67            | 60.65            | 60.62            | 60.59            | 60.97            | 60.95            | 60.81            | 60.85            | 60.93            | 118,624        | 60.88            |
| % OF WOMEN   | 33.70                    | 5.20             | 5.22             | 5.39             | 5.49             | 5.35             | 5.40             | 5.63             | 5.58             | 5.67             | 11,090         | 5.70             |
| <b>BLACK or AFRICAN AMERICAN(%)</b>                  | <b>10.60</b>             | <b>18.61</b>     | <b>18.73</b>     | <b>18.88</b>     | <b>18.95</b>     | <b>18.60</b>     | <b>18.48</b>     | <b>18.62</b>     | <b>18.34</b>     | <b>18.21</b>     | <b>35,490</b>  | <b>18.21</b>     |
| % OF MEN   | 4.80                     | 14.78            | 14.89            | 14.93            | 15.04            | 15.06            | 15.02            | 15.10            | 14.86            | 14.75            | 28,688         | 14.72            |
| % OF WOMEN   | 5.80                     | 3.83             | 3.84             | 3.95             | 3.91             | 3.55             | 3.46             | 3.52             | 3.49             | 3.46             | 6,802          | 3.49             |
| <b>ASIAN (%)**</b>                                   | <b>3.60</b>              | <b>4.65</b>      | <b>4.63</b>      | <b>4.71</b>      | <b>4.60</b>      | <b>4.62</b>      | <b>4.75</b>      | <b>4.50</b>      | <b>4.73</b>      | <b>4.75</b>      | <b>8,163</b>   | <b>4.19</b>      |
| % OF MEN   | 1.90                     | 4.21             | 4.18             | 4.22             | 4.11             | 4.13             | 4.24             | 3.98             | 4.20             | 4.18             | 7,115          | 3.65             |
| % OF WOMEN   | 1.70                     | 0.44             | 0.45             | 0.49             | 0.49             | 0.49             | 0.51             | 0.52             | 0.53             | 0.57             | 1,048          | 0.54             |
| <b>NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***</b> | <b>0.20</b>              |                  |                  |                  |                  |                  |                  |                  |                  |                  | <b>1,112</b>   | <b>0.57</b>      |
| % OF MEN   | 0.10                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 1,010          | 0.52             |
| % OF WOMEN   | 0.10                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 102            | 0.05             |
| <b>AMERICAN INDIAN/ALASKA NATIVE (%)</b>             | <b>1.00</b>              | <b>2.63</b>      | <b>2.68</b>      | <b>2.67</b>      | <b>2.71</b>      | <b>2.76</b>      | <b>2.74</b>      | <b>2.75</b>      | <b>2.62</b>      | <b>2.60</b>      | <b>4,937</b>   | <b>2.53</b>      |
| % OF MEN   | 0.50                     | 2.25             | 2.28             | 2.27             | 2.30             | 2.35             | 2.32             | 2.30             | 2.19             | 2.18             | 4,131          | 2.12             |
| % OF WOMEN   | 0.50                     | 0.39             | 0.40             | 0.40             | 0.41             | 0.42             | 0.43             | 0.45             | 0.43             | 0.42             | 806            | 0.41             |
| <b>TWO OR MORE RACES***</b>                          | <b>1.00</b>              |                  |                  |                  |                  |                  |                  |                  |                  |                  | <b>108</b>     | <b>0.06</b>      |
| % OF MEN   | 0.50                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 96             | 0.05             |
| % OF WOMEN   | 0.50                     |                  |                  |                  |                  |                  |                  |                  |                  |                  | 12             | 0.01             |
| <b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>      | <b>CLF not available</b> | <b>1.50</b>      | <b>1.47</b>      | <b>1.45</b>      | <b>1.40</b>      | <b>1.40</b>      | <b>1.34</b>      | <b>1.29</b>      | <b>1.23</b>      | <b>1.16</b>      | <b>2,227</b>   | <b>1.14</b>      |

\*The remainder of the figures in this table include September 30, 2006 agency data as reported in CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies.

Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders.

\*\*\* Separate data first became available in 2006.

**TABLE A-5  
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN  
OTHER PAY SYSTEMS (OPS) WORK FORCE\***

| TOTAL WORK FORCE   | 2000              | 1997           | 1998           | 1999           | 2000           | 2001           | 2002           | 2003           | 2004           | 2005           | 2006           | 2006           |
|--|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|  | CLF               | 2,475,761      | 2,479,199      | 2,462,152      | 2,442,643      | 2,445,335      | 2,459,505      | 2,428,330      | 2,606,903      | 2,610,920      |                | 2,611,493      |
| % of Total Work Force                                    |                   | 38.33          | 39.56          | 40.04          | 40.59          | 39.87          | 40.40          | 40.96          | 37.33          | 37.13          |                | 37.51          |
| <b>OPS WORK FORCE</b>                                    |                   | <b>948,911</b> | <b>980,856</b> | <b>985,787</b> | <b>991,463</b> | <b>975,074</b> | <b>993,602</b> | <b>994,647</b> | <b>973,172</b> | <b>969,353</b> |                | <b>979,664</b> |
| % OF MEN   | 53.20             | 60.54          | 59.83          | 59.89          | 59.77          | 59.87          | 59.96          | 59.69          | 59.43          | 58.86          | 570,846        | 58.27          |
| % OF WOMEN   | 46.80             | 39.46          | 40.17          | 40.11          | 40.23          | 40.13          | 40.04          | 40.31          | 40.57          | 41.14          | 408,818        | 41.73          |
| <b>HISPANIC or LATINO (%)</b>                            | <b>10.70</b>      | <b>6.64</b>    | <b>6.92</b>    | <b>7.13</b>    | <b>7.16</b>    | <b>7.26</b>    | <b>7.43</b>    | <b>7.61</b>    | <b>7.77</b>    | <b>7.99</b>    | <b>78,208</b>  | <b>7.98</b>    |
| % OF MEN   | 6.20              | 4.33           | 4.45           | 4.55           | 4.57           | 4.65           | 4.78           | 4.87           | 4.96           | 5.03           | 48,783         | 4.98           |
| % OF WOMEN   | 4.50              | 2.30           | 2.46           | 2.57           | 2.60           | 2.61           | 2.65           | 2.74           | 2.82           | 2.96           | 29,425         | 3.00           |
| <b>WHITE (%)</b>   | <b>72.70</b>      | <b>66.21</b>   | <b>65.13</b>   | <b>64.90</b>   | <b>64.92</b>   | <b>64.66</b>   | <b>64.59</b>   | <b>64.32</b>   | <b>64.03</b>   | <b>63.26</b>   | <b>618,367</b> | <b>63.12</b>   |
| % OF MEN   | 39.00             | 41.80          | 40.72          | 40.74          | 40.59          | 40.45          | 40.45          | 40.04          | 39.64          | 38.83          | 375,506        | 38.33          |
| % OF WOMEN   | 33.70             | 24.41          | 24.41          | 24.17          | 24.33          | 24.21          | 24.14          | 24.28          | 24.39          | 24.43          | 242,861        | 24.79          |
| <b>BLACK or<br/>AFRICAN AMERICAN (%)</b>                 | <b>10.60</b>      | <b>19.96</b>   | <b>20.31</b>   | <b>20.36</b>   | <b>20.11</b>   | <b>20.05</b>   | <b>19.84</b>   | <b>19.77</b>   | <b>19.66</b>   | <b>19.93</b>   | <b>194,681</b> | <b>19.87</b>   |
| % OF MEN   | 4.80              | 10.32          | 10.36          | 10.35          | 10.22          | 10.20          | 10.10          | 10.02          | 9.92           | 9.94           | 95,953         | 9.79           |
| % OF WOMEN   | 5.80              | 9.64           | 9.95           | 10.01          | 9.90           | 9.85           | 9.74           | 9.74           | 9.74           | 9.99           | 98,728         | 10.08          |
| <b>ASIAN (%) **</b>                                      | <b>3.60</b>       | <b>6.31</b>    | <b>6.76</b>    | <b>6.70</b>    | <b>6.85</b>    | <b>7.04</b>    | <b>7.12</b>    | <b>7.29</b>    | <b>7.49</b>    | <b>7.76</b>    | <b>75,734</b>  | <b>7.73</b>    |
| % OF MEN   | 1.90              | 3.68           | 3.90           | 3.82           | 3.95           | 4.10           | 4.15           | 4.27           | 4.42           | 4.56           | 44,597         | 4.55           |
| % OF WOMEN   | 1.70              | 2.62           | 2.86           | 2.87           | 2.90           | 2.94           | 2.97           | 3.01           | 3.07           | 3.20           | 31,137         | 3.18           |
| <b>NATIVE HAWAIIAN/OTHER<br/>PACIFIC ISLANDER (%)***</b> | <b>0.20</b>       |                |                |                |                |                |                |                |                |                | <b>1,247</b>   | <b>0.13</b>    |
| % OF MEN   | 0.10              |                |                |                |                |                |                |                |                |                | 499            | 0.05           |
| % OF WOMEN   | 0.10              |                |                |                |                |                |                |                |                |                | 748            | 0.08           |
| <b>AMERICAN INDIAN/<br/>ALASKA NATIVE(%)</b>             | <b>1.00</b>       | <b>0.88</b>    | <b>0.88</b>    | <b>0.91</b>    | <b>0.95</b>    | <b>0.99</b>    | <b>1.02</b>    | <b>1.02</b>    | <b>1.05</b>    | <b>1.05</b>    | <b>10,912</b>  | <b>1.11</b>    |
| % OF MEN   | 0.50              | 0.40           | 0.40           | 0.43           | 0.45           | 0.46           | 0.48           | 0.49           | 0.50           | 0.50           | 5,253          | 0.54           |
| % OF WOMEN   | 0.50              | 0.49           | 0.48           | 0.48           | 0.50           | 0.52           | 0.53           | 0.53           | 0.55           | 0.55           | 5,659          | 0.58           |
| <b>TWO OR MORE RACES ***</b>                             | <b>1.00</b>       |                |                |                |                |                |                |                |                |                | <b>515</b>     | <b>0.05</b>    |
| % OF MEN   | 0.50              |                |                |                |                |                |                |                |                |                | 255            | 0.03           |
| % OF WOMEN   | 0.50              |                |                |                |                |                |                |                |                |                | 260            | 0.03           |
| <b>Individuals With Targeted<br/>Disabilities %</b>      | CLF not available | 0.96           | 0.93           | 0.93           | 0.91           | 0.91           | 0.88           | 0.86           | 0.84           | 0.81           | <b>7,802</b>   | 0.80           |

\* Includes September 30, 2006 agency data as reported in CPDF (236,883) and all employees of AAFES, TVA AND USPS (742,781), but does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding and the addition of "

Two or More Races" category in the 2000 Census Special EEO file. \*\* The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. \*\*\* Separate data first became available in 2006.



**TABLE A-6**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF**

|   | <b>INDIVIDUALS WITH TARGETED DISABILITIES*</b> |                  |                  |                  |                  |                  |                  |                  |                  |                  | <b>TEN YEAR<br/>NET<br/>CHANGE</b> |
|---|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------------------------|
|   | <b>1997</b>                                    | <b>1998</b>      | <b>1999</b>      | <b>2000</b>      | <b>2001</b>      | <b>2002</b>      | <b>2003</b>      | <b>2004</b>      | <b>2005</b>      | <b>2006</b>      |                                    |
| <b>TOTAL WORK FORCE</b>                             | <b>2,475,761</b>                               | <b>2,479,199</b> | <b>2,462,152</b> | <b>2,442,643</b> | <b>2,445,335</b> | <b>2,459,505</b> | <b>2,428,330</b> | <b>2,606,903</b> | <b>2,610,920</b> | <b>2,611,493</b> |                                    |
| <b>% OF TOTAL WORK FORCE</b>                        | 1.16   | 1.14             | 1.13             | 1.12             | 1.10             | 1.07             | 1.05             | 0.99             | 0.96             | 0.94             |                                    |
| <b>TOTAL INDIVIDUALS WITH TARGETED DISABILITIES</b> | 28,671   | 28,035           | 27,601           | 27,231           | 26,834           | 26,230           | 25,551           | 25,917           | 25,142           | 24,442           | -14.75                             |
| <b>DEAFNESS</b>                                     |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 5,639  | 5,512            | 5,368            | 5,220            | 5,088            | 4,949            | 4,796            | 4,745            | 4,614            | 4,460            | -20.90                             |
| <b>% OF TARGETED DISABILITIES</b>                   | 19.67  | 19.66            | 19.45            | 19.17            | 18.96            | 18.87            | 18.77            | 18.31            | 18.35            | 18.25            |                                    |
| <b>BLINDNESS</b>                                    |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 2,676  | 2,615            | 2,570            | 2,603            | 2,636            | 2,582            | 2,588            | 2,687            | 2,606            | 2,573            | -3.85                              |
| <b>% OF TARGETED DISABILITIES</b>                   | 9.33   | 9.33             | 9.31             | 9.56             | 9.82             | 9.84             | 10.13            | 10.37            | 10.37            | 10.53            |                                    |
| <b>MISSING EXTREMITIES</b>                          |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 1,856  | 1,812            | 1,733            | 1,697            | 1,627            | 1,556            | 1,525            | 1,505            | 1,446            | 1,376            | -25.86                             |
| <b>% OF TARGETED DISABILITIES</b>                   | 6.47   | 6.46             | 6.28             | 6.23             | 6.06             | 5.93             | 5.97             | 5.81             | 5.75             | 5.63             |                                    |
| <b>PARTIAL PARALYSIS</b>                            |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 3,694  | 3,585            | 3,503            | 3,475            | 3,346            | 3,283            | 3,219            | 3,229            | 3,111            | 2,984            | -19.22                             |
| <b>% OF TARGETED DISABILITIES</b>                   | 12.88  | 12.79            | 12.69            | 12.76            | 12.47            | 12.52            | 12.6             | 12.46            | 12.37            | 12.21            |                                    |
| <b>COMPLETE PARALYSIS</b>                           |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 1,559  | 1,507            | 1,459            | 1,435            | 1,415            | 1,387            | 1,316            | 1,328            | 1,258            | 1,222            | -21.62                             |
| <b>% OF TARGETED DISABILITIES</b>                   | 5.44   | 5.38             | 5.29             | 5.27             | 5.27             | 5.29             | 5.15             | 5.12             | 5.00             | 5.00             |                                    |
| <b>CONVULSIVE DISORDERS</b>                         |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 3,967  | 3,860            | 3,826            | 3,811            | 3,767            | 3,730            | 3,637            | 3,660            | 3,537            | 3,452            | -12.98                             |
| <b>% OF TARGETED DISABILITIES</b>                   | 13.84  | 13.93            | 13.86            | 14               | 14.04            | 14.22            | 14.23            | 14.12            | 14.07            | 14.12            |                                    |
| <b>MENTAL RETARDATION</b>                           |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 2,837  | 2,770            | 2,672            | 2,533            | 2,428            | 2,261            | 2,106            | 2,057            | 1,946            | 1,857            | -34.54                             |
| <b>% OF TARGETED DISABILITIES</b>                   | 9.9  | 9.88             | 9.68             | 9.3              | 9.05             | 8.62             | 8.24             | 7.94             | 7.74             | 7.60             |                                    |
| <b>MENTAL ILLNESS</b>                               |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 5,622  | 5,579            | 5,690            | 5,697            | 5,801            | 5,786            | 5,695            | 6,043            | 5,982            | 5,900            | 4.94                               |
| <b>% OF TARGETED DISABILITIES</b>                   | 19.61  | 19.9             | 20.62            | 20.92            | 21.62            | 22.06            | 22.29            | 23.32            | 23.79            | 24.14            |                                    |
| <b>DISTORTION OF LIMB &amp;/OR SPINE</b>            |  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                                    |
| <b>TOTAL</b>  | 821  | 795              | 780              | 757              | 726              | 696              | 669              | 663              | 642              | 618              | -24.72                             |
| <b>% OF TARGETED DISABILITIES</b>                   | 2.86   | 2.84             | 2.83             | 2.78             | 2.71             | 2.65             | 2.62             | 2.56             | 2.55             | 2.53             |                                    |

\*Includes September 30, 2006 agency data as reported in CPDF plus Foreign Service, AAFES, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding.

Table A-6

TABLE A-6a

## FY 2006 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN \*

| DISABILITY BY TYPE                       | GSR-1 | GSR-2 | GSR-3  | GSR-4  | GSR-5   | GSR-6  | GSR-7   | GSR-8  | GSR-9   | GSR-10 |
|--|-------|-------|--------|--------|---------|--------|---------|--------|---------|--------|
| <b># WORK FORCE IN GRADE</b>             | 2,972 | 4,535 | 17,576 | 51,771 | 100,306 | 80,035 | 139,322 | 58,520 | 135,083 | 16,515 |
| % OF WORK FORCE IN GRADE                 | 0.16  | 0.24  | 0.94   | 2.77   | 5.37    | 4.28   | 7.46    | 3.13   | 7.23    | 0.88   |
| <b>NO DISABILITIES</b>                   | 2,838 | 4,187 | 15,698 | 45,454 | 89,027  | 72,008 | 127,134 | 52,969 | 123,639 | 15,035 |
| % OF GRADE LEVEL                         | 95.49 | 92.33 | 89.31  | 87.81  | 88.76   | 89.97  | 91.25   | 90.51  | 91.53   | 91.04  |
| <b>NOT IDENTIFIED/DISCLOSED</b>          | 26    | 69    | 307    | 1,024  | 2,216   | 1,647  | 2,877   | 1,458  | 3,162   | 459    |
| % OF GRADE LEVEL                         | 0.87  | 1.52  | 1.75   | 1.98   | 2.21    | 2.06   | 2.07    | 2.49   | 2.34    | 2.78   |
| <b>REPORTABLE DISABILITIES</b>           | 108   | 279   | 1,568  | 5,286  | 9,050   | 6,373  | 9,297   | 4,093  | 8,269   | 1,020  |
| % OF GRADE LEVEL                         | 3.63  | 6.15  | 8.92   | 10.21  | 9.02    | 7.96   | 6.67    | 6.99   | 6.12    | 6.18   |
| <b>TARGETED DISABILITIES</b>             | 30    | 103   | 406    | 1,343  | 1,992   | 1,147  | 1,518   | 900    | 1,207   | 111    |
| % OF GRADE LEVEL                         | 1.01  | 2.27  | 2.31   | 2.59   | 1.99    | 1.43   | 1.09    | 1.54   | 0.89    | 0.67   |
| <b>DEAFNESS</b>                          | 2     | 3     | 44     | 262    | 387     | 215    | 278     | 85     | 143     | 10     |
| % OF TARGETED DISABILITIES               | 6.67  | 2.91  | 10.84  | 19.51  | 19.43   | 18.74  | 18.31   | 9.44   | 11.85   | 9.01   |
| <b>BLINDNESS</b>                         | 2     | 9     | 37     | 144    | 209     | 132    | 174     | 274    | 152     | 14     |
| % OF TARGETED DISABILITIES               | 6.67  | 8.74  | 9.11   | 10.72  | 10.49   | 11.51  | 11.46   | 30.44  | 12.59   | 12.61  |
| <b>MISSING EXTREMITIES</b>               | 2     | 2     | 4      | 39     | 77      | 53     | 79      | 45     | 75      | 13     |
| % OF TARGETED DISABILITIES               | 6.67  | 1.94  | 0.99   | 2.90   | 3.87    | 4.62   | 5.20    | 5.00   | 6.21    | 11.71  |
| <b>PARTIAL PARALYSIS</b>                 | 4     | 12    | 42     | 198    | 268     | 164    | 239     | 123    | 234     | 12     |
| % OF TARGETED DISABILITIES               | 13.33 | 11.65 | 10.34  | 14.74  | 13.45   | 14.30  | 15.74   | 13.67  | 19.39   | 10.81  |
| <b>COMPLETE PARALYSIS</b>                | 2     | 5     | 6      | 59     | 111     | 62     | 88      | 63     | 93      | 12     |
| % OF TARGETED DISABILITIES               | 6.67  | 4.85  | 1.48   | 4.39   | 5.57    | 5.41   | 5.80    | 7.00   | 7.71    | 10.81  |
| <b>CONVULSIVE DISORDERS</b>              | 3     | 7     | 46     | 130    | 274     | 170    | 233     | 129    | 215     | 14     |
| % OF TARGETED DISABILITIES               | 10.00 | 6.80  | 11.33  | 9.68   | 13.76   | 14.82  | 15.35   | 14.33  | 17.81   | 12.61  |
| <b>MENTAL RETARDATION</b>                | 11    | 44    | 137    | 190    | 147     | 47     | 43      | 14     | 12      | 1      |
| % OF TARGETED DISABILITIES               | 36.67 | 42.72 | 33.74  | 14.15  | 7.38    | 4.10   | 2.83    | 1.56   | 0.99    | 0.90   |
| <b>MENTAL ILLNESS</b>                    | 4     | 20    | 82     | 289    | 469     | 265    | 323     | 129    | 246     | 31     |
| % OF TARGETED DISABILITIES               | 13.33 | 19.42 | 20.20  | 21.52  | 23.54   | 23.10  | 21.28   | 14.33  | 20.38   | 27.93  |
| <b>DISTORTION OF LIMB &amp;/OR SPINE</b> | 0     | 1     | 8      | 32     | 50      | 39     | 61      | 38     | 37      | 4      |
| % OF TARGETED DISABILITIES               | 0.00  | 0.97  | 1.97   | 2.38   | 2.51    | 3.40   | 4.02    | 4.22   | 3.07    | 3.60   |

TABLE A-6a

## FY 2006 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN \*

| DISABILITY BY TYPE                       | GSR-11         | GSR-12         | GSR-13         | GSR-14         | GSR-15        | SENIOR<br>PAY** | SES          | WAGE AND<br>NON_GS | TOTAL GS<br>RELATED | ALL              |
|--|----------------|----------------|----------------|----------------|---------------|-----------------|--------------|--------------------|---------------------|------------------|
| <b># WORK FORCE IN GRADE</b>             | <b>202,082</b> | <b>231,347</b> | <b>209,299</b> | <b>100,947</b> | <b>66,034</b> | <b>12,804</b>   | <b>7,266</b> | <b>432,298</b>     | <b>1,416,344</b>    | <b>1,868,712</b> |
| % OF WORK FORCE IN GRADE                 | 10.81          | 12.38          | 11.20          | 5.40           | 3.53          | 0.69            | 0.39         | 23.13              | 75.79               |                  |
| <b>NO DISABILITIES</b>                   | <b>185,337</b> | <b>211,021</b> | <b>193,298</b> | <b>93,382</b>  | <b>61,063</b> | <b>11,720</b>   | <b>6,612</b> | <b>401,834</b>     | <b>1,292,090</b>    | <b>1,712,256</b> |
| % OF GRADE LEVEL                         | 91.71          | 91.21          | 92.35          | 92.51          | 92.47         | 91.53           | 91.00        | 92.95              | 91.23               | 91.63            |
| <b>NOT IDENTIFIED/DISCLOSED</b>          | <b>5,148</b>   | <b>6,824</b>   | <b>6,092</b>   | <b>3,265</b>   | <b>2,292</b>  | <b>550</b>      | <b>383</b>   | <b>7,998</b>       | <b>36,866</b>       | <b>45,797</b>    |
| % OF GRADE LEVEL                         | 2.55           | 2.95           | 2.91           | 3.23           | 3.47          | 4.30            | 5.27         | 1.85               | 2.60                | 2.45             |
| <b>REPORTABLE DISABILITIES</b>           | <b>11,570</b>  | <b>13,449</b>  | <b>9,878</b>   | <b>4,284</b>   | <b>2,667</b>  | <b>534</b>      | <b>270</b>   | <b>22,408</b>      | <b>87,191</b>       | <b>110,403</b>   |
| % OF GRADE LEVEL                         | 5.73           | 5.81           | 4.72           | 4.24           | 4.04          | 4.17            | 3.72         | 5.18               | 6.16                | 5.91             |
| <b>TARGETED DISABILITIES</b>             | <b>1,699</b>   | <b>1,776</b>   | <b>1,331</b>   | <b>529</b>     | <b>315</b>    | <b>62</b>       | <b>31</b>    | <b>3,297</b>       | <b>14,407</b>       | <b>17,797</b>    |
| % OF GRADE LEVEL                         | 0.84           | 0.77           | 0.64           | 0.52           | 0.48          | 0.48            | 0.43         | 0.76               | 1.02                | 0.95             |
| <b>DEAFNESS</b>                          | <b>165</b>     | <b>209</b>     | <b>118</b>     | <b>20</b>      | <b>8</b>      | <b>1</b>        | <b>0</b>     | <b>468</b>         | <b>1,949</b>        | <b>2,418</b>     |
| % OF TARGETED DISABILITIES               | 9.71           | 11.77          | 8.87           | 3.78           | 2.54          | 1.61            | 0.00         | 14.19              | 13.53               | 13.59            |
| <b>BLINDNESS</b>                         | <b>280</b>     | <b>265</b>     | <b>225</b>     | <b>83</b>      | <b>51</b>     | <b>13</b>       | <b>7</b>     | <b>341</b>         | <b>2,051</b>        | <b>2,412</b>     |
| % OF TARGETED DISABILITIES               | 16.48          | 14.92          | 16.90          | 15.69          | 16.19         | 20.97           | 22.58        | 10.34              | 14.24               | 13.55            |
| <b>MISSING EXTREMITIES</b>               | <b>136</b>     | <b>121</b>     | <b>120</b>     | <b>43</b>      | <b>20</b>     | <b>7</b>        | <b>4</b>     | <b>158</b>         | <b>829</b>          | <b>998</b>       |
| % OF TARGETED DISABILITIES               | 8.00           | 6.81           | 9.02           | 8.13           | 6.35          | 11.29           | 12.90        | 4.79               | 5.75                | 5.61             |
| <b>PARTIAL PARALYSIS</b>                 | <b>336</b>     | <b>375</b>     | <b>284</b>     | <b>121</b>     | <b>69</b>     | <b>13</b>       | <b>8</b>     | <b>268</b>         | <b>2,481</b>        | <b>2,770</b>     |
| % OF TARGETED DISABILITIES               | 19.78          | 21.11          | 21.34          | 22.87          | 21.90         | 20.97           | 25.81        | 8.13               | 17.22               | 15.56            |
| <b>COMPLETE PARALYSIS</b>                | <b>147</b>     | <b>155</b>     | <b>134</b>     | <b>50</b>      | <b>38</b>     | <b>12</b>       | <b>5</b>     | <b>91</b>          | <b>1,025</b>        | <b>1,133</b>     |
| % OF TARGETED DISABILITIES               | 8.65           | 8.73           | 10.07          | 9.45           | 12.06         | 19.35           | 16.13        | 2.76               | 7.11                | 6.37             |
| <b>CONVULSIVE DISORDERS</b>              | <b>261</b>     | <b>259</b>     | <b>207</b>     | <b>92</b>      | <b>57</b>     | <b>6</b>        | <b>5</b>     | <b>488</b>         | <b>2,097</b>        | <b>2,596</b>     |
| % OF TARGETED DISABILITIES               | 15.36          | 14.58          | 15.55          | 17.39          | 18.10         | 9.68            | 16.13        | 14.80              | 14.56               | 14.59            |
| <b>MENTAL RETARDATION</b>                | <b>7</b>       | <b>5</b>       | <b>2</b>       | <b>1</b>       | <b>0</b>      | <b>1</b>        | <b>0</b>     | <b>569</b>         | <b>661</b>          | <b>1,231</b>     |
| % OF TARGETED DISABILITIES               | 0.41           | 0.28           | 0.15           | 0.19           | 0.00          | 1.61            | 0.00         | 17.26              | 4.59                | 6.92             |
| <b>MENTAL ILLNESS</b>                    | <b>311</b>     | <b>333</b>     | <b>202</b>     | <b>108</b>     | <b>65</b>     | <b>8</b>        | <b>0</b>     | <b>851</b>         | <b>2,877</b>        | <b>3,736</b>     |
| % OF TARGETED DISABILITIES               | 18.30          | 18.75          | 15.18          | 20.42          | 20.63         | 12.90           | 0.00         | 25.81              | 19.97               | 20.99            |
| <b>DISTORTION OF LIMB &amp;/OR SPINE</b> | <b>56</b>      | <b>54</b>      | <b>39</b>      | <b>11</b>      | <b>7</b>      | <b>1</b>        | <b>2</b>     | <b>63</b>          | <b>437</b>          | <b>503</b>       |
| % OF TARGETED DISABILITIES               | 3.30           | 3.04           | 2.93           | 2.08           | 2.22          | 1.61            | 6.45         | 1.91               | 3.03                | 2.83             |

\*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.

\*\*Note that Senior Executive Service employees are not included here, however they are reported separately.

TABLE A-6b

## FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY \*

| AGENCY OR DEPARTMENT   | TOTAL WORK FORCE |   | PEOPLE WITH TARGETED DISABILITIES | DEAFNESS | BLINDNESS | MISSING EXTREMITIES | PARTIAL PARALYSIS | COMPLETE PARALYSIS | CONVULSIVE DISORDERS | MENTAL RETARDATION | MENTAL ILLNESS | DISTORTION LIMB &/OR SPINE |
|--|------------------|---|-----------------------------------|----------|-----------|---------------------|-------------------|--------------------|----------------------|--------------------|----------------|----------------------------|
| ADVISORY COUNCIL ON HISTORIC PRESERVATION                          | 51               | # | 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%                      |
| AFRICAN DEVELOPMENT FOUNDATION                                     | 25               | # | 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%                      |
| AGENCY FOR INTERNATIONAL DEVELOPMENT                               | 2,413            | # | 14                                | 3        | 0         | 1                   | 5                 | 0                  | 2                    | 3                  | 0              | 0                          |
|  |                  | % | 0.58%                             | 0.12%    | 0.00%     | 0.04%               | 0.21%             | 0.00%              | 0.08%                | 0.12%              | 0.00%          | 0.00%                      |
| AGRICULTURE, U. S. DEPARTMENT OF                                   | 105,486          | # | 1,009                             | 123      | 82        | 66                  | 195               | 92                 | 126                  | 63                 | 227            | 35                         |
|  |                  | % | 0.96%                             | 0.12%    | 0.08%     | 0.06%               | 0.18%             | 0.09%              | 0.12%                | 0.06%              | 0.22%          | 3.32%                      |
| AMERICAN BATTLE MONUMENTS COMMISSION                               | 63               | # | 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%                      |
| APPALACHIAN REGIONAL COMMISSION                                    | 8                | # | 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%                      |
| ARCHITECTAL & TRANS. BARRIER COMPLIANCE BOARD                      | 43               | # | 11                                | 0        | 0         | 0                   | 2                 | 7                  | 2                    | 0                  | 0              | 0                          |
|  |                  | % | 25.58%                            | 0.00%    | 0.00%     | 0.00%               | 4.65%             | 16.28%             | 4.65%                | 0.00%              | 0.00%          | 0.00%                      |
| ARCTIC RESEARCH COMMISSION   | 10               | # | 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%                      |
| ARMED FORCES RETIREMENT HOME                                       | 304              | # | 2                                 | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 2                  | 0              | 0                          |
|  |                  | % | 0.66%                             | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.66%              | 0.00%          | 0.00%                      |
| BARRY GOLDWATER SCHOOL & EXCELLENCE IN EDUCATION FOUNDATION        | 10               | # | 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%                      |
| BROADCASTING BOARD OF GOVERNORS                                    | 1,741            | # | 15                                | 0        | 2         | 1                   | 2                 | 0                  | 2                    | 5                  | 3              | 0                          |
|  |                  | % | 0.86%                             | 0.00%    | 0.11%     | 0.06%               | 0.11%             | 0.00%              | 0.11%                | 0.29%              | 0.17%          | 0.00%                      |
| CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD                       | 41               | # | 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%                      |
| CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION                         | 12               | # | 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%                      |
| COMMERCE, U.S. DEPARTMENT OF                                       | 40,554           | # | 334                               | 47       | 36        | 5                   | 41                | 19                 | 53                   | 33                 | 92             | 8                          |
|  |                  | % | 0.82%                             | 0.12%    | 0.09%     | 0.01%               | 0.10%             | 0.05%              | 0.13%                | 0.08%              | 0.23%          | 1.97%                      |
| COMMISSION ON CIVIL RIGHTS   | 55               | # | 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%                      |
| COMMISSION OF FINE ARTS  | 8                | # | 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%                      |
| COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED      | 31               | # | 2                                 | 0        | 1         | 0                   | 0                 | 0                  | 1                    | 0                  | 0              | 0                          |
|  |                  | % | 6.45%                             | 0.00%    | 3.23%     | 0.00%               | 0.00%             | 0.00%              | 3.23%                | 0.00%              | 0.00%          | 0.00%                      |
| COMMODITY FUTURES TRADING COMMISSION                               | 465              | # | 1                                 | 0        | 0         | 0                   | 1                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % | 0.22%                             | 0.00%    | 0.00%     | 0.00%               | 0.22%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| CONSUMER PRODUCT SAFETY COMMISSION, U. S.                          | 403              | # | 6                                 | 0        | 2         | 0                   | 0                 | 0                  | 1                    | 0                  | 3              | 0                          |
|  |                  | % | 1.49%                             | 0.00%    | 0.50%     | 0.00%               | 0.00%             | 0.00%              | 0.25%                | 0.00%              | 0.74%          | 0.00%                      |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE                     | 558              | # | 4                                 | 0        | 0         | 1                   | 2                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % | 0.72%                             | 0.00%    | 0.00%     | 0.18%               | 0.36%             | 0.00%              | 0.00%                | 0.00%              | 0.18%          | 0.00%                      |
| COUNCIL OF ECONOMIC ADVISORS                                       | 24               | # | 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%                      |
| COUNCIL ON ENVIRONMENTAL QUALITY / OFFICE OF ENVIRONMENTAL QUALITY | 17               | # | 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%                      |
| COURT SERVICES & OFFENDER SUPERVISION AGENCY                       | 1,140            | # | 1                                 | 0        | 0         | 1                   | 0                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % | 0.09%                             | 0.00%    | 0.00%     | 0.09%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |

TABLE A-6b

## FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY \*

| AGENCY OR DEPARTMENT                          | TOTAL WORK FORCE |   | PEOPLE WITH TARGETED DISABILITIES | DEAFNESS | BLINDNESS | MISSING EXTREMITIES | PARTIAL PARALYSIS | COMPLETE PARALYSIS | CONVULSIVE DISORDERS | MENTAL RETARDATION | MENTAL ILLNESS | DISTORTION LIMB &/OR SPINE |
|---|------------------|---|-----------------------------------|----------|-----------|---------------------|-------------------|--------------------|----------------------|--------------------|----------------|----------------------------|
| DEFENSE, U.S. DEPARTMENT OF **                | 704,954          | # | 5,449                             | 874      | 477       | 345                 | 997               | 341                | 895                  | 414                | 913            | 193                        |
|   |                  | % | 0.77%                             | 0.12%    | 0.07%     | 0.05%               | 0.14%             | 0.05%              | 0.13%                | 0.06%              | 0.13%          | 2.74%                      |
| AIR FORCE, DEPARTMENT OF THE                  | 158,927          | # | 1,123                             | 135      | 103       | 70                  | 202               | 73                 | 208                  | 84                 | 204            | 44                         |
|   |                  | % | 0.71%                             | 0.08%    | 0.06%     | 0.04%               | 0.13%             | 0.05%              | 0.13%                | 0.05%              | 0.13%          | 2.77%                      |
| ARMY, DEPARTMENT OF THE                       | 239,520          | # | 1,724                             | 248      | 151       | 111                 | 349               | 108                | 278                  | 98                 | 320            | 61                         |
|   |                  | % | 0.72%                             | 0.10%    | 0.06%     | 0.05%               | 0.15%             | 0.05%              | 0.12%                | 0.04%              | 0.13%          | 2.55%                      |
| ARMY AIR FORCE EXCHANGE SERVICE               | 36,504           | # | 604                               | 58       | 51        | 23                  | 54                | 23                 | 84                   | 153                | 142            | 16                         |
|   |                  | % | 1.65%                             | 0.16%    | 0.14%     | 0.06%               | 0.15%             | 0.06%              | 0.23%                | 0.42%              | 0.39%          | 4.38%                      |
| DEFENSE COMMISSARY AGENCY                     | 15,372           | # | 142                               | 22       | 16        | 5                   | 15                | 4                  | 28                   | 15                 | 33             | 4                          |
|   |                  | % | 0.92%                             | 0.14%    | 0.10%     | 0.03%               | 0.10%             | 0.03%              | 0.18%                | 0.10%              | 0.21%          | 2.60%                      |
| DEFENSE CONTRACT AUDIT AGENCY                 | 4,018            | # | 41                                | 3        | 4         | 4                   | 15                | 1                  | 4                    | 1                  | 9              | 0                          |
|   |                  | % | 1.02%                             | 0.07%    | 0.10%     | 0.10%               | 0.37%             | 0.02%              | 0.10%                | 0.02%              | 0.22%          | 0.00%                      |
| DEFENSE CONTRACT MANAGEMENT AGENCY            | 9,872            | # | 127                               | 16       | 10        | 8                   | 29                | 13                 | 24                   | 2                  | 21             | 4                          |
|   |                  | % | 1.29%                             | 0.16%    | 0.10%     | 0.08%               | 0.29%             | 0.13%              | 0.24%                | 0.02%              | 0.21%          | 4.05%                      |
| DEFENSE EDUCATION ACTIVITY                    | 16,337           | # | 44                                | 3        | 5         | 5                   | 7                 | 1                  | 17                   | 0                  | 6              | 0                          |
|   |                  | % | 0.27%                             | 0.02%    | 0.03%     | 0.03%               | 0.04%             | 0.01%              | 0.10%                | 0.00%              | 0.04%          | 0.00%                      |
| DEFENSE FINANCE AND ACCOUNTING SERVICE        | 13,083           | # | 261                               | 82       | 18        | 16                  | 47                | 20                 | 28                   | 8                  | 35             | 7                          |
|   |                  | % | 1.99%                             | 0.63%    | 0.14%     | 0.12%               | 0.36%             | 0.15%              | 0.21%                | 0.06%              | 0.27%          | 5.35%                      |
| DEFENSE HUMAN RESOURCE ACTIVITY               | 880              | # | 4                                 | 1        | 2         | 0                   | 1                 | 0                  | 0                    | 0                  | 0              | 0                          |
|   |                  | % | 0.45%                             | 0.11%    | 0.23%     | 0.00%               | 0.11%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| DEFENSE INFORMATION SYSTEMS AGENCY            | 5,370            | # | 62                                | 13       | 6         | 3                   | 11                | 4                  | 12                   | 5                  | 5              | 3                          |
|   |                  | % | 1.15%                             | 0.24%    | 0.11%     | 0.06%               | 0.20%             | 0.07%              | 0.22%                | 0.09%              | 0.09%          | 5.59%                      |
| DEFENSE LOGISTICS AGENCY                      | 21,459           | # | 413                               | 110      | 31        | 26                  | 61                | 21                 | 53                   | 42                 | 55             | 14                         |
|   |                  | % | 1.92%                             | 0.51%    | 0.14%     | 0.12%               | 0.28%             | 0.10%              | 0.25%                | 0.20%              | 0.26%          | 6.52%                      |
| DEFENSE SECURITY SERVICE                      | 544              | # | 8                                 | 0        | 1         | 0                   | 3                 | 0                  | 2                    | 0                  | 2              | 0                          |
|   |                  | % | 1.47%                             | 0.00%    | 0.18%     | 0.00%               | 0.55%             | 0.00%              | 0.37%                | 0.00%              | 0.37%          | 0.00%                      |
| DEFENSE THREAT REDUCTION AGENCY               | 1,157            | # | 10                                | 1        | 1         | 0                   | 1                 | 0                  | 2                    | 3                  | 2              | 0                          |
|   |                  | % | 0.86%                             | 0.09%    | 0.09%     | 0.00%               | 0.09%             | 0.00%              | 0.17%                | 0.26%              | 0.17%          | 0.00%                      |
| NAVY, DEPARTMENT OF THE                       | 173,944          | # | 1,430                             | 225      | 125       | 93                  | 246               | 94                 | 229                  | 149                | 214            | 55                         |
|   |                  | % | 0.82%                             | 0.13%    | 0.07%     | 0.05%               | 0.14%             | 0.05%              | 0.13%                | 0.09%              | 0.12%          | 3.16%                      |
| OFFICE OF THE INSPECTOR GENERAL               | 1,391            | # | 15                                | 2        | 1         | 2                   | 4                 | 0                  | 1                    | 2                  | 3              | 0                          |
|   |                  | % | 1.08%                             | 0.14%    | 0.07%     | 0.14%               | 0.29%             | 0.00%              | 0.07%                | 0.14%              | 0.22%          | 0.00%                      |
| OFFICE OF THE SECRETARY/ WASH. HQTRS SERVICES | 6,576            | # | 45                                | 13       | 3         | 2                   | 6                 | 2                  | 9                    | 5                  | 4              | 1                          |
|   |                  | % | 0.68%                             | 0.20%    | 0.05%     | 0.03%               | 0.09%             | 0.03%              | 0.14%                | 0.08%              | 0.06%          | 1.52%                      |
| DEFENSE NUCLEAR FACILITIES SAFETY BOARD       | 85               | # | 1                                 | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 1              | 0                          |
|   |                  | % | 1.18%                             | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 1.18%          | 0.00%                      |
| EDUCATION, U.S. DEPARTMENT OF                 | 4,344            | # | 59                                | 9        | 23        | 1                   | 7                 | 5                  | 4                    | 6                  | 4              | 0                          |
|   |                  | % | 1.36%                             | 0.21%    | 0.53%     | 0.02%               | 0.16%             | 0.12%              | 0.09%                | 0.14%              | 0.09%          | 0.00%                      |
| ELECTION ASSISTANCE COMMISSION                | 27               | # | 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%                      |
| ENERGY U.S. DEPARTMENT OF                     | 14,950           | # | 111                               | 11       | 13        | 6                   | 18                | 16                 | 19                   | 1                  | 23             | 4                          |
|   |                  | % | 0.74%                             | 0.07%    | 0.09%     | 0.04%               | 0.12%             | 0.11%              | 0.13%                | 0.01%              | 0.15%          | 2.68%                      |
| ENVIRONMENTAL PROTECTION AGENCY               | 18,248           | # | 190                               | 27       | 29        | 10                  | 38                | 12                 | 27                   | 13                 | 29             | 5                          |
|   |                  | % | 1.04%                             | 0.15%    | 0.16%     | 0.05%               | 0.21%             | 0.07%              | 0.15%                | 0.07%              | 0.16%          | 2.74%                      |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, U.S. | 2,195            | # | 52                                | 9        | 11        | 2                   | 10                | 3                  | 6                    | 0                  | 11             | 0                          |
|   |                  | % | 2.37%                             | 0.41%    | 0.50%     | 0.09%               | 0.46%             | 0.14%              | 0.27%                | 0.00%              | 0.50%          | 0.00%                      |
| EXPORT-IMPORT BANK OF THE UNITED STATES       | 372              | # | 9                                 | 4        | 0         | 1                   | 2                 | 0                  | 0                    | 0                  | 2              | 0                          |
|   |                  | % | 2.42%                             | 1.08%    | 0.00%     | 0.27%               | 0.54%             | 0.00%              | 0.00%                | 0.00%              | 0.54%          | 0.00%                      |

TABLE A-6b

## FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY \*

| AGENCY OR DEPARTMENT                               | TOTAL WORK FORCE | PEOPLE WITH TARGETED DISABILITIES | DEAFNESS | BLINDNESS | MISSING EXTREMITIES | PARTIAL PARALYSIS | COMPLETE PARALYSIS | CONVULSIVE DISORDERS | MENTAL RETARDATION | MENTAL ILLNESS | DISTORTION LIMB &/OR SPINE |
|--|------------------|-----------------------------------|----------|-----------|---------------------|-------------------|--------------------|----------------------|--------------------|----------------|----------------------------|
| FARM CREDIT ADMINISTRATION                         | 257              | # 3                               | 0        | 1         | 0                   | 1                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % 1.17%                           | 0.00%    | 0.39%     | 0.00%               | 0.39%             | 0.00%              | 0.00%                | 0.00%              | 0.39%          | 0.00%                      |
| FARM CREDIT SYSTEM                                 | 9                | # 0                               | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 0              | 0                          |
| INSURANCE CORPORATION                              |                  | % 0.00%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| FEDERAL COMMUNICATIONS COMMISSION                  | 1,847            | # 20                              | 1        | 5         | 2                   | 3                 | 2                  | 4                    | 1                  | 2              | 0                          |
|  |                  | % 1.08%                           | 0.05%    | 0.27%     | 0.11%               | 0.16%             | 0.11%              | 0.22%                | 0.05%              | 0.11%          | 0.00%                      |
| FEDERAL DEPOSIT INSURANCE CORPORATION              | 4,551            | # 32                              | 12       | 2         | 1                   | 7                 | 1                  | 3                    | 1                  | 3              | 2                          |
|  |                  | % 0.70%                           | 0.26%    | 0.04%     | 0.02%               | 0.15%             | 0.02%              | 0.07%                | 0.02%              | 0.07%          | 4.39%                      |
| FEDERAL ELECTION COMMISSION                        | 361              | # 1                               | 1        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % 0.28%                           | 0.28%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| FEDERAL ENERGY REGULATORY COMMISSION               | 1,341            | # 11                              | 0        | 0         | 0                   | 1                 | 2                  | 3                    | 0                  | 5              | 0                          |
|  |                  | % 0.82%                           | 0.00%    | 0.00%     | 0.00%               | 0.07%             | 0.15%              | 0.22%                | 0.00%              | 0.37%          | 0.00%                      |
| FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL | 7                | # 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%                      |
| FEDERAL HOUSING FINANCE BOARD                      | 133              | # 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%                      |
| FEDERAL LABOR RELATIONS AUTHORITY                  | 141              | # 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%                      |
| FEDERAL MARITIME COMMISSION                        | 124              | # 1                               | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % 0.81%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.81%          | 0.00%                      |
| FEDERAL MEDIATION AND CONCILIATION SERVICE         | 262              | # 6                               | 2        | 0         | 0                   | 0                 | 0                  | 0                    | 2                  | 2              | 0                          |
|  |                  | % 2.29%                           | 0.76%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.76%              | 0.76%          | 0.00%                      |
| FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION   | 37               | # 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%                      |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD         | 70               | # 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%                      |
| FEDERAL TRADE COMMISSION                           | 1,068            | # 7                               | 0        | 3         | 0                   | 0                 | 1                  | 2                    | 0                  | 1              | 0                          |
|  |                  | % 0.66%                           | 0.00%    | 0.28%     | 0.00%               | 0.00%             | 0.09%              | 0.19%                | 0.00%              | 0.09%          | 0.00%                      |
| GENERAL SERVICES ADMINISTRATION                    | 12,170           | # 99                              | 11       | 16        | 4                   | 14                | 8                  | 15                   | 21                 | 8              | 2                          |
|  |                  | % 0.81%                           | 0.09%    | 0.13%     | 0.03%               | 0.12%             | 0.07%              | 0.12%                | 0.17%              | 0.07%          | 1.64%                      |
| GOVERNMENT PRINTING OFFICE U. S.                   | 2,235            | # 39                              | 11       | 3         | 0                   | 2                 | 1                  | 2                    | 17                 | 2              | 1                          |
|  |                  | % 1.74%                           | 0.49%    | 0.13%     | 0.00%               | 0.09%             | 0.04%              | 0.09%                | 0.76%              | 0.09%          | 4.47%                      |
| HARRY S. TRUMAN SCHOLARSHIP FOUNDATION             | 4                | # 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%                      |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF THE       | 63,506           | # 576                             | 80       | 61        | 22                  | 92                | 30                 | 81                   | 65                 | 134            | 11                         |
|  |                  | % 0.91%                           | 0.13%    | 0.10%     | 0.03%               | 0.14%             | 0.05%              | 0.13%                | 0.10%              | 0.21%          | 1.73%                      |
| HOLOCAUST MEMORIAL MUSEUM                          | 219              | # 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%                      |
| HOMELAND SECURITY DEPARTMENT OF THE                | 168,635          | # 709                             | 72       | 106       | 33                  | 84                | 45                 | 139                  | 38                 | 180            | 12                         |
|  |                  | % 0.42%                           | 0.04%    | 0.06%     | 0.02%               | 0.05%             | 0.03%              | 0.08%                | 0.02%              | 0.11%          | 0.71%                      |
| HOUSING & URBAN DEVELOPMENT, DEPARTMENT OF THE     | 9,825            | # 130                             | 17       | 21        | 7                   | 29                | 12                 | 15                   | 4                  | 18             | 7                          |
|  |                  | % 1.32%                           | 0.17%    | 0.21%     | 0.07%               | 0.30%             | 0.12%              | 0.15%                | 0.04%              | 0.18%          | 7.12%                      |
| INSTITUTE OF MUSEUM AND LIBRARY SERVICE            | 77               | # 1                               | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % 1.30%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 1.30%          | 0.00%                      |
| INTERAGENCY COUNCIL ON HOMELESSNESS                | 16               | # 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%                      |
| INTER-AMERICAN FOUNDATION                          | 44               | # 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%                      |

TABLE A-6b

## FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY \*

| AGENCY OR DEPARTMENT                                   | TOTAL WORK FORCE | PEOPLE WITH TARGETED DISABILITIES | DEAFNESS | BLINDNESS | MISSING EXTREMITIES | PARTIAL PARALYSIS | COMPLETE PARALYSIS | CONVULSIVE DISORDERS | MENTAL RETARDATION | MENTAL ILLNESS | DISTORTION LIMB &/OR SPINE |
|--|------------------|-----------------------------------|----------|-----------|---------------------|-------------------|--------------------|----------------------|--------------------|----------------|----------------------------|
| INTERIOR, DEPARTMENT OF THE                            | 73,126           | # 684                             | 75       | 79        | 38                  | 123               | 33                 | 95                   | 52                 | 169            | 20                         |
|  |                  | % 0.94%                           | 0.10%    | 0.11%     | 0.05%               | 0.17%             | 0.05%              | 0.13%                | 0.07%              | 0.23%          | 2.74%                      |
| INTERNATIONAL BOUNDARY & WATER COMMISSION, US & MEXICO | 238              | # 1                               | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 1                  | 0              | 0                          |
|  |                  | % 0.42%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.42%              | 0.00%          | 0.00%                      |
| INTERNATIONAL BOUNDARY COMMISSION: US & CANADA         | 12               | # 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%                      |
| INTERNATIONAL JOINT COMMISSION: US AND CANADA          | 19               | # 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%                      |
| INTERNATIONAL TRADE COMMISSION                         | 394              | # 2                               | 0        | 0         | 0                   | 0                 | 0                  | 1                    | 0                  | 1              | 0                          |
|  |                  | % 0.51%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.25%                | 0.00%              | 0.25%          | 0.00%                      |
| JAPAN-US. FRIENDSHIP COMMISSION                        | 13               | # 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%                      |
| JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION           | 6                | # 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%                      |
| JUSTICE, DEPARTMENT OF THE                             | 105,827          | # 413                             | 41       | 76        | 30                  | 58                | 29                 | 95                   | 11                 | 61             | 12                         |
|  |                  | % 0.39%                           | 0.04%    | 0.07%     | 0.03%               | 0.05%             | 0.03%              | 0.09%                | 0.01%              | 0.06%          | 1.13%                      |
| LABOR, DEPARTMENT OF THE                               | 15,339           | # 186                             | 30       | 28        | 13                  | 33                | 17                 | 25                   | 4                  | 32             | 4                          |
|  |                  | % 1.21%                           | 0.20%    | 0.18%     | 0.08%               | 0.22%             | 0.11%              | 0.16%                | 0.03%              | 0.21%          | 2.61%                      |
| MARINE MAMMAL COMMISSION                               | 22               | # 1                               | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 1                  | 0              | 0                          |
|  |                  | % 4.55%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 4.55%              | 0.00%          | 0.00%                      |
| MERIT SYSTEMS PROTECTION BOARD                         | 228              | # 1                               | 0        | 0         | 0                   | 0                 | 0                  | 1                    | 0                  | 0              | 0                          |
|  |                  | % 0.44%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.44%                | 0.00%              | 0.00%          | 0.00%                      |
| MILLENNIUM CHALLENGE CORPORATION                       | 277              | # 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%                      |
| MORRIS K. UDALL SCHOLARSHIP FOUNDATION                 | 46               | # 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%                      |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION          | 18,457           | # 174                             | 24       | 29        | 12                  | 33                | 23                 | 21                   | 2                  | 24             | 6                          |
|  |                  | % 0.94%                           | 0.13%    | 0.16%     | 0.07%               | 0.18%             | 0.12%              | 0.11%                | 0.01%              | 0.13%          | 3.25%                      |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION           | 3,018            | # 47                              | 11       | 1         | 0                   | 4                 | 0                  | 4                    | 17                 | 10             | 0                          |
|  |                  | % 1.56%                           | 0.36%    | 0.03%     | 0.00%               | 0.13%             | 0.00%              | 0.13%                | 0.56%              | 0.33%          | 0.00%                      |
| NATIONAL CAPITAL PLANNING COMMISSION                   | 50               | # 1                               | 0        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % 2.00%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 2.00%          | 0.00%                      |
| NATIONAL COMM. LIBRARIES AND INFORMATION SCIENCE       | 22               | # 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%                      |
| NATIONAL COUNCIL ON DISABILITY                         | 25               | # 5                               | 1        | 3         | 0                   | 1                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % 20.00%                          | 4.00%    | 12.00%    | 0.00%               | 4.00%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| NATIONAL CREDIT UNION ADMINISTRATION                   | 911              | # 3                               | 0        | 0         | 0                   | 0                 | 0                  | 2                    | 0                  | 1              | 0                          |
|  |                  | % 0.33%                           | 0.00%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.22%                | 0.00%              | 0.11%          | 0.00%                      |
| NATIONAL ENDOWMENT FOR THE ARTS                        | 171              | # 1                               | 0        | 0         | 1                   | 0                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % 0.58%                           | 0.00%    | 0.00%     | 0.58%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| NATIONAL ENDOWMENT FOR THE HUMANITIES                  | 174              | # 2                               | 1        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % 1.15%                           | 0.57%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.57%          | 0.00%                      |
| NATIONAL GALLERY OF ART                                | 792              | # 5                               | 0        | 1         | 0                   | 1                 | 0                  | 1                    | 0                  | 1              | 1                          |
|  |                  | % 0.63%                           | 0.00%    | 0.13%     | 0.00%               | 0.13%             | 0.00%              | 0.13%                | 0.00%              | 0.13%          | 12.63%                     |
| NATIONAL LABOR RELATIONS BOARD                         | 1,836            | # 12                              | 0        | 1         | 0                   | 4                 | 2                  | 1                    | 1                  | 3              | 0                          |
|  |                  | % 0.65%                           | 0.00%    | 0.05%     | 0.00%               | 0.22%             | 0.11%              | 0.05%                | 0.05%              | 0.16%          | 0.00%                      |
| NATIONAL MEDIATION BOARD                               | 47               | # 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%                      |

TABLE A-6b

## FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY \*

| AGENCY OR DEPARTMENT                             | TOTAL WORK FORCE | PEOPLE WITH TARGETED DISABILITIES | DEAFNESS | BLINDNESS | MISSING EXTREMITIES | PARTIAL PARALYSIS | COMPLETE PARALYSIS | CONVULSIVE DISORDERS | MENTAL RETARDATION | MENTAL ILLNESS | DISTORTION LIMB &/OR SPINE |
|--|------------------|-----------------------------------|----------|-----------|---------------------|-------------------|--------------------|----------------------|--------------------|----------------|----------------------------|
| NATIONAL SCIENCE FOUNDATION                      | 1,365            | # 17                              | 3        | 3         | 0                   | 3                 | 1                  | 1                    | 0                  | 6              | 0                          |
|  |                  | % 1.25%                           | 0.22%    | 0.22%     | 0.00%               | 0.22%             | 0.07%              | 0.07%                | 0.00%              | 0.44%          | 0.00%                      |
| NATIONAL SECURITY COUNCIL                        | 57               | # 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%                      |
| NATIONAL TRANSPORTATION SAFETY BOARD             | 383              | # 1                               | 1        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % 0.26%                           | 0.26%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF       | 46               | # 2                               | 0        | 1         | 0                   | 0                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % 4.35%                           | 0.00%    | 2.17%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 2.17%          | 0.00%                      |
| NUCLEAR REGULATORY COMMISSION                    | 3,492            | # 31                              | 4        | 7         | 3                   | 5                 | 0                  | 2                    | 1                  | 8              | 1                          |
|  |                  | % 0.89%                           | 0.11%    | 0.20%     | 0.09%               | 0.14%             | 0.00%              | 0.06%                | 0.03%              | 0.23%          | 2.86%                      |
| NUCLEAR WASTE TECHNICAL REVIEW BOARD             | 25               | # 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%                      |
| OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION | 61               | # 2                               | 0        | 0         | 0                   | 1                 | 0                  | 0                    | 0                  | 0              | 1                          |
|  |                  | % 3.28%                           | 0.00%    | 0.00%     | 0.00%               | 1.64%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 163.93%                    |
| OFFICE OF ADMINISTRATION                         | 221              | # 4                               | 1        | 0         | 0                   | 1                 | 0                  | 0                    | 0                  | 2              | 0                          |
|  |                  | % 1.81%                           | 0.45%    | 0.00%     | 0.00%               | 0.45%             | 0.00%              | 0.00%                | 0.00%              | 0.90%          | 0.00%                      |
| OFFICE OF GOVERNMENT ETHICS, US                  | 77               | # 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%                      |
| OFFICE OF MANAGEMENT AND BUDGET                  | 481              | # 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%                      |
| OFFICE OF NATIONAL DRUG CONTROL POLICY           | 120              | # 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%                      |
| OFFICE OF PERSONNEL MANAGEMENT                   | 5,276            | # 38                              | 5        | 3         | 3                   | 8                 | 2                  | 5                    | 4                  | 7              | 1                          |
|  |                  | % 0.72%                           | 0.09%    | 0.06%     | 0.06%               | 0.15%             | 0.04%              | 0.09%                | 0.08%              | 0.13%          | 1.90%                      |
| OFFICE OF SCIENCE AND TECHNOLOGY POLICY          | 26               | # 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%                      |
| OFFICE OF SPECIAL OUNSEL, US                     | 110              | # 1                               | 0        | 0         | 0                   | 1                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % 0.91%                           | 0.00%    | 0.00%     | 0.00%               | 0.91%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| OFFICE OF U. S. TRADE REPRESENTATIVE             | 224              | # 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%                      |
| OVERSEAS PRIVATE INVESTMENT CORPORATION          | 206              | # 2                               | 0        | 1         | 0                   | 0                 | 0                  | 0                    | 0                  | 1              | 0                          |
|  |                  | % 0.97%                           | 0.00%    | 0.49%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.49%          | 0.00%                      |
| PEACE CORPS OF THE UNITED STATES                 | 883              | # 5                               | 0        | 1         | 0                   | 1                 | 1                  | 0                    | 0                  | 2              | 0                          |
|  |                  | % 0.57%                           | 0.00%    | 0.11%     | 0.00%               | 0.11%             | 0.11%              | 0.00%                | 0.00%              | 0.23%          | 0.00%                      |
| PENSION BENEFIT GUARANTY CORPORATION             | 847              | # 12                              | 3        | 1         | 0                   | 1                 | 0                  | 3                    | 1                  | 3              | 0                          |
|  |                  | % 1.42%                           | 0.35%    | 0.12%     | 0.00%               | 0.12%             | 0.00%              | 0.35%                | 0.12%              | 0.35%          | 0.00%                      |
| PRESIDIO TRUST                                   | 332              | # 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%                      |
| RAILROAD RETIREMENT BOARD                        | 994              | # 11                              | 1        | 2         | 0                   | 1                 | 0                  | 2                    | 0                  | 5              | 0                          |
|  |                  | % 1.11%                           | 0.10%    | 0.20%     | 0.00%               | 0.10%             | 0.00%              | 0.20%                | 0.00%              | 0.50%          | 0.00%                      |
| SECURITIES AND EXCHANGE COMMISSION, US           | 3,598            | # 42                              | 14       | 4         | 1                   | 4                 | 2                  | 6                    | 3                  | 7              | 1                          |
|  |                  | % 1.17%                           | 0.39%    | 0.11%     | 0.03%               | 0.11%             | 0.06%              | 0.17%                | 0.08%              | 0.19%          | 2.78%                      |
| SELECTIVE SERVICE SYSTEM                         | 192              | # 1                               | 1        | 0         | 0                   | 0                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % 0.52%                           | 0.52%    | 0.00%     | 0.00%               | 0.00%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| SMALL BUSINESS ADMINISTRATION                    | 6,268            | # 48                              | 3        | 6         | 2                   | 8                 | 4                  | 9                    | 2                  | 11             | 3                          |
|  |                  | % 0.77%                           | 0.05%    | 0.10%     | 0.03%               | 0.13%             | 0.06%              | 0.14%                | 0.03%              | 0.18%          | 4.79%                      |
| SMITHSONIAN INSTITUTION                          | 4,144            | # 36                              | 7        | 5         | 1                   | 8                 | 0                  | 6                    | 2                  | 7              | 0                          |
|  |                  | % 0.87%                           | 0.17%    | 0.12%     | 0.02%               | 0.19%             | 0.00%              | 0.14%                | 0.05%              | 0.17%          | 0.00%                      |



TABLE A-6b

FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY \*

| AGENCY OR DEPARTMENT   | TOTAL WORK FORCE |   | PEOPLE WITH TARGETED DISABILITIES | DEAFNESS | BLINDNESS | MISSING EXTREMITIES | PARTIAL PARALYSIS | COMPLETE PARALYSIS | CONVULSIVE DISORDERS | MENTAL RETARDATION | MENTAL ILLNESS | DISTORTION LIMB &/OR SPINE |
|--|------------------|---|-----------------------------------|----------|-----------|---------------------|-------------------|--------------------|----------------------|--------------------|----------------|----------------------------|
| SOCIAL SECURITY ADMINISTRATION   | 63,647           | # | 1,318                             | 196      | 327       | 77                  | 224               | 133                | 109                  | 67                 | 145            | 40                         |
|  |                  | % | 2.07%                             | 0.31%    | 0.51%     | 0.12%               | 0.35%             | 0.21%              | 0.17%                | 0.11%              | 0.23%          | 6.28%                      |
| STATE, DEPARTMENT OF THE   | 24,754           | # | 88                                | 15       | 14        | 7                   | 19                | 1                  | 12                   | 4                  | 15             | 1                          |
|  |                  | % | 0.36%                             | 0.06%    | 0.06%     | 0.03%               | 0.08%             | 0.00%              | 0.05%                | 0.02%              | 0.06%          | 0.40%                      |
| TENNESSEE VALLEY AUTHORITY   | 12,600           | # | 69                                | 6        | 5         | 7                   | 17                | 5                  | 9                    | 0                  | 13             | 7                          |
|  |                  | % | 0.55%                             | 0.05%    | 0.04%     | 0.06%               | 0.13%             | 0.04%              | 0.07%                | 0.00%              | 0.10%          | 5.56%                      |
| TRADE AND DEVELOPMENT AGENCY   | 48               | # | 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%                      |
| TRANSPORTATION, DEPARTMENT OF THE  | 53,861           | # | 285                               | 40       | 34        | 23                  | 55                | 27                 | 38                   | 2                  | 60             | 6                          |
|  |                  | % | 0.53%                             | 0.07%    | 0.06%     | 0.04%               | 0.10%             | 0.05%              | 0.07%                | 0.00%              | 0.11%          | 1.11%                      |
| TREASURY, DEPARTMENT OF THE  | 106,623          | # | 1,842                             | 278      | 446       | 67                  | 274               | 107                | 243                  | 52                 | 323            | 52                         |
|  |                  | % | 1.73%                             | 0.26%    | 0.42%     | 0.06%               | 0.26%             | 0.10%              | 0.23%                | 0.05%              | 0.30%          | 4.88%                      |
| UNITED STATES INSTITUTE OF PEACE   | 132              | # | 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%                      |
| UNITED STATES POSTAL SERVICE   | 693,677          | # | 5,972                             | 1,978    | 105       | 348                 | 143               | 61                 | 763                  | 473                | 2,009          | 92                         |
|  |                  | % | 0.86%                             | 0.29%    | 0.02%     | 0.05%               | 0.02%             | 0.01%              | 0.11%                | 0.07%              | 0.29%          | 1.33%                      |
| UNITED STATES TAX COURT  | 208              | # | 2                                 | 1        | 0         | 0                   | 1                 | 0                  | 0                    | 0                  | 0              | 0                          |
|  |                  | % | 0.96%                             | 0.48%    | 0.00%     | 0.00%               | 0.48%             | 0.00%              | 0.00%                | 0.00%              | 0.00%          | 0.00%                      |
| UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION  | 14               | # | 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%                      |
| VALLES CALDERA TRUST   | 38               | # | 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%                      |
| VETERANS' AFFAIRS, DEPARTMENT OF   | 239,689          | # | 3,566                             | 348      | 445       | 211                 | 345               | 154                | 512                  | 315                | 1,162          | 74                         |
|  |                  | % | 1.49%                             | 0.15%    | 0.19%     | 0.09%               | 0.14%             | 0.06%              | 0.21%                | 0.13%              | 0.48%          | 3.09%                      |
| VIETNAM EDUCATION FOUNDATION   | 9                | # | 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%                      |
| *Includes September 30, 2006 agency data as reported in CPDF plus Foreign Service, AAFES, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding. |                  |   |                                   |          |           |                     |                   |                    |                      |                    |                |                            |

**Table B-1 FY 2006 Total Work Force, Counselings, and Complaints**

| <b>Agency or Department</b>   | <b>Total Work Force</b> | <b>Number Completed Counselings</b> | <b>Number Individuals with Completed Counselings</b> | <b>Counseled Individuals as % of Total Work Force</b> | <b>Number Complaints Filed</b> | <b>Number Complainants</b> | <b>Number Complainants as % of Total Work Force</b> |
|---|-------------------------|-------------------------------------|--|---|--------------------------------|----------------------------|---|
| Agency for International Development  | 2,406                   | 14                                  | 13   | 0.54%   | 5                              | 5                          | 0.21%   |
| Armed Forces Retirement Home  | 405                     | 18                                  | 17   | 4.20%   | 4                              | 4                          | 0.99%   |
| Broadcasting Board of Governors   | 1,741                   | 85                                  | 77   | 4.42%   | 30                             | 28                         | 1.61%   |
| Central Intelligence Agency   | 0                       | 21                                  | 21   | 0.00%   | 12                             | 12                         | 0.00%   |
| Commodity Futures Trading Commission  | 466                     | 73                                  | 72   | 15.45%  | 3                              | 1                          | 0.21%   |
| Consumer Product Safety Commission  | 403                     | 6                                   | 6  | 1.49%   | 5                              | 3                          | 0.74%   |
| Corporation for National and Community Service                              | 550                     | 10                                  | 10   | 1.82%   | 6                              | 6                          | 1.09%   |
| Court Services and Offender Supervision Agency for the District of Columbia | 1,133                   | 11                                  | 7  | 0.62%   | 3                              | 3                          | 0.26%   |
| Defense Army and Air Force Exchange   | 36,378                  | 507                                 | 474  | 1.30%   | 135                            | 128                        | 0.35%   |
| Defense Commissary Agency   | 15,923                  | 175                                 | 175  | 1.10%   | 113                            | 107                        | 0.67%   |
| Defense Contract Audit Agency   | 4,051                   | 30                                  | 28   | 0.69%   | 21                             | 20                         | 0.49%   |
| Defense Contract Management Agency  | 9,922                   | 59                                  | 54   | 0.54%   | 34                             | 33                         | 0.33%   |
| Defense Finance and Accounting Service                                      | 13,176                  | 147                                 | 132  | 1.00%   | 63                             | 59                         | 0.45%   |
| Defense Human Resources Activity  | 895                     | 5                                   | 5  | 0.56%   | 4                              | 4                          | 0.45%   |
| Defense Information Systems Agency  | 5,097                   | 25                                  | 24   | 0.47%   | 10                             | 10                         | 0.20%   |
| Defense Intelligence Agency   | 0                       | 44                                  | 42   | 0.00%   | 29                             | 28                         | 0.00%   |
| Defense Logistics Agency  | 20,478                  | 351                                 | 301  | 1.47%   | 111                            | 100                        | 0.49%   |
| Defense National Geospatial-Intelligence                                    | 0                       | 27                                  | 27   | 0.00%   | 17                             | 17                         | 0.00%   |
| Defense National Guard Bureau   | 56,137                  | 166                                 | 146  | 0.26%   | 32                             | 29                         | 0.05%   |
| Defense National Security Agency  | 0                       | 74                                  | 70   | 0.00%   | 31                             | 29                         | 0.00%   |
| Defense Nuclear Facilities Safety Board                                     | 86                      | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
| Defense Office of the Inspector General                                     | 1,396                   | 8                                   | 7  | 0.50%   | 4                              | 4                          | 0.29%   |
| Defense Security Service  | 545                     | 6                                   | 6  | 1.10%   | 4                              | 4                          | 0.73%   |
| Defense Threat Reduction Agency   | 1,155                   | 14                                  | 9  | 0.78%   | 7                              | 6                          | 0.52%   |
| Defense Uniformed Services University                                       | 725                     | 4                                   | 4  | 0.55%   | 2                              | 2                          | 0.28%   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 6,525                   | 57                                  | 52   | 0.80%   | 29                             | 28                         | 0.43%   |
| Department of Agriculture   | 104,299                 | 1,079                               | 982  | 0.94%   | 536                            | 484                        | 0.46%   |
| Department of Commerce  | 41,600                  | 321                                 | 294  | 0.71%   | 173                            | 166                        | 0.40%   |
| Department of Defense Education Activity                                    | 17,060                  | 64                                  | 61   | 0.36%   | 29                             | 28                         | 0.16%   |

**Table B-1 FY 2006 Total Work Force, Counselings, and Complaints**

| <b>Agency or Department</b>                   | <b>Total Work Force</b> | <b>Number Completed Counselings</b> | <b>Number Individuals with Completed Counselings</b> | <b>Counseled Individuals as % of Total Work Force</b> | <b>Number Complaints Filed</b> | <b>Number Complainants</b> | <b>Number Complainants as % of Total Work Force</b> |
|---|-------------------------|-------------------------------------|--|---|--------------------------------|----------------------------|---|
| Department of Education                       | 4,353                   | 92                                  | 80   | 1.84%   | 66                             | 63                         | 1.45%   |
| Department of Energy                          | 13,725                  | 126                                 | 110  | 0.80%   | 75                             | 69                         | 0.50%   |
| Department of Health and Human Services       | 64,049                  | 462                                 | 433  | 0.68%   | 249                            | 230                        | 0.36%   |
| Department of Homeland Security               | 168,865                 | 2,223                               | 2,148  | 1.27%   | 1,015                          | 968                        | 0.57%   |
| Department of Housing and Urban Development   | 9,364                   | 156                                 | 145  | 1.55%   | 97                             | 95                         | 1.01%   |
| Department of Justice                         | 106,125                 | 2,203                               | 2,108  | 1.99%   | 676                            | 647                        | 0.61%   |
| Department of Labor                           | 15,397                  | 177                                 | 162  | 1.05%   | 123                            | 116                        | 0.75%   |
| Department of State                           | 19,667                  | 169                                 | 164  | 0.83%   | 101                            | 95                         | 0.48%   |
| Department of the Air Force                   | 164,773                 | 1,358                               | 1,205  | 0.73%   | 556                            | 517                        | 0.31%   |
| Department of the Army                        | 222,342                 | 2,399                               | 2,212  | 0.99%   | 1,181                          | 1,098                      | 0.49%   |
| Department of the Interior                    | 74,577                  | 539                                 | 490  | 0.66%   | 349                            | 319                        | 0.43%   |
| Department of the Navy                        | 192,412                 | 1,123                               | 1,039  | 0.54%   | 597                            | 554                        | 0.29%   |
| Department of the Treasury                    | 121,452                 | 1,019                               | 964  | 0.79%   | 488                            | 473                        | 0.39%   |
| Department of Transportation                  | 53,864                  | 795                                 | 723  | 1.34%   | 484                            | 435                        | 0.81%   |
| Department of Veterans Affairs                | 238,228                 | 3,719                               | 3,478  | 1.46%   | 2,038                          | 1,861                      | 0.78%   |
| Environmental Protection Agency               | 18,367                  | 114                                 | 93   | 0.51%   | 76                             | 60                         | 0.33%   |
| EOP - National Drug Control Policy            | 0                       | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
| EOP - Office of Administration                | 0                       | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
| EOP - Office of Management and Budget         | 0                       | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
| EOP - Office of the U.S. Trade Representative | 0                       | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
| Equal Employment Opportunity Commission       | 2,197                   | 46                                  | 44   | 2.00%   | 21                             | 19                         | 0.86%   |
| Export-Import Bank of the US                  | 376                     | 7                                   | 7  | 1.86%   | 1                              | 1                          | 0.27%   |
| Farm Credit Administration                    | 256                     | 8                                   | 8  | 3.13%   | 1                              | 1                          | 0.39%   |
| Federal Communications Commission             | 1,854                   | 4                                   | 4  | 0.22%   | 3                              | 3                          | 0.16%   |
| Federal Deposit Insurance Corporation         | 4,568                   | 53                                  | 46   | 1.01%   | 37                             | 34                         | 0.74%   |
| Federal Election Commission                   | 356                     | 7                                   | 6  | 1.69%   | 5                              | 4                          | 1.12%   |
| Federal Energy Regulatory Commission          | 1,335                   | 4                                   | 2  | 0.15%   | 3                              | 2                          | 0.15%   |
| Federal Housing Finance Board                 | 135                     | 0                                   | 0  | 0.00%   | 1                              | 1                          | 0.74%   |
| Federal Labor Relations Authority             | 142                     | 1                                   | 1  | 0.70%   | 1                              | 1                          | 0.70%   |
| Federal Maritime Commission                   | 124                     | 14                                  | 14   | 11.29%  | 0                              | 0                          | 0.00%   |

**Table B-1 FY 2006 Total Work Force, Counselings, and Complaints**

| <b>Agency or Department</b>                    | <b>Total Work Force</b> | <b>Number Completed Counselings</b> | <b>Number Individuals with Completed Counselings</b> | <b>Counseled Individuals as % of Total Work Force</b> | <b>Number Complaints Filed</b> | <b>Number Complainants</b> | <b>Number Complainants as % of Total Work Force</b> |
|--|-------------------------|-------------------------------------|--|---|--------------------------------|----------------------------|---|
| Federal Mediation and Conciliation Service     | 280                     | 2                                   | 1  | 0.36%   | 1                              | 1                          | 0.36%   |
| Federal Reserve System--Board of Governors     | 1,862                   | 27                                  | 27   | 1.45%   | 5                              | 5                          | 0.27%   |
| Federal Retirement Thrift Investment Board     | 66                      | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
| Federal Trade Commission                       | 1,073                   | 35                                  | 31   | 2.89%   | 3                              | 3                          | 0.28%   |
| General Services Administration                | 12,290                  | 152                                 | 131  | 1.07%   | 101                            | 86                         | 0.70%   |
| Government Printing Office                     | 2,238                   | 63                                  | 57   | 2.55%   | 38                             | 35                         | 1.56%   |
| Holocaust Memorial Museum U.S.                 | 404                     | 3                                   | 3  | 0.74%   | 4                              | 4                          | 0.99%   |
| International Boundary and Water Commission    | 241                     | 7                                   | 6  | 2.49%   | 3                              | 3                          | 1.24%   |
| International Trade Commission                 | 368                     | 3                                   | 3  | 0.82%   | 2                              | 2                          | 0.54%   |
| John F. Kennedy Center for the Performing Arts | 1,325                   | 2                                   | 2  | 0.15%   | 0                              | 0                          | 0.00%   |
| Merit Systems Protection Board                 | 230                     | 1                                   | 1  | 0.43%   | 1                              | 1                          | 0.43%   |
| National Aeronautics and Space Administration  | 18,697                  | 108                                 | 102  | 0.55%   | 47                             | 41                         | 0.22%   |
| National Archives and Records Administration   | 2,983                   | 38                                  | 38   | 1.27%   | 18                             | 18                         | 0.60%   |
| National Credit Union Administration           | 948                     | 8                                   | 8  | 0.84%   | 8                              | 8                          | 0.84%   |
| National Endowment for the Arts                | 162                     | 45                                  | 40   | 24.69%  | 0                              | 0                          | 0.00%   |
| National Endowment for the Humanities          | 175                     | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
| National Gallery of Art                        | 912                     | 11                                  | 10   | 1.10%   | 4                              | 4                          | 0.44%   |
| National Labor Relations Board                 | 1,858                   | 24                                  | 21   | 1.13%   | 12                             | 10                         | 0.54%   |
| National Science Foundation                    | 1,529                   | 2                                   | 2  | 0.13%   | 1                              | 1                          | 0.07%   |
| National Transportation Safety Board           | 422                     | 4                                   | 4  | 0.95%   | 3                              | 3                          | 0.71%   |
| Nuclear Regulatory Commission                  | 3,482                   | 22                                  | 21   | 0.60%   | 13                             | 10                         | 0.29%   |
| Office of Personnel Management                 | 5,335                   | 64                                  | 60   | 1.12%   | 36                             | 30                         | 0.56%   |
| Office of Special Counsel                      | 113                     | 4                                   | 2  | 1.77%   | 2                              | 1                          | 0.88%   |
| Overseas Private Investment Corporation        | 199                     | 1                                   | 1  | 0.50%   | 0                              | 0                          | 0.00%   |
| Peace Corps                                    | 894                     | 7                                   | 7  | 0.78%   | 1                              | 1                          | 0.11%   |
| Pension Benefit Guaranty Corporation           | 848                     | 25                                  | 22   | 2.59%   | 19                             | 13                         | 1.53%   |
| Railroad Retirement Board                      | 999                     | 1                                   | 1  | 0.10%   | 1                              | 1                          | 0.10%   |
| Securities and Exchange Commission             | 3,602                   | 22                                  | 22   | 0.61%   | 13                             | 13                         | 0.36%   |
| Selective Service System                       | 160                     | 6                                   | 6  | 3.75%   | 2                              | 2                          | 1.25%   |
| Small Business Administration                  | 6,280                   | 71                                  | 70   | 1.11%   | 38                             | 38                         | 0.61%   |

| <b>Table B-1 FY 2006 Total Work Force, Counselings, and Complaints</b> |                         |                                     |  |   |                                |                            |   |
|--|-------------------------|-------------------------------------|--|---|--------------------------------|----------------------------|---|
| <b>Agency or Department</b>  | <b>Total Work Force</b> | <b>Number Completed Counselings</b> | <b>Number Individuals with Completed Counselings</b> | <b>Counseled Individuals as % of Total Work Force</b> | <b>Number Complaints Filed</b> | <b>Number Complainants</b> | <b>Number Complainants as % of Total Work Force</b> |
| Smithsonian Institution  | 6,138                   | 44                                  | 38   | 0.62%   | 23                             | 20                         | 0.33%   |
| Social Security Administration   | 63,759                  | 753                                 | 663  | 1.04%   | 394                            | 351                        | 0.55%   |
| Tennessee Valley Authority   | 12,600                  | 96                                  | 92   | 0.73%   | 51                             | 48                         | 0.38%   |
| U.S. Postal Service  | 795,850                 | 16,954                              | 15,184   | 1.91%   | 6,183                          | 5,592                      | 0.70%   |
| U.S. Tax Court   | 230                     | 0                                   | 0  | 0.00%   | 0                              | 0                          | 0.00%   |
|  |                         |                                     |  |   |                                |                            |   |
| Cabinet Level Subtotal   | 2,600,491               | 36,677                              | 33,538   | 1.29%   | 15,662                         | 14,418                     | 0.55%   |
| Midsized Agencies Subtotal   | 142,699                 | 1,391                               | 1,235  | 0.87%   | 767                            | 678                        | 0.48%   |
| Small Agencies Subtotal  | 46,817                  | 756                                 | 705  | 1.51%   | 294                            | 263                        | 0.56%   |
| <b>Grand Total</b>   | <b>2,790,007</b>        | <b>38,824</b>                       | <b>35,478</b>  | <b>1.27%</b>  | <b>16,723</b>                  | <b>15,359</b>              | <b>0.55%</b>  |

\* Total work force numbers do not include employees not reported for national security reasons.

**Table B-2 FY 2006 All Timely Completed Counselings**

| <b>Agency or Department</b>   | <b>Total Number Completed / Ended Counselings</b> | <b>Total Number Completed / Ended Counselings (excluding remands)</b> | <b>Number Timely within 30 Days</b> | <b>Number Timely with Written Extension</b> | <b>Number Timely with ADR Participation</b> | <b>Total Number Timely Completed / Ended</b> | <b>% Timely Completed Counselings (excluding remands)</b> |
|---|---|---|-------------------------------------|---|---|--|---|
| Agency for International Development  | 14  | 14  | 5                                   | 0   | 0   | 5  | 35.71%  |
| Armed Forces Retirement Home  | 18  | 18  | 14                                  | 4   | 0   | 18   | 100.00%   |
| Broadcasting Board of Governors   | 85  | 85  | 70                                  | 8   | 4   | 82   | 96.47%  |
| Central Intelligence Agency   | 21  | 21  | 11                                  | 8   | 2   | 21   | 100.00%   |
| Commodity Futures Trading Commission  | 73  | 73  | 70                                  | 3   | 0   | 73   | 100.00%   |
| Consumer Product Safety Commission  | 6   | 6   | 5                                   | 0   | 1   | 6  | 100.00%   |
| Corporation for National and Community Service                              | 10  | 10  | 0                                   | 6   | 1   | 7  | 70.00%  |
| Court Services and Offender Supervision Agency for the District of Columbia | 11  | 11  | 0                                   | 1   | 1   | 2  | 18.18%  |
| Defense Army and Air Force Exchange   | 507   | 507   | 260                                 | 49  | 57  | 366  | 72.19%  |
| Defense Commissary Agency   | 175   | 174   | 126                                 | 0   | 0   | 126  | 72.41%  |
| Defense Contract Audit Agency   | 30  | 30  | 5                                   | 16  | 6   | 27   | 90.00%  |
| Defense Contract Management Agency  | 59  | 59  | 18                                  | 0   | 6   | 24   | 40.68%  |
| Defense Finance and Accounting Service                                      | 147   | 147   | 94                                  | 10  | 41  | 145  | 98.64%  |
| Defense Human Resources Activity  | 5   | 5   | 1                                   | 0   | 0   | 1  | 20.00%  |
| Defense Information Systems Agency  | 25  | 25  | 8                                   | 14  | 2   | 24   | 96.00%  |
| Defense Intelligence Agency   | 44  | 44  | 5                                   | 19  | 1   | 25   | 56.82%  |
| Defense Logistics Agency  | 351   | 350   | 244                                 | 27  | 31  | 302  | 86.29%  |
| Defense National Geospatial-Intelligence                                    | 27  | 27  | 5                                   | 12  | 3   | 20   | 74.07%  |
| Defense National Guard Bureau   | 166   | 165   | 108                                 | 8   | 9   | 125  | 75.76%  |
| Defense National Security Agency  | 74  | 74  | 12                                  | 27  | 5   | 44   | 59.46%  |
| Defense Nuclear Facilities Safety Board                                     | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
| Defense Office of the Inspector General                                     | 8   | 8   | 4                                   | 0   | 0   | 4  | 50.00%  |
| Defense Security Service  | 6   | 6   | 4                                   | 0   | 0   | 4  | 66.67%  |
| Defense Threat Reduction Agency   | 14  | 14  | 14                                  | 0   | 0   | 14   | 100.00%   |
| Defense Uniformed Services University                                       | 4   | 4   | 4                                   | 0   | 0   | 4  | 100.00%   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 57  | 57  | 29                                  | 27  | 1   | 57   | 100.00%   |
| Department of Agriculture   | 1,079   | 1,078   | 357                                 | 260   | 204   | 821  | 76.16%  |
| Department of Commerce  | 321   | 321   | 120                                 | 75  | 20  | 215  | 66.98%  |

**Table B-2 FY 2006 All Timely Completed Counselings**

| <b>Agency or Department</b>                   | <b>Total Number Completed / Ended Counselings</b> | <b>Total Number Completed / Ended Counselings (excluding remands)</b> | <b>Number Timely within 30 Days</b> | <b>Number Timely with Written Extension</b> | <b>Number Timely with ADR Participation</b> | <b>Total Number Timely Completed / Ended</b> | <b>% Timely Completed Counselings (excluding remands)</b> |
|---|---|---|-------------------------------------|---|---|--|---|
| Department of Defense Education Activity      | 64  | 64  | 17                                  | 7   | 3   | 27   | 42.19%  |
| Department of Education                       | 92  | 92  | 25                                  | 62  | 0   | 87   | 94.57%  |
| Department of Energy                          | 126   | 126   | 24                                  | 23  | 6   | 53   | 42.06%  |
| Department of Health and Human Services       | 462   | 462   | 159                                 | 98  | 80  | 337  | 72.94%  |
| Department of Homeland Security               | 2,223   | 2,223   | 756                                 | 486   | 554   | 1,796  | 80.79%  |
| Department of Housing and Urban Development   | 156   | 156   | 83                                  | 0   | 73  | 156  | 100.00%   |
| Department of Justice                         | 2,203   | 2,203   | 1,688                               | 389   | 61  | 2,138  | 97.05%  |
| Department of Labor                           | 177   | 177   | 92                                  | 51  | 31  | 174  | 98.31%  |
| Department of State                           | 169   | 169   | 55                                  | 41  | 2   | 98   | 57.99%  |
| Department of the Air Force                   | 1,358   | 1,351   | 434                                 | 338   | 354   | 1,126  | 83.35%  |
| Department of the Army                        | 2,399   | 2,399   | 1,343                               | 201   | 359   | 1,903  | 79.32%  |
| Department of the Interior                    | 539   | 539   | 150                                 | 160   | 63  | 373  | 69.20%  |
| Department of the Navy                        | 1,123   | 1,123   | 390                                 | 185   | 115   | 690  | 61.44%  |
| Department of the Treasury                    | 1,019   | 1,019   | 499                                 | 188   | 327   | 1,014  | 99.51%  |
| Department of Transportation                  | 795   | 795   | 237                                 | 158   | 109   | 504  | 63.40%  |
| Department of Veterans Affairs                | 3,719   | 3,714   | 2,675                               | 319   | 662   | 3,656  | 98.44%  |
| Environmental Protection Agency               | 114   | 112   | 54                                  | 15  | 6   | 75   | 66.96%  |
| EOP - National Drug Control Policy            | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
| EOP - Office of Administration                | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
| EOP - Office of Management and Budget         | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
| EOP - Office of the U.S. Trade Representative | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
| Equal Employment Opportunity Commission       | 46  | 46  | 19                                  | 11  | 12  | 42   | 91.30%  |
| Export-Import Bank of the US                  | 7   | 7   | 4                                   | 1   | 1   | 6  | 85.71%  |
| Farm Credit Administration                    | 8   | 8   | 5                                   | 2   | 1   | 8  | 100.00%   |
| Federal Communications Commission             | 4   | 4   | 3                                   | 1   | 0   | 4  | 100.00%   |
| Federal Deposit Insurance Corporation         | 53  | 53  | 30                                  | 2   | 20  | 52   | 98.11%  |
| Federal Election Commission                   | 7   | 7   | 3                                   | 1   | 2   | 6  | 85.71%  |
| Federal Energy Regulatory Commission          | 4   | 4   | 3                                   | 1   | 0   | 4  | 100.00%   |
| Federal Housing Finance Board                 | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |

**Table B-2 FY 2006 All Timely Completed Counselings**

| <b>Agency or Department</b>                    | <b>Total Number Completed / Ended Counselings</b> | <b>Total Number Completed / Ended Counselings (excluding remands)</b> | <b>Number Timely within 30 Days</b> | <b>Number Timely with Written Extension</b> | <b>Number Timely with ADR Participation</b> | <b>Total Number Timely Completed / Ended</b> | <b>% Timely Completed Counselings (excluding remands)</b> |
|--|---|---|-------------------------------------|---|---|--|---|
| Federal Labor Relations Authority              | 1   | 1   | 0                                   | 1   | 0   | 1  | 100.00%   |
| Federal Maritime Commission                    | 14  | 14  | 14                                  | 0   | 0   | 14   | 100.00%   |
| Federal Mediation and Conciliation Service     | 2   | 2   | 2                                   | 0   | 0   | 2  | 100.00%   |
| Federal Reserve System--Board of Governors     | 27  | 27  | 27                                  | 0   | 0   | 27   | 100.00%   |
| Federal Retirement Thrift Investment Board     | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
| Federal Trade Commission                       | 35  | 35  | 35                                  | 0   | 0   | 35   | 100.00%   |
| General Services Administration                | 152   | 152   | 58                                  | 70  | 18  | 146  | 96.05%  |
| Government Printing Office                     | 63  | 63  | 44                                  | 16  | 3   | 63   | 100.00%   |
| Holocaust Memorial Museum U.S.                 | 3   | 3   | 2                                   | 0   | 1   | 3  | 100.00%   |
| International Boundary and Water Commission    | 7   | 7   | 5                                   | 1   | 1   | 7  | 100.00%   |
| International Trade Commission                 | 3   | 3   | 1                                   | 0   | 1   | 2  | 66.67%  |
| John F. Kennedy Center for the Performing Arts | 2   | 2   | 1                                   | 1   | 0   | 2  | 100.00%   |
| Merit Systems Protection Board                 | 1   | 1   | 0                                   | 0   | 1   | 1  | 100.00%   |
| National Aeronautics and Space Administration  | 108   | 107   | 53                                  | 40  | 5   | 98   | 91.59%  |
| National Archives and Records Administration   | 38  | 38  | 22                                  | 8   | 4   | 34   | 89.47%  |
| National Credit Union Administration           | 8   | 8   | 4                                   | 2   | 2   | 8  | 100.00%   |
| National Endowment for the Arts                | 45  | 45  | 45                                  | 0   | 0   | 45   | 100.00%   |
| National Endowment for the Humanities          | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
| National Gallery of Art                        | 11  | 11  | 4                                   | 7   | 0   | 11   | 100.00%   |
| National Labor Relations Board                 | 24  | 24  | 10                                  | 7   | 3   | 20   | 83.33%  |
| National Science Foundation                    | 2   | 2   | 1                                   | 0   | 0   | 1  | 50.00%  |
| National Transportation Safety Board           | 4   | 4   | 1                                   | 3   | 0   | 4  | 100.00%   |
| Nuclear Regulatory Commission                  | 22  | 22  | 6                                   | 12  | 3   | 21   | 95.45%  |
| Office of Personnel Management                 | 64  | 64  | 55                                  | 8   | 1   | 64   | 100.00%   |
| Office of Special Counsel                      | 4   | 4   | 1                                   | 3   | 0   | 4  | 100.00%   |
| Overseas Private Investment Corporation        | 1   | 1   | 0                                   | 1   | 0   | 1  | 100.00%   |
| Peace Corps                                    | 7   | 7   | 0                                   | 5   | 2   | 7  | 100.00%   |
| Pension Benefit Guaranty Corporation           | 25  | 25  | 5                                   | 8   | 2   | 15   | 60.00%  |
| Railroad Retirement Board                      | 1   | 1   | 1                                   | 0   | 0   | 1  | 100.00%   |



**Table B-2 FY 2006 All Timely Completed Counselings**

| <b>Agency or Department</b>        | <b>Total Number Completed / Ended Counselings</b> | <b>Total Number Completed / Ended Counselings (excluding remands)</b> | <b>Number Timely within 30 Days</b> | <b>Number Timely with Written Extension</b> | <b>Number Timely with ADR Participation</b> | <b>Total Number Timely Completed / Ended</b> | <b>% Timely Completed Counselings (excluding remands)</b> |
|------------------------------------|---|---|-------------------------------------|---|---|--|---|
| Securities and Exchange Commission | 22  | 22  | 2                                   | 17  | 0   | 19   | 86.36%  |
| Selective Service System           | 6   | 6   | 6                                   | 0   | 0   | 6  | 100.00%   |
| Small Business Administration      | 71  | 71  | 12                                  | 30  | 6   | 48   | 67.61%  |
| Smithsonian Institution            | 44  | 44  | 25                                  | 14  | 5   | 44   | 100.00%   |
| Social Security Administration     | 753   | 753   | 171                                 | 217   | 93  | 481  | 63.88%  |
| Tennessee Valley Authority         | 96  | 96  | 45                                  | 37  | 5   | 87   | 90.63%  |
| U.S. Postal Service                | 16,954  | 16,926  | 3,855                               | 1,967                                       | 10,485                                      | 16,307                                       | 96.34%  |
| U.S. Tax Court                     | 0   | 0   | 0                                   | 0   | 0   | 0  | 0.00%   |
|                                    |   |   |                                     |   |   |  |   |
| Cabinet Level Subtotal             | 36,677  | 36,633  | 13,900                              | 5,217                                       | 13,670                                      | 32,787                                       | 89.50%  |
| Midsized Agencies Subtotal         | 1,391   | 1,388   | 448                                 | 425   | 158   | 1,031  | 74.28%  |
| Small Agencies Subtotal            | 756   | 756   | 506                                 | 147   | 49  | 702  | 92.86%  |
| Grand Total                        | 38,824  | 38,777  | 14,854                              | 5,789                                       | 13,877                                      | 34,520                                       | 89.02%  |

**Table B-3 FY 2006 Outcomes of All Pre-Complaint Closures**

| <b>Agency or Department</b>   | <b>Number Completed / Ended Counselings</b> | <b>Number Settlements</b> | <b>% Settlements</b> | <b>Number Withdrawals/No Complaints Filed</b> | <b>% Withdrawals/No Complaints Filed</b> | <b>Total Number Resolutions</b> | <b>% Resolutions</b> | <b>Number Complaints</b> | <b>% Complaints</b> | <b>Number Decision to File Complaint Pending</b> | <b>% Decision to File Complaint Pending</b> |
|---|---|---------------------------|----------------------|---|--|---------------------------------|----------------------|--------------------------|---------------------|--|---|
| Agency for International Development  | 14  | 0                         | 0.00%                | 9   | 64.29%                                   | 9                               | 64.29%               | 5                        | 35.71%              | 0  | 0.00%                                       |
| Armed Forces Retirement Home  | 18  | 0                         | 0.00%                | 14  | 77.78%                                   | 14                              | 77.78%               | 4                        | 22.22%              | 0  | 0.00%                                       |
| Broadcasting Board of Governors   | 85  | 0                         | 0.00%                | 54  | 63.53%                                   | 54                              | 63.53%               | 30                       | 35.29%              | 1  | 1.18%                                       |
| Central Intelligence Agency   | 21  | 0                         | 0.00%                | 6   | 28.57%                                   | 6                               | 28.57%               | 13                       | 61.90%              | 2  | 9.52%                                       |
| Commodity Futures Trading Commission  | 73  | 0                         | 0.00%                | 70  | 95.89%                                   | 70                              | 95.89%               | 3                        | 4.11%               | 0  | 0.00%                                       |
| Consumer Product Safety Commission  | 6   | 0                         | 0.00%                | 1   | 16.67%                                   | 1                               | 16.67%               | 5                        | 83.33%              | 0  | 0.00%                                       |
| Corporation for National and Community Service                              | 10  | 2                         | 20.00%               | 2   | 20.00%                                   | 4                               | 40.00%               | 6                        | 60.00%              | 0  | 0.00%                                       |
| Court Services and Offender Supervision Agency for the District of Columbia | 11  | 0                         | 0.00%                | 8   | 72.73%                                   | 8                               | 72.73%               | 3                        | 27.27%              | 0  | 0.00%                                       |
| Defense Army and Air Force Exchange   | 507   | 45                        | 8.88%                | 327   | 64.50%                                   | 372                             | 73.37%               | 135                      | 26.63%              | 0  | 0.00%                                       |
| Defense Commissary Agency   | 175   | 23                        | 13.14%               | 73  | 41.71%                                   | 96                              | 54.86%               | 73                       | 41.71%              | 6  | 3.43%                                       |
| Defense Contract Audit Agency   | 30  | 5                         | 16.67%               | 4   | 13.33%                                   | 9                               | 30.00%               | 21                       | 70.00%              | 0  | 0.00%                                       |
| Defense Contract Management Agency  | 59  | 4                         | 6.78%                | 23  | 38.98%                                   | 27                              | 45.76%               | 31                       | 52.54%              | 1  | 1.69%                                       |
| Defense Finance and Accounting Service                                      | 147   | 29                        | 19.73%               | 49  | 33.33%                                   | 78                              | 53.06%               | 62                       | 42.18%              | 7  | 4.76%                                       |
| Defense Human Resources Activity  | 5   | 0                         | 0.00%                | 1   | 20.00%                                   | 1                               | 20.00%               | 4                        | 80.00%              | 0  | 0.00%                                       |
| Defense Information Systems Agency  | 25  | 1                         | 4.00%                | 14  | 56.00%                                   | 15                              | 60.00%               | 10                       | 40.00%              | 0  | 0.00%                                       |
| Defense Intelligence Agency   | 44  | 0                         | 0.00%                | 12  | 27.27%                                   | 12                              | 27.27%               | 31                       | 70.45%              | 1  | 2.27%                                       |
| Defense Logistics Agency  | 351   | 43                        | 12.25%               | 186   | 52.99%                                   | 229                             | 65.24%               | 110                      | 31.34%              | 12   | 3.42%                                       |
| Defense National Geospatial-Intelligence                                    | 27  | 2                         | 7.41%                | 7   | 25.93%                                   | 9                               | 33.33%               | 18                       | 66.67%              | 0  | 0.00%                                       |
| Defense National Guard Bureau   | 166   | 43                        | 25.90%               | 84  | 50.60%                                   | 127                             | 76.51%               | 20                       | 12.05%              | 19   | 11.45%                                      |
| Defense National Security Agency  | 74  | 1                         | 1.35%                | 44  | 59.46%                                   | 45                              | 60.81%               | 28                       | 37.84%              | 1  | 1.35%                                       |
| Defense Nuclear Facilities Safety Board                                     | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| Defense Office of the Inspector General                                     | 8   | 0                         | 0.00%                | 3   | 37.50%                                   | 3                               | 37.50%               | 5                        | 62.50%              | 0  | 0.00%                                       |
| Defense Security Service  | 6   | 0                         | 0.00%                | 2   | 33.33%                                   | 2                               | 33.33%               | 4                        | 66.67%              | 0  | 0.00%                                       |
| Defense Threat Reduction Agency   | 14  | 0                         | 0.00%                | 7   | 50.00%                                   | 7                               | 50.00%               | 7                        | 50.00%              | 0  | 0.00%                                       |
| Defense Uniformed Services University                                       | 4   | 1                         | 25.00%               | 1   | 25.00%                                   | 2                               | 50.00%               | 2                        | 50.00%              | 0  | 0.00%                                       |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 57  | 2                         | 3.51%                | 26  | 45.61%                                   | 28                              | 49.12%               | 27                       | 47.37%              | 2  | 3.51%                                       |
| Department of Agriculture   | 1,079                                       | 125                       | 11.58%               | 462   | 42.82%                                   | 587                             | 54.40%               | 479                      | 44.39%              | 13   | 1.20%                                       |
| Department of Commerce  | 321   | 12                        | 3.74%                | 135   | 42.06%                                   | 147                             | 45.79%               | 162                      | 50.47%              | 12   | 3.74%                                       |
| Department of Defense Education Activity                                    | 64  | 7                         | 10.94%               | 31  | 48.44%                                   | 38                              | 59.38%               | 26                       | 40.63%              | 0  | 0.00%                                       |
| Department of Education   | 92  | 5                         | 5.43%                | 36  | 39.13%                                   | 41                              | 44.57%               | 51                       | 55.43%              | 0  | 0.00%                                       |
| Department of Energy  | 126   | 4                         | 3.17%                | 43  | 34.13%                                   | 47                              | 37.30%               | 70                       | 55.56%              | 9  | 7.14%                                       |
| Department of Health and Human Services                                     | 462   | 27                        | 5.84%                | 149   | 32.25%                                   | 176                             | 38.10%               | 250                      | 54.11%              | 36   | 7.79%                                       |
| Department of Homeland Security   | 2,223                                       | 215                       | 9.67%                | 889   | 39.99%                                   | 1,104                           | 49.66%               | 983                      | 44.22%              | 136  | 6.12%                                       |
| Department of Housing and Urban Development                                 | 156   | 12                        | 7.69%                | 44  | 28.21%                                   | 56                              | 35.90%               | 97                       | 62.18%              | 3  | 1.92%                                       |
| Department of Justice   | 2,203                                       | 255                       | 11.58%               | 1,096   | 49.75%                                   | 1,351                           | 61.33%               | 671                      | 30.46%              | 181  | 8.22%                                       |
| Department of Labor   | 177   | 3                         | 1.69%                | 48  | 27.12%                                   | 51                              | 28.81%               | 118                      | 66.67%              | 8  | 4.52%                                       |
| Department of State   | 169   | 12                        | 7.10%                | 62  | 36.69%                                   | 74                              | 43.79%               | 92                       | 54.44%              | 3  | 1.78%                                       |
| Department of the Air Force   | 1,358                                       | 247                       | 18.19%               | 535   | 39.40%                                   | 782                             | 57.58%               | 546                      | 40.21%              | 30   | 2.21%                                       |
| Department of the Army  | 2,399                                       | 315                       | 13.13%               | 871   | 36.31%                                   | 1,186                           | 49.44%               | 1,133                    | 47.23%              | 80   | 3.33%                                       |

**Table B-3 FY 2006 Outcomes of All Pre-Complaint Closures**

| <b>Agency or Department</b>                    | <b>Number Completed / Ended Counselings</b> | <b>Number Settlements</b> | <b>% Settlements</b> | <b>Number Withdrawals/No Complaints Filed</b> | <b>% Withdrawals/No Complaints Filed</b> | <b>Total Number Resolutions</b> | <b>% Resolutions</b> | <b>Number Complaints</b> | <b>% Complaints</b> | <b>Number Decision to File Complaint Pending</b> | <b>% Decision to File Complaint Pending</b> |
|--|---|---------------------------|----------------------|---|--|---------------------------------|----------------------|--------------------------|---------------------|--|---|
| Department of the Interior                     | 539   | 57                        | 10.58%               | 145   | 26.90%                                   | 202                             | 37.48%               | 327                      | 60.67%              | 10   | 1.86%                                       |
| Department of the Navy                         | 1,123                                       | 133                       | 11.84%               | 470   | 41.85%                                   | 603                             | 53.70%               | 500                      | 44.52%              | 20   | 1.78%                                       |
| Department of the Treasury                     | 1,019                                       | 181                       | 17.76%               | 190   | 18.65%                                   | 371                             | 36.41%               | 504                      | 49.46%              | 144  | 14.13%                                      |
| Department of Transportation                   | 795   | 48                        | 6.04%                | 272   | 34.21%                                   | 320                             | 40.25%               | 452                      | 56.86%              | 23   | 2.89%                                       |
| Department of Veterans Affairs                 | 3,719                                       | 186                       | 5.00%                | 1,396   | 37.54%                                   | 1,582                           | 42.54%               | 1,960                    | 52.70%              | 177  | 4.76%                                       |
| Environmental Protection Agency                | 114   | 3                         | 2.63%                | 22  | 19.30%                                   | 25                              | 21.93%               | 88                       | 77.19%              | 1  | 0.88%                                       |
| EOP - National Drug Control Policy             | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| EOP - Office of Administration                 | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| EOP - Office of Management and Budget          | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| EOP - Office of the U.S. Trade Representative  | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| Equal Employment Opportunity Commission        | 46  | 7                         | 15.22%               | 19  | 41.30%                                   | 26                              | 56.52%               | 19                       | 41.30%              | 1  | 2.17%                                       |
| Export-Import Bank of the US                   | 7   | 0                         | 0.00%                | 4   | 57.14%                                   | 4                               | 57.14%               | 3                        | 42.86%              | 0  | 0.00%                                       |
| Farm Credit Administration                     | 8   | 2                         | 25.00%               | 5   | 62.50%                                   | 7                               | 87.50%               | 1                        | 12.50%              | 0  | 0.00%                                       |
| Federal Communications Commission              | 4   | 0                         | 0.00%                | 1   | 25.00%                                   | 1                               | 25.00%               | 3                        | 75.00%              | 0  | 0.00%                                       |
| Federal Deposit Insurance Corporation          | 53  | 5                         | 9.43%                | 12  | 22.64%                                   | 17                              | 32.08%               | 34                       | 64.15%              | 2  | 3.77%                                       |
| Federal Election Commission                    | 7   | 0                         | 0.00%                | 2   | 28.57%                                   | 2                               | 28.57%               | 5                        | 71.43%              | 0  | 0.00%                                       |
| Federal Energy Regulatory Commission           | 4   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 4                        | 100.00%             | 0  | 0.00%                                       |
| Federal Housing Finance Board                  | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| Federal Labor Relations Authority              | 1   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 1                        | 100.00%             | 0  | 0.00%                                       |
| Federal Maritime Commission                    | 14  | 0                         | 0.00%                | 14  | 100.00%                                  | 14                              | 100.00%              | 0                        | 0.00%               | 0  | 0.00%                                       |
| Federal Mediation and Conciliation Service     | 2   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 1                        | 50.00%              | 1  | 50.00%                                      |
| Federal Reserve System--Board of Governors     | 27  | 0                         | 0.00%                | 21  | 77.78%                                   | 21                              | 77.78%               | 6                        | 22.22%              | 0  | 0.00%                                       |
| Federal Retirement Thrift Investment Board     | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| Federal Trade Commission                       | 35  | 8                         | 22.86%               | 24  | 68.57%                                   | 32                              | 91.43%               | 3                        | 8.57%               | 0  | 0.00%                                       |
| General Services Administration                | 152   | 13                        | 8.55%                | 39  | 25.66%                                   | 52                              | 34.21%               | 92                       | 60.53%              | 8  | 5.26%                                       |
| Government Printing Office                     | 63  | 2                         | 3.17%                | 22  | 34.92%                                   | 24                              | 38.10%               | 38                       | 60.32%              | 1  | 1.59%                                       |
| Holocaust Memorial Museum U.S.                 | 3   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 3                        | 100.00%             | 0  | 0.00%                                       |
| International Boundary and Water Commission    | 7   | 3                         | 42.86%               | 1   | 14.29%                                   | 4                               | 57.14%               | 3                        | 42.86%              | 0  | 0.00%                                       |
| International Trade Commission                 | 3   | 1                         | 33.33%               | 1   | 33.33%                                   | 2                               | 66.67%               | 1                        | 33.33%              | 0  | 0.00%                                       |
| John F. Kennedy Center for the Performing Arts | 2   | 0                         | 0.00%                | 1   | 50.00%                                   | 1                               | 50.00%               | 0                        | 0.00%               | 1  | 50.00%                                      |
| Merit Systems Protection Board                 | 1   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 1                        | 100.00%             | 0  | 0.00%                                       |
| National Aeronautics and Space Administration  | 108   | 23                        | 21.30%               | 34  | 31.48%                                   | 57                              | 52.78%               | 48                       | 44.44%              | 3  | 2.78%                                       |
| National Archives and Records Administration   | 38  | 17                        | 44.74%               | 3   | 7.89%                                    | 20                              | 52.63%               | 18                       | 47.37%              | 0  | 0.00%                                       |
| National Credit Union Administration           | 8   | 1                         | 12.50%               | 0   | 0.00%                                    | 1                               | 12.50%               | 7                        | 87.50%              | 0  | 0.00%                                       |
| National Endowment for the Arts                | 45  | 45                        | 100.00%              | 0   | 0.00%                                    | 45                              | 100.00%              | 0                        | 0.00%               | 0  | 0.00%                                       |
| National Endowment for the Humanities          | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| National Gallery of Art                        | 11  | 3                         | 27.27%               | 4   | 36.36%                                   | 7                               | 63.64%               | 4                        | 36.36%              | 0  | 0.00%                                       |
| National Labor Relations Board                 | 24  | 8                         | 33.33%               | 6   | 25.00%                                   | 14                              | 58.33%               | 10                       | 41.67%              | 0  | 0.00%                                       |
| National Science Foundation                    | 2   | 0                         | 0.00%                | 1   | 50.00%                                   | 1                               | 50.00%               | 1                        | 50.00%              | 0  | 0.00%                                       |
| National Transportation Safety Board           | 4   | 0                         | 0.00%                | 1   | 25.00%                                   | 1                               | 25.00%               | 3                        | 75.00%              | 0  | 0.00%                                       |

**Table B-3 FY 2006 Outcomes of All Pre-Complaint Closures**

| <b>Agency or Department</b>             | <b>Number Completed / Ended Counselings</b> | <b>Number Settlements</b> | <b>% Settlements</b> | <b>Number Withdrawals/No Complaints Filed</b> | <b>% Withdrawals/No Complaints Filed</b> | <b>Total Number Resolutions</b> | <b>% Resolutions</b> | <b>Number Complaints</b> | <b>% Complaints</b> | <b>Number Decision to File Complaint Pending</b> | <b>% Decision to File Complaint Pending</b> |
|---|---|---------------------------|----------------------|---|--|---------------------------------|----------------------|--------------------------|---------------------|--|---|
| Nuclear Regulatory Commission           | 22  | 2                         | 9.09%                | 7   | 31.82%                                   | 9                               | 40.91%               | 13                       | 59.09%              | 0  | 0.00%                                       |
| Office of Personnel Management          | 64  | 1                         | 1.56%                | 26  | 40.63%                                   | 27                              | 42.19%               | 36                       | 56.25%              | 1  | 1.56%                                       |
| Office of Special Counsel               | 4   | 0                         | 0.00%                | 2   | 50.00%                                   | 2                               | 50.00%               | 1                        | 25.00%              | 1  | 25.00%                                      |
| Overseas Private Investment Corporation | 1   | 0                         | 0.00%                | 1   | 100.00%                                  | 1                               | 100.00%              | 0                        | 0.00%               | 0  | 0.00%                                       |
| Peace Corps                             | 7   | 2                         | 28.57%               | 4   | 57.14%                                   | 6                               | 85.71%               | 1                        | 14.29%              | 0  | 0.00%                                       |
| Pension Benefit Guaranty Corporation    | 25  | 2                         | 8.00%                | 5   | 20.00%                                   | 7                               | 28.00%               | 18                       | 72.00%              | 0  | 0.00%                                       |
| Railroad Retirement Board               | 1   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 1                        | 100.00%             | 0  | 0.00%                                       |
| Securities and Exchange Commission      | 22  | 0                         | 0.00%                | 10  | 45.45%                                   | 10                              | 45.45%               | 11                       | 50.00%              | 1  | 4.55%                                       |
| Selective Service System                | 6   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 2                        | 33.33%              | 4  | 66.67%                                      |
| Small Business Administration           | 71  | 2                         | 2.82%                | 30  | 42.25%                                   | 32                              | 45.07%               | 36                       | 50.70%              | 3  | 4.23%                                       |
| Smithsonian Institution                 | 44  | 0                         | 0.00%                | 20  | 45.45%                                   | 20                              | 45.45%               | 22                       | 50.00%              | 2  | 4.55%                                       |
| Social Security Administration          | 753   | 62                        | 8.23%                | 298   | 39.58%                                   | 360                             | 47.81%               | 378                      | 50.20%              | 15   | 1.99%                                       |
| Tennessee Valley Authority              | 96  | 5                         | 5.21%                | 20  | 20.83%                                   | 25                              | 26.04%               | 51                       | 53.13%              | 20   | 20.83%                                      |
| U.S. Postal Service                     | 16,954                                      | 5,162                     | 30.45%               | 5,445   | 32.12%                                   | 10,607                          | 62.56%               | 6,040                    | 35.63%              | 307  | 1.81%                                       |
| U.S. Tax Court                          | 0   | 0                         | 0.00%                | 0   | 0.00%                                    | 0                               | 0.00%                | 0                        | 0.00%               | 0  | 0.00%                                       |
| <b>Cabinet Level Subtotal</b>           | <b>36,677</b>                               | <b>7,205</b>              | <b>19.64%</b>        | <b>13,182</b>                                 | <b>35.94%</b>                            | <b>20,387</b>                   | <b>55.59%</b>        | <b>15,049</b>            | <b>41.03%</b>       | <b>1,241</b>                                     | <b>3.38%</b>                                |
| <b>Midsized Agencies Subtotal</b>       | <b>1,391</b>                                | <b>113</b>                | <b>8.12%</b>         | <b>475</b>                                    | <b>34.15%</b>                            | <b>588</b>                      | <b>42.27%</b>        | <b>749</b>               | <b>53.85%</b>       | <b>54</b>  | <b>3.88%</b>                                |
| <b>Small Agencies Subtotal</b>          | <b>756</b>                                  | <b>106</b>                | <b>14.02%</b>        | <b>349</b>                                    | <b>46.16%</b>                            | <b>455</b>                      | <b>60.19%</b>        | <b>287</b>               | <b>37.96%</b>       | <b>14</b>  | <b>1.85%</b>                                |
| <b>Grand Total</b>                      | <b>38,824</b>                               | <b>7,424</b>              | <b>19.12%</b>        | <b>14,006</b>                                 | <b>36.08%</b>                            | <b>21,430</b>                   | <b>55.20%</b>        | <b>16,085</b>            | <b>41.43%</b>       | <b>1,309</b>                                     | <b>3.37%</b>                                |

**Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b>   | Number Completed / Ended Counselings | Number Completed / Ended Counselings Offered ADR | % Completed / Ended Counselings Offered ADR | Number Offers Rejected by Individual | Number Offers Rejected by Agency | Total Completed / Ended Counselings Accepted into ADR | % Completed / Ended Counselings Accepted into ADR |
|---|--------------------------------------|--|---|--------------------------------------|----------------------------------|---|---|
| Agency for International Development  | 14                                   | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Armed Forces Retirement Home  | 18                                   | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Broadcasting Board of Governors   | 85                                   | 85   | 100.00%                                     | 81                                   | 0                                | 4   | 4.71%   |
| Central Intelligence Agency   | 21                                   | 9  | 42.86%                                      | 7                                    | 0                                | 2   | 9.52%   |
| Commodity Futures Trading Commission  | 73                                   | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Consumer Product Safety Commission  | 6                                    | 3  | 50.00%                                      | 1                                    | 0                                | 2   | 33.33%  |
| Corporation for National and Community Service                              | 10                                   | 10   | 100.00%                                     | 9                                    | 0                                | 1   | 10.00%  |
| Court Services and Offender Supervision Agency for the District of Columbia | 11                                   | 4  | 36.36%                                      | 1                                    | 0                                | 3   | 27.27%  |
| Defense Army and Air Force Exchange   | 507                                  | 500  | 98.62%                                      | 424                                  | 0                                | 76  | 14.99%  |
| Defense Commissary Agency   | 175                                  | 110  | 62.86%                                      | 54                                   | 11                               | 45  | 25.71%  |
| Defense Contract Audit Agency   | 30                                   | 6  | 20.00%                                      | 0                                    | 0                                | 6   | 20.00%  |
| Defense Contract Management Agency  | 59                                   | 20   | 33.90%                                      | 11                                   | 0                                | 9   | 15.25%  |
| Defense Finance and Accounting Service                                      | 147                                  | 91   | 61.90%                                      | 37                                   | 1                                | 53  | 36.05%  |
| Defense Human Resources Activity  | 5                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Defense Information Systems Agency  | 25                                   | 25   | 100.00%                                     | 23                                   | 0                                | 2   | 8.00%   |
| Defense Intelligence Agency   | 44                                   | 18   | 40.91%                                      | 17                                   | 0                                | 1   | 2.27%   |
| Defense Logistics Agency  | 351                                  | 274  | 78.06%                                      | 197                                  | 0                                | 77  | 21.94%  |
| Defense National Geospatial-Intelligence                                    | 27                                   | 15   | 55.56%                                      | 1                                    | 7                                | 7   | 25.93%  |
| Defense National Guard Bureau   | 166                                  | 42   | 25.30%                                      | 18                                   | 2                                | 22  | 13.25%  |
| Defense National Security Agency  | 74                                   | 74   | 100.00%                                     | 68                                   | 0                                | 6   | 8.11%   |
| Defense Nuclear Facilities Safety Board                                     | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Defense Office of the Inspector General                                     | 8                                    | 3  | 37.50%                                      | 3                                    | 0                                | 0   | 0.00%   |
| Defense Security Service  | 6                                    | 1  | 16.67%                                      | 1                                    | 0                                | 0   | 0.00%   |
| Defense Threat Reduction Agency   | 14                                   | 14   | 100.00%                                     | 14                                   | 0                                | 0   | 0.00%   |
| Defense Uniformed Services University                                       | 4                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 57                                   | 43   | 75.44%                                      | 39                                   | 2                                | 2   | 3.51%   |
| Department of Agriculture   | 1,079                                | 744  | 68.95%                                      | 479                                  | 4                                | 261   | 24.19%  |
| Department of Commerce  | 321                                  | 209  | 65.11%                                      | 159                                  | 17                               | 33  | 10.28%  |
| Department of Defense Education Activity                                    | 64                                   | 14   | 21.88%                                      | 7                                    | 0                                | 7   | 10.94%  |

**Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b>                   | Number Completed / Ended Counselings | Number Completed / Ended Counselings Offered ADR | % Completed / Ended Counselings Offered ADR | Number Offers Rejected by Individual | Number Offers Rejected by Agency | Total Completed / Ended Counselings Accepted into ADR | % Completed / Ended Counselings Accepted into ADR |
|---|--------------------------------------|--|---|--------------------------------------|----------------------------------|---|---|
| Department of Education                       | 92                                   | 92   | 100.00%                                     | 83                                   | 2                                | 7   | 7.61%   |
| Department of Energy                          | 126                                  | 97   | 76.98%                                      | 85                                   | 3                                | 9   | 7.14%   |
| Department of Health and Human Services       | 462                                  | 444  | 96.10%                                      | 316                                  | 13                               | 115   | 24.89%  |
| Department of Homeland Security               | 2,223                                | 1,689  | 75.98%                                      | 707                                  | 27                               | 955   | 42.96%  |
| Department of Housing and Urban Development   | 156                                  | 156  | 100.00%                                     | 83                                   | 1                                | 72  | 46.15%  |
| Department of Justice                         | 2,203                                | 1,110  | 50.39%                                      | 1,001                                | 17                               | 92  | 4.18%   |
| Department of Labor                           | 177                                  | 177  | 100.00%                                     | 135                                  | 21                               | 21  | 11.86%  |
| Department of State                           | 169                                  | 168  | 99.41%                                      | 131                                  | 3                                | 34  | 20.12%  |
| Department of the Air Force                   | 1,358                                | 910  | 67.01%                                      | 395                                  | 38                               | 477   | 35.13%  |
| Department of the Army                        | 2,399                                | 1,248  | 52.02%                                      | 644                                  | 0                                | 604   | 25.18%  |
| Department of the Interior                    | 539                                  | 332  | 61.60%                                      | 228                                  | 11                               | 93  | 17.25%  |
| Department of the Navy                        | 1,123                                | 639  | 56.90%                                      | 345                                  | 71                               | 223   | 19.86%  |
| Department of the Treasury                    | 1,019                                | 992  | 97.35%                                      | 553                                  | 125                              | 314   | 30.81%  |
| Department of Transportation                  | 795                                  | 721  | 90.69%                                      | 407                                  | 159                              | 155   | 19.50%  |
| Department of Veterans Affairs                | 3,719                                | 1,685  | 45.31%                                      | 923                                  | 0                                | 762   | 20.49%  |
| Environmental Protection Agency               | 114                                  | 111  | 97.37%                                      | 88                                   | 12                               | 6   | 5.26%   |
| EOP - National Drug Control Policy            | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| EOP - Office of Administration                | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| EOP - Office of Management and Budget         | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| EOP - Office of the U.S. Trade Representative | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Equal Employment Opportunity Commission       | 46                                   | 46   | 100.00%                                     | 34                                   | 0                                | 12  | 26.09%  |
| Export-Import Bank of the US                  | 7                                    | 1  | 14.29%                                      | 1                                    | 0                                | 0   | 0.00%   |
| Farm Credit Administration                    | 8                                    | 3  | 37.50%                                      | 2                                    | 0                                | 1   | 12.50%  |
| Federal Communications Commission             | 4                                    | 1  | 25.00%                                      | 0                                    | 0                                | 1   | 25.00%  |
| Federal Deposit Insurance Corporation         | 53                                   | 45   | 84.91%                                      | 25                                   | 1                                | 19  | 35.85%  |
| Federal Election Commission                   | 7                                    | 2  | 28.57%                                      | 0                                    | 0                                | 2   | 28.57%  |
| Federal Energy Regulatory Commission          | 4                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Federal Housing Finance Board                 | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Federal Labor Relations Authority             | 1                                    | 1  | 100.00%                                     | 1                                    | 0                                | 0   | 0.00%   |
| Federal Maritime Commission                   | 14                                   | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |

**Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b>                    | Number Completed / Ended Counselings | Number Completed / Ended Counselings Offered ADR | % Completed / Ended Counselings Offered ADR | Number Offers Rejected by Individual | Number Offers Rejected by Agency | Total Completed / Ended Counselings Accepted into ADR | % Completed / Ended Counselings Accepted into ADR |
|--|--------------------------------------|--|---|--------------------------------------|----------------------------------|---|---|
| Federal Mediation and Conciliation Service     | 2                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Federal Reserve System--Board of Governors     | 27                                   | 27   | 100.00%                                     | 24                                   | 0                                | 3   | 11.11%  |
| Federal Retirement Thrift Investment Board     | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Federal Trade Commission                       | 35                                   | 31   | 88.57%                                      | 29                                   | 0                                | 2   | 5.71%   |
| General Services Administration                | 152                                  | 119  | 78.29%                                      | 92                                   | 6                                | 21  | 13.82%  |
| Government Printing Office                     | 63                                   | 19   | 30.16%                                      | 16                                   | 0                                | 3   | 4.76%   |
| Holocaust Memorial Museum U.S.                 | 3                                    | 1  | 33.33%                                      | 0                                    | 0                                | 1   | 33.33%  |
| International Boundary and Water Commission    | 7                                    | 5  | 71.43%                                      | 1                                    | 0                                | 4   | 57.14%  |
| International Trade Commission                 | 3                                    | 2  | 66.67%                                      | 1                                    | 0                                | 1   | 33.33%  |
| John F. Kennedy Center for the Performing Arts | 2                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Merit Systems Protection Board                 | 1                                    | 1  | 100.00%                                     | 0                                    | 0                                | 1   | 100.00%   |
| National Aeronautics and Space Administration  | 108                                  | 89   | 82.41%                                      | 56                                   | 7                                | 26  | 24.07%  |
| National Archives and Records Administration   | 38                                   | 28   | 73.68%                                      | 9                                    | 4                                | 15  | 39.47%  |
| National Credit Union Administration           | 8                                    | 8  | 100.00%                                     | 7                                    | 0                                | 1   | 12.50%  |
| National Endowment for the Arts                | 45                                   | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| National Endowment for the Humanities          | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| National Gallery of Art                        | 11                                   | 8  | 72.73%                                      | 8                                    | 0                                | 0   | 0.00%   |
| National Labor Relations Board                 | 24                                   | 19   | 79.17%                                      | 15                                   | 1                                | 3   | 12.50%  |
| National Science Foundation                    | 2                                    | 2  | 100.00%                                     | 1                                    | 0                                | 1   | 50.00%  |
| National Transportation Safety Board           | 4                                    | 2  | 50.00%                                      | 1                                    | 1                                | 0   | 0.00%   |
| Nuclear Regulatory Commission                  | 22                                   | 22   | 100.00%                                     | 13                                   | 0                                | 9   | 40.91%  |
| Office of Personnel Management                 | 64                                   | 64   | 100.00%                                     | 61                                   | 2                                | 1   | 1.56%   |
| Office of Special Counsel                      | 4                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Overseas Private Investment Corporation        | 1                                    | 1  | 100.00%                                     | 1                                    | 0                                | 0   | 0.00%   |
| Peace Corps                                    | 7                                    | 7  | 100.00%                                     | 4                                    | 1                                | 2   | 28.57%  |
| Pension Benefit Guaranty Corporation           | 25                                   | 6  | 24.00%                                      | 0                                    | 2                                | 4   | 16.00%  |
| Railroad Retirement Board                      | 1                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Securities and Exchange Commission             | 22                                   | 22   | 100.00%                                     | 22                                   | 0                                | 0   | 0.00%   |
| Selective Service System                       | 6                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
| Small Business Administration                  | 71                                   | 26   | 36.62%                                      | 10                                   | 1                                | 15  | 21.13%  |

**Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b>    | Number Completed / Ended Counselings | Number Completed / Ended Counselings Offered ADR | % Completed / Ended Counselings Offered ADR | Number Offers Rejected by Individual | Number Offers Rejected by Agency | Total Completed / Ended Counselings Accepted into ADR | % Completed / Ended Counselings Accepted into ADR |
|--------------------------------|--------------------------------------|--|---|--------------------------------------|----------------------------------|---|---|
| Smithsonian Institution        | 44                                   | 44   | 100.00%                                     | 35                                   | 0                                | 9   | 20.45%  |
| Social Security Administration | 753                                  | 610  | 81.01%                                      | 322                                  | 157                              | 131   | 17.40%  |
| Tennessee Valley Authority     | 96                                   | 17   | 17.71%                                      | 0                                    | 9                                | 8   | 8.33%   |
| U.S. Postal Service            | 16,954                               | 15,188   | 89.58%                                      | 2,729                                | 4                                | 12,455  | 73.46%  |
| U.S. Tax Court                 | 0                                    | 0  | 0.00%                                       | 0                                    | 0                                | 0   | 0.00%   |
|                                |                                      |  |   |                                      |                                  |   |   |
| Cabinet Level Subtotal         | 36,677                               | 27,851   | 75.94%                                      | 10,317                               | 539                              | 16,995  | 46.34%  |
| Midsized Agencies Subtotal     | 1,391                                | 1,061  | 76.28%                                      | 628                                  | 193                              | 235   | 16.89%  |
| Small Agencies Subtotal        | 756                                  | 440  | 58.20%                                      | 350                                  | 11                               | 79  | 10.45%  |
| Grand Total                    | 38,824                               | 29,352   | 75.60%                                      | 11,295                               | 743                              | 17,309  | 44.58%  |



**Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)**

| <b>Agency or Department</b>   | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals/ No Complaints Filed</b> | <b>% ADR Withdrawals No Complaints Filed</b> | <b>Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|---|----------------------------|-------------------------------|--------------------------|--|--|-------------------------------|--------------------------|
| Agency for International Development  | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Armed Forces Retirement Home  | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Broadcasting Board of Governors   | 4                          | 0                             | 0.00%                    | 4  | 100.00%                                      | 4                             | 100.00%                  |
| Central Intelligence Agency   | 2                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Commodity Futures Trading Commission  | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Consumer Product Safety Commission  | 2                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Corporation for National and Community Service                              | 1                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Court Services and Offender Supervision Agency for the District of Columbia | 3                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Army and Air Force Exchange   | 76                         | 12                            | 15.79%                   | 10   | 13.16%                                       | 22                            | 28.95%                   |
| Defense Commissary Agency   | 45                         | 14                            | 31.11%                   | 0  | 0.00%  | 14                            | 31.11%                   |
| Defense Contract Audit Agency   | 6                          | 3                             | 50.00%                   | 0  | 0.00%  | 3                             | 50.00%                   |
| Defense Contract Management Agency  | 9                          | 2                             | 22.22%                   | 1  | 11.11%                                       | 3                             | 33.33%                   |
| Defense Finance and Accounting Service                                      | 53                         | 26                            | 49.06%                   | 3  | 5.66%  | 29                            | 54.72%                   |
| Defense Human Resources Activity  | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Information Systems Agency  | 2                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Intelligence Agency   | 1                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Logistics Agency  | 77                         | 24                            | 31.17%                   | 28   | 36.36%                                       | 52                            | 67.53%                   |
| Defense National Geospatial-Intelligence                                    | 7                          | 2                             | 28.57%                   | 1  | 14.29%                                       | 3                             | 42.86%                   |
| Defense National Guard Bureau   | 22                         | 14                            | 63.64%                   | 8  | 36.36%                                       | 22                            | 100.00%                  |
| Defense National Security Agency  | 6                          | 1                             | 16.67%                   | 1  | 16.67%                                       | 2                             | 33.33%                   |
| Defense Nuclear Facilities Safety Board                                     | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Office of the Inspector General                                     | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Security Service  | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Threat Reduction Agency   | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Uniformed Services University                                       | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Defense Office of the Secretary/Wash. Hdqtrs. Services                      | 2                          | 1                             | 50.00%                   | 0  | 0.00%  | 1                             | 50.00%                   |
| Department of Agriculture   | 261                        | 69                            | 26.44%                   | 12   | 4.60%  | 81                            | 31.03%                   |
| Department of Commerce  | 33                         | 7                             | 21.21%                   | 11   | 33.33%                                       | 18                            | 54.55%                   |
| Department of Defense Education Activity                                    | 7                          | 5                             | 71.43%                   | 0  | 0.00%  | 5                             | 71.43%                   |
| Department of Education   | 7                          | 0                             | 0.00%                    | 5  | 71.43%                                       | 5                             | 71.43%                   |
| Department of Energy  | 9                          | 3                             | 33.33%                   | 1  | 11.11%                                       | 4                             | 44.44%                   |

**Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)**

| <b>Agency or Department</b>                   | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals/ No Complaints Filed</b> | <b>% ADR Withdrawals No Complaints Filed</b> | <b>Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|---|----------------------------|-------------------------------|--------------------------|--|--|-------------------------------|--------------------------|
| Department of Health and Human Services       | 115                        | 23                            | 20.00%                   | 26   | 22.61%                                       | 49                            | 42.61%                   |
| Department of Homeland Security               | 955                        | 178                           | 18.64%                   | 230  | 24.08%                                       | 408                           | 42.72%                   |
| Department of Housing and Urban Development   | 72                         | 9                             | 12.50%                   | 19   | 26.39%                                       | 28                            | 38.89%                   |
| Department of Justice                         | 92                         | 32                            | 34.78%                   | 16   | 17.39%                                       | 48                            | 52.17%                   |
| Department of Labor                           | 21                         | 3                             | 14.29%                   | 5  | 23.81%                                       | 8                             | 38.10%                   |
| Department of State                           | 34                         | 7                             | 20.59%                   | 14   | 41.18%                                       | 21                            | 61.76%                   |
| Department of the Air Force                   | 477                        | 216                           | 45.28%                   | 105  | 22.01%                                       | 321                           | 67.30%                   |
| Department of the Army                        | 604                        | 219                           | 36.26%                   | 0  | 0.00%  | 219                           | 36.26%                   |
| Department of the Interior                    | 93                         | 29                            | 31.18%                   | 2  | 2.15%  | 31                            | 33.33%                   |
| Department of the Navy                        | 223                        | 86                            | 38.57%                   | 12   | 5.38%  | 98                            | 43.95%                   |
| Department of the Treasury                    | 314                        | 116                           | 36.94%                   | 5  | 1.59%  | 121                           | 38.54%                   |
| Department of Transportation                  | 155                        | 40                            | 25.81%                   | 8  | 5.16%  | 48                            | 30.97%                   |
| Department of Veterans Affairs                | 762                        | 144                           | 18.90%                   | 383  | 50.26%                                       | 527                           | 69.16%                   |
| Environmental Protection Agency               | 6                          | 1                             | 16.67%                   | 0  | 0.00%  | 1                             | 16.67%                   |
| EOP - National Drug Control Policy            | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| EOP - Office of Administration                | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| EOP - Office of Management and Budget         | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| EOP - Office of the U.S. Trade Representative | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Equal Employment Opportunity Commission       | 12                         | 7                             | 58.33%                   | 1  | 8.33%  | 8                             | 66.67%                   |
| Export-Import Bank of the US                  | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Farm Credit Administration                    | 1                          | 1                             | 100.00%                  | 0  | 0.00%  | 1                             | 100.00%                  |
| Federal Communications Commission             | 1                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Deposit Insurance Corporation         | 19                         | 4                             | 21.05%                   | 1  | 5.26%  | 5                             | 26.32%                   |
| Federal Election Commission                   | 2                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Energy Regulatory Commission          | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Housing Finance Board                 | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Labor Relations Authority             | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Maritime Commission                   | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Mediation and Conciliation Service    | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Reserve System--Board of Governors    | 3                          | 0                             | 0.00%                    | 1  | 33.33%                                       | 1                             | 33.33%                   |
| Federal Retirement Thrift Investment Board    | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Federal Trade Commission                      | 2                          | 2                             | 100.00%                  | 0  | 0.00%  | 2                             | 100.00%                  |

**Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)**

| <b>Agency or Department</b>                    | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals/ No Complaints Filed</b> | <b>% ADR Withdrawals No Complaints Filed</b> | <b>Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|--|----------------------------|-------------------------------|--------------------------|--|--|-------------------------------|--------------------------|
| General Services Administration                | 21                         | 7                             | 33.33%                   | 8  | 38.10%                                       | 15                            | 71.43%                   |
| Government Printing Office                     | 3                          | 2                             | 66.67%                   | 0  | 0.00%  | 2                             | 66.67%                   |
| Holocaust Memorial Museum U.S.                 | 1                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| International Boundary and Water Commission    | 4                          | 3                             | 75.00%                   | 0  | 0.00%  | 3                             | 75.00%                   |
| International Trade Commission                 | 1                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| John F. Kennedy Center for the Performing Arts | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Merit Systems Protection Board                 | 1                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| National Aeronautics and Space Administration  | 26                         | 14                            | 53.85%                   | 5  | 19.23%                                       | 19                            | 73.08%                   |
| National Archives and Records Administration   | 15                         | 4                             | 26.67%                   | 3  | 20.00%                                       | 7                             | 46.67%                   |
| National Credit Union Administration           | 1                          | 1                             | 100.00%                  | 0  | 0.00%  | 1                             | 100.00%                  |
| National Endowment for the Arts                | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| National Endowment for the Humanities          | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| National Gallery of Art                        | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| National Labor Relations Board                 | 3                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| National Science Foundation                    | 1                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| National Transportation Safety Board           | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Nuclear Regulatory Commission                  | 9                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Office of Personnel Management                 | 1                          | 1                             | 100.00%                  | 0  | 0.00%  | 1                             | 100.00%                  |
| Office of Special Counsel                      | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Overseas Private Investment Corporation        | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Peace Corps                                    | 2                          | 2                             | 100.00%                  | 0  | 0.00%  | 2                             | 100.00%                  |
| Pension Benefit Guaranty Corporation           | 4                          | 1                             | 25.00%                   | 1  | 25.00%                                       | 2                             | 50.00%                   |
| Railroad Retirement Board                      | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Securities and Exchange Commission             | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Selective Service System                       | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
| Small Business Administration                  | 15                         | 2                             | 13.33%                   | 2  | 13.33%                                       | 4                             | 26.67%                   |
| Smithsonian Institution                        | 9                          | 0                             | 0.00%                    | 5  | 55.56%                                       | 5                             | 55.56%                   |
| Social Security Administration                 | 131                        | 49                            | 37.40%                   | 7  | 5.34%  | 56                            | 42.75%                   |
| Tennessee Valley Authority                     | 8                          | 1                             | 12.50%                   | 0  | 0.00%  | 1                             | 12.50%                   |
| U.S. Postal Service                            | 12,455                     | 4,421                         | 35.50%                   | 1,919  | 15.41%                                       | 6,340                         | 50.90%                   |
| U.S. Tax Court                                 | 0                          | 0                             | 0.00%                    | 0  | 0.00%  | 0                             | 0.00%                    |
|  |                            |                               |                          |  |  |                               |                          |

**Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)**

| <b>Agency or Department</b> | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals/ No Complaints Filed</b> | <b>% ADR Withdrawals No Complaints Filed</b> | <b>Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|-----------------------------|----------------------------|-------------------------------|--------------------------|--|--|-------------------------------|--------------------------|
| Cabinet Level Subtotal      | 16,995                     | 5,706                         | 33.57%                   | 2,825  | 16.62%                                       | 8,531                         | 50.20%                   |
| Midsized Agencies Subtotal  | 235                        | 78                            | 33.19%                   | 28   | 11.91%                                       | 106                           | 45.11%                   |
| Small Agencies Subtotal     | 79                         | 24                            | 30.38%                   | 10   | 12.66%                                       | 34                            | 43.04%                   |
| Grand Total                 | 17,309                     | 5,808                         | 33.55%                   | 2,863  | 16.54%                                       | 8,671                         | 50.10%                   |

**Table B-6 FY 2006 Benefits Provided in All Pre-Complaint Settlements**

| <b>Agency or Department</b>   | <b>Total Number Completed Counselings</b> | <b>Total Number Settlements</b> | <b>Number Completed Counselings with Non-Monetary Benefits</b> | <b>% Completed Counselings with Non-Monetary Benefits</b> | <b>Number Completed Counselings with Monetary Benefits</b> | <b>% Completed Counselings with Monetary Benefits</b> | <b>Total Amount of Monetary Benefits</b> | <b>Average Monetary Benefits Per Total Settlements</b> | <b>Ave Monetary Benefits Per Settlements With Monetary Benefits</b> |
|---|---|---------------------------------|--|---|--|---|--|--|---|
| Agency for International Development  | 14  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Armed Forces Retirement Home  | 18  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Broadcasting Board of Governors   | 85  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Central Intelligence Agency   | 21  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Commodity Futures Trading Commission  | 73  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Consumer Product Safety Commission  | 6   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Corporation for National and Community Service                              | 10  | 2                               | 1  | 50.00%  | 2  | 100.00%   | \$4,000.00                               | \$2,000.00   | \$2,000.00  |
| Court Services and Offender Supervision Agency for the District of Columbia | 11  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Army and Air Force Exchange   | 507                                       | 45                              | 42   | 93.33%  | 3  | 6.67%   | \$458.31                                 | \$10.18  | \$152.77  |
| Defense Commissary Agency   | 175                                       | 23                              | 16   | 69.57%  | 7  | 30.43%  | \$7,250.00                               | \$315.22   | \$1,035.71  |
| Defense Contract Audit Agency   | 30  | 5                               | 5  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Contract Management Agency  | 59  | 4                               | 4  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Finance and Accounting Service                                      | 147                                       | 29                              | 29   | 100.00%   | 3  | 10.34%  | \$12,500.00                              | \$431.03   | \$4,166.67  |
| Defense Human Resources Activity  | 5   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Information Systems Agency  | 25  | 1                               | 1  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Intelligence Agency   | 44  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Logistics Agency  | 351                                       | 43                              | 39   | 90.70%  | 5  | 11.63%  | \$3,713.00                               | \$86.35  | \$742.60  |
| Defense National Geospatial-Intelligence                                    | 27  | 2                               | 1  | 50.00%  | 1  | 50.00%  | \$1,500.00                               | \$750.00   | \$1,500.00  |
| Defense National Guard Bureau   | 166                                       | 43                              | 39   | 90.70%  | 5  | 11.63%  | \$2,481.60                               | \$57.71  | \$496.32  |
| Defense National Security Agency  | 74  | 1                               | 1  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Nuclear Facilities Safety Board                                     | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Office of the Inspector General                                     | 8   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Security Service  | 6   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Threat Reduction Agency   | 14  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Uniformed Services University                                       | 4   | 1                               | 1  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 57  | 2                               | 2  | 100.00%   | 1  | 50.00%  | \$3,000.00                               | \$1,500.00   | \$3,000.00  |
| Department of Agriculture   | 1,079                                     | 125                             | 115  | 92.00%  | 33   | 26.40%  | \$246,438.52                             | \$1,971.51   | \$7,467.83  |
| Department of Commerce  | 321                                       | 12                              | 11   | 91.67%  | 1  | 8.33%   | \$1,215.00                               | \$101.25   | \$1,215.00  |
| Department of Defense Education Activity                                    | 64  | 7                               | 7  | 100.00%   | 1  | 14.29%  | \$30,000.00                              | \$4,285.71   | \$30,000.00   |
| Department of Education   | 92  | 5                               | 4  | 80.00%  | 1  | 20.00%  | \$7,500.00                               | \$1,500.00   | \$7,500.00  |
| Department of Energy  | 126                                       | 4                               | 4  | 100.00%   | 1  | 25.00%  | \$3,615.00                               | \$903.75   | \$3,615.00  |
| Department of Health and Human Services                                     | 462                                       | 27                              | 25   | 92.59%  | 3  | 11.11%  | \$48,000.00                              | \$1,777.78   | \$16,000.00   |
| Department of Homeland Security   | 2,223                                     | 215                             | 209  | 97.21%  | 15   | 6.98%   | \$73,919.00                              | \$343.81   | \$4,927.93  |

**Table B-6 FY 2006 Benefits Provided in All Pre-Complaint Settlements**

| <b>Agency or Department</b>                   | <b>Total Number Completed Counselings</b> | <b>Total Number Settlements</b> | <b>Number Completed Counselings with Non-Monetary Benefits</b> | <b>% Completed Counselings with Non-Monetary Benefits</b> | <b>Number Completed Counselings with Monetary Benefits</b> | <b>% Completed Counselings with Monetary Benefits</b> | <b>Total Amount of Monetary Benefits</b> | <b>Average Monetary Benefits Per Total Settlements</b> | <b>Ave Monetary Benefits Per Settlements With Monetary Benefits</b> |
|---|---|---------------------------------|--|---|--|---|--|--|---|
| Department of Housing and Urban Development   | 156                                       | 12                              | 12   | 100.00%   | 3  | 25.00%  | \$3,801.00                               | \$316.75   | \$1,267.00  |
| Department of Justice                         | 2,203                                     | 255                             | 255  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Department of Labor                           | 177                                       | 3                               | 3  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Department of State                           | 169                                       | 12                              | 8  | 66.67%  | 4  | 33.33%  | \$29,000.00                              | \$2,416.67   | \$7,250.00  |
| Department of the Air Force                   | 1,358                                     | 247                             | 240  | 97.17%  | 24   | 9.72%   | \$84,207.04                              | \$340.92   | \$3,508.63  |
| Department of the Army                        | 2,399                                     | 315                             | 305  | 96.83%  | 34   | 10.79%  | \$161,858.29                             | \$513.84   | \$4,760.54  |
| Department of the Interior                    | 539                                       | 57                              | 53   | 92.98%  | 14   | 24.56%  | \$61,471.60                              | \$1,078.45   | \$4,390.83  |
| Department of the Navy                        | 1,123                                     | 133                             | 120  | 90.23%  | 15   | 11.28%  | \$59,670.00                              | \$448.65   | \$3,978.00  |
| Department of the Treasury                    | 1,019                                     | 181                             | 157  | 86.74%  | 29   | 16.02%  | \$75,413.00                              | \$416.65   | \$2,600.45  |
| Department of Transportation                  | 795                                       | 48                              | 47   | 97.92%  | 2  | 4.17%   | \$71,000.00                              | \$1,479.17   | \$35,500.00   |
| Department of Veterans Affairs                | 3,719                                     | 186                             | 181  | 97.31%  | 10   | 5.38%   | \$97,236.00                              | \$522.77   | \$9,723.60  |
| Environmental Protection Agency               | 114                                       | 3                               | 3  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| EOP - National Drug Control Policy            | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| EOP - Office of Administration                | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| EOP - Office of Management and Budget         | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| EOP - Office of the U.S. Trade Representative | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Equal Employment Opportunity Commission       | 46  | 7                               | 6  | 85.71%  | 1  | 14.29%  | \$600.00                                 | \$85.71  | \$600.00  |
| Export-Import Bank of the US                  | 7   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Farm Credit Administration                    | 8   | 2                               | 2  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Communications Commission             | 4   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Deposit Insurance Corporation         | 53  | 5                               | 4  | 80.00%  | 2  | 40.00%  | \$2,500.00                               | \$500.00   | \$1,250.00  |
| Federal Election Commission                   | 7   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Energy Regulatory Commission          | 4   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Housing Finance Board                 | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Labor Relations Authority             | 1   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Maritime Commission                   | 14  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Mediation and Conciliation Service    | 2   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Reserve System--Board of Governors    | 27  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Retirement Thrift Investment Board    | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Federal Trade Commission                      | 35  | 8                               | 6  | 75.00%  | 2  | 25.00%  | \$15,500.00                              | \$1,937.50   | \$7,750.00  |
| General Services Administration               | 152                                       | 13                              | 12   | 92.31%  | 4  | 30.77%  | \$85,065.57                              | \$6,543.51   | \$21,266.39   |
| Government Printing Office                    | 63  | 2                               | 2  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Holocaust Memorial Museum U.S.                | 3   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| International Boundary and Water Commission   | 7   | 3                               | 3  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |

**Table B-6 FY 2006 Benefits Provided in All Pre-Complaint Settlements**

| <b>Agency or Department</b>                    | <b>Total Number Completed Counselings</b> | <b>Total Number Settlements</b> | <b>Number Completed Counselings with Non-Monetary Benefits</b> | <b>% Completed Counselings with Non-Monetary Benefits</b> | <b>Number Completed Counselings with Monetary Benefits</b> | <b>% Completed Counselings with Monetary Benefits</b> | <b>Total Amount of Monetary Benefits</b> | <b>Average Monetary Benefits Per Total Settlements</b> | <b>Ave Monetary Benefits Per Settlements With Monetary Benefits</b> |
|--|---|---------------------------------|--|---|--|---|--|--|---|
| International Trade Commission                 | 3   | 1                               | 1  | 100.00%   | 1  | 100.00%   | \$8,350.00                               | \$8,350.00   | \$8,350.00  |
| John F. Kennedy Center for the Performing Arts | 2   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Merit Systems Protection Board                 | 1   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| National Aeronautics and Space Administration  | 108                                       | 23                              | 21   | 91.30%  | 8  | 34.78%  | \$59,525.67                              | \$2,588.07   | \$7,440.71  |
| National Archives and Records Administration   | 38  | 17                              | 17   | 100.00%   | 1  | 5.88%   | \$435.00                                 | \$25.59  | \$435.00  |
| National Credit Union Administration           | 8   | 1                               | 1  | 100.00%   | 1  | 100.00%   | \$3,276.00                               | \$3,276.00   | \$3,276.00  |
| National Endowment for the Arts                | 45  | 45                              | 45   | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| National Endowment for the Humanities          | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| National Gallery of Art                        | 11  | 3                               | 3  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| National Labor Relations Board                 | 24  | 8                               | 8  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| National Science Foundation                    | 2   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| National Transportation Safety Board           | 4   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Nuclear Regulatory Commission                  | 22  | 2                               | 1  | 50.00%  | 1  | 50.00%  | \$17,500.00                              | \$8,750.00   | \$17,500.00   |
| Office of Personnel Management                 | 64  | 1                               | 1  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Office of Special Counsel                      | 4   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Overseas Private Investment Corporation        | 1   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Peace Corps                                    | 7   | 2                               | 2  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Pension Benefit Guaranty Corporation           | 25  | 2                               | 2  | 100.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Railroad Retirement Board                      | 1   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Securities and Exchange Commission             | 22  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Selective Service System                       | 6   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Small Business Administration                  | 71  | 2                               | 2  | 100.00%   | 2  | 100.00%   | \$4,500.00                               | \$2,250.00   | \$2,250.00  |
| Smithsonian Institution                        | 44  | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| Social Security Administration                 | 753                                       | 62                              | 61   | 98.39%  | 3  | 4.84%   | \$4,609.28                               | \$74.34  | \$1,536.43  |
| Tennessee Valley Authority                     | 96  | 5                               | 2  | 40.00%  | 3  | 60.00%  | \$6,139.53                               | \$1,227.91   | \$2,046.51  |
| U.S. Postal Service                            | 16,954                                    | 5,162                           | 4,891  | 94.75%  | 376  | 7.28%   | \$369,402.53                             | \$71.56  | \$982.45  |
| U.S. Tax Court                                 | 0   | 0                               | 0  | 0.00%   | 0  | 0.00%   | \$0.00                                   | \$0.00   | \$0.00  |
| <b>Cabinet Level Subtotal</b>                  | <b>36,677</b>                             | <b>7,205</b>                    | <b>6,827</b>   | <b>94.75%</b>   | <b>591</b>   | <b>8.20%</b>  | <b>\$1,454,649.89</b>                    | <b>\$201.89</b>  | <b>\$2,461.34</b>   |
| <b>Midsized Agencies Subtotal</b>              | <b>1,391</b>                              | <b>113</b>                      | <b>105</b>   | <b>92.92%</b>   | <b>22</b>  | <b>19.47%</b>   | <b>\$162,340.05</b>                      | <b>\$1,436.64</b>                                      | <b>\$7,379.09</b>   |
| <b>Small Agencies Subtotal</b>                 | <b>756</b>                                | <b>106</b>                      | <b>101</b>   | <b>95.28%</b>   | <b>9</b>   | <b>8.49%</b>  | <b>\$49,661.00</b>                       | <b>\$468.50</b>  | <b>\$5,517.89</b>   |
| <b>Grand Total</b>                             | <b>38,824</b>                             | <b>7,424</b>                    | <b>7,033</b>   | <b>94.73%</b>   | <b>622</b>   | <b>8.38%</b>  | <b>\$1,666,650.94</b>                    | <b>\$224.50</b>  | <b>\$2,679.50</b>   |

Table B-7 FY 2006 Profile Agency Timeliness Indicators (totals with and without USPS data)

| Agency Name   | Total Number Completed / Ended Counselings (excluding remands) | Total Number Timely Completed / Ended Counselings | % Timely Completed / Ended Counselings | Total Number Completed Investigations | Total Number Timely Completed Investigations | % Investigations Timely Completed | APD All Completed Investigations From Date Complaint Filed | Total Number Complaint Closures | APD All Complaint Closures from Date Complaint Filed | Total Number Merit FADs *No AJ Decision | Total Number Timely Merit FADs *No AJ Decision* | % Timely Merit FADs *No AJ Decision* | APD Merit FADs *No AJ Decision * from Date FAD Required | APD Merit FADs *No AJ Dec* from Date Complaint Filed/Remanded |
|---|--|---|--|---------------------------------------|--|-----------------------------------|--|---------------------------------|--|---|---|--------------------------------------|---|---|
| Agency for International Development  | 14   | 5   | 35.71%                                 | 13                                    | 2  | 15.38%                            | 550.92   | 13                              | 630.62   | 6                                       | 0   | 0.00%                                | 639.17  | 639.17  |
| Armed Forces Retirement Home  | 18   | 18  | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 8                               | 336.13   | 0                                       | 0   | 0.00%                                | 0.00  | 0.00  |
| Broadcasting Board of Governors   | 85   | 82  | 96.47%                                 | 31                                    | 29   | 93.55%                            | 118.90   | 24                              | 226.75   | 9                                       | 0   | 0.00%                                | 389.78  | 289.00  |
| Central Intelligence Agency   | 21   | 21  | 100.00%                                | 11                                    | 8  | 72.73%                            | 205.27   | 22                              | 523.59   | 6                                       | 6   | 100.00%                              | 30.17   | 300.17  |
| Commodity Futures Trading Commission  | 73   | 73  | 100.00%                                | 2                                     | 2  | 100.00%                           | 137.00   | 3                               | 193.00   | 1                                       | 0   | 0.00%                                | 264.00  | 264.00  |
| Consumer Product Safety Commission  | 6  | 6   | 100.00%                                | 3                                     | 3  | 100.00%                           | 153.00   | 4                               | 140.25   | 2                                       | 2   | 100.00%                              | 24.50   | 273.50  |
| Corporation for National and Community Service                              | 10   | 7   | 70.00%                                 | 2                                     | 2  | 100.00%                           | 123.50   | 4                               | 268.00   | 0                                       | 0   | 0.00%                                | 0.00  | 0.00  |
| Court Services and Offender Supervision Agency for the District of Columbia | 11   | 2   | 18.18%                                 | 1                                     | 1  | 100.00%                           | 399.00   | 3                               | 506.33   | 0                                       | 0   | 0.00%                                | 0.00  | 0.00  |
| Defense Army and Air Force Exchange   | 507  | 366   | 72.19%                                 | 81                                    | 32   | 39.51%                            | 240.58   | 141                             | 275.28   | 30                                      | 23  | 76.67%                               | 66.17   | 387.90  |
| Defense Commissary Agency   | 174  | 126   | 72.41%                                 | 86                                    | 51   | 59.30%                            | 217.21   | 136                             | 211.29   | 20                                      | 19  | 95.00%                               | 46.85   | 260.05  |
| Defense Contract Audit Agency   | 30   | 27  | 90.00%                                 | 41                                    | 26   | 63.41%                            | 257.27   | 41                              | 483.63   | 11                                      | 11  | 100.00%                              | 25.09   | 283.91  |
| Defense Contract Management Agency  | 59   | 24  | 40.68%                                 | 10                                    | 2  | 20.00%                            | 430.10   | 55                              | 960.71   | 9                                       | 1   | 11.11%                               | 297.89  | 653.11  |
| Defense Finance and Accounting Service                                      | 147  | 145   | 98.64%                                 | 38                                    | 17   | 44.74%                            | 195.82   | 98                              | 506.41   | 25                                      | 11  | 44.00%                               | 98.36   | 316.92  |
| Defense Human Resources Activity  | 5  | 1   | 20.00%                                 | 1                                     | 1  | 100.00%                           | 102.00   | 5                               | 591.80   | 1                                       | 0   | 0.00%                                | 181.00  | 367.00  |
| Defense Information Systems Agency  | 25   | 24  | 96.00%                                 | 12                                    | 12   | 100.00%                           | 267.92   | 19                              | 655.16   | 6                                       | 5   | 83.33%                               | 47.50   | 335.00  |
| Defense Intelligence Agency   | 44   | 25  | 56.82%                                 | 10                                    | 7  | 70.00%                            | 289.00   | 4                               | 372.75   | 0                                       | 0   | 0.00%                                | 0.00  | 0.00  |
| Defense Logistics Agency  | 350  | 302   | 86.29%                                 | 40                                    | 29   | 72.50%                            | 208.85   | 105                             | 334.90   | 33                                      | 9   | 27.27%                               | 178.55  | 434.79  |
| Defense National Geospatial-Intelligence                                    | 27   | 20  | 74.07%                                 | 13                                    | 0  | 0.00%                             | 355.23   | 16                              | 366.50   | 3                                       | 1   | 33.33%                               | 110.00  | 544.33  |
| Defense National Guard Bureau   | 165  | 125   | 75.76%                                 | 15                                    | 12   | 80.00%                            | 115.33   | 27                              | 226.41   | 3                                       | 3   | 100.00%                              | 0.00  | 5.00  |
| Defense National Security Agency  | 74   | 44  | 59.46%                                 | 27                                    | 6  | 22.22%                            | 470.48   | 33                              | 350.94   | 12                                      | 3   | 25.00%                               | 150.00  | 574.75  |
| Defense Nuclear Facilities Safety Board                                     | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00  | 0.00  |
| Defense Office of the Inspector General                                     | 8  | 4   | 50.00%                                 | 3                                     | 1  | 33.33%                            | 305.67   | 3                               | 170.00   | 1                                       | 1   | 100.00%                              | 57.00   | 336.00  |
| Defense Security Service  | 6  | 4   | 66.67%                                 | 3                                     | 1  | 33.33%                            | 207.67   | 3                               | 384.00   | 2                                       | 1   | 50.00%                               | 51.50   | 278.00  |
| Defense Threat Reduction Agency   | 14   | 14  | 100.00%                                | 9                                     | 4  | 44.44%                            | 175.89   | 12                              | 258.33   | 2                                       | 2   | 100.00%                              | 59.00   | 338.50  |
| Defense Uniformed Services University                                       | 4  | 4   | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 2                               | 25.50  | 0                                       | 0   | 0.00%                                | 0.00  | 0.00  |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 57   | 57  | 100.00%                                | 29                                    | 7  | 24.14%                            | 316.79   | 34                              | 605.26   | 12                                      | 1   | 8.33%                                | 212.58  | 664.83  |
| Department of Agriculture   | 1,078  | 821   | 76.16%                                 | 412                                   | 200  | 48.54%                            | 215.58   | 577                             | 679.62   | 124                                     | 2   | 1.61%                                | 546.54  | 919.10  |
| Department of Commerce  | 321  | 215   | 66.98%                                 | 172                                   | 94   | 54.65%                            | 244.34   | 292                             | 553.30   | 115                                     | 37  | 32.17%                               | 263.74  | 790.87  |
| Department of Defense Education Activity                                    | 64   | 27  | 42.19%                                 | 16                                    | 6  | 37.50%                            | 191.88   | 36                              | 420.94   | 8                                       | 2   | 25.00%                               | 103.63  | 486.50  |
| Department of Education   | 92   | 87  | 94.57%                                 | 31                                    | 0  | 0.00%                             | 220.32   | 61                              | 426.34   | 22                                      | 0   | 0.00%                                | 84.68   | 491.50  |
| Department of Energy  | 126  | 53  | 42.06%                                 | 47                                    | 25   | 53.19%                            | 212.68   | 82                              | 505.85   | 23                                      | 12  | 52.17%                               | 73.78   | 576.70  |
| Department of Health and Human Services                                     | 462  | 337   | 72.94%                                 | 185                                   | 124  | 67.03%                            | 193.07   | 316                             | 435.74   | 109                                     | 13  | 11.93%                               | 493.02  | 726.13  |
| Department of Homeland Security   | 2,223  | 1,796   | 80.79%                                 | 796                                   | 254  | 31.91%                            | 278.78   | 1,195                           | 558.24   | 266                                     | 4   | 1.50%                                | 399.73  | 728.28  |
| Department of Housing and Urban Development                                 | 156  | 156   | 100.00%                                | 60                                    | 46   | 76.67%                            | 201.07   | 143                             | 270.38   | 35                                      | 26  | 74.29%                               | 53.60   | 97.00   |
| Department of Justice   | 2,203  | 2,138   | 97.05%                                 | 325                                   | 181  | 55.69%                            | 260.53   | 600                             | 387.74   | 223                                     | 106   | 47.53%                               | 135.50  | 369.26  |
| Department of Labor   | 177  | 174   | 98.31%                                 | 139                                   | 48   | 34.53%                            | 425.71   | 127                             | 958.42   | 31                                      | 6   | 19.35%                               | 184.71  | 695.32  |
| Department of State   | 169  | 98  | 57.99%                                 | 59                                    | 19   | 32.20%                            | 245.14   | 86                              | 368.02   | 17                                      | 0   | 0.00%                                | 465.88  | 465.88  |
| Department of the Air Force   | 1,351  | 1,126   | 83.35%                                 | 289                                   | 188  | 65.05%                            | 179.73   | 583                             | 333.03   | 88                                      | 21  | 23.86%                               | 251.97  | 512.18  |
| Department of the Army  | 2,399  | 1,903   | 79.32%                                 | 467                                   | 146  | 31.26%                            | 240.27   | 1,460                           | 315.76   | 265                                     | 45  | 16.98%                               | 223.52  | 622.24  |
| Department of the Interior  | 539  | 373   | 69.20%                                 | 216                                   | 75   | 34.72%                            | 271.91   | 251                             | 495.05   | 65                                      | 19  | 29.23%                               | 137.05  | 471.11  |
| Department of the Navy  | 1,123  | 690   | 61.44%                                 | 281                                   | 173  | 61.57%                            | 239.39   | 664                             | 375.73   | 138                                     | 114   | 82.61%                               | 56.04   | 479.81  |
| Department of the Treasury  | 1,019  | 1,014   | 99.51%                                 | 416                                   | 84   | 20.19%                            | 334.31   | 592                             | 492.97   | 175                                     | 141   | 80.57%                               | 30.84   | 491.91  |
| Department of Transportation  | 795  | 504   | 63.40%                                 | 230                                   | 186  | 80.87%                            | 179.37   | 408                             | 284.64   | 72                                      | 44  | 61.11%                               | 74.57   | 351.75  |
| Department of Veterans Affairs  | 3,714  | 3,656   | 98.44%                                 | 1,032                                 | 565  | 54.75%                            | 204.07   | 1,887                           | 301.38   | 502                                     | 329   | 65.54%                               | 68.81   | 291.42  |
| Environmental Protection Agency   | 112  | 75  | 66.96%                                 | 53                                    | 29   | 54.72%                            | 205.62   | 84                              | 505.18   | 25                                      | 2   | 8.00%                                | 348.88  | 677.04  |
| EOP - National Drug Control Policy  | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00  | 0.00  |



Table B-7 FY 2006 Profile Agency Timeliness Indicators (totals with and without USPS data)

| Agency Name                                    | Total Number Completed / Ended Counselings (excluding remands) | Total Number Timely Completed / Ended Counselings | % Timely Completed / Ended Counselings | Total Number Completed Investigations | Total Number Timely Completed Investigations | % Investigations Timely Completed | APD All Completed Investigations From Date Complaint Filed | Total Number Complaint Closures | APD All Complaint Closures from Date Complaint Filed | Total Number Merit FADs *No AJ Decision | Total Number Timely Merit FADs *No AJ Decision* | % Timely Merit FADs *No AJ Decision* | APD Merit FADs * No AJ Decision * | APD Merit FADs *No AJ Dec* from Date Complaint Filed/Remanded |
|--|--|---|--|---------------------------------------|--|-----------------------------------|--|---------------------------------|--|---|---|--------------------------------------|-----------------------------------|---|
| EOP - Office of Administration                 | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| EOP - Office of Management and Budget          | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| EOP - Office of the U.S. Trade Representative  | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Equal Employment Opportunity Commission        | 46   | 42  | 91.30%                                 | 14                                    | 12   | 85.71%                            | 210.07   | 30                              | 407.83   | 9                                       | 4   | 44.44%                               | 254.78                            | 610.56  |
| Export-Import Bank of the US                   | 7  | 6   | 85.71%                                 | 1                                     | 1  | 100.00%                           | 120.00   | 7                               | 325.71   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Farm Credit Administration                     | 8  | 8   | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 2                               | 489.50   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Communications Commission              | 4  | 4   | 100.00%                                | 1                                     | 1  | 100.00%                           | 64.00  | 4                               | 339.75   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Deposit Insurance Corporation          | 53   | 52  | 98.11%                                 | 25                                    | 11   | 44.00%                            | 236.00   | 45                              | 600.40   | 15                                      | 3   | 20.00%                               | 125.80                            | 360.87  |
| Federal Election Commission                    | 7  | 6   | 85.71%                                 | 5                                     | 5  | 100.00%                           | 127.80   | 3                               | 255.67   | 2                                       | 2   | 100.00%                              | 46.00                             | 235.50  |
| Federal Energy Regulatory Commission           | 4  | 4   | 100.00%                                | 3                                     | 0  | 0.00%                             | 200.00   | 3                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Housing Finance Board                  | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 1                               | 73.00  | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Labor Relations Authority              | 1  | 1   | 100.00%                                | 1                                     | 1  | 100.00%                           | 176.00   | 2                               | 884.50   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Maritime Commission                    | 14   | 14  | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 1                               | 14.00  | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Mediation and Conciliation Service     | 2  | 2   | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 1                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Reserve System--Board of Governors     | 27   | 27  | 100.00%                                | 5                                     | 5  | 100.00%                           | 180.00   | 4                               | 512.25   | 1                                       | 1   | 100.00%                              | 60.00                             | 399.00  |
| Federal Retirement Thrift Investment Board     | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Federal Trade Commission                       | 35   | 35  | 100.00%                                | 2                                     | 2  | 100.00%                           | 192.50   | 6                               | 444.33   | 1                                       | 0   | 0.00%                                | 95.00                             | 269.00  |
| General Services Administration                | 152  | 146   | 96.05%                                 | 57                                    | 54   | 94.74%                            | 158.14   | 103                             | 372.62   | 21                                      | 21  | 100.00%                              | 46.00                             | 357.95  |
| Government Printing Office                     | 63   | 63  | 100.00%                                | 22                                    | 13   | 59.09%                            | 207.68   | 44                              | 496.14   | 12                                      | 6   | 50.00%                               | 68.25                             | 572.75  |
| Holocaust Memorial Museum U.S.                 | 3  | 3   | 100.00%                                | 2                                     | 2  | 100.00%                           | 167.50   | 2                               | 197.00   | 1                                       | 1   | 100.00%                              | 36.00                             | 250.00  |
| International Boundary and Water Commission    | 7  | 7   | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 6                               | 587.17   | 1                                       | 1   | 100.00%                              | 59.00                             | 513.00  |
| International Trade Commission                 | 3  | 2   | 66.67%                                 | 1                                     | 1  | 100.00%                           | 168.00   | 1                               | 64.00  | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| John F. Kennedy Center for the Performing Arts | 2  | 2   | 100.00%                                | 2                                     | 0  | 0.00%                             | 199.50   | 1                               | 266.00   | 1                                       | 1   | 100.00%                              | 56.00                             | 266.00  |
| Merit Systems Protection Board                 | 1  | 1   | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| National Aeronautics and Space Administration  | 107  | 98  | 91.59%                                 | 32                                    | 24   | 75.00%                            | 232.78   | 64                              | 544.64   | 24                                      | 0   | 0.00%                                | 346.21                            | 916.38  |
| National Archives and Records Administration   | 38   | 34  | 89.47%                                 | 10                                    | 5  | 50.00%                            | 184.80   | 13                              | 110.31   | 4                                       | 2   | 50.00%                               | 89.50                             | 89.50   |
| National Credit Union Administration           | 8  | 8   | 100.00%                                | 4                                     | 4  | 100.00%                           | 154.50   | 8                               | 502.63   | 2                                       | 0   | 0.00%                                | 1,238.50                          | 1,404.00  |
| National Endowment for the Arts                | 45   | 45  | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 1                               | 321.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| National Endowment for the Humanities          | 0  | 0   | 0.00%                                  | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| National Gallery of Art                        | 11   | 11  | 100.00%                                | 2                                     | 0  | 0.00%                             | 190.00   | 1                               | 825.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| National Labor Relations Board                 | 24   | 20  | 83.33%                                 | 3                                     | 3  | 100.00%                           | 178.00   | 4                               | 258.75   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| National Science Foundation                    | 2  | 1   | 50.00%                                 | 0                                     | 0  | 0.00%                             | 0.00   | 2                               | 768.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| National Transportation Safety Board           | 4  | 4   | 100.00%                                | 5                                     | 2  | 40.00%                            | 203.60   | 7                               | 531.57   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Nuclear Regulatory Commission                  | 22   | 21  | 95.45%                                 | 10                                    | 3  | 30.00%                            | 314.30   | 13                              | 325.77   | 4                                       | 2   | 50.00%                               | 61.25                             | 544.50  |
| Office of Personnel Management                 | 64   | 64  | 100.00%                                | 25                                    | 25   | 100.00%                           | 104.80   | 45                              | 130.93   | 9                                       | 7   | 77.78%                               | 47.67                             | 209.22  |
| Office of Special Counsel                      | 4  | 4   | 100.00%                                | 1                                     | 1  | 100.00%                           | 180.00   | 1                               | 600.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Overseas Private Investment Corporation        | 1  | 1   | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 2                               | 498.50   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Peace Corps                                    | 7  | 7   | 100.00%                                | 2                                     | 2  | 100.00%                           | 145.00   | 3                               | 545.33   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Pension Benefit Guaranty Corporation           | 25   | 15  | 60.00%                                 | 6                                     | 1  | 16.67%                            | 555.50   | 15                              | 328.60   | 4                                       | 0   | 0.00%                                | 249.50                            | 419.75  |
| Railroad Retirement Board                      | 1  | 1   | 100.00%                                | 1                                     | 1  | 100.00%                           | 162.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Securities and Exchange Commission             | 22   | 19  | 86.36%                                 | 15                                    | 13   | 86.67%                            | 170.87   | 16                              | 358.31   | 4                                       | 2   | 50.00%                               | 63.75                             | 261.50  |
| Selective Service System                       | 6  | 6   | 100.00%                                | 0                                     | 0  | 0.00%                             | 0.00   | 0                               | 0.00   | 0                                       | 0   | 0.00%                                | 0.00                              | 0.00  |
| Small Business Administration                  | 71   | 48  | 67.61%                                 | 38                                    | 29   | 76.32%                            | 308.21   | 29                              | 689.10   | 6                                       | 0   | 0.00%                                | 565.17                            | 620.50  |
| Smithsonian Institution                        | 44   | 44  | 100.00%                                | 16                                    | 16   | 100.00%                           | 136.31   | 28                              | 202.18   | 9                                       | 9   | 100.00%                              | 36.22                             | 185.56  |
| Social Security Administration                 | 753  | 481   | 63.88%                                 | 311                                   | 127  | 40.84%                            | 256.10   | 471                             | 648.74   | 200                                     | 5   | 2.50%                                | 453.40                            | 931.87  |
| Tennessee Valley Authority                     | 96   | 87  | 90.63%                                 | 35                                    | 33   | 94.29%                            | 108.80   | 85                              | 136.81   | 42                                      | 31  | 73.81%                               | 119.88                            | 167.98  |
| U.S. Postal Service                            | 16,926   | 16,307  | 96.34%                                 | 4,452                                 | 4,410  | 99.06%                            | 105.85   | 7,785                           | 289.04   | 1,987                                   | 1,905   | 95.87%                               | 24.91                             | 267.08  |

Table B-7 FY 2006 Profile Agency Timeliness Indicators (totals with and without USPS data)

| Agency Name                           | Total Number Completed / Ended Counselings (excluding remands) | Total Number Timely Completed / Ended Counselings | % Timely Completed / Ended Counselings | Total Number Completed Investigations | Total Number Timely Completed Investigations | % Investigations Timely Completed | APD All Completed Investigations From Date Complaint Filed | Total Number Complaint Closures | APD All Complaint Closures from Date Complaint Filed | Total Number Merit FADs *No AJ Decision | Total Number Timely Merit FADs *No AJ Decision* | % Timely Merit FADs *No AJ Decision* | APD Merit FADs * No AJ Decision * | APD Merit FADs *No AJ Dec* from Date Complaint Filed/Remanded |
|---------------------------------------|--|---|--|---------------------------------------|--|-----------------------------------|--|---------------------------------|--|---|---|--------------------------------------|-----------------------------------|---|
| U.S. Tax Court                        | 0  | 0   | 0.00%                                  | 1                                     | 1  | 100.00%                           | 168.00   | 1                               | 215.00   | 1                                       | 1   | 100.00%                              | 0.00                              | 215.00  |
| Cabinet Level Subtotal Including USPS | 36,633   | 32,787  | 89.50%                                 | 10,043                                | 7,032  | 70.02%                            | 182.95   | 17,879                          | 358.66   | 4,435                                   | 2,917   | 65.77%                               | 117.43                            | 402.42  |
| Midsized Agencies Subtotal            | 1,388  | 1,031   | 74.28%                                 | 567                                   | 323  | 56.97%                            | 230.35   | 909                             | 534.13   | 342                                     | 71  | 20.76%                               | 348.87                            | 732.96  |
| Small Agencies Subtotal               | 756  | 702   | 92.86%                                 | 207                                   | 151  | 72.95%                            | 205.98   | 331                             | 359.45   | 80                                      | 38  | 47.50%                               | 201.36                            | 421.89  |
| Grand Total Including USPS            | 38,777   | 34,520  | 89.02%                                 | 10,817                                | 7,506  | 69.39%                            | 185.88   | 19,119                          | 367.01   | 4,857                                   | 3,026   | 62.30%                               | 135.11                            | 426.02  |
| USPS Percentage of Cabinet Sub Total  | 46.20%   | 49.74%  |  | 44.33%                                | 62.71%                                       |                                   |  | 43.54%                          |  | 44.80%                                  | 65.31%  |                                      |                                   |   |
| USPS Percentage of Grand Total        | 43.65%   | 47.24%  |  | 41.16%                                | 58.75%                                       |                                   |  | 40.72%                          |  | 40.91%                                  | 62.95%  |                                      |                                   |   |
| Cabinet Level Subtotal Minus USPS     | 19,707   | 16,480  | 83.63%                                 | 5,591                                 | 2,622  | 46.90%                            | 244.36   | 10,094                          | 412.35   | 2,448                                   | 1,012   | 41.34%                               | 192.53                            | 729.07  |
| Grand Total Minus USPS                | 21,851   | 18,213  | 83.35%                                 | 6,365                                 | 3,096  | 48.64%                            | 241.86   | 11,334                          | 420.57   | 2,870                                   | 1,121   | 39.06%                               | 211.40                            | 720.97  |

**Table B-8 FY 2006 Complaints Filed Bases and Issues - Grand Total**

| ALLEGATION ISSUES               | TITLE VII                        |                                   |       |       |       |          |        |          |                 |        | EQUAL PAY ACT |        | ADEA  | REHABILITATION |       | ALL      | TOTALS   |                |                     |                       |
|---------------------------------|----------------------------------|-----------------------------------|-------|-------|-------|----------|--------|----------|-----------------|--------|---------------|--------|-------|----------------|-------|----------|----------|----------------|---------------------|-----------------------|
|                                 | RACE AND COLOR                   |                                   |       |       |       | RELIGION | SEX    |          | NATIONAL ORIGIN |        | MALE          | FEMALE | AGE   | ACT            |       | REPRISAL | STATUTES | BASES BY ISSUE | COMPLAINTS BY ISSUE | COMPLAINANTS BY ISSUE |
|                                 | AMERICAN INDIAN / ALASKAN NATIVE | ASIAN AMERICAN / PACIFIC ISLANDER | BLACK | WHITE | COLOR | MALE     | FEMALE | HISPANIC | OTHER           | MENTAL |               |        |       | PHYSICAL       |       |          |          |                |                     |                       |
| Appointment/Hire                | 19                               | 43                                | 155   | 52    | 62    | 26       | 86     | 104      | 37              | 84     | 0             | 0      | 265   | 30             | 170   | 187      | 1,320    | 622            | 602                 |                       |
| Assignment Of Duties            | 11                               | 46                                | 456   | 167   | 169   | 51       | 195    | 430      | 77              | 118    | 0             | 0      | 479   | 93             | 378   | 783      | 3,453    | 1,509          | 1,467               |                       |
| Awards                          | 2                                | 11                                | 119   | 29    | 35    | 11       | 37     | 82       | 20              | 15     | 0             | 0      | 98    | 15             | 50    | 185      | 709      | 291            | 285                 |                       |
| Conversion To Full Time         | 0                                | 4                                 | 5     | 4     | 4     | 3        | 5      | 5        | 2               | 2      | 0             | 0      | 11    | 2              | 14    | 9        | 70       | 36             | 36                  |                       |
| Disciplinary Action             | 26                               | 103                               | 874   | 333   | 349   | 145      | 490    | 692      | 207             | 233    | 0             | 0      | 935   | 287            | 729   | 1,613    | 7,016    | 3,038          | 2,966               |                       |
| A. Demotion                     | 2                                | 3                                 | 26    | 6     | 5     | 4        | 21     | 20       | 6               | 7      | 0             | 0      | 53    | 7              | 14    | 30       | 204      | 104            | 103                 |                       |
| B. Reprimand                    | 7                                | 37                                | 231   | 132   | 111   | 55       | 162    | 209      | 67              | 78     | 0             | 0      | 300   | 74             | 210   | 506      | 2,179    | 936            | 915                 |                       |
| C. Suspension                   | 12                               | 35                                | 328   | 126   | 134   | 56       | 187    | 244      | 82              | 73     | 0             | 0      | 320   | 99             | 240   | 632      | 2,568    | 1,135          | 1,107               |                       |
| D. Removal                      | 4                                | 22                                | 219   | 58    | 87    | 24       | 94     | 173      | 37              | 53     | 0             | 0      | 207   | 89             | 233   | 313      | 1,613    | 696            | 686                 |                       |
| 5. Other                        | 1                                | 6                                 | 70    | 11    | 12    | 6        | 26     | 46       | 15              | 22     | 0             | 0      | 55    | 18             | 32    | 132      | 452      | 167            | 155                 |                       |
| Duty Hours                      | 3                                | 22                                | 174   | 51    | 61    | 46       | 78     | 173      | 38              | 51     | 0             | 0      | 156   | 43             | 243   | 287      | 1,426    | 662            | 649                 |                       |
| Evaluation/Appraisal            | 9                                | 34                                | 337   | 80    | 118   | 56       | 135    | 264      | 72              | 92     | 0             | 0      | 305   | 65             | 163   | 571      | 2,301    | 1,014          | 967                 |                       |
| Examination/Test                | 0                                | 2                                 | 15    | 3     | 6     | 1        | 5      | 6        | 0               | 5      | 0             | 0      | 15    | 7              | 14    | 16       | 95       | 45             | 45                  |                       |
| Harassment                      | 43                               | 162                               | 1,349 | 460   | 500   | 278      | 710    | 1,726    | 299             | 412    | 0             | 0      | 1,331 | 430            | 1,172 | 2,642    | 11,514   | 5,016          | 4,774               |                       |
| A. Non-Sexual                   | 43                               | 162                               | 1,349 | 460   | 500   | 278      | 596    | 1,333    | 299             | 412    | 0             | 0      | 1,331 | 430            | 1,172 | 2,502    | 10,867   | 4,544          | 4,309               |                       |
| B. Sexual                       |                                  |                                   |       |       |       |          | 114    | 393      |                 |        |               |        |       |                |       |          | 140      | 647            | 472                 | 465                   |
| Medical Examination             | 1                                | 2                                 | 27    | 7     | 9     | 1        | 13     | 17       | 5               | 7      | 0             | 0      | 37    | 31             | 72    | 50       | 279      | 112            | 112                 |                       |
| Pay Including Overtime          | 6                                | 31                                | 227   | 94    | 105   | 33       | 137    | 227      | 64              | 65     | 12            | 29     | 258   | 54             | 249   | 428      | 2,019    | 900            | 859                 |                       |
| Promotion/Non-Selection         | 39                               | 94                                | 924   | 270   | 299   | 122      | 478    | 546      | 199             | 286    | 0             | 0      | 1,258 | 98             | 358   | 1,003    | 5,974    | 2,793          | 2,627               |                       |
| Reassignment                    | 7                                | 27                                | 222   | 85    | 82    | 24       | 131    | 217      | 63              | 62     | 0             | 0      | 365   | 57             | 240   | 376      | 1,958    | 855            | 843                 |                       |
| A. Denied                       | 2                                | 10                                | 101   | 45    | 48    | 13       | 76     | 94       | 35              | 28     | 0             | 0      | 128   | 33             | 129   | 145      | 887      | 404            | 397                 |                       |
| B. Directed                     | 5                                | 17                                | 121   | 40    | 34    | 11       | 55     | 123      | 28              | 34     | 0             | 0      | 237   | 24             | 111   | 231      | 1,071    | 451            | 446                 |                       |
| Reasonable Acommodation         |                                  |                                   |       |       |       | 36       |        |          |                 |        |               |        |       | 254            | 849   | 383      | 1,522    | 1,026          | 991                 |                       |
| Reinstatement                   | 1                                | 5                                 | 22    | 5     | 9     | 4        | 8      | 24       | 6               | 6      | 0             | 0      | 33    | 12             | 32    | 29       | 196      | 81             | 77                  |                       |
| Retirement                      | 3                                | 0                                 | 31    | 9     | 9     | 8        | 13     | 26       | 6               | 4      | 0             | 0      | 88    | 21             | 43    | 50       | 311      | 137            | 135                 |                       |
| Termination                     | 18                               | 45                                | 369   | 109   | 152   | 71       | 175    | 328      | 71              | 110    | 0             | 0      | 344   | 149            | 341   | 394      | 2,676    | 1,280          | 1,266               |                       |
| Terms/Conditions Of Employment  | 14                               | 96                                | 591   | 256   | 279   | 123      | 353    | 629      | 174             | 161    | 0             | 0      | 679   | 189            | 675   | 1,202    | 5,421    | 2,390          | 2,281               |                       |
| Time And Attendance             | 12                               | 42                                | 345   | 126   | 159   | 64       | 186    | 340      | 66              | 89     | 0             | 0      | 343   | 152            | 448   | 772      | 3,144    | 1,288          | 1,222               |                       |
| Training                        | 8                                | 20                                | 175   | 44    | 67    | 24       | 67     | 148      | 28              | 42     | 0             | 0      | 172   | 29             | 88    | 232      | 1,144    | 492            | 469                 |                       |
| U. Other                        | 7                                | 11                                | 233   | 80    | 88    | 58       | 90     | 205      | 62              | 51     | 0             | 0      | 215   | 90             | 240   | 454      | 1,884    | 811            | 790                 |                       |
| Total Issues By Bases           | 229                              | 800                               | 6,650 | 2,264 | 2,562 | 1,185    | 3,392  | 6,189    | 1,496           | 1,895  | 12            | 29     | 7,387 | 2,108          | 6,568 | 11,666   |          |                |                     |                       |
| Total Complaints Filed By Bases | 161                              | 501                               | 4,125 | 1,410 | 1,621 | 666      | 2,129  | 3,644    | 962             | 1,094  | 9             | 27     | 4,769 | 1,130          | 3,843 | 6,535    |          |                |                     |                       |
| Total Complainants By Bases     | 152                              | 474                               | 3,855 | 1,331 | 1,532 | 636      | 2,013  | 3,470    | 906             | 1,030  | 8             | 25     | 4,545 | 1,073          | 3,641 | 5,868    |          |                |                     |                       |

**Table B-8a FY 2006 Complaints Filed Bases and Issues - Cabinet Level Agencies**

| ALLEGATION ISSUES               | TITLE VII                                 |  |       |       |       |          |       |        |                 |       | EQUAL PAY ACT |        | ADEA  | REHABILITATION |          | ALL      | TOTALS   |                   |                        |                          |
|---------------------------------|---|--|-------|-------|-------|----------|-------|--------|-----------------|-------|---------------|--------|-------|----------------|----------|----------|----------|-------------------|------------------------|--------------------------|
|                                 | RACE AND COLOR                            |  |       |       |       | RELIGION | SEX   |        | NATIONAL ORIGIN |       | MALE          | FEMALE | AGE   | ACT            |          | REPRISAL | STATUTES | BASES<br>BY ISSUE | COMPLAINTS<br>BY ISSUE | COMPLAINANTS<br>BY ISSUE |
|                                 | AMERICAN<br>INDIAN /<br>ALASKAN<br>NATIVE | ASIAN<br>AMERICAN /<br>PACIFIC<br>ISLANDER | BLACK | WHITE | COLOR |          | MALE  | FEMALE | HISPANIC        | OTHER |               |        |       | MENTAL         | PHYSICAL |          |          |                   |                        |                          |
|                                 |   |  |       |       |       |          |       |        |                 |       |               |        |       |                |          |          |          |                   |                        |                          |
| Appointment/Hire                | 19  | 41   | 147   | 51    | 61    | 21       | 82    | 99     | 35              | 83    | 0             | 0      | 250   | 27             | 163      | 180      | 1,259    | 591               | 571                    |                          |
| Assignment Of Duties            | 11  | 45   | 422   | 156   | 158   | 47       | 184   | 395    | 69              | 112   | 0             | 0      | 440   | 81             | 354      | 732      | 3,206    | 1,404             | 1,365                  |                          |
| Awards                          | 0   | 9  | 92    | 23    | 31    | 9        | 31    | 65     | 14              | 11    | 0             | 0      | 79    | 7              | 38       | 150      | 559      | 229               | 223                    |                          |
| Conversion To Full Time         | 0   | 4  | 4     | 3     | 4     | 3        | 5     | 5      | 2               | 2     | 0             | 0      | 9     | 2              | 14       | 9        | 66       | 34                | 34                     |                          |
| Disciplinary Action             | 25  | 98   | 835   | 310   | 338   | 137      | 471   | 655    | 191             | 222   | 0             | 0      | 877   | 259            | 695      | 1,527    | 6,640    | 2,882             | 2,811                  |                          |
| A. Demotion                     | 2   | 2  | 26    | 4     | 5     | 3        | 19    | 16     | 4               | 7     | 0             | 0      | 48    | 7              | 14       | 26       | 183      | 93                | 92                     |                          |
| B. Reprimand                    | 6   | 35   | 219   | 120   | 107   | 52       | 154   | 198    | 61              | 74    | 0             | 0      | 279   | 66             | 201      | 476      | 2,048    | 883               | 862                    |                          |
| C. Suspension                   | 12  | 34   | 315   | 121   | 131   | 54       | 180   | 235    | 79              | 68    | 0             | 0      | 308   | 89             | 229      | 606      | 2,461    | 1,088             | 1,060                  |                          |
| D. Removal                      | 4   | 21   | 214   | 56    | 84    | 23       | 93    | 166    | 34              | 52    | 0             | 0      | 198   | 85             | 226      | 305      | 1,561    | 674               | 664                    |                          |
| 5. Other                        | 1   | 6  | 61    | 9     | 11    | 5        | 25    | 40     | 13              | 21    | 0             | 0      | 44    | 12             | 25       | 114      | 387      | 144               | 133                    |                          |
| Duty Hours                      | 3   | 22   | 170   | 49    | 59    | 41       | 77    | 170    | 37              | 50    | 0             | 0      | 154   | 41             | 238      | 277      | 1,388    | 646               | 633                    |                          |
| Evaluation/Appraisal            | 8   | 32   | 296   | 70    | 106   | 45       | 121   | 224    | 61              | 88    | 0             | 0      | 265   | 52             | 142      | 496      | 2,006    | 881               | 842                    |                          |
| Examination/Test                | 0   | 2  | 15    | 3     | 6     | 1        | 4     | 6      | 0               | 5     | 0             | 0      | 15    | 6              | 13       | 16       | 92       | 42                | 42                     |                          |
| Harassment                      | 42  | 159  | 1,222 | 440   | 470   | 263      | 662   | 1,620  | 282             | 389   | 0             | 0      | 1,230 | 382            | 1,097    | 2,430    | 10,688   | 4,654             | 4,445                  |                          |
| A. Non-Sexual                   | 42  | 159  | 1,222 | 440   | 470   | 263      | 553   | 1,245  | 282             | 389   | 0             | 0      | 1,230 | 382            | 1,097    | 2,295    | 10,069   | 4,204             | 4,002                  |                          |
| B. Sexual                       |   |  |       |       |       |          | 109   | 375    |                 |       |               |        |       |                |          |          | 135      | 619               | 450                    | 443                      |
| Medical Examination             | 1   | 2  | 27    | 7     | 9     | 1        | 13    | 17     | 5               | 6     | 0             | 0      | 37    | 30             | 70       | 49       | 274      | 107               | 107                    |                          |
| Pay Including Overtime          | 6   | 30   | 215   | 92    | 102   | 32       | 137   | 214    | 61              | 63    | 12            | 26     | 244   | 51             | 240      | 407      | 1,932    | 858               | 817                    |                          |
| Promotion/Non-Selection         | 35  | 79   | 789   | 226   | 252   | 104      | 409   | 476    | 184             | 255   | 0             | 0      | 1,100 | 82             | 312      | 847      | 5,150    | 2,431             | 2,306                  |                          |
| Reassignment                    | 7   | 25   | 202   | 77    | 77    | 20       | 123   | 200    | 59              | 57    | 0             | 0      | 344   | 51             | 225      | 344      | 1,811    | 786               | 777                    |                          |
| A. Denied                       | 2   | 9  | 91    | 39    | 45    | 12       | 72    | 83     | 32              | 24    | 0             | 0      | 120   | 29             | 119      | 130      | 807      | 368               | 363                    |                          |
| B. Directed                     | 5   | 16   | 111   | 38    | 32    | 8        | 51    | 117    | 27              | 33    | 0             | 0      | 224   | 22             | 106      | 214      | 1,004    | 418               | 414                    |                          |
| Reasonable Accommodation        |   |  |       |       |       | 34       |       |        |                 |       |               |        |       | 229            | 787      | 342      | 1,392    | 943               | 916                    |                          |
| Reinstatement                   | 1   | 5  | 21    | 5     | 8     | 3        | 8     | 21     | 6               | 6     | 0             | 0      | 32    | 9              | 30       | 28       | 183      | 78                | 74                     |                          |
| Retirement                      | 3   | 0  | 23    | 8     | 7     | 6        | 9     | 21     | 6               | 4     | 0             | 0      | 73    | 18             | 41       | 43       | 262      | 125               | 123                    |                          |
| Termination                     | 18  | 42   | 346   | 107   | 144   | 66       | 161   | 317    | 66              | 101   | 0             | 0      | 322   | 134            | 328      | 372      | 2,524    | 1,211             | 1,199                  |                          |
| Terms/Conditions Of Employment  | 14  | 93   | 563   | 246   | 268   | 115      | 342   | 601    | 165             | 156   | 0             | 0      | 649   | 178            | 652      | 1,141    | 5,183    | 2,290             | 2,186                  |                          |
| Time And Attendance             | 10  | 40   | 326   | 112   | 156   | 62       | 171   | 319    | 63              | 85    | 0             | 0      | 321   | 133            | 415      | 715      | 2,928    | 1,188             | 1,130                  |                          |
| Training                        | 8   | 18   | 156   | 39    | 66    | 22       | 59    | 136    | 24              | 35    | 0             | 0      | 151   | 23             | 81       | 206      | 1,024    | 441               | 420                    |                          |
| U. Other                        | 6   | 8  | 187   | 74    | 78    | 48       | 80    | 179    | 56              | 39    | 0             | 0      | 181   | 84             | 216      | 388      | 1,624    | 697               | 681                    |                          |
| Total Issues By Bases           | 217                                       | 754  | 6,058 | 2,098 | 2,400 | 1,080    | 3,149 | 5,740  | 1,386           | 1,769 | 12            | 26     | 6,773 | 1,879          | 6,151    | 10,699   |          |                   |                        |                          |
| Total Complaints Filed By Bases | 154                                       | 469  | 3,775 | 1,317 | 1,529 | 617      | 1,964 | 3,413  | 902             | 1,020 | 9             | 24     | 4,393 | 1,030          | 3,609    | 5,997    |          |                   |                        |                          |
| Total Complainants By Bases     | 146                                       | 444  | 3,526 | 1,251 | 1,451 | 590      | 1,867 | 3,257  | 849             | 964   | 8             | 22     | 4,192 | 981            | 3,422    | 5,408    |          |                   |                        |                          |

**Table B-8b FY 2006 Complaints Filed Bases and Issues - Medium Size Agencies**

| ALLEGATION ISSUES               | TITLE VII                        |                                   |       |       |       |          |      |        |                 |       | EQUAL PAY ACT |        | ADEA | REHABILITATION ACT |          | ALL STATUTES | TOTALS         |                     |                       |
|---------------------------------|----------------------------------|-----------------------------------|-------|-------|-------|----------|------|--------|-----------------|-------|---------------|--------|------|--------------------|----------|--------------|----------------|---------------------|-----------------------|
|                                 | RACE AND COLOR                   |                                   |       |       |       | RELIGION | SEX  |        | NATIONAL ORIGIN |       | MALE          | FEMALE | AGE  | MENTAL             | PHYSICAL | REPRISAL     | BASES BY ISSUE | COMPLAINTS BY ISSUE | COMPLAINANTS BY ISSUE |
|                                 | AMERICAN INDIAN / ALASKAN NATIVE | ASIAN AMERICAN / PACIFIC ISLANDER | BLACK | WHITE | COLOR |          | MALE | FEMALE | HISPANIC        | OTHER |               |        |      |                    |          |              |                |                     |                       |
| Appointment/Hire                | 0                                | 2                                 | 6     | 0     | 1     | 2        | 3    | 4      | 2               | 0     | 0             | 0      | 12   | 2                  | 4        | 6            | 44             | 24                  | 24                    |
| Assignment Of Duties            | 0                                | 0                                 | 27    | 7     | 11    | 4        | 7    | 21     | 5               | 4     | 0             | 0      | 27   | 10                 | 19       | 33           | 175            | 75                  | 74                    |
| Awards                          | 2                                | 2                                 | 21    | 3     | 4     | 1        | 5    | 14     | 5               | 3     | 0             | 0      | 16   | 7                  | 10       | 28           | 121            | 47                  | 47                    |
| Conversion To Full Time         | 0                                | 0                                 | 0     | 1     | 0     | 0        | 0    | 0      | 0               | 0     | 0             | 0      | 1    | 0                  | 0        | 0            | 2              | 1                   | 1                     |
| Disciplinary Action             | 1                                | 3                                 | 25    | 19    | 8     | 6        | 16   | 24     | 15              | 8     | 0             | 0      | 40   | 23                 | 23       | 62           | 273            | 110                 | 110                   |
| A. Demotion                     | 0                                | 0                                 | 0     | 2     | 0     | 0        | 2    | 4      | 2               | 0     | 0             | 0      | 5    | 0                  | 0        | 3            | 18             | 9                   | 9                     |
| B. Reprimand                    | 1                                | 1                                 | 10    | 9     | 3     | 3        | 7    | 9      | 6               | 3     | 0             | 0      | 15   | 7                  | 7        | 24           | 105            | 41                  | 41                    |
| C. Suspension                   | 0                                | 1                                 | 8     | 5     | 2     | 2        | 5    | 7      | 3               | 3     | 0             | 0      | 10   | 9                  | 11       | 22           | 88             | 36                  | 36                    |
| D. Removal                      | 0                                | 1                                 | 2     | 2     | 2     | 1        | 1    | 3      | 2               | 1     | 0             | 0      | 6    | 3                  | 3        | 4            | 31             | 14                  | 14                    |
| E. Other                        | 0                                | 0                                 | 5     | 1     | 1     | 0        | 1    | 1      | 2               | 1     | 0             | 0      | 4    | 4                  | 2        | 9            | 31             | 10                  | 10                    |
| Duty Hours                      | 0                                | 0                                 | 0     | 1     | 1     | 2        | 0    | 2      | 1               | 1     | 0             | 0      | 1    | 1                  | 2        | 6            | 18             | 8                   | 8                     |
| Evaluation/Appraisal            | 1                                | 1                                 | 20    | 6     | 6     | 5        | 6    | 23     | 8               | 2     | 0             | 0      | 25   | 9                  | 11       | 42           | 165            | 69                  | 68                    |
| Examination/Test                | 0                                | 0                                 | 0     | 0     | 0     | 0        | 1    | 0      | 0               | 0     | 0             | 0      | 0    | 1                  | 1        | 0            | 3              | 3                   | 3                     |
| Harassment                      | 1                                | 2                                 | 90    | 16    | 26    | 13       | 30   | 73     | 12              | 19    | 0             | 0      | 71   | 40                 | 61       | 160          | 614            | 260                 | 238                   |
| A. Non-Sexual                   | 1                                | 2                                 | 90    | 16    | 26    | 13       | 26   | 61     | 12              | 19    | 0             | 0      | 71   | 40                 | 61       | 157          | 595            | 244                 | 222                   |
| B. Sexual                       |                                  |                                   |       |       |       |          | 4    | 12     |                 |       |               |        |      |                    |          | 3            | 19             | 16                  | 16                    |
| Medical Examination             | 0                                | 0                                 | 0     | 0     | 0     | 0        | 0    | 0      | 0               | 1     | 0             | 0      | 0    | 1                  | 2        | 1            | 5              | 5                   | 5                     |
| Pay Including Overtime          | 0                                | 0                                 | 10    | 2     | 3     | 1        | 0    | 9      | 3               | 1     | 0             | 0      | 13   | 2                  | 9        | 19           | 72             | 35                  | 35                    |
| Promotion/Non-Selection         | 3                                | 8                                 | 86    | 32    | 25    | 6        | 51   | 44     | 10              | 16    | 0             | 0      | 109  | 11                 | 34       | 111          | 546            | 232                 | 212                   |
| Reassignment                    | 0                                | 1                                 | 14    | 6     | 3     | 2        | 5    | 12     | 2               | 3     | 0             | 0      | 13   | 5                  | 13       | 22           | 101            | 44                  | 43                    |
| A. Denied                       | 0                                | 0                                 | 9     | 5     | 2     | 0        | 3    | 8      | 2               | 2     | 0             | 0      | 5    | 3                  | 10       | 13           | 62             | 27                  | 26                    |
| B. Directed                     | 0                                | 1                                 | 5     | 1     | 1     | 2        | 2    | 4      | 0               | 1     | 0             | 0      | 8    | 2                  | 3        | 9            | 39             | 17                  | 17                    |
| Reasonable Accommodation        |                                  |                                   |       |       |       | 2        |      |        |                 |       |               |        |      | 22                 | 50       | 38           | 112            | 69                  | 61                    |
| Reinstatement                   | 0                                | 0                                 | 1     | 0     | 1     | 1        | 0    | 1      | 0               | 0     | 0             | 0      | 1    | 1                  | 0        | 1            | 7              | 1                   | 1                     |
| Retirement                      | 0                                | 0                                 | 7     | 1     | 2     | 2        | 3    | 4      | 0               | 0     | 0             | 0      | 13   | 2                  | 1        | 4            | 39             | 10                  | 10                    |
| Termination                     | 0                                | 2                                 | 19    | 1     | 6     | 4        | 12   | 10     | 5               | 8     | 0             | 0      | 20   | 14                 | 12       | 19           | 132            | 59                  | 59                    |
| Terms/Conditions Of Employment  | 0                                | 2                                 | 19    | 6     | 9     | 5        | 6    | 20     | 7               | 3     | 0             | 0      | 23   | 10                 | 17       | 45           | 172            | 67                  | 66                    |
| Time And Attendance             | 2                                | 1                                 | 15    | 8     | 2     | 2        | 4    | 13     | 3               | 3     | 0             | 0      | 16   | 15                 | 30       | 47           | 161            | 79                  | 74                    |
| Training                        | 0                                | 1                                 | 10    | 3     | 1     | 2        | 5    | 8      | 3               | 6     | 0             | 0      | 14   | 4                  | 6        | 17           | 80             | 33                  | 33                    |
| U. Other                        | 1                                | 2                                 | 39    | 5     | 8     | 9        | 9    | 23     | 6               | 9     | 0             | 0      | 26   | 6                  | 19       | 53           | 215            | 95                  | 90                    |
| Total Issues By Bases           | 11                               | 27                                | 409   | 117   | 117   | 69       | 163  | 305    | 87              | 87    | 0             | 0      | 441  | 186                | 324      | 714          |                |                     |                       |
| Total Complaints Filed By Bases | 6                                | 20                                | 245   | 73    | 63    | 30       | 118  | 154    | 46              | 52    | 0             | 0      | 267  | 77                 | 189      | 392          |                |                     |                       |
| Total Complainants By Bases     | 5                                | 20                                | 229   | 66    | 59    | 29       | 103  | 146    | 43              | 46    | 0             | 0      | 252  | 71                 | 176      | 329          |                |                     |                       |

**Table B-8c FY 2006 Complaints Filed Bases and Issues - Small Size Agencies**

| ALLEGATION ISSUES               | TITLE VII                        |                                   |       |       |       |          |      |        |          |       | EQUAL PAY ACT   |        | ADEA | REHABILITATION ACT |          | ALL STATUTES | TOTALS         |                     |                       |                     |                       |
|---------------------------------|----------------------------------|-----------------------------------|-------|-------|-------|----------|------|--------|----------|-------|-----------------|--------|------|--------------------|----------|--------------|----------------|---------------------|-----------------------|---------------------|-----------------------|
|                                 | RACE AND COLOR                   |                                   |       |       |       | SEX      |      |        |          |       | NATIONAL ORIGIN |        | MALE | FEMALE             | AGE      | MENTAL       | PHYSICAL       | REPRISAL            | BASES BY ISSUE        | COMPLAINTS BY ISSUE | COMPLAINANTS BY ISSUE |
|                                 | AMERICAN INDIAN / ALASKAN NATIVE | ASIAN AMERICAN / PACIFIC ISLANDER | BLACK | WHITE | COLOR | RELIGION | MALE | FEMALE | HISPANIC | OTHER | MALE            | FEMALE | AGE  | MENTAL             | PHYSICAL | REPRISAL     | BASES BY ISSUE | COMPLAINTS BY ISSUE | COMPLAINANTS BY ISSUE |                     |                       |
| Appointment/Hire                | 0                                | 0                                 | 2     | 1     | 0     | 3        | 1    | 1      | 0        | 1     | 0               | 0      | 3    | 1                  | 3        | 1            | 17             | 7                   | 7                     |                     |                       |
| Assignment Of Duties            | 0                                | 1                                 | 7     | 4     | 0     | 0        | 4    | 14     | 3        | 2     | 0               | 0      | 12   | 2                  | 5        | 18           | 72             | 30                  | 28                    |                     |                       |
| Awards                          | 0                                | 0                                 | 6     | 3     | 0     | 1        | 1    | 3      | 1        | 1     | 0               | 0      | 3    | 1                  | 2        | 7            | 29             | 15                  | 15                    |                     |                       |
| Conversion To Full Time         | 0                                | 0                                 | 1     | 0     | 0     | 0        | 0    | 0      | 0        | 0     | 0               | 0      | 1    | 0                  | 0        | 0            | 2              | 1                   | 1                     |                     |                       |
| Disciplinary Action             | 0                                | 2                                 | 14    | 4     | 3     | 2        | 3    | 13     | 1        | 3     | 0               | 0      | 18   | 5                  | 11       | 24           | 103            | 46                  | 45                    |                     |                       |
| A. Demotion                     | 0                                | 1                                 | 0     | 0     | 0     | 1        | 0    | 0      | 0        | 0     | 0               | 0      | 0    | 0                  | 0        | 1            | 3              | 2                   | 2                     |                     |                       |
| B. Reprimand                    | 0                                | 1                                 | 2     | 3     | 1     | 0        | 1    | 2      | 0        | 1     | 0               | 0      | 6    | 1                  | 2        | 6            | 26             | 12                  | 12                    |                     |                       |
| C. Suspension                   | 0                                | 0                                 | 5     | 0     | 1     | 0        | 2    | 2      | 0        | 2     | 0               | 0      | 2    | 1                  | 0        | 4            | 19             | 11                  | 11                    |                     |                       |
| D. Removal                      | 0                                | 0                                 | 3     | 0     | 1     | 0        | 0    | 4      | 1        | 0     | 0               | 0      | 3    | 1                  | 4        | 4            | 21             | 8                   | 8                     |                     |                       |
| 5. Other                        | 0                                | 0                                 | 4     | 1     | 0     | 1        | 0    | 5      | 0        | 0     | 0               | 0      | 7    | 2                  | 5        | 9            | 34             | 13                  | 12                    |                     |                       |
| Duty Hours                      | 0                                | 0                                 | 4     | 1     | 1     | 3        | 1    | 1      | 0        | 0     | 0               | 0      | 1    | 1                  | 3        | 4            | 20             | 8                   | 8                     |                     |                       |
| Evaluation/Appraisal            | 0                                | 1                                 | 21    | 4     | 6     | 6        | 8    | 17     | 3        | 2     | 0               | 0      | 15   | 4                  | 10       | 33           | 130            | 64                  | 57                    |                     |                       |
| Examination/Test                | 0                                | 0                                 | 0     | 0     | 0     | 0        | 0    | 0      | 0        | 0     | 0               | 0      | 0    | 0                  | 0        | 0            | 0              | 0                   | 0                     |                     |                       |
| Harassment                      | 0                                | 1                                 | 37    | 4     | 4     | 2        | 18   | 33     | 5        | 4     | 0               | 0      | 30   | 8                  | 14       | 52           | 212            | 102                 | 91                    |                     |                       |
| A. Non-Sexual                   | 0                                | 1                                 | 37    | 4     | 4     | 2        | 17   | 27     | 5        | 4     | 0               | 0      | 30   | 8                  | 14       | 50           | 203            | 96                  | 85                    |                     |                       |
| B. Sexual                       |                                  |                                   |       |       |       |          | 1    | 6      |          |       |                 |        |      |                    |          | 2            | 9              | 6                   | 6                     |                     |                       |
| Medical Examination             | 0                                | 0                                 | 0     | 0     | 0     | 0        | 0    | 0      | 0        | 0     | 0               | 0      | 0    | 0                  | 0        | 0            | 0              | 0                   | 0                     |                     |                       |
| Pay Including Overtime          | 0                                | 1                                 | 2     | 0     | 0     | 0        | 0    | 4      | 0        | 1     | 0               | 3      | 1    | 1                  | 0        | 2            | 15             | 7                   | 7                     |                     |                       |
| Promotion/Non-Selection         | 1                                | 7                                 | 49    | 12    | 22    | 12       | 18   | 26     | 5        | 15    | 0               | 0      | 49   | 5                  | 12       | 45           | 278            | 130                 | 109                   |                     |                       |
| Reassignment                    | 0                                | 1                                 | 6     | 2     | 2     | 2        | 3    | 5      | 2        | 2     | 0               | 0      | 8    | 1                  | 2        | 10           | 46             | 25                  | 23                    |                     |                       |
| A. Denied                       | 0                                | 1                                 | 1     | 1     | 1     | 1        | 1    | 3      | 1        | 2     | 0               | 0      | 3    | 1                  | 0        | 2            | 18             | 9                   | 8                     |                     |                       |
| B. Directed                     | 0                                | 0                                 | 5     | 1     | 1     | 1        | 2    | 2      | 1        | 0     | 0               | 0      | 5    | 0                  | 2        | 8            | 28             | 16                  | 15                    |                     |                       |
| Reasonable Accommodation        |                                  |                                   |       |       |       | 0        |      |        |          |       |                 |        |      | 3                  | 12       | 3            | 18             | 14                  | 14                    |                     |                       |
| Reinstatement                   | 0                                | 0                                 | 0     | 0     | 0     | 0        | 0    | 2      | 0        | 0     | 0               | 0      | 0    | 2                  | 2        | 0            | 6              | 2                   | 2                     |                     |                       |
| Retirement                      | 0                                | 0                                 | 1     | 0     | 0     | 0        | 1    | 1      | 0        | 0     | 0               | 0      | 2    | 1                  | 1        | 3            | 10             | 2                   | 2                     |                     |                       |
| Termination                     | 0                                | 1                                 | 4     | 1     | 2     | 1        | 2    | 1      | 0        | 1     | 0               | 0      | 2    | 1                  | 1        | 3            | 20             | 10                  | 8                     |                     |                       |
| Terms/Conditions Of Employment  | 0                                | 1                                 | 9     | 4     | 2     | 3        | 5    | 8      | 2        | 2     | 0               | 0      | 7    | 1                  | 6        | 16           | 66             | 33                  | 29                    |                     |                       |
| Time And Attendance             | 0                                | 1                                 | 4     | 6     | 1     | 0        | 11   | 8      | 0        | 1     | 0               | 0      | 6    | 4                  | 3        | 10           | 55             | 21                  | 18                    |                     |                       |
| Training                        | 0                                | 1                                 | 9     | 2     | 0     | 0        | 3    | 4      | 1        | 1     | 0               | 0      | 7    | 2                  | 1        | 9            | 40             | 18                  | 16                    |                     |                       |
| U. Other                        | 0                                | 1                                 | 7     | 1     | 2     | 1        | 1    | 3      | 0        | 3     | 0               | 0      | 8    | 0                  | 5        | 13           | 45             | 19                  | 19                    |                     |                       |
| Total Issues By Bases           | 1                                | 19                                | 183   | 49    | 45    | 36       | 80   | 144    | 23       | 39    | 0               | 3      | 173  | 43                 | 93       | 253          |                |                     |                       |                     |                       |
| Total Complaints Filed By Bases | 1                                | 12                                | 105   | 20    | 29    | 19       | 47   | 77     | 14       | 22    | 0               | 3      | 109  | 23                 | 45       | 146          |                |                     |                       |                     |                       |
| Total Complainants By Bases     | 1                                | 10                                | 100   | 14    | 22    | 17       | 43   | 67     | 14       | 20    | 0               | 3      | 101  | 21                 | 43       | 131          |                |                     |                       |                     |                       |

**Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations**

| Agency or Department  | Total Number Completed Investigations | Average Processing Days Completed Investigations | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations | % Investigations Timely Completed | Total Cost All Completed Investigations | Average Cost All Completed Investigations |
|---|---------------------------------------|--|---|---|--|-----------------------------------|---|---|
| Agency for International Development  | 13                                    | 550.92   | 2                                       | 0   | 2  | 15.38%                            | \$30,094.48                             | \$2,314.96                                |
| Armed Forces Retirement Home  | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$250.00                                | \$0.00                                    |
| Broadcasting Board of Governors   | 31                                    | 118.90   | 29                                      | 0   | 29   | 93.55%                            | \$71,670.00                             | \$2,311.94                                |
| Central Intelligence Agency   | 11                                    | 205.27   | 7                                       | 1   | 8  | 72.73%                            | \$86,200.00                             | \$7,836.36                                |
| Commodity Futures Trading Commission  | 2                                     | 137.00   | 2                                       | 0   | 2  | 100.00%                           | \$5,755.00                              | \$2,877.50                                |
| Consumer Product Safety Commission  | 3                                     | 153.00   | 3                                       | 0   | 3  | 100.00%                           | \$5,350.00                              | \$1,783.33                                |
| Corporation for National and Community Service                              | 2                                     | 123.50   | 2                                       | 0   | 2  | 100.00%                           | \$5,627.00                              | \$2,813.50                                |
| Court Services and Offender Supervision Agency for the District of Columbia | 1                                     | 399.00   | 1                                       | 0   | 1  | 100.00%                           | \$2,600.00                              | \$2,600.00                                |
| Defense Army and Air Force Exchange   | 81                                    | 240.58   | 25                                      | 7   | 32   | 39.51%                            | \$430,854.00                            | \$5,319.19                                |
| Defense Commissary Agency   | 86                                    | 217.21   | 32                                      | 19  | 51   | 59.30%                            | \$369,370.00                            | \$4,295.00                                |
| Defense Contract Audit Agency   | 41                                    | 257.27   | 23                                      | 3   | 26   | 63.41%                            | \$0.00                                  | \$0.00                                    |
| Defense Contract Management Agency  | 10                                    | 430.10   | 2                                       | 0   | 2  | 20.00%                            | \$42,950.00                             | \$4,295.00                                |
| Defense Finance and Accounting Service                                      | 38                                    | 195.82   | 15                                      | 2   | 17   | 44.74%                            | \$337,782.00                            | \$8,889.00                                |
| Defense Human Resources Activity  | 1                                     | 102.00   | 1                                       | 0   | 1  | 100.00%                           | \$4,373.42                              | \$4,373.42                                |
| Defense Information Systems Agency  | 12                                    | 267.92   | 1                                       | 11  | 12   | 100.00%                           | \$76,275.00                             | \$6,356.25                                |
| Defense Intelligence Agency   | 10                                    | 289.00   | 0                                       | 7   | 7  | 70.00%                            | \$2,500.00                              | \$250.00                                  |
| Defense Logistics Agency  | 40                                    | 208.85   | 18                                      | 11  | 29   | 72.50%                            | \$220,658.18                            | \$5,516.45                                |
| Defense National Geospatial-Intelligence                                    | 13                                    | 355.23   | 0                                       | 0   | 0  | 0.00%                             | \$90,086.00                             | \$6,929.69                                |
| Defense National Guard Bureau   | 15                                    | 115.33   | 12                                      | 0   | 12   | 80.00%                            | \$8,179.00                              | \$545.27                                  |
| Defense National Security Agency  | 27                                    | 470.48   | 2                                       | 4   | 6  | 22.22%                            | \$133,388.00                            | \$4,940.30                                |
| Defense Nuclear Facilities Safety Board                                     | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Defense Office of the Inspector General                                     | 3                                     | 305.67   | 1                                       | 0   | 1  | 33.33%                            | \$17,757.62                             | \$5,919.21                                |
| Defense Security Service  | 3                                     | 207.67   | 1                                       | 0   | 1  | 33.33%                            | \$18,573.00                             | \$6,191.00                                |
| Defense Threat Reduction Agency   | 9                                     | 175.89   | 4                                       | 0   | 4  | 44.44%                            | \$37,700.00                             | \$4,188.89                                |
| Defense Uniformed Services University                                       | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Defense Office of the Secretary/Wash. Hdqtrs. Services                      | 29                                    | 316.79   | 0                                       | 7   | 7  | 24.14%                            | \$115,965.00                            | \$3,998.79                                |
| Department of Agriculture   | 412                                   | 215.58   | 181                                     | 19  | 200  | 48.54%                            | \$1,395,972.56                          | \$3,388.28                                |
| Department of Commerce  | 172                                   | 244.34   | 70                                      | 24  | 94   | 54.65%                            | \$742,007.00                            | \$4,313.99                                |
| Department of Defense Education Activity                                    | 16                                    | 191.88   | 6                                       | 0   | 6  | 37.50%                            | \$68,720.00                             | \$4,295.00                                |
| Department of Education   | 31                                    | 220.32   | 0                                       | 0   | 0  | 0.00%                             | \$188,000.00                            | \$6,064.52                                |

**Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations**

| Agency or Department                          | Total Number Completed Investigations | Average Processing Days Completed Investigations | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations | % Investigations Timely Completed | Total Cost All Completed Investigations | Average Cost All Completed Investigations |
|---|---------------------------------------|--|---|---|--|-----------------------------------|---|---|
| Department of Energy                          | 47                                    | 212.68   | 20                                      | 5   | 25   | 53.19%                            | \$142,992.42                            | \$3,042.39                                |
| Department of Health and Human Services       | 185                                   | 193.07   | 93                                      | 31  | 124  | 67.03%                            | \$730,952.39                            | \$3,951.09                                |
| Department of Homeland Security               | 796                                   | 278.78   | 164                                     | 90  | 254  | 31.91%                            | \$2,588,951.46                          | \$3,252.45                                |
| Department of Housing and Urban Development   | 60                                    | 201.07   | 44                                      | 2   | 46   | 76.67%                            | \$177,653.92                            | \$2,960.90                                |
| Department of Justice                         | 325                                   | 260.53   | 135                                     | 46  | 181  | 55.69%                            | \$1,322,474.99                          | \$4,069.15                                |
| Department of Labor                           | 139                                   | 425.71   | 7                                       | 41  | 48   | 34.53%                            | \$331,419.00                            | \$2,384.31                                |
| Department of State                           | 59                                    | 245.14   | 12                                      | 7   | 19   | 32.20%                            | \$237,310.30                            | \$4,022.21                                |
| Department of the Air Force                   | 289                                   | 179.73   | 178                                     | 10  | 188  | 65.05%                            | \$1,241,255.00                          | \$4,295.00                                |
| Department of the Army                        | 467                                   | 240.27   | 102                                     | 44  | 146  | 31.26%                            | \$2,695,196.95                          | \$5,771.30                                |
| Department of the Interior                    | 216                                   | 271.91   | 58                                      | 17  | 75   | 34.72%                            | \$745,055.64                            | \$3,449.33                                |
| Department of the Navy                        | 281                                   | 239.39   | 88                                      | 85  | 173  | 61.57%                            | \$2,547,270.00                          | \$9,065.02                                |
| Department of the Treasury                    | 416                                   | 334.31   | 70                                      | 14  | 84   | 20.19%                            | \$2,677,752.00                          | \$6,436.90                                |
| Department of Transportation                  | 230                                   | 179.37   | 162                                     | 24  | 186  | 80.87%                            | \$1,131,466.00                          | \$4,919.42                                |
| Department of Veterans Affairs                | 1,032                                 | 204.07   | 401                                     | 164   | 565  | 54.75%                            | \$4,270,911.32                          | \$4,138.48                                |
| Environmental Protection Agency               | 53                                    | 205.62   | 26                                      | 3   | 29   | 54.72%                            | \$165,453.00                            | \$3,121.75                                |
| EOP - National Drug Control Policy            | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| EOP - Office of Administration                | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| EOP - Office of Management and Budget         | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| EOP - Office of the U.S. Trade Representative | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Equal Employment Opportunity Commission       | 14                                    | 210.07   | 8                                       | 4   | 12   | 85.71%                            | \$48,000.00                             | \$3,428.57                                |
| Export-Import Bank of the US                  | 1                                     | 120.00   | 1                                       | 0   | 1  | 100.00%                           | \$6,790.00                              | \$6,790.00                                |
| Farm Credit Administration                    | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Federal Communications Commission             | 1                                     | 64.00  | 1                                       | 0   | 1  | 100.00%                           | \$4,100.00                              | \$4,100.00                                |
| Federal Deposit Insurance Corporation         | 25                                    | 236.00   | 7                                       | 4   | 11   | 44.00%                            | \$108,072.00                            | \$4,322.88                                |
| Federal Election Commission                   | 5                                     | 127.80   | 5                                       | 0   | 5  | 100.00%                           | \$16,787.40                             | \$3,357.48                                |
| Federal Energy Regulatory Commission          | 3                                     | 200.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Federal Housing Finance Board                 | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Federal Labor Relations Authority             | 1                                     | 176.00   | 1                                       | 0   | 1  | 100.00%                           | \$2,641.60                              | \$2,641.60                                |
| Federal Maritime Commission                   | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Federal Mediation and Conciliation Service    | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Federal Reserve System--Board of Governors    | 5                                     | 180.00   | 5                                       | 0   | 5  | 100.00%                           | \$21,790.00                             | \$4,358.00                                |



**Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations**

| Agency or Department                           | Total Number Completed Investigations | Average Processing Days Completed Investigations | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations | % Investigations Timely Completed | Total Cost All Completed Investigations | Average Cost All Completed Investigations |
|--|---------------------------------------|--|---|---|--|-----------------------------------|---|---|
| Federal Retirement Thrift Investment Board     | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Federal Trade Commission                       | 2                                     | 192.50   | 1                                       | 1   | 2  | 100.00%                           | \$5,586.00                              | \$2,793.00                                |
| General Services Administration                | 57                                    | 158.14   | 45                                      | 9   | 54   | 94.74%                            | \$159,124.94                            | \$2,791.67                                |
| Government Printing Office                     | 22                                    | 207.68   | 11                                      | 2   | 13   | 59.09%                            | \$54,835.00                             | \$2,492.50                                |
| Holocaust Memorial Museum U.S.                 | 2                                     | 167.50   | 2                                       | 0   | 2  | 100.00%                           | \$5,000.00                              | \$2,500.00                                |
| International Boundary and Water Commission    | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| International Trade Commission                 | 1                                     | 168.00   | 1                                       | 0   | 1  | 100.00%                           | \$8,466.00                              | \$8,466.00                                |
| John F. Kennedy Center for the Performing Arts | 2                                     | 199.50   | 0                                       | 0   | 0  | 0.00%                             | \$5,400.00                              | \$2,700.00                                |
| Merit Systems Protection Board                 | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| National Aeronautics and Space Administration  | 32                                    | 232.78   | 15                                      | 9   | 24   | 75.00%                            | \$101,399.48                            | \$3,168.73                                |
| National Archives and Records Administration   | 10                                    | 184.80   | 5                                       | 0   | 5  | 50.00%                            | \$38,583.25                             | \$3,858.33                                |
| National Credit Union Administration           | 4                                     | 154.50   | 4                                       | 0   | 4  | 100.00%                           | \$18,004.00                             | \$4,501.00                                |
| National Endowment for the Arts                | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| National Endowment for the Humanities          | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| National Gallery of Art                        | 2                                     | 190.00   | 0                                       | 0   | 0  | 0.00%                             | \$3,490.00                              | \$1,745.00                                |
| National Labor Relations Board                 | 3                                     | 178.00   | 3                                       | 0   | 3  | 100.00%                           | \$15,000.00                             | \$5,000.00                                |
| National Science Foundation                    | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| National Transportation Safety Board           | 5                                     | 203.60   | 2                                       | 0   | 2  | 40.00%                            | \$21,228.00                             | \$4,245.60                                |
| Nuclear Regulatory Commission                  | 10                                    | 314.30   | 3                                       | 0   | 3  | 30.00%                            | \$29,103.00                             | \$2,910.30                                |
| Office of Personnel Management                 | 25                                    | 104.80   | 25                                      | 0   | 25   | 100.00%                           | \$187,000.00                            | \$7,480.00                                |
| Office of Special Counsel                      | 1                                     | 180.00   | 1                                       | 0   | 1  | 100.00%                           | \$0.00                                  | \$0.00                                    |
| Overseas Private Investment Corporation        | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Peace Corps                                    | 2                                     | 145.00   | 2                                       | 0   | 2  | 100.00%                           | \$5,500.00                              | \$2,750.00                                |
| Pension Benefit Guaranty Corporation           | 6                                     | 555.50   | 0                                       | 1   | 1  | 16.67%                            | \$22,000.00                             | \$3,666.67                                |
| Railroad Retirement Board                      | 1                                     | 162.00   | 1                                       | 0   | 1  | 100.00%                           | \$2,650.00                              | \$2,650.00                                |
| Securities and Exchange Commission             | 15                                    | 170.87   | 9                                       | 4   | 13   | 86.67%                            | \$150,621.00                            | \$10,041.40                               |
| Selective Service System                       | 0                                     | 0.00   | 0                                       | 0   | 0  | 0.00%                             | \$0.00                                  | \$0.00                                    |
| Small Business Administration                  | 38                                    | 308.21   | 0                                       | 29  | 29   | 76.32%                            | \$118,528.00                            | \$3,119.16                                |
| Smithsonian Institution                        | 16                                    | 136.31   | 14                                      | 2   | 16   | 100.00%                           | \$64,400.00                             | \$4,025.00                                |
| Social Security Administration                 | 311                                   | 256.10   | 98                                      | 29  | 127  | 40.84%                            | \$806,023.00                            | \$2,591.71                                |
| Tennessee Valley Authority                     | 35                                    | 108.80   | 33                                      | 0   | 33   | 94.29%                            | \$122,364.00                            | \$3,496.11                                |

**Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations**

| Agency or Department                  | Total Number Completed Investigations | Average Processing Days Completed Investigations | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations | % Investigations Timely Completed | Total Cost All Completed Investigations | Average Cost All Completed Investigations |
|---------------------------------------|---------------------------------------|--|---|---|--|-----------------------------------|---|---|
| U.S. Postal Service                   | 4,452                                 | 105.85   | 4,329                                   | 81  | 4,410  | 99.06%                            | \$5,676,799.58                          | \$1,275.11                                |
| U.S. Tax Court                        | 1                                     | 168.00   | 1                                       | 0   | 1  | 100.00%                           | \$1,396.47                              | \$1,396.47                                |
|                                       |                                       |  |   |   |  |                                   |   |   |
| Cabinet Level Subtotal Including USPS | 10,043                                | 182.95   | 6,257                                   | 775   | 7,032  | 70.02%                            | \$30,818,571.75                         | \$3,068.66                                |
| Midsize Agencies Subtotal             | 567                                   | 230.35   | 238                                     | 85  | 323  | 56.97%                            | \$1,645,364.42                          | \$2,901.88                                |
| Small Agencies Subtotal               | 207                                   | 205.98   | 138                                     | 13  | 151  | 72.95%                            | \$881,518.20                            | \$4,258.54                                |
| Grand Total Including USPS            | 10,817                                | 185.88   | 6,633                                   | 873   | 7,506  | 69.39%                            | \$33,345,454.37                         | \$3,082.69                                |
|                                       |                                       |  |   |   |  |                                   |   |   |
| USPS Percentage of Cabinet Sub Total  | 44.33%                                |  | 69.19%                                  | 10.45%                                      | 62.71%                                       |                                   | 18.42%                                  |   |
| USPS Percentage of Grand Total        | 41.16%                                |  | 65.26%                                  | 9.28%                                       | 58.75%                                       |                                   | 17.02%                                  |   |
|                                       |                                       |  |   |   |  |                                   |   |   |
| Cabinet Level Subtotal Minus USPS     | 5,591                                 | 244.36   | 1,928                                   | 694   | 2,622  | 46.90%                            | \$25,141,772.17                         | \$4,496.83                                |
| Grand Total Minus USPS                | 6,365                                 | 241.86   | 2,304                                   | 792   | 3,096  | 48.64%                            | \$27,668,654.79                         | \$4,347.00                                |

**Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators**

| Agency or Department                                  | Total Number Completed Investigations By Agency | Average Processing Days Completed Investigations By Agency | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations By Agency | % Investigations Timely Completed By Agency | Total Cost Completed Investigations By Agency | Average Cost Completed Investigations By Agency |
|---|---|--|---|---|--|---|---|---|
| Agency for International Development                  | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Armed Forces Retirement Home                          | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Broadcasting Board of Governors                       | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Central Intelligence Agency                           | 9   | 205.44   | 6                                       | 0   | 6  | 66.67%                                      | \$68,200.00                                   | \$7,577.78                                      |
| Commodity Futures Trading Commission                  | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Consumer Product Safety Commission                    | 1   | 146.00   | 1                                       | 0   | 1  | 100.00%                                     | \$0.00  | \$0.00  |
| Corporation for National and Community Service        | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Court Services and Offender Supervision Agency for    | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Defense Army and Air Force Exchange                   | 81  | 240.58   | 25                                      | 7   | 32   | 39.51%                                      | \$430,854.00                                  | \$5,319.19                                      |
| Defense Commissary Agency                             | 86  | 217.21   | 32                                      | 19  | 51   | 59.30%                                      | \$369,370.00                                  | \$4,295.00                                      |
| Defense Contract Audit Agency                         | 41  | 257.27   | 23                                      | 3   | 26   | 63.41%                                      | \$0.00  | \$0.00  |
| Defense Contract Management Agency                    | 10  | 430.10   | 2                                       | 0   | 2  | 20.00%                                      | \$42,950.00                                   | \$4,295.00                                      |
| Defense Finance and Accounting Service                | 38  | 195.82   | 15                                      | 2   | 17   | 44.74%                                      | \$337,782.00                                  | \$8,889.00                                      |
| Defense Human Resources Activity                      | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Defense Information Systems Agency                    | 12  | 267.92   | 1                                       | 11  | 12   | 100.00%                                     | \$76,275.00                                   | \$6,356.25                                      |
| Defense Intelligence Agency                           | 10  | 289.00   | 0                                       | 7   | 7  | 70.00%                                      | \$2,500.00                                    | \$250.00  |
| Defense Logistics Agency                              | 40  | 208.85   | 18                                      | 11  | 29   | 72.50%                                      | \$220,658.18                                  | \$5,516.45                                      |
| Defense National Geospatial-Intelligence              | 13  | 355.23   | 0                                       | 0   | 0  | 0.00%                                       | \$90,086.00                                   | \$6,929.69                                      |
| Defense National Guard Bureau                         | 12  | 29.08  | 12                                      | 0   | 12   | 100.00%                                     | \$0.00  | \$0.00  |
| Defense National Security Agency                      | 26  | 476.54   | 2                                       | 4   | 6  | 23.08%                                      | \$128,448.00                                  | \$4,940.31                                      |
| Defense Nuclear Facilities Safety Board               | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Defense Office of the Inspector General               | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Defense Security Service                              | 3   | 207.67   | 1                                       | 0   | 1  | 33.33%                                      | \$18,573.00                                   | \$6,191.00                                      |
| Defense Threat Reduction Agency                       | 8   | 182.50   | 3                                       | 0   | 3  | 37.50%                                      | \$35,200.00                                   | \$4,400.00                                      |
| Defense Uniformed Services University                 | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Defense Office of the Secretary/Wash. Hqtrs. Services | 29  | 316.79   | 0                                       | 7   | 7  | 24.14%                                      | \$115,965.00                                  | \$3,998.79                                      |
| Department of Agriculture                             | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Department of Commerce                                | 58  | 221.74   | 28                                      | 4   | 32   | 55.17%                                      | \$257,314.00                                  | \$4,436.45                                      |
| Department of Defense Education Activity              | 16  | 191.88   | 6                                       | 0   | 6  | 37.50%                                      | \$68,720.00                                   | \$4,295.00                                      |
| Department of Education                               | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |

**Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators**

| Agency or Department                          | Total Number Completed Investigations By Agency | Average Processing Days Completed Investigations By Agency | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations By Agency | % Investigations Timely Completed By Agency | Total Cost Completed Investigations By Agency | Average Cost Completed Investigations By Agency |
|---|---|--|---|---|--|---|---|---|
| Department of Energy                          | 2   | 143.00   | 1                                       | 1   | 2  | 100.00%                                     | \$2,499.00                                    | \$1,249.50                                      |
| Department of Health and Human Services       | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Department of Homeland Security               | 48  | 298.21   | 18                                      | 5   | 23   | 47.92%                                      | \$96,295.00                                   | \$2,006.15                                      |
| Department of Housing and Urban Development   | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Department of Justice                         | 121   | 332.50   | 20                                      | 7   | 27   | 22.31%                                      | \$667,935.56                                  | \$5,520.13                                      |
| Department of Labor                           | 139   | 425.71   | 7                                       | 41  | 48   | 34.53%                                      | \$331,419.00                                  | \$2,384.31                                      |
| Department of State                           | 3   | 302.67   | 0                                       | 1   | 1  | 33.33%                                      | \$14,640.30                                   | \$4,880.10                                      |
| Department of the Air Force                   | 289   | 179.73   | 178                                     | 10  | 188  | 65.05%                                      | \$1,241,255.00                                | \$4,295.00                                      |
| Department of the Army                        | 467   | 240.27   | 102                                     | 44  | 146  | 31.26%                                      | \$2,695,196.95                                | \$5,771.30                                      |
| Department of the Interior                    | 2   | 294.00   | 1                                       | 0   | 1  | 50.00%                                      | \$6,679.60                                    | \$3,339.80                                      |
| Department of the Navy                        | 281   | 239.39   | 88                                      | 85  | 173  | 61.57%                                      | \$2,547,270.00                                | \$9,065.02                                      |
| Department of the Treasury                    | 416   | 334.31   | 70                                      | 14  | 84   | 20.19%                                      | \$2,677,752.00                                | \$6,436.90                                      |
| Department of Transportation                  | 159   | 181.35   | 114                                     | 15  | 129  | 81.13%                                      | \$823,626.00                                  | \$5,180.04                                      |
| Department of Veterans Affairs                | 1,025   | 204.30   | 395                                     | 163   | 558  | 54.44%                                      | \$4,239,345.32                                | \$4,135.95                                      |
| Environmental Protection Agency               | 3   | 198.33   | 2                                       | 0   | 2  | 66.67%                                      | \$1,600.00                                    | \$533.33  |
| EOP - National Drug Control Policy            | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| EOP - Office of Administration                | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| EOP - Office of Management and Budget         | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| EOP - Office of the U.S. Trade Representative | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Equal Employment Opportunity Commission       | 14  | 210.07   | 8                                       | 4   | 12   | 85.71%                                      | \$48,000.00                                   | \$3,428.57                                      |
| Export-Import Bank of the US                  | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Farm Credit Administration                    | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Communications Commission             | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Deposit Insurance Corporation         | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Election Commission                   | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Energy Regulatory Commission          | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Housing Finance Board                 | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Labor Relations Authority             | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Maritime Commission                   | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Mediation and Conciliation Service    | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |

**Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators**

| Agency or Department                           | Total Number Completed Investigations By Agency | Average Processing Days Completed Investigations By Agency | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations By Agency | % Investigations Timely Completed By Agency | Total Cost Completed Investigations By Agency | Average Cost Completed Investigations By Agency |
|--|---|--|---|---|--|---|---|---|
| Federal Reserve System--Board of Governors     | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Retirement Thrift Investment Board     | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Federal Trade Commission                       | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| General Services Administration                | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Government Printing Office                     | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Holocaust Memorial Museum U.S.                 | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| International Boundary and Water Commission    | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| International Trade Commission                 | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| John F. Kennedy Center for the Performing Arts | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Merit Systems Protection Board                 | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Aeronautics and Space Administration  | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Archives and Records Administration   | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Credit Union Administration           | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Endowment for the Arts                | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Endowment for the Humanities          | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Gallery of Art                        | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Labor Relations Board                 | 3   | 178.00   | 3                                       | 0   | 3  | 100.00%                                     | \$15,000.00                                   | \$5,000.00                                      |
| National Science Foundation                    | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| National Transportation Safety Board           | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Nuclear Regulatory Commission                  | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Office of Personnel Management                 | 25  | 104.80   | 25                                      | 0   | 25   | 100.00%                                     | \$187,000.00                                  | \$7,480.00                                      |
| Office of Special Counsel                      | 1   | 180.00   | 1                                       | 0   | 1  | 100.00%                                     | \$0.00  | \$0.00  |
| Overseas Private Investment Corporation        | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Peace Corps                                    | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Pension Benefit Guaranty Corporation           | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Railroad Retirement Board                      | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Securities and Exchange Commission             | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Selective Service System                       | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Small Business Administration                  | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Smithsonian Institution                        | 4   | 116.25   | 4                                       | 0   | 4  | 100.00%                                     | \$14,000.00                                   | \$3,500.00                                      |

**Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators**

| Agency or Department           | Total Number Completed Investigations By Agency | Average Processing Days Completed Investigations By Agency | Number Timely Completed within 180 Days | Number Timely Completed within 181-360 Days | Total Number Timely Completed Investigations By Agency | % Investigations Timely Completed By Agency | Total Cost Completed Investigations By Agency | Average Cost Completed Investigations By Agency |
|--------------------------------|---|--|---|---|--|---|---|---|
| Social Security Administration | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| Tennessee Valley Authority     | 2   | 171.00   | 1                                       | 0   | 1  | 50.00%                                      | \$4,000.00                                    | \$2,000.00                                      |
| U.S. Postal Service            | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
| U.S. Tax Court                 | 0   | 0.00   | 0                                       | 0   | 0  | 0.00%                                       | \$0.00  | \$0.00  |
|                                |   |  |   |   |  |   |   |   |
| Cabinet Level Subtotal         | 3,435   | 245.62   | 1,162                                   | 461   | 1,623  | 47.25%                                      | \$17,538,608.91                               | \$5,105.85                                      |
| Midsize Agencies Subtotal      | 9   | 155.78   | 7                                       | 0   | 7  | 77.78%                                      | \$19,600.00                                   | \$2,177.78                                      |
| Small Agencies Subtotal        | 53  | 156.04   | 44                                      | 4   | 48   | 90.57%                                      | \$318,200.00                                  | \$6,003.77                                      |
| Grand Total                    | 3,497   | 244.03   | 1,213                                   | 465   | 1,678  | 47.98%                                      | \$17,876,408.91                               | \$5,111.93                                      |

**Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators**

| <b>Agency or Department</b>   | <b>Total Number Completed Investigations By Contractors</b> | <b>Average Processing Days Completed Investigations By Contractor</b> | <b>Number Timely Completed within 180 Days</b> | <b>Number Timely Completed within 181-360 Days</b> | <b>Total Number Timely Completed Investigations By Contractor</b> | <b>% Investigations Timely Completed By Contractor</b> | <b>Total Cost Completed Investigations By Contractor</b> | <b>Average Cost Completed Investigations By Contractor</b> |
|---|---|---|--|--|---|--|--|--|
| Agency for International Development  | 13  | 550.92  | 2  | 0  | 2   | 15.38%   | \$30,094.48  | \$2,314.96   |
| Armed Forces Retirement Home  | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$250.00   | \$0.00   |
| Broadcasting Board of Governors   | 31  | 118.90  | 29   | 0  | 29  | 93.55%   | \$71,670.00  | \$2,311.94   |
| Central Intelligence Agency   | 2   | 204.50  | 1  | 1  | 2   | 100.00%  | \$18,000.00  | \$9,000.00   |
| Commodity Futures Trading Commission  | 2   | 137.00  | 2  | 0  | 2   | 100.00%  | \$5,755.00   | \$2,877.50   |
| Consumer Product Safety Commission  | 2   | 156.50  | 2  | 0  | 2   | 100.00%  | \$5,350.00   | \$2,675.00   |
| Corporation for National and Community Service                              | 2   | 123.50  | 2  | 0  | 2   | 100.00%  | \$5,627.00   | \$2,813.50   |
| Court Services and Offender Supervision Agency for the District of Columbia | 1   | 399.00  | 1  | 0  | 1   | 100.00%  | \$2,600.00   | \$2,600.00   |
| Defense Army and Air Force Exchange   | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Commissary Agency   | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Contract Audit Agency   | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Contract Management Agency  | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Finance and Accounting Service                                      | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Human Resources Activity  | 1   | 102.00  | 1  | 0  | 1   | 100.00%  | \$4,373.42   | \$4,373.42   |
| Defense Information Systems Agency  | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Intelligence Agency   | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Logistics Agency  | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense National Geospatial-Intelligence                                    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense National Guard Bureau   | 3   | 460.33  | 0  | 0  | 0   | 0.00%  | \$8,179.00   | \$2,726.33   |
| Defense National Security Agency  | 1   | 313.00  | 0  | 0  | 0   | 0.00%  | \$4,940.00   | \$4,940.00   |
| Defense Nuclear Facilities Safety Board                                     | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Office of the Inspector General                                     | 3   | 305.67  | 1  | 0  | 1   | 33.33%   | \$17,757.62  | \$5,919.21   |
| Defense Security Service  | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Threat Reduction Agency   | 1   | 123.00  | 1  | 0  | 1   | 100.00%  | \$2,500.00   | \$2,500.00   |
| Defense Uniformed Services University                                       | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Department of Agriculture   | 412   | 215.58  | 181  | 19   | 200   | 48.54%   | \$1,395,972.56   | \$3,388.28   |
| Department of Commerce  | 114   | 255.84  | 42   | 20   | 62  | 54.39%   | \$484,693.00   | \$4,251.69   |
| Department of Defense Education Activity                                    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Department of Education   | 31  | 220.32  | 0  | 0  | 0   | 0.00%  | \$188,000.00   | \$6,064.52   |
| Department of Energy  | 45  | 215.78  | 19   | 4  | 23  | 51.11%   | \$140,493.42   | \$3,122.08   |
| Department of Health and Human Services                                     | 185   | 193.07  | 93   | 31   | 124   | 67.03%   | \$730,952.39   | \$3,951.09   |

**Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators**

| <b>Agency or Department</b>                   | <b>Total Number Completed Investigations By Contractors</b> | <b>Average Processing Days Completed Investigations By Contractor</b> | <b>Number Timely Completed within 180 Days</b> | <b>Number Timely Completed within 181-360 Days</b> | <b>Total Number Timely Completed Investigations By Contractor</b> | <b>% Investigations Timely Completed By Contractor</b> | <b>Total Cost Completed Investigations By Contractor</b> | <b>Average Cost Completed Investigations By Contractor</b> |
|---|---|---|--|--|---|--|--|--|
| Department of Homeland Security               | 748   | 277.53  | 146  | 85   | 231   | 30.88%   | \$2,492,656.46   | \$3,332.43   |
| Department of Housing and Urban Development   | 60  | 201.07  | 44   | 2  | 46  | 76.67%   | \$177,653.92   | \$2,960.90   |
| Department of Justice                         | 204   | 217.85  | 115  | 39   | 154   | 75.49%   | \$654,539.43   | \$3,208.53   |
| Department of Labor                           | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Department of State                           | 56  | 242.05  | 12   | 6  | 18  | 32.14%   | \$222,670.00   | \$3,976.25   |
| Department of the Air Force                   | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Department of the Army                        | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Department of the Interior                    | 214   | 271.70  | 57   | 17   | 74  | 34.58%   | \$738,376.04   | \$3,450.36   |
| Department of the Navy                        | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Department of the Treasury                    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Department of Transportation                  | 71  | 174.92  | 48   | 9  | 57  | 80.28%   | \$307,840.00   | \$4,335.77   |
| Department of Veterans Affairs                | 7   | 170.29  | 6  | 1  | 7   | 100.00%  | \$31,566.00  | \$4,509.43   |
| Environmental Protection Agency               | 50  | 206.06  | 24   | 3  | 27  | 54.00%   | \$163,853.00   | \$3,277.06   |
| EOP - National Drug Control Policy            | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| EOP - Office of Administration                | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| EOP - Office of Management and Budget         | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| EOP - Office of the U.S. Trade Representative | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Equal Employment Opportunity Commission       | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Export-Import Bank of the US                  | 1   | 120.00  | 1  | 0  | 1   | 100.00%  | \$6,790.00   | \$6,790.00   |
| Farm Credit Administration                    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Federal Communications Commission             | 1   | 64.00   | 1  | 0  | 1   | 100.00%  | \$4,100.00   | \$4,100.00   |
| Federal Deposit Insurance Corporation         | 25  | 236.00  | 7  | 4  | 11  | 44.00%   | \$108,072.00   | \$4,322.88   |
| Federal Election Commission                   | 5   | 127.80  | 5  | 0  | 5   | 100.00%  | \$16,787.40  | \$3,357.48   |
| Federal Energy Regulatory Commission          | 3   | 200.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Federal Housing Finance Board                 | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Federal Labor Relations Authority             | 1   | 176.00  | 1  | 0  | 1   | 100.00%  | \$2,641.60   | \$2,641.60   |
| Federal Maritime Commission                   | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Federal Mediation and Conciliation Service    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Federal Reserve System--Board of Governors    | 5   | 180.00  | 5  | 0  | 5   | 100.00%  | \$21,790.00  | \$4,358.00   |
| Federal Retirement Thrift Investment Board    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Federal Trade Commission                      | 2   | 192.50  | 1  | 1  | 2   | 100.00%  | \$5,586.00   | \$2,793.00   |
| General Services Administration               | 57  | 158.14  | 45   | 9  | 54  | 94.74%   | \$159,124.94   | \$2,791.67   |
| Government Printing Office                    | 22  | 207.68  | 11   | 2  | 13  | 59.09%   | \$54,835.00  | \$2,492.50   |



**Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators**

| <b>Agency or Department</b>                    | <b>Total Number Completed Investigations By Contractors</b> | <b>Average Processing Days Completed Investigations By Contractor</b> | <b>Number Timely Completed within 180 Days</b> | <b>Number Timely Completed within 181-360 Days</b> | <b>Total Number Timely Completed Investigations By Contractor</b> | <b>% Investigations Timely Completed By Contractor</b> | <b>Total Cost Completed Investigations By Contractor</b> | <b>Average Cost Completed Investigations By Contractor</b> |
|--|---|---|--|--|---|--|--|--|
| Holocaust Memorial Museum U.S.                 | 2   | 167.50  | 2  | 0  | 2   | 100.00%  | \$5,000.00   | \$2,500.00   |
| International Boundary and Water Commission    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| International Trade Commission                 | 1   | 168.00  | 1  | 0  | 1   | 100.00%  | \$8,466.00   | \$8,466.00   |
| John F. Kennedy Center for the Performing Arts | 2   | 199.50  | 0  | 0  | 0   | 0.00%  | \$5,400.00   | \$2,700.00   |
| Merit Systems Protection Board                 | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| National Aeronautics and Space Administration  | 32  | 232.78  | 15   | 9  | 24  | 75.00%   | \$101,399.48   | \$3,168.73   |
| National Archives and Records Administration   | 10  | 184.80  | 5  | 0  | 5   | 50.00%   | \$38,583.25  | \$3,858.33   |
| National Credit Union Administration           | 4   | 154.50  | 4  | 0  | 4   | 100.00%  | \$18,004.00  | \$4,501.00   |
| National Endowment for the Arts                | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| National Endowment for the Humanities          | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| National Gallery of Art                        | 2   | 190.00  | 0  | 0  | 0   | 0.00%  | \$3,490.00   | \$1,745.00   |
| National Labor Relations Board                 | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| National Science Foundation                    | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| National Transportation Safety Board           | 5   | 203.60  | 2  | 0  | 2   | 40.00%   | \$21,228.00  | \$4,245.60   |
| Nuclear Regulatory Commission                  | 10  | 314.30  | 3  | 0  | 3   | 30.00%   | \$29,103.00  | \$2,910.30   |
| Office of Personnel Management                 | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Office of Special Counsel                      | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Overseas Private Investment Corporation        | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Peace Corps                                    | 2   | 145.00  | 2  | 0  | 2   | 100.00%  | \$5,500.00   | \$2,750.00   |
| Pension Benefit Guaranty Corporation           | 6   | 555.50  | 0  | 1  | 1   | 16.67%   | \$22,000.00  | \$3,666.67   |
| Railroad Retirement Board                      | 1   | 162.00  | 1  | 0  | 1   | 100.00%  | \$2,650.00   | \$2,650.00   |
| Securities and Exchange Commission             | 15  | 170.87  | 9  | 4  | 13  | 86.67%   | \$150,621.00   | \$10,041.40  |
| Selective Service System                       | 0   | 0.00  | 0  | 0  | 0   | 0.00%  | \$0.00   | \$0.00   |
| Small Business Administration                  | 38  | 308.21  | 0  | 29   | 29  | 76.32%   | \$118,528.00   | \$3,119.16   |
| Smithsonian Institution                        | 12  | 143.00  | 10   | 2  | 12  | 100.00%  | \$50,400.00  | \$4,200.00   |
| Social Security Administration                 | 311   | 256.10  | 98   | 29   | 127   | 40.84%   | \$806,023.00   | \$2,591.71   |
| Tennessee Valley Authority                     | 33  | 105.03  | 32   | 0  | 32  | 96.97%   | \$118,364.00   | \$3,586.79   |
| U.S. Postal Service                            | 4,452   | 105.85  | 4,329  | 81   | 4,410   | 99.06%   | \$5,676,799.58   | \$1,275.11   |
| U.S. Tax Court                                 | 1   | 168.00  | 1  | 0  | 1   | 100.00%  | \$1,396.47   | \$1,396.47   |
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**Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators**

| <b>Agency or Department</b> | <b>Total Number Completed Investigations By Contractors</b> | <b>Average Processing Days Completed Investigations By Contractor</b> | <b>Number Timely Completed within 180 Days</b> | <b>Number Timely Completed within 181-360 Days</b> | <b>Total Number Timely Completed Investigations By Contractor</b> | <b>% Investigations Timely Completed By Contractor</b> | <b>Total Cost Completed Investigations By Contractor</b> | <b>Average Cost Completed Investigations By Contractor</b> |
|-----------------------------|---|---|--|--|---|--|--|--|
| Cabinet Level Subtotal      | 6,608   | 150.38  | 5,095  | 314  | 5,409   | 81.86%   | \$13,279,962.84  | \$2,009.68   |
| Midsized Agencies Subtotal  | 558   | 231.56  | 231  | 85   | 316   | 56.63%   | \$1,625,764.42   | \$2,913.56   |
| Small Agencies Subtotal     | 154   | 223.17  | 94   | 9  | 103   | 66.88%   | \$563,318.20   | \$3,657.91   |
| Grand Total                 | 7,320   | 158.10  | 5,420  | 408  | 5,828   | 79.62%   | \$15,469,045.46  | \$2,113.26   |

**Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures**

| Agency or Department  | Total Number Complaint Closures | APD Complaint Closures | Total Number Dismissals | APD Dismissals | Total Number Merit Final Agency Decisions (FADs) (No AJ Decision) | APD Merit FADS from Date Complaint Filed/ Remanded | Number Final Orders (FOs) of Merit AJ Decisions* | APD FOs of Merit AJ Decisions | Total Number Complaint Closures Finding Discrimination* | APD Complaint Closures Finding Discrimination | Total Number Complaint Closures Finding No Discrimination* | APD Complaint Closures Finding No Discrimination |
|---|---------------------------------|------------------------|-------------------------|----------------|---|--|--|-------------------------------|---|---|--|--|
| Agency for International Development  | 13                              | 630.62                 | 3                       | 221.67         | 6   | 639.17   | 3  | 796.33                        | 2   | 543.00  | 7  | 734.00   |
| Armed Forces Retirement Home  | 8                               | 336.13                 | 2                       | 265.50         | 0   | 0.00   | 2  | 589.00                        | 0   | 0.00  | 2  | 589.00   |
| Broadcasting Board of Governors   | 24                              | 226.75                 | 9                       | 153.11         | 9   | 289.00   | 1  | 322.00                        | 0   | 0.00  | 10   | 292.30   |
| Central Intelligence Agency   | 22                              | 523.59                 | 4                       | 15.75          | 6   | 300.17   | 7  | 1,188.86                      | 0   | 0.00  | 13   | 778.69   |
| Commodity Futures Trading Commission  | 3                               | 193.00                 | 1                       | 34.00          | 1   | 264.00   | 0  | 0.00                          | 0   | 0.00  | 1  | 264.00   |
| Consumer Product Safety Commission  | 4                               | 140.25                 | 2                       | 7.00           | 2   | 273.50   | 0  | 0.00                          | 0   | 0.00  | 2  | 273.50   |
| Corporation for National and Community Service                              | 4                               | 268.00                 | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Court Services and Offender Supervision Agency for the District of Columbia | 3                               | 506.33                 | 1                       | 226.00         | 0   | 0.00   | 1  | 735.00                        | 0   | 0.00  | 1  | 735.00   |
| Defense Army and Air Force Exchange   | 141                             | 275.28                 | 36                      | 122.03         | 30  | 387.90   | 20   | 604.05                        | 0   | 0.00  | 50   | 474.36   |
| Defense Commissary Agency   | 136                             | 211.29                 | 4                       | 224.25         | 20  | 260.05   | 38   | 341.82                        | 2   | 355.50  | 56   | 312.13   |
| Defense Contract Audit Agency   | 41                              | 483.63                 | 3                       | 314.33         | 11  | 283.91   | 14   | 814.86                        | 0   | 0.00  | 25   | 581.24   |
| Defense Contract Management Agency  | 55                              | 960.71                 | 12                      | 289.83         | 9   | 653.11   | 21   | 1,628.86                      | 1   | 977.00  | 29   | 1,348.52   |
| Defense Finance and Accounting Service                                      | 98                              | 506.41                 | 18                      | 70.50          | 25  | 316.92   | 33   | 1,094.97                      | 0   | 0.00  | 58   | 759.60   |
| Defense Human Resources Activity  | 5                               | 591.80                 | 0                       | 0.00           | 1   | 367.00   | 4  | 648.00                        | 0   | 0.00  | 5  | 591.80   |
| Defense Information Systems Agency  | 19                              | 655.16                 | 0                       | 0.00           | 6   | 335.00   | 8  | 852.50                        | 0   | 0.00  | 14   | 630.71   |
| Defense Intelligence Agency   | 4                               | 372.75                 | 0                       | 0.00           | 0   | 0.00   | 2  | 579.50                        | 0   | 0.00  | 2  | 579.50   |
| Defense Logistics Agency  | 105                             | 334.90                 | 13                      | 109.23         | 33  | 434.79   | 21   | 557.76                        | 1   | 448.00  | 53   | 483.26   |
| Defense National Geospatial-Intelligence                                    | 16                              | 366.50                 | 2                       | 51.50          | 3   | 544.33   | 2  | 354.00                        | 0   | 0.00  | 5  | 468.20   |
| Defense National Guard Bureau   | 27                              | 226.41                 | 11                      | 461.18         | 3   | 5.00   | 0  | 0.00                          | 3   | 5.00  | 0  | 0.00   |
| Defense National Security Agency  | 33                              | 350.94                 | 16                      | 138.56         | 12  | 574.75   | 1  | 606.00                        | 0   | 0.00  | 13   | 577.15   |
| Defense Nuclear Facilities Safety Board                                     | 0                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Defense Office of the Inspector General                                     | 3                               | 170.00                 | 1                       | 28.00          | 1   | 336.00   | 0  | 0.00                          | 0   | 0.00  | 1  | 336.00   |
| Defense Security Service  | 3                               | 384.00                 | 0                       | 0.00           | 2   | 278.00   | 1  | 596.00                        | 0   | 0.00  | 3  | 384.00   |
| Defense Threat Reduction Agency   | 12                              | 258.33                 | 2                       | 25.00          | 2   | 338.50   | 3  | 547.00                        | 0   | 0.00  | 5  | 463.60   |
| Defense Uniformed Services University                                       | 2                               | 25.50                  | 1                       | 26.00          | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 34                              | 605.26                 | 5                       | 132.40         | 12  | 664.83   | 9  | 880.44                        | 0   | 0.00  | 21   | 757.24   |
| Department of Agriculture   | 577                             | 679.62                 | 85                      | 651.18         | 124   | 919.10   | 134  | 719.09                        | 15  | 791.53  | 243  | 816.68   |
| Department of Commerce  | 292                             | 553.30                 | 55                      | 137.27         | 115   | 790.87   | 36   | 700.78                        | 1   | 966.00  | 150  | 768.08   |
| Department of Defense Education Activity                                    | 36                              | 420.94                 | 5                       | 211.00         | 8   | 486.50   | 13   | 588.38                        | 0   | 0.00  | 21   | 549.57   |
| Department of Education   | 61                              | 426.34                 | 5                       | 202.80         | 22  | 491.50   | 15   | 639.53                        | 0   | 0.00  | 37   | 551.51   |
| Department of Energy  | 82                              | 505.85                 | 17                      | 156.06         | 23  | 576.70   | 13   | 944.08                        | 4   | 1,024.75                                      | 32   | 669.94   |
| Department of Health and Human Services                                     | 316                             | 435.74                 | 55                      | 114.73         | 109   | 726.13   | 43   | 362.93                        | 3   | 749.00  | 149  | 620.85   |

**Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures**

| Agency or Department                          | Total Number Complaint Closures | APD Complaint Closures | Total Number Dismissals | APD Dismissals | Total Number Merit Final Agency Decisions (FADs) (No AJ Decision) | APD Merit FADS from Date Complaint Filed/ Remanded | Number Final Orders (FOs) of Merit AJ Decisions* | APD FOs of Merit AJ Decisions | Total Number Complaint Closures Finding Discrimination* | APD Complaint Closures Finding Discrimination | Total Number Complaint Closures Finding No Discrimination* | APD Complaint Closures Finding No Discrimination |
|---|---------------------------------|------------------------|-------------------------|----------------|---|--|--|-------------------------------|---|---|--|--|
| Department of Homeland Security               | 1,195                           | 558.24                 | 320                     | 275.35         | 266   | 728.28   | 320  | 899.03                        | 24  | 1,312.92                                      | 562  | 800.54   |
| Department of Housing and Urban Development   | 143                             | 270.38                 | 33                      | 31.12          | 35  | 97.00  | 34   | 632.53                        | 2   | 694.00  | 67   | 350.94   |
| Department of Justice                         | 600                             | 387.74                 | 129                     | 206.95         | 223   | 369.26   | 118  | 599.94                        | 20  | 1,256.35                                      | 321  | 398.79   |
| Department of Labor                           | 127                             | 958.42                 | 33                      | 228.79         | 31  | 695.32   | 39   | 1,923.46                      | 4   | 1,237.25                                      | 66   | 1,388.20   |
| Department of State                           | 86                              | 368.02                 | 19                      | 38.95          | 17  | 465.88   | 18   | 683.17                        | 0   | 0.00  | 35   | 577.63   |
| Department of the Air Force                   | 583                             | 333.03                 | 126                     | 190.17         | 88  | 512.18   | 89   | 655.12                        | 3   | 686.00  | 174  | 582.30   |
| Department of the Army                        | 1,460                           | 315.76                 | 297                     | 89.74          | 265   | 622.24   | 157  | 681.36                        | 15  | 819.40  | 407  | 637.78   |
| Department of the Interior                    | 251                             | 495.05                 | 48                      | 381.29         | 65  | 471.11   | 63   | 717.40                        | 1   | 1,300.00                                      | 127  | 586.76   |
| Department of the Navy                        | 664                             | 375.73                 | 180                     | 215.06         | 138   | 479.81   | 101  | 755.63                        | 3   | 582.67  | 236  | 596.55   |
| Department of the Treasury                    | 592                             | 492.97                 | 96                      | 432.50         | 175   | 491.91   | 134  | 631.29                        | 4   | 842.50  | 305  | 548.55   |
| Department of Transportation                  | 408                             | 284.64                 | 201                     | 174.75         | 72  | 351.75   | 57   | 476.74                        | 2   | 337.00  | 127  | 408.08   |
| Department of Veterans Affairs                | 1,887                           | 301.38                 | 430                     | 61.56          | 502   | 291.42   | 363  | 488.10                        | 16  | 427.81  | 849  | 372.94   |
| Environmental Protection Agency               | 84                              | 505.18                 | 24                      | 244.88         | 25  | 677.04   | 18   | 732.22                        | 0   | 0.00  | 43   | 700.14   |
| EOP - National Drug Control Policy            | 0                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| EOP - Office of Administration                | 0                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| EOP - Office of Management and Budget         | 0                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| EOP - Office of the U.S. Trade Representative | 0                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Equal Employment Opportunity Commission       | 30                              | 407.83                 | 4                       | 76.00          | 9   | 610.56   | 2  | 881.00                        | 1   | 1,160.00                                      | 10   | 609.70   |
| Export-Import Bank of the US                  | 7                               | 325.71                 | 6                       | 245.67         | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Farm Credit Administration                    | 2                               | 489.50                 | 0                       | 0.00           | 0   | 0.00   | 1  | 889.00                        | 0   | 0.00  | 1  | 889.00   |
| Federal Communications Commission             | 4                               | 339.75                 | 2                       | 34.50          | 0   | 0.00   | 1  | 480.00                        | 0   | 0.00  | 1  | 480.00   |
| Federal Deposit Insurance Corporation         | 45                              | 600.40                 | 4                       | 608.00         | 15  | 360.87   | 7  | 558.00                        | 0   | 0.00  | 22   | 423.59   |
| Federal Election Commission                   | 3                               | 255.67                 | 0                       | 0.00           | 2   | 235.50   | 0  | 0.00                          | 0   | 0.00  | 2  | 235.50   |
| Federal Energy Regulatory Commission          | 3                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Federal Housing Finance Board                 | 1                               | 73.00                  | 1                       | 73.00          | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Federal Labor Relations Authority             | 2                               | 884.50                 | 0                       | 0.00           | 0   | 0.00   | 2  | 884.50                        | 2   | 884.50  | 0  | 0.00   |
| Federal Maritime Commission                   | 1                               | 14.00                  | 0                       | 0.00           | 0   | 0.00   | 1  | 14.00                         | 0   | 0.00  | 1  | 14.00  |
| Federal Mediation and Conciliation Service    | 1                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Federal Reserve System--Board of Governors    | 4                               | 512.25                 | 0                       | 0.00           | 1   | 399.00   | 0  | 0.00                          | 0   | 0.00  | 1  | 399.00   |
| Federal Retirement Thrift Investment Board    | 0                               | 0.00                   | 0                       | 0.00           | 0   | 0.00   | 0  | 0.00                          | 0   | 0.00  | 0  | 0.00   |
| Federal Trade Commission                      | 6                               | 444.33                 | 1                       | 113.00         | 1   | 269.00   | 1  | 440.00                        | 0   | 0.00  | 2  | 354.50   |
| General Services Administration               | 103                             | 372.62                 | 20                      | 52.05          | 21  | 357.95   | 31   | 539.23                        | 1   | 865.00  | 51   | 458.20   |
| Government Printing Office                    | 44                              | 496.14                 | 17                      | 253.47         | 12  | 572.75   | 8  | 795.50                        | 0   | 0.00  | 20   | 661.85   |

**Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures**

| Agency or Department                           | Total Number<br>Complaint<br>Closures | APD<br>Complaint<br>Closures | Total<br>Number<br>Dismissals | APD<br>Dismissals | Total<br>Number<br>Merit Final<br>Agency<br>Decisions<br>(FADs) (No<br>AJ Decision) | APD Merit<br>FADS from<br>Date<br>Complaint<br>Filed/<br>Remanded | Number<br>Final<br>Orders<br>(FOs) of<br>Merit AJ<br>Decisions* | APD FOs of<br>Merit AJ<br>Decisions | Total<br>Number<br>Complaint<br>Closures<br>Finding<br>Discrimi-<br>nation* | APD<br>Complaint<br>Closures<br>Finding<br>Discrimi-<br>nation | Total Number<br>Complaint<br>Closures<br>Finding No<br>Discrimi-<br>nation* | APD Complaint<br>Closures<br>Finding No<br>Discrimination |
|--|---------------------------------------|------------------------------|-------------------------------|-------------------|---|---|---|-------------------------------------|---|--|---|---|
| Holocaust Memorial Museum U.S.                 | 2                                     | 197.00                       | 0                             | 0.00              | 1   | 250.00  | 0   | 0.00                                | 0   | 0.00   | 1   | 250.00  |
| International Boundary and Water Commission    | 6                                     | 587.17                       | 0                             | 0.00              | 1   | 513.00  | 0   | 0.00                                | 0   | 0.00   | 1   | 513.00  |
| International Trade Commission                 | 1                                     | 64.00                        | 1                             | 64.00             | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| John F. Kennedy Center for the Performing Arts | 1                                     | 266.00                       | 0                             | 0.00              | 1   | 266.00  | 0   | 0.00                                | 0   | 0.00   | 1   | 266.00  |
| Merit Systems Protection Board                 | 0                                     | 0.00                         | 0                             | 0.00              | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| National Aeronautics and Space Administration  | 64                                    | 544.64                       | 19                            | 315.95            | 24  | 916.38  | 4   | 543.75                              | 1   | 532.00   | 27  | 875.41  |
| National Archives and Records Administration   | 13                                    | 110.31                       | 2                             | 213.50            | 4   | 89.50   | 0   | 0.00                                | 0   | 0.00   | 4   | 89.50   |
| National Credit Union Administration           | 8                                     | 502.63                       | 3                             | 118.67            | 2   | 1,404.00  | 0   | 0.00                                | 0   | 0.00   | 2   | 1,404.00  |
| National Endowment for the Arts                | 1                                     | 321.00                       | 1                             | 321.00            | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| National Endowment for the Humanities          | 0                                     | 0.00                         | 0                             | 0.00              | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| National Gallery of Art                        | 1                                     | 825.00                       | 0                             | 0.00              | 0   | 0.00  | 1   | 825.00                              | 0   | 0.00   | 1   | 825.00  |
| National Labor Relations Board                 | 4                                     | 258.75                       | 0                             | 0.00              | 0   | 0.00  | 1   | 280.00                              | 0   | 0.00   | 1   | 280.00  |
| National Science Foundation                    | 2                                     | 768.00                       | 1                             | 719.00            | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| National Transportation Safety Board           | 7                                     | 531.57                       | 3                             | 370.00            | 0   | 0.00  | 1   | 1,099.00                            | 0   | 0.00   | 1   | 1,099.00  |
| Nuclear Regulatory Commission                  | 13                                    | 325.77                       | 1                             | 86.00             | 4   | 544.50  | 1   | 784.00                              | 0   | 0.00   | 5   | 592.40  |
| Office of Personnel Management                 | 45                                    | 130.93                       | 16                            | 55.94             | 9   | 209.22  | 4   | 570.00                              | 0   | 0.00   | 13  | 320.23  |
| Office of Special Counsel                      | 1                                     | 600.00                       | 0                             | 0.00              | 0   | 0.00  | 1   | 600.00                              | 0   | 0.00   | 1   | 600.00  |
| Overseas Private Investment Corporation        | 2                                     | 498.50                       | 0                             | 0.00              | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| Peace Corps                                    | 3                                     | 545.33                       | 1                             | 538.00            | 0   | 0.00  | 1   | 884.00                              | 0   | 0.00   | 1   | 884.00  |
| Pension Benefit Guaranty Corporation           | 15                                    | 328.60                       | 8                             | 261.63            | 4   | 419.75  | 0   | 0.00                                | 0   | 0.00   | 4   | 419.75  |
| Railroad Retirement Board                      | 0                                     | 0.00                         | 0                             | 0.00              | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| Securities and Exchange Commission             | 16                                    | 358.31                       | 5                             | 371.00            | 4   | 261.50  | 1   | 684.00                              | 0   | 0.00   | 5   | 346.00  |
| Selective Service System                       | 0                                     | 0.00                         | 0                             | 0.00              | 0   | 0.00  | 0   | 0.00                                | 0   | 0.00   | 0   | 0.00  |
| Small Business Administration                  | 29                                    | 689.10                       | 6                             | 375.33            | 6   | 620.50  | 8   | 1,195.63                            | 0   | 0.00   | 14  | 949.14  |
| Smithsonian Institution                        | 28                                    | 202.18                       | 10                            | 59.00             | 9   | 185.56  | 2   | 651.50                              | 0   | 0.00   | 11  | 270.27  |
| Social Security Administration                 | 471                                   | 648.74                       | 92                            | 109.15            | 200   | 931.87  | 88  | 784.30                              | 9   | 1,254.22   | 279   | 874.92  |
| Tennessee Valley Authority                     | 85                                    | 136.81                       | 16                            | 30.00             | 42  | 167.98  | 8   | 73.50                               | 2   | 204.00   | 48  | 150.73  |
| U.S. Postal Service                            | 7,785                                 | 289.04                       | 2,351                         | 43.66             | 1,987   | 267.08  | 2,152   | 545.86                              | 82  | 910.99   | 4,057   | 401.94  |
| U.S. Tax Court                                 | 1                                     | 215.00                       | 0                             | 0.00              | 1   | 215.00  | 0   | 0.00                                | 0   | 0.00   | 1   | 215.00  |

**Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures**

| Agency or Department       | Total Number Complaint Closures | APD Complaint Closures | Total Number Dismissals | APD Dismissals | Total Number Merit Final Agency Decisions (FADs) (No AJ Decision) | APD Merit FADS from Date Complaint Filed/ Remanded | Number Final Orders (FOs) of Merit AJ Decisions* | APD FOs of Merit AJ Decisions | Total Number Complaint Closures Finding Discrimination* | APD Complaint Closures Finding Discrimination | Total Number Complaint Closures Finding No Discrimination* | APD Complaint Closures Finding No Discrimination |
|----------------------------|---------------------------------|------------------------|-------------------------|----------------|---|--|--|-------------------------------|---|---|--|--|
| Cabinet Level Subtotal     | 17,879                          | 358.66                 | 4,609                   | 115.43         | 4,435   | 402.42   | 4,076  | 619.48                        | 206   | 909.21  | 8,305  | 496.38   |
| Midsized Agencies Subtotal | 909                             | 534.13                 | 191                     | 150.35         | 342   | 732.96   | 166  | 701.51                        | 13  | 1,007.15                                      | 495  | 715.21   |
| Small Agencies Subtotal    | 331                             | 359.45                 | 95                      | 186.49         | 80  | 421.89   | 41   | 782.93                        | 5   | 803.00  | 116  | 533.07   |
| Grand Total                | 19,119                          | 367.01                 | 4,895                   | 118.17         | 4,857   | 426.02   | 4,283  | 624.23                        | 224   | 912.52  | 8,916  | 509.01   |
|                            |                                 |                        |                         |                |   |  |  |                               |   |   |  |  |
|                            |                                 |                        |                         |                |   |  |  |                               |   |   |  |  |
|                            |                                 |                        |                         |                |   |  |  |                               |   |   |  |  |

\*This column also includes Merit Decisions (with AJ Decision) that are not fully implemented (i.e. appealed) by the agency.

**Table B-11 FY 2006 Types of Complaints Closures**

| <b>Agency or Department</b>   | <b>Total Complaint Closures</b> | <b>Number Settlements</b> | <b>% Settlements</b> | <b>Number Withdrawals</b> | <b>% Withdrawals</b> | <b>Number Dismissals</b> | <b>% Dismissals</b> | <b>Merit Complaint Closures</b> | <b>% Merit Complaint Closures</b> |
|---|---------------------------------|---------------------------|----------------------|---------------------------|----------------------|--------------------------|---------------------|---------------------------------|-----------------------------------|
| Agency for International Development  | 13                              | 0                         | 0.00%                | 1                         | 7.69%                | 3                        | 23.08%              | 9                               | 69.23%                            |
| Armed Forces Retirement Home  | 8                               | 4                         | 50.00%               | 0                         | 0.00%                | 2                        | 25.00%              | 2                               | 25.00%                            |
| Broadcasting Board of Governors   | 24                              | 2                         | 8.33%                | 3                         | 12.50%               | 9                        | 37.50%              | 10                              | 41.67%                            |
| Central Intelligence Agency   | 22                              | 3                         | 13.64%               | 2                         | 9.09%                | 4                        | 18.18%              | 13                              | 59.09%                            |
| Commodity Futures Trading Commission  | 3                               | 1                         | 33.33%               | 0                         | 0.00%                | 1                        | 33.33%              | 1                               | 33.33%                            |
| Consumer Product Safety Commission  | 4                               | 0                         | 0.00%                | 0                         | 0.00%                | 2                        | 50.00%              | 2                               | 50.00%                            |
| Corporation for National and Community Service                              | 4                               | 4                         | 100.00%              | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| Court Services and Offender Supervision Agency for the District of Columbia | 3                               | 1                         | 33.33%               | 0                         | 0.00%                | 1                        | 33.33%              | 1                               | 33.33%                            |
| Defense Army and Air Force Exchange   | 141                             | 44                        | 31.21%               | 11                        | 7.80%                | 36                       | 25.53%              | 50                              | 35.46%                            |
| Defense Commissary Agency   | 136                             | 33                        | 24.26%               | 41                        | 30.15%               | 4                        | 2.94%               | 58                              | 42.65%                            |
| Defense Contract Audit Agency   | 41                              | 11                        | 26.83%               | 2                         | 4.88%                | 3                        | 7.32%               | 25                              | 60.98%                            |
| Defense Contract Management Agency  | 55                              | 11                        | 20.00%               | 2                         | 3.64%                | 12                       | 21.82%              | 30                              | 54.55%                            |
| Defense Finance and Accounting Service                                      | 98                              | 18                        | 18.37%               | 4                         | 4.08%                | 18                       | 18.37%              | 58                              | 59.18%                            |
| Defense Human Resources Activity  | 5                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 5                               | 100.00%                           |
| Defense Information Systems Agency  | 19                              | 3                         | 15.79%               | 2                         | 10.53%               | 0                        | 0.00%               | 14                              | 73.68%                            |
| Defense Intelligence Agency   | 4                               | 1                         | 25.00%               | 1                         | 25.00%               | 0                        | 0.00%               | 2                               | 50.00%                            |
| Defense Logistics Agency  | 105                             | 30                        | 28.57%               | 8                         | 7.62%                | 13                       | 12.38%              | 54                              | 51.43%                            |
| Defense National Geospatial-Intelligence                                    | 16                              | 8                         | 50.00%               | 1                         | 6.25%                | 2                        | 12.50%              | 5                               | 31.25%                            |
| Defense National Guard Bureau   | 27                              | 9                         | 33.33%               | 4                         | 14.81%               | 11                       | 40.74%              | 3                               | 11.11%                            |
| Defense National Security Agency  | 33                              | 3                         | 9.09%                | 1                         | 3.03%                | 16                       | 48.48%              | 13                              | 39.39%                            |
| Defense Nuclear Facilities Safety Board                                     | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| Defense Office of the Inspector General                                     | 3                               | 1                         | 33.33%               | 0                         | 0.00%                | 1                        | 33.33%              | 1                               | 33.33%                            |
| Defense Security Service  | 3                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 3                               | 100.00%                           |
| Defense Threat Reduction Agency   | 12                              | 1                         | 8.33%                | 4                         | 33.33%               | 2                        | 16.67%              | 5                               | 41.67%                            |
| Defense Uniformed Services University                                       | 2                               | 1                         | 50.00%               | 0                         | 0.00%                | 1                        | 50.00%              | 0                               | 0.00%                             |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 34                              | 5                         | 14.71%               | 3                         | 8.82%                | 5                        | 14.71%              | 21                              | 61.76%                            |
| Department of Agriculture   | 577                             | 182                       | 31.54%               | 52                        | 9.01%                | 85                       | 14.73%              | 258                             | 44.71%                            |
| Department of Commerce  | 292                             | 65                        | 22.26%               | 21                        | 7.19%                | 55                       | 18.84%              | 151                             | 51.71%                            |
| Department of Defense Education Activity                                    | 36                              | 8                         | 22.22%               | 2                         | 5.56%                | 5                        | 13.89%              | 21                              | 58.33%                            |
| Department of Education   | 61                              | 6                         | 9.84%                | 13                        | 21.31%               | 5                        | 8.20%               | 37                              | 60.66%                            |
| Department of Energy  | 82                              | 22                        | 26.83%               | 7                         | 8.54%                | 17                       | 20.73%              | 36                              | 43.90%                            |
| Department of Health and Human Services                                     | 316                             | 72                        | 22.78%               | 37                        | 11.71%               | 55                       | 17.41%              | 152                             | 48.10%                            |

**Table B-11 FY 2006 Types of Complaints Closures**

| <b>Agency or Department</b>                   | <b>Total Complaint Closures</b> | <b>Number Settlements</b> | <b>% Settlements</b> | <b>Number Withdrawals</b> | <b>% Withdrawals</b> | <b>Number Dismissals</b> | <b>% Dismissals</b> | <b>Merit Complaint Closures</b> | <b>% Merit Complaint Closures</b> |
|---|---------------------------------|---------------------------|----------------------|---------------------------|----------------------|--------------------------|---------------------|---------------------------------|-----------------------------------|
| Department of Homeland Security               | 1,195                           | 204                       | 17.07%               | 85                        | 7.11%                | 320                      | 26.78%              | 586                             | 49.04%                            |
| Department of Housing and Urban Development   | 143                             | 30                        | 20.98%               | 11                        | 7.69%                | 33                       | 23.08%              | 69                              | 48.25%                            |
| Department of Justice                         | 600                             | 72                        | 12.00%               | 58                        | 9.67%                | 129                      | 21.50%              | 341                             | 56.83%                            |
| Department of Labor                           | 127                             | 9                         | 7.09%                | 15                        | 11.81%               | 33                       | 25.98%              | 70                              | 55.12%                            |
| Department of State                           | 86                              | 27                        | 31.40%               | 5                         | 5.81%                | 19                       | 22.09%              | 35                              | 40.70%                            |
| Department of the Air Force                   | 583                             | 200                       | 34.31%               | 80                        | 13.72%               | 126                      | 21.61%              | 177                             | 30.36%                            |
| Department of the Army                        | 1,460                           | 588                       | 40.27%               | 153                       | 10.48%               | 297                      | 20.34%              | 422                             | 28.90%                            |
| Department of the Interior                    | 251                             | 61                        | 24.30%               | 14                        | 5.58%                | 48                       | 19.12%              | 128                             | 51.00%                            |
| Department of the Navy                        | 664                             | 181                       | 27.26%               | 64                        | 9.64%                | 180                      | 27.11%              | 239                             | 35.99%                            |
| Department of the Treasury                    | 592                             | 99                        | 16.72%               | 88                        | 14.86%               | 96                       | 16.22%              | 309                             | 52.20%                            |
| Department of Transportation                  | 408                             | 61                        | 14.95%               | 17                        | 4.17%                | 201                      | 49.26%              | 129                             | 31.62%                            |
| Department of Veterans Affairs                | 1,887                           | 402                       | 21.30%               | 190                       | 10.07%               | 430                      | 22.79%              | 865                             | 45.84%                            |
| Environmental Protection Agency               | 84                              | 13                        | 15.48%               | 4                         | 4.76%                | 24                       | 28.57%              | 43                              | 51.19%                            |
| EOP - National Drug Control Policy            | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| EOP - Office of Administration                | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| EOP - Office of Management and Budget         | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| EOP - Office of the U.S. Trade Representative | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| Equal Employment Opportunity Commission       | 30                              | 13                        | 43.33%               | 2                         | 6.67%                | 4                        | 13.33%              | 11                              | 36.67%                            |
| Export-Import Bank of the US                  | 7                               | 1                         | 14.29%               | 0                         | 0.00%                | 6                        | 85.71%              | 0                               | 0.00%                             |
| Farm Credit Administration                    | 2                               | 0                         | 0.00%                | 1                         | 50.00%               | 0                        | 0.00%               | 1                               | 50.00%                            |
| Federal Communications Commission             | 4                               | 1                         | 25.00%               | 0                         | 0.00%                | 2                        | 50.00%              | 1                               | 25.00%                            |
| Federal Deposit Insurance Corporation         | 45                              | 14                        | 31.11%               | 5                         | 11.11%               | 4                        | 8.89%               | 22                              | 48.89%                            |
| Federal Election Commission                   | 3                               | 1                         | 33.33%               | 0                         | 0.00%                | 0                        | 0.00%               | 2                               | 66.67%                            |
| Federal Energy Regulatory Commission          | 3                               | 0                         | 0.00%                | 3                         | 100.00%              | 0                        | 0.00%               | 0                               | 0.00%                             |
| Federal Housing Finance Board                 | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 1                        | 100.00%             | 0                               | 0.00%                             |
| Federal Labor Relations Authority             | 2                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 2                               | 100.00%                           |
| Federal Maritime Commission                   | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 100.00%                           |
| Federal Mediation and Conciliation Service    | 1                               | 0                         | 0.00%                | 1                         | 100.00%              | 0                        | 0.00%               | 0                               | 0.00%                             |
| Federal Reserve System--Board of Governors    | 4                               | 3                         | 75.00%               | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 25.00%                            |
| Federal Retirement Thrift Investment Board    | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| Federal Trade Commission                      | 6                               | 2                         | 33.33%               | 1                         | 16.67%               | 1                        | 16.67%              | 2                               | 33.33%                            |
| General Services Administration               | 103                             | 24                        | 23.30%               | 7                         | 6.80%                | 20                       | 19.42%              | 52                              | 50.49%                            |
| Government Printing Office                    | 44                              | 3                         | 6.82%                | 4                         | 9.09%                | 17                       | 38.64%              | 20                              | 45.45%                            |



**Table B-11 FY 2006 Types of Complaints Closures**

| <b>Agency or Department</b>                    | <b>Total Complaint Closures</b> | <b>Number Settlements</b> | <b>% Settlements</b> | <b>Number Withdrawals</b> | <b>% Withdrawals</b> | <b>Number Dismissals</b> | <b>% Dismissals</b> | <b>Merit Complaint Closures</b> | <b>% Merit Complaint Closures</b> |
|--|---------------------------------|---------------------------|----------------------|---------------------------|----------------------|--------------------------|---------------------|---------------------------------|-----------------------------------|
| Holocaust Memorial Museum U.S.                 | 2                               | 0                         | 0.00%                | 1                         | 50.00%               | 0                        | 0.00%               | 1                               | 50.00%                            |
| International Boundary and Water Commission    | 6                               | 5                         | 83.33%               | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 16.67%                            |
| International Trade Commission                 | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 1                        | 100.00%             | 0                               | 0.00%                             |
| John F. Kennedy Center for the Performing Arts | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 100.00%                           |
| Merit Systems Protection Board                 | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| National Aeronautics and Space Administration  | 64                              | 15                        | 23.44%               | 2                         | 3.13%                | 19                       | 29.69%              | 28                              | 43.75%                            |
| National Archives and Records Administration   | 13                              | 5                         | 38.46%               | 2                         | 15.38%               | 2                        | 15.38%              | 4                               | 30.77%                            |
| National Credit Union Administration           | 8                               | 3                         | 37.50%               | 0                         | 0.00%                | 3                        | 37.50%              | 2                               | 25.00%                            |
| National Endowment for the Arts                | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 1                        | 100.00%             | 0                               | 0.00%                             |
| National Endowment for the Humanities          | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| National Gallery of Art                        | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 100.00%                           |
| National Labor Relations Board                 | 4                               | 3                         | 75.00%               | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 25.00%                            |
| National Science Foundation                    | 2                               | 1                         | 50.00%               | 0                         | 0.00%                | 1                        | 50.00%              | 0                               | 0.00%                             |
| National Transportation Safety Board           | 7                               | 2                         | 28.57%               | 1                         | 14.29%               | 3                        | 42.86%              | 1                               | 14.29%                            |
| Nuclear Regulatory Commission                  | 13                              | 3                         | 23.08%               | 4                         | 30.77%               | 1                        | 7.69%               | 5                               | 38.46%                            |
| Office of Personnel Management                 | 45                              | 12                        | 26.67%               | 4                         | 8.89%                | 16                       | 35.56%              | 13                              | 28.89%                            |
| Office of Special Counsel                      | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 100.00%                           |
| Overseas Private Investment Corporation        | 2                               | 2                         | 100.00%              | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| Peace Corps                                    | 3                               | 0                         | 0.00%                | 1                         | 33.33%               | 1                        | 33.33%              | 1                               | 33.33%                            |
| Pension Benefit Guaranty Corporation           | 15                              | 2                         | 13.33%               | 1                         | 6.67%                | 8                        | 53.33%              | 4                               | 26.67%                            |
| Railroad Retirement Board                      | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| Securities and Exchange Commission             | 16                              | 5                         | 31.25%               | 1                         | 6.25%                | 5                        | 31.25%              | 5                               | 31.25%                            |
| Selective Service System                       | 0                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 0                               | 0.00%                             |
| Small Business Administration                  | 29                              | 7                         | 24.14%               | 2                         | 6.90%                | 6                        | 20.69%              | 14                              | 48.28%                            |
| Smithsonian Institution                        | 28                              | 6                         | 21.43%               | 1                         | 3.57%                | 10                       | 35.71%              | 11                              | 39.29%                            |
| Social Security Administration                 | 471                             | 44                        | 9.34%                | 47                        | 9.98%                | 92                       | 19.53%              | 288                             | 61.15%                            |
| Tennessee Valley Authority                     | 85                              | 14                        | 16.47%               | 5                         | 5.88%                | 16                       | 18.82%              | 50                              | 58.82%                            |
| U.S. Postal Service                            | 7,785                           | 803                       | 10.31%               | 492                       | 6.32%                | 2,351                    | 30.20%              | 4,139                           | 53.17%                            |
| U.S. Tax Court                                 | 1                               | 0                         | 0.00%                | 0                         | 0.00%                | 0                        | 0.00%               | 1                               | 100.00%                           |

**Table B-11 FY 2006 Types of Complaints Closures**

| <b>Agency or Department</b> | <b>Total<br/>Complaint<br/>Closures</b> | <b>Number<br/>Settlements</b> | <b>% Settlements</b> | <b>Number<br/>Withdrawals</b> | <b>% Withdrawals</b> | <b>Number<br/>Dismissals</b> | <b>%<br/>Dismissals</b> | <b>Merit<br/>Complaint<br/>Closures</b> | <b>% Merit<br/>Complaint<br/>Closures</b> |
|-----------------------------|---|-------------------------------|----------------------|-------------------------------|----------------------|------------------------------|-------------------------|---|---|
| Cabinet Level Subtotal      | 17,879                                  | 3,271                         | 18.30%               | 1,488                         | 8.32%                | 4,609                        | 25.78%                  | 8,511                                   | 47.60%                                    |
| Midsized Agencies Subtotal  | 909                                     | 137                           | 15.07%               | 73                            | 8.03%                | 191                          | 21.01%                  | 508                                     | 55.89%                                    |
| Small Agencies Subtotal     | 331                                     | 82                            | 24.77%               | 33                            | 9.97%                | 95                           | 28.70%                  | 121                                     | 36.56%                                    |
| Grand Total                 | 19,119                                  | 3,490                         | 18.25%               | 1,594                         | 8.34%                | 4,895                        | 25.60%                  | 9,140                                   | 47.81%                                    |

**Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures**

| <b>Agency or Department</b>   | <b>APD All Complaint Closures</b> | <b>APD All Withdrawals</b> | <b>APD Non-ADR Withdrawals</b> | <b>APD ADR Withdrawals</b> | <b>APD All Settlements</b> | <b>APD Non-ADR Settlements</b> | <b>APD ADR Settlements</b> | <b>APD All Final Agency Actions</b> |
|---|-----------------------------------|----------------------------|--------------------------------|----------------------------|----------------------------|--------------------------------|----------------------------|-------------------------------------|
| Agency for International Development  | 630.62                            | 1,309.00                   | 1,309.00                       | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 574.08                              |
| Armed Forces Retirement Home  | 336.13                            | 0.00                       | 0.00                           | 0.00                       | 245.00                     | 697.00                         | 94.33                      | 427.25                              |
| Broadcasting Board of Governors   | 226.75                            | 143.00                     | 143.00                         | 0.00                       | 356.00                     | 356.00                         | 0.00                       | 226.37                              |
| Central Intelligence Agency   | 523.59                            | 176.50                     | 228.00                         | 125.00                     | 326.67                     | 326.67                         | 0.00                       | 599.18                              |
| Commodity Futures Trading Commission  | 193.00                            | 0.00                       | 0.00                           | 0.00                       | 281.00                     | 281.00                         | 0.00                       | 149.00                              |
| Consumer Product Safety Commission  | 140.25                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 140.25                              |
| Corporation for National and Community Service                              | 268.00                            | 0.00                       | 0.00                           | 0.00                       | 268.00                     | 318.33                         | 117.00                     | 0.00                                |
| Court Services and Offender Supervision Agency for the District of Columbia | 506.33                            | 0.00                       | 0.00                           | 0.00                       | 558.00                     | 558.00                         | 0.00                       | 480.50                              |
| Defense Army and Air Force Exchange   | 275.28                            | 170.18                     | 178.20                         | 90.00                      | 200.73                     | 387.60                         | 104.07                     | 326.87                              |
| Defense Commissary Agency   | 211.29                            | 92.07                      | 91.79                          | 92.47                      | 178.00                     | 118.35                         | 241.38                     | 307.85                              |
| Defense Contract Audit Agency   | 483.63                            | 96.00                      | 96.00                          | 0.00                       | 378.45                     | 414.30                         | 20.00                      | 552.64                              |
| Defense Contract Management Agency  | 960.71                            | 405.50                     | 405.50                         | 0.00                       | 781.73                     | 1,031.38                       | 116.00                     | 1,034.02                            |
| Defense Finance and Accounting Service                                      | 506.41                            | 131.50                     | 183.50                         | 79.50                      | 209.78                     | 356.00                         | 92.80                      | 596.39                              |
| Defense Human Resources Activity  | 591.80                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 591.80                              |
| Defense Information Systems Agency  | 655.16                            | 261.50                     | 261.50                         | 0.00                       | 1,031.67                   | 1,031.67                       | 0.00                       | 630.71                              |
| Defense Intelligence Agency   | 372.75                            | 205.00                     | 205.00                         | 0.00                       | 127.00                     | 0.00                           | 127.00                     | 579.50                              |
| Defense Logistics Agency  | 334.90                            | 80.75                      | 86.71                          | 39.00                      | 234.60                     | 449.17                         | 91.56                      | 410.16                              |
| Defense National Geospatial-Intelligence                                    | 366.50                            | 566.00                     | 566.00                         | 0.00                       | 356.75                     | 481.40                         | 149.00                     | 349.14                              |
| Defense National Guard Bureau   | 226.41                            | 117.25                     | 0.00                           | 469.00                     | 61.78                      | 31.00                          | 77.17                      | 363.43                              |
| Defense National Security Agency  | 350.94                            | 374.00                     | 374.00                         | 0.00                       | 495.67                     | 495.67                         | 0.00                       | 335.17                              |
| Defense Nuclear Facilities Safety Board                                     | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| Defense Office of the Inspector General                                     | 170.00                            | 0.00                       | 0.00                           | 0.00                       | 146.00                     | 146.00                         | 0.00                       | 182.00                              |
| Defense Security Service  | 384.00                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 384.00                              |
| Defense Threat Reduction Agency   | 258.33                            | 154.25                     | 154.25                         | 0.00                       | 115.00                     | 115.00                         | 0.00                       | 338.29                              |
| Defense Uniformed Services University                                       | 25.50                             | 0.00                       | 0.00                           | 0.00                       | 25.00                      | 25.00                          | 0.00                       | 26.00                               |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 605.26                            | 271.67                     | 271.67                         | 0.00                       | 640.00                     | 640.00                         | 0.00                       | 637.08                              |
| Department of Agriculture   | 679.62                            | 412.04                     | 417.92                         | 112.00                     | 577.14                     | 629.86                         | 173.00                     | 774.57                              |
| Department of Commerce  | 553.30                            | 256.62                     | 256.62                         | 0.00                       | 499.20                     | 484.83                         | 618.29                     | 600.62                              |
| Department of Defense Education Activity                                    | 420.94                            | 477.00                     | 477.00                         | 0.00                       | 200.50                     | 232.83                         | 103.50                     | 484.46                              |
| Department of Education   | 426.34                            | 183.38                     | 183.38                         | 0.00                       | 367.17                     | 367.17                         | 0.00                       | 510.00                              |
| Department of Energy  | 505.85                            | 281.71                     | 281.71                         | 0.00                       | 514.45                     | 543.35                         | 416.20                     | 531.89                              |

**Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures**

| <b>Agency or Department</b>                   | <b>APD All Complaint Closures</b> | <b>APD All Withdrawals</b> | <b>APD Non-ADR Withdrawals</b> | <b>APD ADR Withdrawals</b> | <b>APD All Settlements</b> | <b>APD Non-ADR Settlements</b> | <b>APD ADR Settlements</b> | <b>APD All Final Agency Actions</b> |
|---|-----------------------------------|----------------------------|--------------------------------|----------------------------|----------------------------|--------------------------------|----------------------------|-------------------------------------|
| Department of Health and Human Services       | 435.74                            | 238.08                     | 256.73                         | 84.25                      | 386.40                     | 402.75                         | 234.57                     | 488.23                              |
| Department of Homeland Security               | 558.24                            | 209.41                     | 214.17                         | 12.00                      | 391.02                     | 405.17                         | 183.15                     | 628.62                              |
| Department of Housing and Urban Development   | 270.38                            | 162.55                     | 166.20                         | 126.00                     | 364.97                     | 478.05                         | 138.80                     | 254.20                              |
| Department of Justice                         | 387.74                            | 267.97                     | 287.64                         | 59.40                      | 517.58                     | 586.54                         | 255.53                     | 382.63                              |
| Department of Labor                           | 958.42                            | 778.40                     | 778.40                         | 0.00                       | 658.11                     | 0.00                           | 658.11                     | 1,010.87                            |
| Department of State                           | 368.02                            | 266.00                     | 266.00                         | 0.00                       | 346.78                     | 506.47                         | 147.17                     | 388.09                              |
| Department of the Air Force                   | 333.03                            | 293.16                     | 295.38                         | 236.33                     | 216.83                     | 344.59                         | 141.79                     | 420.26                              |
| Department of the Army                        | 315.76                            | 223.33                     | 229.14                         | 81.17                      | 218.23                     | 264.63                         | 119.52                     | 415.19                              |
| Department of the Interior                    | 495.05                            | 221.43                     | 221.43                         | 0.00                       | 443.25                     | 446.55                         | 245.00                     | 534.77                              |
| Department of the Navy                        | 375.73                            | 173.84                     | 173.84                         | 0.00                       | 315.54                     | 319.38                         | 180.60                     | 432.56                              |
| Department of the Treasury                    | 492.97                            | 288.94                     | 288.94                         | 0.00                       | 547.59                     | 593.72                         | 86.22                      | 523.95                              |
| Department of Transportation                  | 284.64                            | 309.65                     | 309.65                         | 0.00                       | 381.08                     | 414.42                         | 229.55                     | 265.53                              |
| Department of Veterans Affairs                | 301.38                            | 235.95                     | 233.23                         | 297.88                     | 432.64                     | 457.04                         | 357.97                     | 270.23                              |
| Environmental Protection Agency               | 505.18                            | 675.00                     | 675.00                         | 0.00                       | 288.62                     | 288.62                         | 0.00                       | 537.06                              |
| EOP - National Drug Control Policy            | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| EOP - Office of Administration                | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| EOP - Office of Management and Budget         | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| EOP - Office of the U.S. Trade Representative | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| Equal Employment Opportunity Commission       | 407.83                            | 114.50                     | 187.00                         | 42.00                      | 341.92                     | 340.78                         | 344.50                     | 504.07                              |
| Export-Import Bank of the US                  | 325.71                            | 0.00                       | 0.00                           | 0.00                       | 806.00                     | 806.00                         | 0.00                       | 245.67                              |
| Farm Credit Administration                    | 489.50                            | 90.00                      | 90.00                          | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 889.00                              |
| Federal Communications Commission             | 339.75                            | 0.00                       | 0.00                           | 0.00                       | 810.00                     | 810.00                         | 0.00                       | 183.00                              |
| Federal Deposit Insurance Corporation         | 600.40                            | 165.80                     | 165.80                         | 0.00                       | 1,031.29                   | 1,655.13                       | 199.50                     | 451.96                              |
| Federal Election Commission                   | 255.67                            | 0.00                       | 0.00                           | 0.00                       | 296.00                     | 296.00                         | 0.00                       | 235.50                              |
| Federal Energy Regulatory Commission          | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| Federal Housing Finance Board                 | 73.00                             | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 73.00                               |
| Federal Labor Relations Authority             | 884.50                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 884.50                              |
| Federal Maritime Commission                   | 14.00                             | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 14.00                               |
| Federal Mediation and Conciliation Service    | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| Federal Reserve System--Board of Governors    | 512.25                            | 0.00                       | 0.00                           | 0.00                       | 550.00                     | 550.00                         | 0.00                       | 399.00                              |
| Federal Retirement Thrift Investment Board    | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| Federal Trade Commission                      | 444.33                            | 336.00                     | 336.00                         | 0.00                       | 754.00                     | 754.00                         | 0.00                       | 274.00                              |

**Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures**

| <b>Agency or Department</b>                    | <b>APD All Complaint Closures</b> | <b>APD All Withdrawals</b> | <b>APD Non-ADR Withdrawals</b> | <b>APD ADR Withdrawals</b> | <b>APD All Settlements</b> | <b>APD Non-ADR Settlements</b> | <b>APD ADR Settlements</b> | <b>APD All Final Agency Actions</b> |
|--|-----------------------------------|----------------------------|--------------------------------|----------------------------|----------------------------|--------------------------------|----------------------------|-------------------------------------|
| General Services Administration                | 372.62                            | 215.43                     | 215.43                         | 0.00                       | 483.25                     | 535.48                         | 117.67                     | 351.03                              |
| Government Printing Office                     | 496.14                            | 658.00                     | 658.00                         | 0.00                       | 550.67                     | 550.67                         | 0.00                       | 474.22                              |
| Holocaust Memorial Museum U.S.                 | 197.00                            | 144.00                     | 144.00                         | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 250.00                              |
| International Boundary and Water Commission    | 587.17                            | 0.00                       | 0.00                           | 0.00                       | 602.00                     | 602.00                         | 0.00                       | 513.00                              |
| International Trade Commission                 | 64.00                             | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 64.00                               |
| John F. Kennedy Center for the Performing Arts | 266.00                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 266.00                              |
| Merit Systems Protection Board                 | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| National Aeronautics and Space Administration  | 544.64                            | 135.00                     | 135.00                         | 0.00                       | 294.40                     | 314.14                         | 277.13                     | 641.94                              |
| National Archives and Records Administration   | 110.31                            | 39.50                      | 39.50                          | 0.00                       | 114.00                     | 154.33                         | 53.50                      | 130.83                              |
| National Credit Union Administration           | 502.63                            | 0.00                       | 0.00                           | 0.00                       | 285.67                     | 285.67                         | 0.00                       | 632.80                              |
| National Endowment for the Arts                | 321.00                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 321.00                              |
| National Endowment for the Humanities          | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| National Gallery of Art                        | 825.00                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 825.00                              |
| National Labor Relations Board                 | 258.75                            | 0.00                       | 0.00                           | 0.00                       | 251.67                     | 251.67                         | 0.00                       | 280.00                              |
| National Science Foundation                    | 768.00                            | 0.00                       | 0.00                           | 0.00                       | 817.00                     | 817.00                         | 0.00                       | 719.00                              |
| National Transportation Safety Board           | 531.57                            | 163.00                     | 163.00                         | 0.00                       | 674.50                     | 674.50                         | 0.00                       | 552.25                              |
| Nuclear Regulatory Commission                  | 325.77                            | 176.25                     | 180.67                         | 163.00                     | 160.67                     | 160.67                         | 0.00                       | 508.00                              |
| Office of Personnel Management                 | 130.93                            | 208.50                     | 208.50                         | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 174.41                              |
| Office of Special Counsel                      | 600.00                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 600.00                              |
| Overseas Private Investment Corporation        | 498.50                            | 0.00                       | 0.00                           | 0.00                       | 498.50                     | 498.50                         | 0.00                       | 0.00                                |
| Peace Corps                                    | 545.33                            | 214.00                     | 214.00                         | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 711.00                              |
| Pension Benefit Guaranty Corporation           | 328.60                            | 247.00                     | 247.00                         | 0.00                       | 455.00                     | 455.00                         | 0.00                       | 314.33                              |
| Railroad Retirement Board                      | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| Securities and Exchange Commission             | 358.31                            | 370.00                     | 370.00                         | 0.00                       | 355.60                     | 355.60                         | 0.00                       | 358.50                              |
| Selective Service System                       | 0.00                              | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 0.00                                |
| Small Business Administration                  | 689.10                            | 138.50                     | 138.50                         | 0.00                       | 595.29                     | 668.00                         | 159.00                     | 777.00                              |
| Smithsonian Institution                        | 202.18                            | 16.00                      | 0.00                           | 16.00                      | 347.00                     | 0.00                           | 347.00                     | 169.67                              |
| Social Security Administration                 | 648.74                            | 314.81                     | 316.09                         | 256.00                     | 575.64                     | 658.81                         | 136.00                     | 698.51                              |
| Tennessee Valley Authority                     | 136.81                            | 366.20                     | 366.20                         | 0.00                       | 119.64                     | 127.18                         | 92.00                      | 123.08                              |
| U.S. Postal Service                            | 289.04                            | 197.75                     | 197.75                         | 0.00                       | 429.44                     | 432.07                         | 130.29                     | 278.59                              |
| U.S. Tax Court                                 | 215.00                            | 0.00                       | 0.00                           | 0.00                       | 0.00                       | 0.00                           | 0.00                       | 215.00                              |
|  |                                   |                            |                                |                            |                            |                                |                            |                                     |

**Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures**

| <b>Agency or Department</b> | <b>APD All<br/>Complaint<br/>Closures</b> | <b>APD All<br/>Withdrawals</b> | <b>APD Non-ADR<br/>Withdrawals</b> | <b>APD ADR<br/>Withdrawals</b> | <b>APD All<br/>Settlements</b> | <b>APD Non-ADR<br/>Settlements</b> | <b>APD ADR<br/>Settlements</b> | <b>APD All Final<br/>Agency Actions</b> |
|-----------------------------|---|--------------------------------|------------------------------------|--------------------------------|--------------------------------|------------------------------------|--------------------------------|---|
| Cabinet Level Subtotal      | 358.66                                    | 231.94                         | 235.60                             | 130.85                         | 374.70                         | 419.60                             | 187.98                         | 369.03                                  |
| Midsized Agencies Subtotal  | 534.13                                    | 304.48                         | 309.23                             | 136.00                         | 492.38                         | 584.66                             | 212.82                         | 566.29                                  |
| Small Agencies Subtotal     | 359.45                                    | 246.48                         | 260.13                             | 110.00                         | 332.62                         | 352.64                             | 188.50                         | 386.89                                  |
| Grand Total                 | 367.01                                    | 235.56                         | 239.48                             | 129.93                         | 378.33                         | 423.93                             | 189.23                         | 379.13                                  |

**Table B-13 FY 2006 Complaints Closed with Dismissals**

| <b>Agency or Department</b>   | <b>Total Complaint Closures</b> | <b>Number All Dismissals</b> | <b>Number Final Agency Decision (FAD) Dismissals (no AJ)</b> | <b>% FAD Dismissals</b> | <b>Number Final Orders (FOs) of AJ Dismissals</b> | <b>% FOs of AJ Dismissals</b> | <b>Number FOs Fully Implementing (FI) AJ Dismissals</b> | <b>% FOs FI AJ Dismissals</b> | <b>Number FOs Not Fully Implementing (NFI) AJ Dismissals</b> | <b>% FOs NFI AJ Dismissals</b> |
|---|---------------------------------|------------------------------|--|-------------------------|---|-------------------------------|---|-------------------------------|--|--------------------------------|
| Agency for International Development  | 13                              | 3                            | 3  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Armed Forces Retirement Home  | 8                               | 2                            | 2  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Broadcasting Board of Governors   | 24                              | 9                            | 6  | 66.67%                  | 3   | 33.33%                        | 3   | 100.00%                       | 0  | 0.00%                          |
| Central Intelligence Agency   | 22                              | 4                            | 4  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Commodity Futures Trading Commission  | 3                               | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Consumer Product Safety Commission  | 4                               | 2                            | 2  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Corporation for National and Community Service                              | 4                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Court Services and Offender Supervision Agency for the District of Columbia | 3                               | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Army and Air Force Exchange   | 141                             | 36                           | 33   | 91.67%                  | 3   | 8.33%                         | 3   | 100.00%                       | 0  | 0.00%                          |
| Defense Commissary Agency   | 136                             | 4                            | 2  | 50.00%                  | 2   | 50.00%                        | 2   | 100.00%                       | 0  | 0.00%                          |
| Defense Contract Audit Agency   | 41                              | 3                            | 2  | 66.67%                  | 1   | 33.33%                        | 1   | 100.00%                       | 0  | 0.00%                          |
| Defense Contract Management Agency  | 55                              | 12                           | 10   | 83.33%                  | 2   | 16.67%                        | 2   | 100.00%                       | 0  | 0.00%                          |
| Defense Finance and Accounting Service                                      | 98                              | 18                           | 18   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Human Resources Activity  | 5                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Information Systems Agency  | 19                              | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Intelligence Agency   | 4                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Logistics Agency  | 105                             | 13                           | 11   | 84.62%                  | 2   | 15.38%                        | 2   | 100.00%                       | 0  | 0.00%                          |
| Defense National Geospatial-Intelligence                                    | 16                              | 2                            | 2  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense National Guard Bureau   | 27                              | 11                           | 10   | 90.91%                  | 1   | 9.09%                         | 1   | 100.00%                       | 0  | 0.00%                          |
| Defense National Security Agency  | 33                              | 16                           | 16   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Nuclear Facilities Safety Board                                     | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Office of the Inspector General                                     | 3                               | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Security Service  | 3                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Threat Reduction Agency   | 12                              | 2                            | 2  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Uniformed Services University                                       | 2                               | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 34                              | 5                            | 5  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Department of Agriculture   | 577                             | 85                           | 55   | 64.71%                  | 30  | 35.29%                        | 30  | 100.00%                       | 0  | 0.00%                          |
| Department of Commerce  | 292                             | 55                           | 49   | 89.09%                  | 6   | 10.91%                        | 6   | 100.00%                       | 0  | 0.00%                          |
| Department of Defense Education Activity                                    | 36                              | 5                            | 5  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Department of Education   | 61                              | 5                            | 5  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Department of Energy  | 82                              | 17                           | 17   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Department of Health and Human Services                                     | 316                             | 55                           | 47   | 85.45%                  | 8   | 14.55%                        | 8   | 100.00%                       | 0  | 0.00%                          |
| Department of Homeland Security   | 1,195                           | 320                          | 304  | 95.00%                  | 16  | 5.00%                         | 16  | 100.00%                       | 0  | 0.00%                          |

**Table B-13 FY 2006 Complaints Closed with Dismissals**

| <b>Agency or Department</b>                   | <b>Total Complaint Closures</b> | <b>Number All Dismissals</b> | <b>Number Final Agency Decision (FAD) Dismissals (no AJ)</b> | <b>% FAD Dismissals</b> | <b>Number Final Orders (FOs) of AJ Dismissals</b> | <b>% FOs of AJ Dismissals</b> | <b>Number FOs Fully Implementing (FI) AJ Dismissals</b> | <b>% FOs FI AJ Dismissals</b> | <b>Number FOs Not Fully Implementing (NFI) AJ Dismissals</b> | <b>% FOs NFI AJ Dismissals</b> |
|---|---------------------------------|------------------------------|--|-------------------------|---|-------------------------------|---|-------------------------------|--|--------------------------------|
| Department of Housing and Urban Development   | 143                             | 33                           | 33   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Department of Justice                         | 600                             | 129                          | 125  | 96.90%                  | 4   | 3.10%                         | 3   | 75.00%                        | 1  | 25.00%                         |
| Department of Labor                           | 127                             | 33                           | 31   | 93.94%                  | 2   | 6.06%                         | 2   | 100.00%                       | 0  | 0.00%                          |
| Department of State                           | 86                              | 19                           | 19   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Department of the Air Force                   | 583                             | 126                          | 110  | 87.30%                  | 16  | 12.70%                        | 16  | 100.00%                       | 0  | 0.00%                          |
| Department of the Army                        | 1,460                           | 297                          | 286  | 96.30%                  | 11  | 3.70%                         | 11  | 100.00%                       | 0  | 0.00%                          |
| Department of the Interior                    | 251                             | 48                           | 37   | 77.08%                  | 11  | 22.92%                        | 11  | 100.00%                       | 0  | 0.00%                          |
| Department of the Navy                        | 664                             | 180                          | 174  | 96.67%                  | 6   | 3.33%                         | 6   | 100.00%                       | 0  | 0.00%                          |
| Department of the Treasury                    | 592                             | 96                           | 84   | 87.50%                  | 12  | 12.50%                        | 12  | 100.00%                       | 0  | 0.00%                          |
| Department of Transportation                  | 408                             | 201                          | 197  | 98.01%                  | 4   | 1.99%                         | 4   | 100.00%                       | 0  | 0.00%                          |
| Department of Veterans Affairs                | 1,887                           | 430                          | 419  | 97.44%                  | 11  | 2.56%                         | 11  | 100.00%                       | 0  | 0.00%                          |
| Environmental Protection Agency               | 84                              | 24                           | 18   | 75.00%                  | 6   | 25.00%                        | 6   | 100.00%                       | 0  | 0.00%                          |
| EOP - National Drug Control Policy            | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| EOP - Office of Administration                | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| EOP - Office of Management and Budget         | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| EOP - Office of the U.S. Trade Representative | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Equal Employment Opportunity Commission       | 30                              | 4                            | 4  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Export-Import Bank of the US                  | 7                               | 6                            | 1  | 16.67%                  | 5   | 83.33%                        | 5   | 100.00%                       | 0  | 0.00%                          |
| Farm Credit Administration                    | 2                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Communications Commission             | 4                               | 2                            | 2  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Deposit Insurance Corporation         | 45                              | 4                            | 0  | 0.00%                   | 4   | 100.00%                       | 4   | 100.00%                       | 0  | 0.00%                          |
| Federal Election Commission                   | 3                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Energy Regulatory Commission          | 3                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Housing Finance Board                 | 1                               | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Labor Relations Authority             | 2                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Maritime Commission                   | 1                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Mediation and Conciliation Service    | 1                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Reserve System--Board of Governors    | 4                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Retirement Thrift Investment Board    | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Federal Trade Commission                      | 6                               | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| General Services Administration               | 103                             | 20                           | 18   | 90.00%                  | 2   | 10.00%                        | 2   | 100.00%                       | 0  | 0.00%                          |
| Government Printing Office                    | 44                              | 17                           | 15   | 88.24%                  | 2   | 11.76%                        | 2   | 100.00%                       | 0  | 0.00%                          |
| Holocaust Memorial Museum U.S.                | 2                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| International Boundary and Water Commission   | 6                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |



**Table B-13 FY 2006 Complaints Closed with Dismissals**

| <b>Agency or Department</b>                    | <b>Total Complaint Closures</b> | <b>Number All Dismissals</b> | <b>Number Final Agency Decision (FAD) Dismissals (no AJ)</b> | <b>% FAD Dismissals</b> | <b>Number Final Orders (FOs) of AJ Dismissals</b> | <b>% FOs of AJ Dismissals</b> | <b>Number FOs Fully Implementing (FI) AJ Dismissals</b> | <b>% FOs FI AJ Dismissals</b> | <b>Number FOs Not Fully Implementing (NFI) AJ Dismissals</b> | <b>% FOs NFI AJ Dismissals</b> |
|--|---------------------------------|------------------------------|--|-------------------------|---|-------------------------------|---|-------------------------------|--|--------------------------------|
| International Trade Commission                 | 1                               | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| John F. Kennedy Center for the Performing Arts | 1                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Merit Systems Protection Board                 | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| National Aeronautics and Space Administration  | 64                              | 19                           | 19   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| National Archives and Records Administration   | 13                              | 2                            | 2  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| National Credit Union Administration           | 8                               | 3                            | 3  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| National Endowment for the Arts                | 1                               | 1                            | 0  | 0.00%                   | 1   | 100.00%                       | 1   | 100.00%                       | 0  | 0.00%                          |
| National Endowment for the Humanities          | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| National Gallery of Art                        | 1                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| National Labor Relations Board                 | 4                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| National Science Foundation                    | 2                               | 1                            | 0  | 0.00%                   | 1   | 100.00%                       | 1   | 100.00%                       | 0  | 0.00%                          |
| National Transportation Safety Board           | 7                               | 3                            | 2  | 66.67%                  | 1   | 33.33%                        | 1   | 100.00%                       | 0  | 0.00%                          |
| Nuclear Regulatory Commission                  | 13                              | 1                            | 1  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Office of Personnel Management                 | 45                              | 16                           | 16   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Office of Special Counsel                      | 1                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Overseas Private Investment Corporation        | 2                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Peace Corps                                    | 3                               | 1                            | 0  | 0.00%                   | 1   | 100.00%                       | 1   | 100.00%                       | 0  | 0.00%                          |
| Pension Benefit Guaranty Corporation           | 15                              | 8                            | 7  | 87.50%                  | 1   | 12.50%                        | 1   | 100.00%                       | 0  | 0.00%                          |
| Railroad Retirement Board                      | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Securities and Exchange Commission             | 16                              | 5                            | 4  | 80.00%                  | 1   | 20.00%                        | 1   | 100.00%                       | 0  | 0.00%                          |
| Selective Service System                       | 0                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Small Business Administration                  | 29                              | 6                            | 6  | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Smithsonian Institution                        | 28                              | 10                           | 10   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Social Security Administration                 | 471                             | 92                           | 92   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| Tennessee Valley Authority                     | 85                              | 16                           | 16   | 100.00%                 | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
| U.S. Postal Service                            | 7,785                           | 2,351                        | 2,305  | 98.04%                  | 46  | 1.96%                         | 46  | 100.00%                       | 0  | 0.00%                          |
| U.S. Tax Court                                 | 1                               | 0                            | 0  | 0.00%                   | 0   | 0.00%                         | 0   | 0.00%                         | 0  | 0.00%                          |
|  |                                 |                              |  |                         |   |                               |   |                               |  |                                |
| Cabinet Level Subtotal                         | 17,879                          | 4,609                        | 4,415  | 95.79%                  | 194   | 4.21%                         | 193   | 99.48%                        | 1  | 0.52%                          |
| Midsized Agencies Subtotal                     | 909                             | 191                          | 179  | 93.72%                  | 12  | 6.28%                         | 12  | 100.00%                       | 0  | 0.00%                          |
| Small Agencies Subtotal                        | 331                             | 95                           | 79   | 83.16%                  | 16  | 16.84%                        | 16  | 100.00%                       | 0  | 0.00%                          |
| Grand Total                                    | 19,119                          | 4,895                        | 4,673  | 95.46%                  | 222   | 4.54%                         | 221   | 99.55%                        | 1  | 0.45%                          |

**Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)**

| Agency or Department  | Total Number Agency Merit Decisions (No AJ Decision) | APD from Date of Complaints Filed/Remanded | APD From Date FAD Required | Number Timely Completed Where FAD Requested | Number Timely Completed Where No Election Made | Number Timely Completed Where AJ Ordered FAD | Total Number Timely Agency Merit Decisions (No AJ Decision) | % Timely Agency Merit Decisions (No AJ Decision) |
|---|--|--|----------------------------|---|--|--|---|--|
| Agency for International Development  | 6  | 639.17                                     | 639.17                     | 0   | 0  | 0  | 0   | 0.00%  |
| Armed Forces Retirement Home  | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Broadcasting Board of Governors   | 9  | 289.00                                     | 389.78                     | 0   | 0  | 0  | 0   | 0.00%  |
| Central Intelligence Agency   | 6  | 300.17                                     | 30.17                      | 1   | 5  | 0  | 6   | 100.00%  |
| Commodity Futures Trading Commission  | 1  | 264.00                                     | 264.00                     | 0   | 0  | 0  | 0   | 0.00%  |
| Consumer Product Safety Commission  | 2  | 273.50                                     | 24.50                      | 0   | 1  | 1  | 2   | 100.00%  |
| Corporation for National and Community Service                              | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Court Services and Offender Supervision Agency for the District of Columbia | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Defense Army and Air Force Exchange   | 30   | 387.90                                     | 66.17                      | 11  | 8  | 4  | 23  | 76.67%   |
| Defense Commissary Agency   | 20   | 260.05                                     | 46.85                      | 15  | 3  | 1  | 19  | 95.00%   |
| Defense Contract Audit Agency   | 11   | 283.91                                     | 25.09                      | 2   | 7  | 2  | 11  | 100.00%  |
| Defense Contract Management Agency  | 9  | 653.11                                     | 297.89                     | 1   | 0  | 0  | 1   | 11.11%   |
| Defense Finance and Accounting Service                                      | 25   | 316.92                                     | 98.36                      | 4   | 7  | 0  | 11  | 44.00%   |
| Defense Human Resources Activity  | 1  | 367.00                                     | 181.00                     | 0   | 0  | 0  | 0   | 0.00%  |
| Defense Information Systems Agency  | 6  | 335.00                                     | 47.50                      | 2   | 3  | 0  | 5   | 83.33%   |
| Defense Intelligence Agency   | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Defense Logistics Agency  | 33   | 434.79                                     | 178.55                     | 2   | 1  | 6  | 9   | 27.27%   |
| Defense National Geospatial-Intelligence                                    | 3  | 544.33                                     | 110.00                     | 0   | 1  | 0  | 1   | 33.33%   |
| Defense National Guard Bureau   | 3  | 5.00                                       | 0.00                       | 3   | 0  | 0  | 3   | 100.00%  |
| Defense National Security Agency  | 12   | 574.75                                     | 150.00                     | 3   | 0  | 0  | 3   | 25.00%   |
| Defense Nuclear Facilities Safety Board                                     | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Defense Office of the Inspector General                                     | 1  | 336.00                                     | 57.00                      | 0   | 1  | 0  | 1   | 100.00%  |
| Defense Security Service  | 2  | 278.00                                     | 51.50                      | 1   | 0  | 0  | 1   | 50.00%   |
| Defense Threat Reduction Agency   | 2  | 338.50                                     | 59.00                      | 0   | 2  | 0  | 2   | 100.00%  |
| Defense Uniformed Services University                                       | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 12   | 664.83                                     | 212.58                     | 0   | 1  | 0  | 1   | 8.33%  |
| Department of Agriculture   | 124  | 919.10                                     | 546.54                     | 0   | 0  | 2  | 2   | 1.61%  |
| Department of Commerce  | 115  | 790.87                                     | 263.74                     | 8   | 10   | 19   | 37  | 32.17%   |
| Department of Defense Education Activity                                    | 8  | 486.50                                     | 103.63                     | 0   | 2  | 0  | 2   | 25.00%   |
| Department of Education   | 22   | 491.50                                     | 84.68                      | 0   | 0  | 0  | 0   | 0.00%  |

**Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)**

| Agency or Department                          | Total Number Agency Merit Decisions (No AJ Decision) | APD from Date of Complaints Filed/Remanded | APD From Date FAD Required | Number Timely Completed Where FAD Requested | Number Timely Completed Where No Election Made | Number Timely Completed Where AJ Ordered FAD | Total Number Timely Agency Merit Decisions (No AJ Decision) | % Timely Agency Merit Decisions (No AJ Decision) |
|---|--|--|----------------------------|---|--|--|---|--|
| Department of Energy                          | 23   | 576.70                                     | 73.78                      | 6   | 5  | 1  | 12  | 52.17%   |
| Department of Health and Human Services       | 109  | 726.13                                     | 493.02                     | 3   | 6  | 4  | 13  | 11.93%   |
| Department of Homeland Security               | 266  | 728.28                                     | 399.73                     | 1   | 1  | 2  | 4   | 1.50%  |
| Department of Housing and Urban Development   | 35   | 97.00                                      | 53.60                      | 15  | 7  | 4  | 26  | 74.29%   |
| Department of Justice                         | 223  | 369.26                                     | 135.50                     | 59  | 38   | 9  | 106   | 47.53%   |
| Department of Labor                           | 31   | 695.32                                     | 184.71                     | 0   | 1  | 5  | 6   | 19.35%   |
| Department of State                           | 17   | 465.88                                     | 465.88                     | 0   | 0  | 0  | 0   | 0.00%  |
| Department of the Air Force                   | 88   | 512.18                                     | 251.97                     | 3   | 11   | 7  | 21  | 23.86%   |
| Department of the Army                        | 265  | 622.24                                     | 223.52                     | 13  | 21   | 11   | 45  | 16.98%   |
| Department of the Interior                    | 65   | 471.11                                     | 137.05                     | 11  | 4  | 4  | 19  | 29.23%   |
| Department of the Navy                        | 138  | 479.81                                     | 56.04                      | 104   | 2  | 8  | 114   | 82.61%   |
| Department of the Treasury                    | 175  | 491.91                                     | 30.84                      | 115   | 10   | 16   | 141   | 80.57%   |
| Department of Transportation                  | 72   | 351.75                                     | 74.57                      | 19  | 22   | 3  | 44  | 61.11%   |
| Department of Veterans Affairs                | 502  | 291.42                                     | 68.81                      | 84  | 153  | 92   | 329   | 65.54%   |
| Environmental Protection Agency               | 25   | 677.04                                     | 348.88                     | 0   | 2  | 0  | 2   | 8.00%  |
| EOP - National Drug Control Policy            | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| EOP - Office of Administration                | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| EOP - Office of Management and Budget         | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| EOP - Office of the U.S. Trade Representative | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Equal Employment Opportunity Commission       | 9  | 610.56                                     | 254.78                     | 0   | 4  | 0  | 4   | 44.44%   |
| Export-Import Bank of the US                  | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Farm Credit Administration                    | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Communications Commission             | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Deposit Insurance Corporation         | 15   | 360.87                                     | 125.80                     | 2   | 1  | 0  | 3   | 20.00%   |
| Federal Election Commission                   | 2  | 235.50                                     | 46.00                      | 2   | 0  | 0  | 2   | 100.00%  |
| Federal Energy Regulatory Commission          | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Housing Finance Board                 | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Labor Relations Authority             | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Maritime Commission                   | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Mediation and Conciliation Service    | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Reserve System--Board of Governors    | 1  | 399.00                                     | 60.00                      | 1   | 0  | 0  | 1   | 100.00%  |

**Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)**

| Agency or Department                           | Total Number Agency Merit Decisions (No AJ Decision) | APD from Date of Complaints Filed/Remanded | APD From Date FAD Required | Number Timely Completed Where FAD Requested | Number Timely Completed Where No Election Made | Number Timely Completed Where AJ Ordered FAD | Total Number Timely Agency Merit Decisions (No AJ Decision) | % Timely Agency Merit Decisions (No AJ Decision) |
|--|--|--|----------------------------|---|--|--|---|--|
| Federal Retirement Thrift Investment Board     | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Federal Trade Commission                       | 1  | 269.00                                     | 95.00                      | 0   | 0  | 0  | 0   | 0.00%  |
| General Services Administration                | 21   | 357.95                                     | 46.00                      | 9   | 6  | 6  | 21  | 100.00%  |
| Government Printing Office                     | 12   | 572.75                                     | 68.25                      | 2   | 4  | 0  | 6   | 50.00%   |
| Holocaust Memorial Museum U.S.                 | 1  | 250.00                                     | 36.00                      | 0   | 1  | 0  | 1   | 100.00%  |
| International Boundary and Water Commission    | 1  | 513.00                                     | 59.00                      | 0   | 0  | 1  | 1   | 100.00%  |
| International Trade Commission                 | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| John F. Kennedy Center for the Performing Arts | 1  | 266.00                                     | 56.00                      | 0   | 0  | 1  | 1   | 100.00%  |
| Merit Systems Protection Board                 | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| National Aeronautics and Space Administration  | 24   | 916.38                                     | 346.21                     | 0   | 0  | 0  | 0   | 0.00%  |
| National Archives and Records Administration   | 4  | 89.50                                      | 89.50                      | 0   | 2  | 0  | 2   | 50.00%   |
| National Credit Union Administration           | 2  | 1,404.00                                   | 1,238.50                   | 0   | 0  | 0  | 0   | 0.00%  |
| National Endowment for the Arts                | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| National Endowment for the Humanities          | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| National Gallery of Art                        | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| National Labor Relations Board                 | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| National Science Foundation                    | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| National Transportation Safety Board           | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Nuclear Regulatory Commission                  | 4  | 544.50                                     | 61.25                      | 0   | 1  | 1  | 2   | 50.00%   |
| Office of Personnel Management                 | 9  | 209.22                                     | 47.67                      | 3   | 3  | 1  | 7   | 77.78%   |
| Office of Special Counsel                      | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Overseas Private Investment Corporation        | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Peace Corps                                    | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Pension Benefit Guaranty Corporation           | 4  | 419.75                                     | 249.50                     | 0   | 0  | 0  | 0   | 0.00%  |
| Railroad Retirement Board                      | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Securities and Exchange Commission             | 4  | 261.50                                     | 63.75                      | 1   | 1  | 0  | 2   | 50.00%   |
| Selective Service System                       | 0  | 0.00                                       | 0.00                       | 0   | 0  | 0  | 0   | 0.00%  |
| Small Business Administration                  | 6  | 620.50                                     | 565.17                     | 0   | 0  | 0  | 0   | 0.00%  |
| Smithsonian Institution                        | 9  | 185.56                                     | 36.22                      | 2   | 5  | 2  | 9   | 100.00%  |
| Social Security Administration                 | 200  | 931.87                                     | 453.40                     | 3   | 0  | 2  | 5   | 2.50%  |
| Tennessee Valley Authority                     | 42   | 167.98                                     | 119.88                     | 12  | 4  | 15   | 31  | 73.81%   |

**Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)**

| Agency or Department      | Total Number Agency Merit Decisions (No AJ Decision) | APD from Date of Complaints Filed/Remanded | APD From Date FAD Required | Number Timely Completed Where FAD Requested | Number Timely Completed Where No Election Made | Number Timely Completed Where AJ Ordered FAD | Total Number Timely Agency Merit Decisions (No AJ Decision) | % Timely Agency Merit Decisions (No AJ Decision) |
|---------------------------|--|--|----------------------------|---|--|--|---|--|
| U.S. Postal Service       | 1,987  | 267.08                                     | 24.91                      | 262   | 1,039  | 604  | 1,905   | 95.87%   |
| U.S. Tax Court            | 1  | 215.00                                     | 0.00                       | 1   | 0  | 0  | 1   | 100.00%  |
|                           |  |  |                            |   |  |  |   |  |
| Cabinet Level Subtotal    | 4,435  | 402.42                                     | 117.43                     | 747   | 1,366  | 804  | 2,917   | 65.77%   |
| Midsize Agencies Subtotal | 342  | 732.96                                     | 348.87                     | 28  | 18   | 25   | 71  | 20.76%   |
| Small Agencies Subtotal   | 80   | 421.89                                     | 201.36                     | 11  | 22   | 5  | 38  | 47.50%   |
| Grand Total               | 4,857  | 426.02                                     | 135.11                     | 786   | 1,406  | 834  | 3,026   | 62.30%   |

**Table B-15 FY 2006 Complaints Closed with Findings of Discrimination**

| <b>Agency or Department</b>   | <b>Total Number Merit Complaint Closures</b> | <b>Number Merit Final Agency Decisions (FADs) (no AJ)</b> | <b>Number Merit FADs Finding Discrimination</b> | <b>% Merit FADs Finding Discrimination</b> | <b>Number Final Orders (FOs) of AJ Merit Decisions</b> | <b>Number FOs of AJ Merit Decisions Finding Discrimination</b> | <b>% FOs of AJ Merit Decisions Finding Discrimination</b> | <b>Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination</b> | <b>% FOs FI AJ Merit Decisions Finding Discrimination</b> |
|---|--|---|---|--|--|--|---|---|---|
| Agency for International Development  | 9  | 6   | 2   | 33.33%                                     | 3  | 0  | 0.00%   | 0   | 0.00%   |
| Armed Forces Retirement Home  | 2  | 0   | 0   | 0.00%                                      | 2  | 0  | 0.00%   | 0   | 0.00%   |
| Broadcasting Board of Governors   | 10   | 9   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Central Intelligence Agency   | 13   | 6   | 0   | 0.00%                                      | 7  | 0  | 0.00%   | 0   | 0.00%   |
| Commodity Futures Trading Commission  | 1  | 1   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Consumer Product Safety Commission  | 2  | 2   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Corporation for National and Community Service                              | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Court Services and Offender Supervision Agency for the District of Columbia | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Army and Air Force Exchange   | 50   | 30  | 0   | 0.00%                                      | 20   | 0  | 0.00%   | 0   | 0.00%   |
| Defense Commissary Agency   | 58   | 20  | 0   | 0.00%                                      | 38   | 2  | 5.26%   | 2   | 100.00%   |
| Defense Contract Audit Agency   | 25   | 11  | 0   | 0.00%                                      | 14   | 0  | 0.00%   | 0   | 0.00%   |
| Defense Contract Management Agency  | 30   | 9   | 0   | 0.00%                                      | 21   | 1  | 4.76%   | 0   | 0.00%   |
| Defense Finance and Accounting Service                                      | 58   | 25  | 0   | 0.00%                                      | 33   | 0  | 0.00%   | 0   | 0.00%   |
| Defense Human Resources Activity  | 5  | 1   | 0   | 0.00%                                      | 4  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Information Systems Agency  | 14   | 6   | 0   | 0.00%                                      | 8  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Intelligence Agency   | 2  | 0   | 0   | 0.00%                                      | 2  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Logistics Agency  | 54   | 33  | 1   | 3.03%                                      | 21   | 0  | 0.00%   | 0   | 0.00%   |
| Defense National Geospatial-Intelligence                                    | 5  | 3   | 0   | 0.00%                                      | 2  | 0  | 0.00%   | 0   | 0.00%   |
| Defense National Guard Bureau   | 3  | 3   | 3   | 100.00%                                    | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Defense National Security Agency  | 13   | 12  | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Nuclear Facilities Safety Board                                     | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Office of the Inspector General                                     | 1  | 1   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Security Service  | 3  | 2   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Threat Reduction Agency   | 5  | 2   | 0   | 0.00%                                      | 3  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Uniformed Services University                                       | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 21   | 12  | 0   | 0.00%                                      | 9  | 0  | 0.00%   | 0   | 0.00%   |
| Department of Agriculture   | 258  | 124   | 4   | 3.23%                                      | 134  | 11   | 8.21%   | 9   | 81.82%  |
| Department of Commerce  | 151  | 115   | 0   | 0.00%                                      | 36   | 1  | 2.78%   | 0   | 0.00%   |
| Department of Defense Education Activity                                    | 21   | 8   | 0   | 0.00%                                      | 13   | 0  | 0.00%   | 0   | 0.00%   |
| Department of Education   | 37   | 22  | 0   | 0.00%                                      | 15   | 0  | 0.00%   | 0   | 0.00%   |
| Department of Energy  | 36   | 23  | 3   | 13.04%                                     | 13   | 1  | 7.69%   | 0   | 0.00%   |
| Department of Health and Human Services                                     | 152  | 109   | 0   | 0.00%                                      | 43   | 3  | 6.98%   | 3   | 100.00%   |
| Department of Homeland Security   | 586  | 266   | 3   | 1.13%                                      | 320  | 21   | 6.56%   | 14  | 66.67%  |

**Table B-15 FY 2006 Complaints Closed with Findings of Discrimination**

| <b>Agency or Department</b>                   | <b>Total Number Merit Complaint Closures</b> | <b>Number Merit Final Agency Decisions (FADs) (no AJ)</b> | <b>Number Merit FADs Finding Discrimination</b> | <b>% Merit FADs Finding Discrimination</b> | <b>Number Final Orders (FOs) of AJ Merit Decisions</b> | <b>Number FOs of AJ Merit Decisions Finding Discrimination</b> | <b>% FOs of AJ Merit Decisions Finding Discrimination</b> | <b>Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination</b> | <b>% FOs FI AJ Merit Decisions Finding Discrimination</b> |
|---|--|---|---|--|--|--|---|---|---|
| Department of Housing and Urban Development   | 69   | 35  | 0   | 0.00%                                      | 34   | 2  | 5.88%   | 2   | 100.00%   |
| Department of Justice                         | 341  | 223   | 8   | 3.59%                                      | 118  | 12   | 10.17%  | 7   | 58.33%  |
| Department of Labor                           | 70   | 31  | 2   | 6.45%                                      | 39   | 2  | 5.13%   | 2   | 100.00%   |
| Department of State                           | 35   | 17  | 0   | 0.00%                                      | 18   | 0  | 0.00%   | 0   | 0.00%   |
| Department of the Air Force                   | 177  | 88  | 1   | 1.14%                                      | 89   | 2  | 2.25%   | 1   | 50.00%  |
| Department of the Army                        | 422  | 265   | 1   | 0.38%                                      | 157  | 14   | 8.92%   | 11  | 78.57%  |
| Department of the Interior                    | 128  | 65  | 0   | 0.00%                                      | 63   | 1  | 1.59%   | 1   | 100.00%   |
| Department of the Navy                        | 239  | 138   | 1   | 0.72%                                      | 101  | 2  | 1.98%   | 1   | 50.00%  |
| Department of the Treasury                    | 309  | 175   | 0   | 0.00%                                      | 134  | 4  | 2.99%   | 0   | 0.00%   |
| Department of Transportation                  | 129  | 72  | 0   | 0.00%                                      | 57   | 2  | 3.51%   | 2   | 100.00%   |
| Department of Veterans Affairs                | 865  | 502   | 6   | 1.20%                                      | 363  | 10   | 2.75%   | 3   | 30.00%  |
| Environmental Protection Agency               | 43   | 25  | 0   | 0.00%                                      | 18   | 0  | 0.00%   | 0   | 0.00%   |
| EOP - National Drug Control Policy            | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| EOP - Office of Administration                | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| EOP - Office of Management and Budget         | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| EOP - Office of the U.S. Trade Representative | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Equal Employment Opportunity Commission       | 11   | 9   | 0   | 0.00%                                      | 2  | 1  | 50.00%  | 0   | 0.00%   |
| Export-Import Bank of the US                  | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Farm Credit Administration                    | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Communications Commission             | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Deposit Insurance Corporation         | 22   | 15  | 0   | 0.00%                                      | 7  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Election Commission                   | 2  | 2   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Energy Regulatory Commission          | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Housing Finance Board                 | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Labor Relations Authority             | 2  | 0   | 0   | 0.00%                                      | 2  | 2  | 100.00%   | 0   | 0.00%   |
| Federal Maritime Commission                   | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Mediation and Conciliation Service    | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Reserve System--Board of Governors    | 1  | 1   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Retirement Thrift Investment Board    | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Federal Trade Commission                      | 2  | 1   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| General Services Administration               | 52   | 21  | 0   | 0.00%                                      | 31   | 1  | 3.23%   | 1   | 100.00%   |
| Government Printing Office                    | 20   | 12  | 0   | 0.00%                                      | 8  | 0  | 0.00%   | 0   | 0.00%   |
| Holocaust Memorial Museum U.S.                | 1  | 1   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| International Boundary and Water Commission   | 1  | 1   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |

**Table B-15 FY 2006 Complaints Closed with Findings of Discrimination**

| <b>Agency or Department</b>                    | <b>Total Number Merit Complaint Closures</b> | <b>Number Merit Final Agency Decisions (FADs) (no AJ)</b> | <b>Number Merit FADs Finding Discrimination</b> | <b>% Merit FADs Finding Discrimination</b> | <b>Number Final Orders (FOs) of AJ Merit Decisions</b> | <b>Number FOs of AJ Merit Decisions Finding Discrimination</b> | <b>% FOs of AJ Merit Decisions Finding Discrimination</b> | <b>Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination</b> | <b>% FOs FI AJ Merit Decisions Finding Discrimination</b> |
|--|--|---|---|--|--|--|---|---|---|
| International Trade Commission                 | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| John F. Kennedy Center for the Performing Arts | 1  | 1   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Merit Systems Protection Board                 | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| National Aeronautics and Space Administration  | 28   | 24  | 0   | 0.00%                                      | 4  | 1  | 25.00%  | 1   | 100.00%   |
| National Archives and Records Administration   | 4  | 4   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| National Credit Union Administration           | 2  | 2   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| National Endowment for the Arts                | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| National Endowment for the Humanities          | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| National Gallery of Art                        | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| National Labor Relations Board                 | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| National Science Foundation                    | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| National Transportation Safety Board           | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Nuclear Regulatory Commission                  | 5  | 4   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Office of Personnel Management                 | 13   | 9   | 0   | 0.00%                                      | 4  | 0  | 0.00%   | 0   | 0.00%   |
| Office of Special Counsel                      | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Overseas Private Investment Corporation        | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Peace Corps                                    | 1  | 0   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Pension Benefit Guaranty Corporation           | 4  | 4   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Railroad Retirement Board                      | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Securities and Exchange Commission             | 5  | 4   | 0   | 0.00%                                      | 1  | 0  | 0.00%   | 0   | 0.00%   |
| Selective Service System                       | 0  | 0   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| Small Business Administration                  | 14   | 6   | 0   | 0.00%                                      | 8  | 0  | 0.00%   | 0   | 0.00%   |
| Smithsonian Institution                        | 11   | 9   | 0   | 0.00%                                      | 2  | 0  | 0.00%   | 0   | 0.00%   |
| Social Security Administration                 | 288  | 200   | 0   | 0.00%                                      | 88   | 9  | 10.23%  | 5   | 55.56%  |
| Tennessee Valley Authority                     | 50   | 42  | 1   | 2.38%                                      | 8  | 1  | 12.50%  | 1   | 100.00%   |
| U.S. Postal Service                            | 4,139  | 1,987   | 0   | 0.00%                                      | 2,152  | 82   | 3.81%   | 42  | 51.22%  |
| U.S. Tax Court                                 | 1  | 1   | 0   | 0.00%                                      | 0  | 0  | 0.00%   | 0   | 0.00%   |
| <b>Cabinet Level Subtotal</b>                  | <b>8,511</b>                                 | <b>4,435</b>  | <b>33</b>                                       | <b>0.74%</b>                               | <b>4,076</b>   | <b>173</b>   | <b>4.24%</b>  | <b>100</b>  | <b>57.80%</b>   |
| <b>Midsize Agencies Subtotal</b>               | <b>508</b>                                   | <b>342</b>  | <b>1</b>  | <b>0.29%</b>                               | <b>166</b>   | <b>12</b>  | <b>7.23%</b>  | <b>8</b>  | <b>66.67%</b>   |
| <b>Small Agencies Subtotal</b>                 | <b>121</b>                                   | <b>80</b>   | <b>2</b>  | <b>2.50%</b>                               | <b>41</b>  | <b>3</b>   | <b>7.32%</b>  | <b>0</b>  | <b>0.00%</b>  |
| <b>Grand Total</b>                             | <b>9,140</b>                                 | <b>4,857</b>  | <b>36</b>                                       | <b>0.74%</b>                               | <b>4,283</b>   | <b>188</b>   | <b>4.39%</b>  | <b>108</b>  | <b>57.45%</b>   |



**Table B-16 FY 2006 Complaints Closed with Findings of No Discrimination**

| <b>Agency or Department</b>   | <b>Number Merit Complaint Closures</b> | <b>Number Merit Final Agency Decisions (FADs) (no AJ)</b> | <b>Number FADs Finding No Discrimination</b> | <b>% FADs Finding No Discrimination</b> | <b>Number Final Orders (FOs) of AJ Merit Decisions</b> | <b>FOs of AJ Decisions Finding No Discrimination</b> | <b>% FOs of AJ Decisions Finding No Discrimination</b> | <b>Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination</b> | <b>% FOs FI AJ Decisions Finding No Discrimination</b> |
|---|--|---|--|---|--|--|--|--|--|
| Agency for International Development  | 9                                      | 6   | 4  | 66.67%                                  | 3  | 3  | 100.00%  | 3  | 100.00%  |
| Armed Forces Retirement Home  | 2                                      | 0   | 0  | 0.00%                                   | 2  | 2  | 100.00%  | 2  | 100.00%  |
| Broadcasting Board of Governors   | 10                                     | 9   | 9  | 100.00%                                 | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Central Intelligence Agency   | 13                                     | 6   | 6  | 100.00%                                 | 7  | 7  | 100.00%  | 7  | 100.00%  |
| Commodity Futures Trading Commission  | 1                                      | 1   | 1  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Consumer Product Safety Commission  | 2                                      | 2   | 2  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Corporation for National and Community Service                              | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Court Services and Offender Supervision Agency for the District of Columbia | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Defense Army and Air Force Exchange   | 50                                     | 30  | 30   | 100.00%                                 | 20   | 20   | 100.00%  | 20   | 100.00%  |
| Defense Commissary Agency   | 58                                     | 20  | 20   | 100.00%                                 | 38   | 36   | 94.74%   | 36   | 100.00%  |
| Defense Contract Audit Agency   | 25                                     | 11  | 11   | 100.00%                                 | 14   | 14   | 100.00%  | 14   | 100.00%  |
| Defense Contract Management Agency  | 30                                     | 9   | 9  | 100.00%                                 | 21   | 20   | 95.24%   | 20   | 100.00%  |
| Defense Finance and Accounting Service                                      | 58                                     | 25  | 25   | 100.00%                                 | 33   | 33   | 100.00%  | 33   | 100.00%  |
| Defense Human Resources Activity  | 5                                      | 1   | 1  | 100.00%                                 | 4  | 4  | 100.00%  | 4  | 100.00%  |
| Defense Information Systems Agency  | 14                                     | 6   | 6  | 100.00%                                 | 8  | 8  | 100.00%  | 8  | 100.00%  |
| Defense Intelligence Agency   | 2                                      | 0   | 0  | 0.00%                                   | 2  | 2  | 100.00%  | 2  | 100.00%  |
| Defense Logistics Agency  | 54                                     | 33  | 32   | 96.97%                                  | 21   | 21   | 100.00%  | 21   | 100.00%  |
| Defense National Geospatial-Intelligence                                    | 5                                      | 3   | 3  | 100.00%                                 | 2  | 2  | 100.00%  | 2  | 100.00%  |
| Defense National Guard Bureau   | 3                                      | 3   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Defense National Security Agency  | 13                                     | 12  | 12   | 100.00%                                 | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Defense Nuclear Facilities Safety Board                                     | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Defense Office of the Inspector General                                     | 1                                      | 1   | 1  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Defense Security Service  | 3                                      | 2   | 2  | 100.00%                                 | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Defense Threat Reduction Agency   | 5                                      | 2   | 2  | 100.00%                                 | 3  | 3  | 100.00%  | 3  | 100.00%  |
| Defense Uniformed Services University                                       | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 21                                     | 12  | 12   | 100.00%                                 | 9  | 9  | 100.00%  | 9  | 100.00%  |
| Department of Agriculture   | 258                                    | 124   | 120  | 96.77%                                  | 134  | 123  | 91.79%   | 123  | 100.00%  |
| Department of Commerce  | 151                                    | 115   | 115  | 100.00%                                 | 36   | 35   | 97.22%   | 35   | 100.00%  |
| Department of Defense Education Activity                                    | 21                                     | 8   | 8  | 100.00%                                 | 13   | 13   | 100.00%  | 13   | 100.00%  |
| Department of Education   | 37                                     | 22  | 22   | 100.00%                                 | 15   | 15   | 100.00%  | 15   | 100.00%  |
| Department of Energy  | 36                                     | 23  | 20   | 86.96%                                  | 13   | 12   | 92.31%   | 12   | 100.00%  |
| Department of Health and Human Services                                     | 152                                    | 109   | 109  | 100.00%                                 | 43   | 40   | 93.02%   | 38   | 95.00%   |
| Department of Homeland Security   | 586                                    | 266   | 263  | 98.87%                                  | 320  | 299  | 93.44%   | 299  | 100.00%  |

**Table B-16 FY 2006 Complaints Closed with Findings of No Discrimination**

| <b>Agency or Department</b>                   | <b>Number Merit Complaint Closures</b> | <b>Number Merit Final Agency Decisions (FADs) (no AJ)</b> | <b>Number FADs Finding No Discrimination</b> | <b>% FADs Finding No Discrimination</b> | <b>Number Final Orders (FOs) of AJ Merit Decisions</b> | <b>FOs of AJ Decisions Finding No Discrimination</b> | <b>% FOs of AJ Decisions Finding No Discrimination</b> | <b>Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination</b> | <b>% FOs FI AJ Decisions Finding No Discrimination</b> |
|---|--|---|--|---|--|--|--|--|--|
| Department of Housing and Urban Development   | 69                                     | 35  | 35   | 100.00%                                 | 34   | 32   | 94.12%   | 32   | 100.00%  |
| Department of Justice                         | 341                                    | 223   | 215  | 96.41%                                  | 118  | 106  | 89.83%   | 106  | 100.00%  |
| Department of Labor                           | 70                                     | 31  | 29   | 93.55%                                  | 39   | 37   | 94.87%   | 37   | 100.00%  |
| Department of State                           | 35                                     | 17  | 17   | 100.00%                                 | 18   | 18   | 100.00%  | 18   | 100.00%  |
| Department of the Air Force                   | 177                                    | 88  | 87   | 98.86%                                  | 89   | 87   | 97.75%   | 84   | 96.55%   |
| Department of the Army                        | 422                                    | 265   | 264  | 99.62%                                  | 157  | 143  | 91.08%   | 143  | 100.00%  |
| Department of the Interior                    | 128                                    | 65  | 65   | 100.00%                                 | 63   | 62   | 98.41%   | 62   | 100.00%  |
| Department of the Navy                        | 239                                    | 138   | 137  | 99.28%                                  | 101  | 99   | 98.02%   | 99   | 100.00%  |
| Department of the Treasury                    | 309                                    | 175   | 175  | 100.00%                                 | 134  | 130  | 97.01%   | 130  | 100.00%  |
| Department of Transportation                  | 129                                    | 72  | 72   | 100.00%                                 | 57   | 55   | 96.49%   | 54   | 98.18%   |
| Department of Veterans Affairs                | 865                                    | 502   | 496  | 98.80%                                  | 363  | 353  | 97.25%   | 353  | 100.00%  |
| Environmental Protection Agency               | 43                                     | 25  | 25   | 100.00%                                 | 18   | 18   | 100.00%  | 18   | 100.00%  |
| EOP - National Drug Control Policy            | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| EOP - Office of Administration                | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| EOP - Office of Management and Budget         | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| EOP - Office of the U.S. Trade Representative | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Equal Employment Opportunity Commission       | 11                                     | 9   | 9  | 100.00%                                 | 2  | 1  | 50.00%   | 1  | 100.00%  |
| Export-Import Bank of the US                  | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Farm Credit Administration                    | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Federal Communications Commission             | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Federal Deposit Insurance Corporation         | 22                                     | 15  | 15   | 100.00%                                 | 7  | 7  | 100.00%  | 7  | 100.00%  |
| Federal Election Commission                   | 2                                      | 2   | 2  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Federal Energy Regulatory Commission          | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Federal Housing Finance Board                 | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Federal Labor Relations Authority             | 2                                      | 0   | 0  | 0.00%                                   | 2  | 0  | 0.00%  | 0  | 0.00%  |
| Federal Maritime Commission                   | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Federal Mediation and Conciliation Service    | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Federal Reserve System--Board of Governors    | 1                                      | 1   | 1  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Federal Retirement Thrift Investment Board    | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Federal Trade Commission                      | 2                                      | 1   | 1  | 100.00%                                 | 1  | 1  | 100.00%  | 1  | 100.00%  |
| General Services Administration               | 52                                     | 21  | 21   | 100.00%                                 | 31   | 30   | 96.77%   | 30   | 100.00%  |
| Government Printing Office                    | 20                                     | 12  | 12   | 100.00%                                 | 8  | 8  | 100.00%  | 8  | 100.00%  |
| Holocaust Memorial Museum U.S.                | 1                                      | 1   | 1  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| International Boundary and Water Commission   | 1                                      | 1   | 1  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |

**Table B-16 FY 2006 Complaints Closed with Findings of No Discrimination**

| <b>Agency or Department</b>                    | <b>Number Merit Complaint Closures</b> | <b>Number Merit Final Agency Decisions (FADs) (no AJ)</b> | <b>Number FADs Finding No Discrimination</b> | <b>% FADs Finding No Discrimination</b> | <b>Number Final Orders (FOs) of AJ Merit Decisions</b> | <b>FOs of AJ Decisions Finding No Discrimination</b> | <b>% FOs of AJ Decisions Finding No Discrimination</b> | <b>Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination</b> | <b>% FOs FI AJ Decisions Finding No Discrimination</b> |
|--|--|---|--|---|--|--|--|--|--|
| International Trade Commission                 | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| John F. Kennedy Center for the Performing Arts | 1                                      | 1   | 1  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Merit Systems Protection Board                 | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| National Aeronautics and Space Administration  | 28                                     | 24  | 24   | 100.00%                                 | 4  | 3  | 75.00%   | 3  | 100.00%  |
| National Archives and Records Administration   | 4                                      | 4   | 4  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| National Credit Union Administration           | 2                                      | 2   | 2  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| National Endowment for the Arts                | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| National Endowment for the Humanities          | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| National Gallery of Art                        | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| National Labor Relations Board                 | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| National Science Foundation                    | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| National Transportation Safety Board           | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Nuclear Regulatory Commission                  | 5                                      | 4   | 4  | 100.00%                                 | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Office of Personnel Management                 | 13                                     | 9   | 9  | 100.00%                                 | 4  | 4  | 100.00%  | 4  | 100.00%  |
| Office of Special Counsel                      | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Overseas Private Investment Corporation        | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Peace Corps                                    | 1                                      | 0   | 0  | 0.00%                                   | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Pension Benefit Guaranty Corporation           | 4                                      | 4   | 4  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Railroad Retirement Board                      | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Securities and Exchange Commission             | 5                                      | 4   | 4  | 100.00%                                 | 1  | 1  | 100.00%  | 1  | 100.00%  |
| Selective Service System                       | 0                                      | 0   | 0  | 0.00%                                   | 0  | 0  | 0.00%  | 0  | 0.00%  |
| Small Business Administration                  | 14                                     | 6   | 6  | 100.00%                                 | 8  | 8  | 100.00%  | 8  | 100.00%  |
| Smithsonian Institution                        | 11                                     | 9   | 9  | 100.00%                                 | 2  | 2  | 100.00%  | 2  | 100.00%  |
| Social Security Administration                 | 288                                    | 200   | 200  | 100.00%                                 | 88   | 79   | 89.77%   | 79   | 100.00%  |
| Tennessee Valley Authority                     | 50                                     | 42  | 41   | 97.62%                                  | 8  | 7  | 87.50%   | 7  | 100.00%  |
| U.S. Postal Service                            | 4,139                                  | 1,987   | 1,987  | 100.00%                                 | 2,152  | 2,070  | 96.19%   | 2,070  | 100.00%  |
| U.S. Tax Court                                 | 1                                      | 1   | 1  | 100.00%                                 | 0  | 0  | 0.00%  | 0  | 0.00%  |
|  |  |   |  |   |  |  |  |  |  |
| Cabinet Level Subtotal                         | 8,511                                  | 4,435   | 4,402  | 99.26%                                  | 4,076  | 3,903  | 95.76%   | 3,897  | 99.85%   |
| Midsize Agencies Subtotal                      | 508                                    | 342   | 341  | 99.71%                                  | 166  | 154  | 92.77%   | 154  | 100.00%  |
| Small Agencies Subtotal                        | 121                                    | 80  | 78   | 97.50%                                  | 41   | 38   | 92.68%   | 38   | 100.00%  |
| Grand Total                                    | 9,140                                  | 4,857   | 4,821  | 99.26%                                  | 4,283  | 4,095  | 95.61%   | 4,089  | 99.85%   |

**Table B-17 FY 2006 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions**

| <b>Agency or Department</b>   | <b>APD All Final Agency Decisions (FADs) (No AJ)</b> | <b>APD FADs Finding Discrimination</b> | <b>APD FADs Finding No Discrimination</b> | <b>APD Merit FADs From Date of Complaints Filed/Remanded</b> | <b>APD FAD Dismissals</b> | <b>APD ALL Final Orders (FOs) of AJ Decisions</b> | <b>APD FOs Fully Implementing (FI) Merit Decisions</b> | <b>APD FI AJ Decisions Finding Discrimination</b> | <b>APD FI AJ Decisions Finding No Discrimination</b> | <b>APD FOs FI AJ Dismissals</b> |
|---|--|--|---|--|---------------------------|---|--|---|--|---------------------------------|
| Agency for International Development  | 500.00   | 543.00                                 | 687.25                                    | 639.17   | 221.67                    | 796.33  | 796.33   | 0.00  | 796.33   | 0.00                            |
| Armed Forces Retirement Home  | 265.50   | 0.00                                   | 0.00                                      | 0.00   | 265.50                    | 589.00  | 589.00   | 0.00  | 589.00   | 0.00                            |
| Broadcasting Board of Governors   | 191.20   | 0.00                                   | 289.00                                    | 289.00   | 44.50                     | 358.25  | 358.25   | 0.00  | 322.00   | 370.33                          |
| Central Intelligence Agency   | 186.40   | 0.00                                   | 300.17                                    | 300.17   | 15.75                     | 1,188.86  | 1,188.86   | 0.00  | 1,188.86   | 0.00                            |
| Commodity Futures Trading Commission  | 149.00   | 0.00                                   | 264.00                                    | 264.00   | 34.00                     | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Consumer Product Safety Commission  | 140.25   | 0.00                                   | 273.50                                    | 273.50   | 7.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Corporation for National and Community Service                              | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Court Services and Offender Supervision Agency for the District of Columbia | 226.00   | 0.00                                   | 0.00                                      | 0.00   | 226.00                    | 735.00  | 735.00   | 0.00  | 735.00   | 0.00                            |
| Defense Army and Air Force Exchange   | 230.46   | 0.00                                   | 387.90                                    | 387.90   | 87.33                     | 590.96  | 590.96   | 0.00  | 604.05   | 503.67                          |
| Defense Commissary Agency   | 252.68   | 0.00                                   | 260.05                                    | 260.05   | 179.00                    | 338.20  | 338.20   | 355.50  | 341.06   | 269.50                          |
| Defense Contract Audit Agency   | 244.00   | 0.00                                   | 283.91                                    | 283.91   | 24.50                     | 820.13  | 820.13   | 0.00  | 814.86   | 894.00                          |
| Defense Contract Management Agency  | 362.26   | 0.00                                   | 653.11                                    | 653.11   | 100.50                    | 1,594.74  | 1,622.82   | 0.00  | 1,661.45   | 1,236.50                        |
| Defense Finance and Accounting Service                                      | 213.77   | 0.00                                   | 316.92                                    | 316.92   | 70.50                     | 1,094.97  | 1,094.97   | 0.00  | 1,094.97   | 0.00                            |
| Defense Human Resources Activity  | 367.00   | 0.00                                   | 367.00                                    | 367.00   | 0.00                      | 648.00  | 648.00   | 0.00  | 648.00   | 0.00                            |
| Defense Information Systems Agency  | 335.00   | 0.00                                   | 335.00                                    | 335.00   | 0.00                      | 852.50  | 852.50   | 0.00  | 852.50   | 0.00                            |
| Defense Intelligence Agency   | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 579.50  | 579.50   | 0.00  | 579.50   | 0.00                            |
| Defense Logistics Agency  | 349.20   | 448.00                                 | 434.38                                    | 434.79   | 92.45                     | 526.78  | 526.78   | 0.00  | 557.76   | 201.50                          |
| Defense National Geospatial-Intelligence                                    | 347.20   | 0.00                                   | 544.33                                    | 544.33   | 51.50                     | 354.00  | 354.00   | 0.00  | 354.00   | 0.00                            |
| Defense National Guard Bureau   | 314.08   | 5.00                                   | 0.00                                      | 5.00   | 406.80                    | 1,005.00  | 1,005.00   | 0.00  | 0.00   | 1,005.00                        |
| Defense National Security Agency  | 325.50   | 0.00                                   | 574.75                                    | 574.75   | 138.56                    | 606.00  | 606.00   | 0.00  | 606.00   | 0.00                            |
| Defense Nuclear Facilities Safety Board                                     | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Defense Office of the Inspector General                                     | 182.00   | 0.00                                   | 336.00                                    | 336.00   | 28.00                     | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Defense Security Service  | 278.00   | 0.00                                   | 278.00                                    | 278.00   | 0.00                      | 596.00  | 596.00   | 0.00  | 596.00   | 0.00                            |
| Defense Threat Reduction Agency   | 181.75   | 0.00                                   | 338.50                                    | 338.50   | 25.00                     | 547.00  | 547.00   | 0.00  | 547.00   | 0.00                            |
| Defense Uniformed Services University                                       | 26.00  | 0.00                                   | 0.00                                      | 0.00   | 26.00                     | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 508.24   | 0.00                                   | 664.83                                    | 664.83   | 132.40                    | 880.44  | 880.44   | 0.00  | 880.44   | 0.00                            |
| Department of Agriculture   | 823.09   | 754.00                                 | 924.61                                    | 919.10   | 606.62                    | 721.61  | 722.14   | 833.33  | 711.39   | 732.87                          |
| Department of Commerce  | 578.23   | 0.00                                   | 790.87                                    | 790.87   | 79.18                     | 688.05  | 681.27   | 0.00  | 693.20   | 611.67                          |
| Department of Defense Education Activity                                    | 380.54   | 0.00                                   | 486.50                                    | 486.50   | 211.00                    | 588.38  | 588.38   | 0.00  | 588.38   | 0.00                            |
| Department of Education   | 438.04   | 0.00                                   | 491.50                                    | 491.50   | 202.80                    | 639.53  | 639.53   | 0.00  | 639.53   | 0.00                            |
| Department of Energy  | 397.93   | 333.00                                 | 613.25                                    | 576.70   | 156.06                    | 944.08  | 764.42   | 0.00  | 764.42   | 0.00                            |
| Department of Health and Human Services                                     | 532.12   | 0.00                                   | 726.13                                    | 726.13   | 82.17                     | 354.00  | 368.45   | 749.00  | 351.55   | 306.00                          |
| Department of Homeland Security   | 476.28   | 1,229.00                               | 722.57                                    | 728.28   | 255.78                    | 887.04  | 881.87   | 1,422.36  | 869.12   | 647.19                          |
| Department of Housing and Urban Development                                 | 65.03  | 0.00                                   | 97.00                                     | 97.00  | 31.12                     | 632.53  | 632.53   | 694.00  | 628.69   | 0.00                            |

**Table B-17 FY 2006 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions**

| <b>Agency or Department</b>                    | <b>APD All Final Agency Decisions (FADs) (No AJ)</b> | <b>APD FADs Finding Discrimination</b> | <b>APD FADs Finding No Discrimination</b> | <b>APD Merit FADs From Date of Complaints Filed/Remanded</b> | <b>APD FAD Dismissals</b> | <b>APD ALL Final Orders (FOs) of AJ Decisions</b> | <b>APD FOs Fully Implementing (FI) Merit Decisions</b> | <b>APD FI AJ Decisions Finding Discrimination</b> | <b>APD FI AJ Decisions Finding No Discrimination</b> | <b>APD FOs FI AJ Dismissals</b> |
|--|--|--|---|--|---------------------------|---|--|---|--|---------------------------------|
| Department of Justice                          | 297.42   | 472.63                                 | 365.41                                    | 369.26   | 169.26                    | 625.66  | 567.97   | 1,721.71  | 466.48   | 1,462.00                        |
| Department of Labor                            | 441.97   | 752.50                                 | 691.38                                    | 695.32   | 188.61                    | 1,871.17  | 1,871.17   | 1,722.00  | 1,934.35   | 851.50                          |
| Department of State                            | 240.56   | 0.00                                   | 465.88                                    | 465.88   | 38.95                     | 683.17  | 683.17   | 0.00  | 683.17   | 0.00                            |
| Department of the Air Force                    | 303.22   | 448.00                                 | 512.92                                    | 512.18   | 136.05                    | 640.97  | 635.29   | 1,064.00  | 644.10   | 562.25                          |
| Department of the Army                         | 334.80   | 2,167.00                               | 616.39                                    | 622.24   | 68.46                     | 678.86  | 674.91   | 676.00  | 677.27   | 643.09                          |
| Department of the Interior                     | 402.56   | 0.00                                   | 471.11                                    | 471.11   | 282.14                    | 717.01  | 717.01   | 1,300.00  | 708.00   | 714.82                          |
| Department of the Navy                         | 323.89   | 482.00                                 | 479.80                                    | 479.81   | 200.23                    | 749.43  | 750.10   | 588.00  | 758.11   | 645.00                          |
| Department of the Treasury                     | 457.11   | 0.00                                   | 491.91                                    | 491.91   | 384.60                    | 642.51  | 636.88   | 0.00  | 624.79   | 767.83                          |
| Department of Transportation                   | 210.39   | 0.00                                   | 351.75                                    | 351.75   | 158.73                    | 508.66  | 515.82   | 337.00  | 489.28   | 963.50                          |
| Department of Veterans Affairs                 | 183.09   | 309.00                                 | 291.21                                    | 291.42   | 53.30                     | 484.81  | 484.45   | 489.00  | 487.79   | 376.00                          |
| Environmental Protection Agency                | 451.14   | 0.00                                   | 677.04                                    | 677.04   | 137.39                    | 691.00  | 691.00   | 0.00  | 732.22   | 567.33                          |
| EOP - National Drug Control Policy             | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| EOP - Office of Administration                 | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| EOP - Office of Management and Budget          | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| EOP - Office of the U.S. Trade Representative  | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Equal Employment Opportunity Commission        | 446.08   | 0.00                                   | 610.56                                    | 610.56   | 76.00                     | 881.00  | 602.00   | 0.00  | 602.00   | 0.00                            |
| Export-Import Bank of the US                   | 66.00  | 0.00                                   | 0.00                                      | 0.00   | 66.00                     | 281.60  | 281.60   | 0.00  | 0.00   | 281.60                          |
| Farm Credit Administration                     | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 889.00  | 889.00   | 0.00  | 889.00   | 0.00                            |
| Federal Communications Commission              | 34.50  | 0.00                                   | 0.00                                      | 0.00   | 34.50                     | 480.00  | 480.00   | 0.00  | 480.00   | 0.00                            |
| Federal Deposit Insurance Corporation          | 360.87   | 0.00                                   | 360.87                                    | 360.87   | 0.00                      | 576.18  | 576.18   | 0.00  | 558.00   | 608.00                          |
| Federal Election Commission                    | 235.50   | 0.00                                   | 235.50                                    | 235.50   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Federal Energy Regulatory Commission           | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Federal Housing Finance Board                  | 73.00  | 0.00                                   | 0.00                                      | 0.00   | 73.00                     | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Federal Labor Relations Authority              | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 884.50  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Federal Maritime Commission                    | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 14.00   | 14.00  | 0.00  | 14.00  | 0.00                            |
| Federal Mediation and Conciliation Service     | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Federal Reserve System--Board of Governors     | 399.00   | 0.00                                   | 399.00                                    | 399.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Federal Retirement Thrift Investment Board     | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Federal Trade Commission                       | 191.00   | 0.00                                   | 269.00                                    | 269.00   | 113.00                    | 440.00  | 440.00   | 0.00  | 440.00   | 0.00                            |
| General Services Administration                | 205.97   | 0.00                                   | 357.95                                    | 357.95   | 28.67                     | 522.45  | 522.45   | 865.00  | 528.37   | 262.50                          |
| Government Printing Office                     | 347.00   | 0.00                                   | 572.75                                    | 572.75   | 166.40                    | 817.70  | 817.70   | 0.00  | 795.50   | 906.50                          |
| Holocaust Memorial Museum U.S.                 | 250.00   | 0.00                                   | 250.00                                    | 250.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| International Boundary and Water Commission    | 513.00   | 0.00                                   | 513.00                                    | 513.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| International Trade Commission                 | 64.00  | 0.00                                   | 0.00                                      | 0.00   | 64.00                     | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| John F. Kennedy Center for the Performing Arts | 266.00   | 0.00                                   | 266.00                                    | 266.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |

**Table B-17 FY 2006 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions**

| <b>Agency or Department</b>                   | <b>APD All Final Agency Decisions (FADs) (No AJ)</b> | <b>APD FADs Finding Discrimination</b> | <b>APD FADs Finding No Discrimination</b> | <b>APD Merit FADs From Date of Complaints Filed/Remanded</b> | <b>APD FAD Dismissals</b> | <b>APD ALL Final Orders (FOs) of AJ Decisions</b> | <b>APD FOs Fully Implementing (FI) Merit Decisions</b> | <b>APD FI AJ Decisions Finding Discrimination</b> | <b>APD FI AJ Decisions Finding No Discrimination</b> | <b>APD FOs FI AJ Dismissals</b> |
|---|--|--|---|--|---------------------------|---|--|---|--|---------------------------------|
| Merit Systems Protection Board                | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| National Aeronautics and Space Administration | 651.07   | 0.00                                   | 916.38                                    | 916.38   | 315.95                    | 543.75  | 543.75   | 532.00  | 547.67   | 0.00                            |
| National Archives and Records Administration  | 130.83   | 0.00                                   | 89.50                                     | 89.50  | 213.50                    | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| National Credit Union Administration          | 632.80   | 0.00                                   | 1,404.00                                  | 1,404.00   | 118.67                    | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| National Endowment for the Arts               | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 321.00  | 321.00   | 0.00  | 0.00   | 321.00                          |
| National Endowment for the Humanities         | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| National Gallery of Art                       | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 825.00  | 825.00   | 0.00  | 825.00   | 0.00                            |
| National Labor Relations Board                | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 280.00  | 280.00   | 0.00  | 280.00   | 0.00                            |
| National Science Foundation                   | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 719.00  | 719.00   | 0.00  | 0.00   | 719.00                          |
| National Transportation Safety Board          | 317.50   | 0.00                                   | 0.00                                      | 0.00   | 317.50                    | 787.00  | 787.00   | 0.00  | 1,099.00   | 475.00                          |
| Nuclear Regulatory Commission                 | 452.80   | 0.00                                   | 544.50                                    | 544.50   | 86.00                     | 784.00  | 784.00   | 0.00  | 784.00   | 0.00                            |
| Office of Personnel Management                | 111.12   | 0.00                                   | 209.22                                    | 209.22   | 55.94                     | 570.00  | 570.00   | 0.00  | 570.00   | 0.00                            |
| Office of Special Counsel                     | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 600.00  | 600.00   | 0.00  | 600.00   | 0.00                            |
| Overseas Private Investment Corporation       | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Peace Corps                                   | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 711.00  | 711.00   | 0.00  | 884.00   | 538.00                          |
| Pension Benefit Guaranty Corporation          | 255.18   | 0.00                                   | 419.75                                    | 419.75   | 161.14                    | 965.00  | 965.00   | 0.00  | 0.00   | 965.00                          |
| Railroad Retirement Board                     | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Securities and Exchange Commission            | 140.38   | 0.00                                   | 261.50                                    | 261.50   | 19.25                     | 1,231.00  | 1,231.00   | 0.00  | 684.00   | 1,778.00                        |
| Selective Service System                      | 0.00   | 0.00                                   | 0.00                                      | 0.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
| Small Business Administration                 | 497.92   | 0.00                                   | 620.50                                    | 620.50   | 375.33                    | 1,195.63  | 1,195.63   | 0.00  | 1,195.63   | 0.00                            |
| Smithsonian Institution                       | 118.95   | 0.00                                   | 185.56                                    | 185.56   | 59.00                     | 651.50  | 651.50   | 0.00  | 651.50   | 0.00                            |
| Social Security Administration                | 672.66   | 0.00                                   | 931.87                                    | 931.87   | 109.15                    | 784.30  | 768.12   | 1,358.40  | 730.76   | 0.00                            |
| Tennessee Valley Authority                    | 129.91   | 278.00                                 | 165.29                                    | 167.98   | 30.00                     | 73.50   | 73.50  | 130.00  | 65.43  | 0.00                            |
| U.S. Postal Service                           | 142.98   | 0.00                                   | 267.08                                    | 267.08   | 35.99                     | 543.39  | 535.49   | 855.38  | 531.39   | 427.89                          |
| U.S. Tax Court                                | 215.00   | 0.00                                   | 215.00                                    | 215.00   | 0.00                      | 0.00  | 0.00   | 0.00  | 0.00   | 0.00                            |
|   |  |  |   |  |                           |   |  |   |  |                                 |
| Cabinet Level Subtotal                        | 248.54   | 557.64                                 | 401.26                                    | 402.42   | 93.95                     | 618.79  | 612.22   | 957.10  | 603.91   | 601.36                          |
| Midsized Agencies Subtotal                    | 524.04   | 278.00                                 | 734.29                                    | 732.96   | 124.89                    | 689.96  | 679.98   | 1,039.88  | 672.96   | 530.08                          |
| Small Agencies Subtotal                       | 266.29   | 543.00                                 | 418.78                                    | 421.89   | 108.72                    | 723.30  | 709.24   | 0.00  | 767.66   | 570.50                          |
| Grand Total                                   | 263.89   | 549.06                                 | 425.10                                    | 426.02   | 95.39                     | 622.92  | 616.08   | 963.23  | 608.03   | 595.26                          |

**Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions**

| <b>Agency or Department</b>   | <b>APD All Final Orders (FOs) of AJ Decisions</b> | <b>APD All FOs Not Fully Implementing (NFI) AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding Discrimination</b> | <b>APD Agency Appeal of Finding in AJ Decisions</b> | <b>APD Agency Appeal of Remedy in AJ Decisions</b> | <b>APD Agency Appeal of Remedy and Finding in AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding No Discrimination</b> | <b>APD FOs NFI AJ Dismissals</b> |
|---|---|--|--|---|--|--|---|----------------------------------|
| Agency for International Development  | 796.33  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Armed Forces Retirement Home  | 589.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Broadcasting Board of Governors   | 358.25  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Central Intelligence Agency   | 1,188.86  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Commodity Futures Trading Commission  | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Consumer Product Safety Commission  | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Corporation for National and Community Service                              | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Court Services and Offender Supervision Agency for the District of Columbia | 735.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Army and Air Force Exchange   | 590.96  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Commissary Agency   | 338.20  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Contract Audit Agency   | 820.13  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Contract Management Agency  | 1,594.74  | 977.00   | 977.00   | 0.00  | 0.00   | 977.00   | 0.00  | 0.00                             |
| Defense Finance and Accounting Service                                      | 1,094.97  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Human Resources Activity  | 648.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Information Systems Agency  | 852.50  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Intelligence Agency   | 579.50  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Logistics Agency  | 526.78  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense National Geospatial-Intelligence                                    | 354.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense National Guard Bureau   | 1,005.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense National Security Agency  | 606.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Nuclear Facilities Safety Board                                     | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Office of the Inspector General                                     | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Security Service  | 596.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Threat Reduction Agency   | 547.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Uniformed Services University                                       | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 880.44  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of Agriculture   | 721.61  | 678.50   | 678.50   | 0.00  | 0.00   | 678.50   | 0.00  | 0.00                             |
| Department of Commerce  | 688.05  | 966.00   | 966.00   | 0.00  | 0.00   | 966.00   | 0.00  | 0.00                             |
| Department of Defense Education Activity                                    | 588.38  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of Education   | 639.53  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of Energy  | 944.08  | 3,100.00   | 3,100.00   | 0.00  | 0.00   | 3,100.00   | 0.00  | 0.00                             |

**Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions**

| <b>Agency or Department</b>                   | <b>APD All Final Orders (FOs) of AJ Decisions</b> | <b>APD All FOs Not Fully Implementing (NFI) AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding Discrimination</b> | <b>APD Agency Appeal of Finding in AJ Decisions</b> | <b>APD Agency Appeal of Remedy in AJ Decisions</b> | <b>APD Agency Appeal of Remedy and Finding in AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding No Discrimination</b> | <b>APD FOs NFI AJ Dismissals</b> |
|---|---|--|--|---|--|--|---|----------------------------------|
| Department of Health and Human Services       | 354.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of Homeland Security               | 887.04  | 1,130.00   | 1,130.00   | 0.00  | 0.00   | 1,130.00   | 0.00  | 0.00                             |
| Department of Housing and Urban Development   | 632.53  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of Justice                         | 625.66  | 1,741.00   | 1,858.80   | 0.00  | 0.00   | 1,858.80   | 0.00  | 1,152.00                         |
| Department of Labor                           | 1,871.17  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of State                           | 683.17  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of the Air Force                   | 640.97  | 784.50   | 546.00   | 0.00  | 0.00   | 546.00   | 864.00  | 0.00                             |
| Department of the Army                        | 678.86  | 896.00   | 896.00   | 0.00  | 1,436.00   | 626.00   | 0.00  | 0.00                             |
| Department of the Interior                    | 717.01  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Department of the Navy                        | 749.43  | 678.00   | 678.00   | 0.00  | 0.00   | 678.00   | 0.00  | 0.00                             |
| Department of the Treasury                    | 642.51  | 842.50   | 842.50   | 0.00  | 0.00   | 842.50   | 0.00  | 0.00                             |
| Department of Transportation                  | 508.66  | 79.00  | 0.00   | 0.00  | 0.00   | 0.00   | 79.00   | 0.00                             |
| Department of Veterans Affairs                | 484.81  | 503.43   | 503.43   | 0.00  | 506.00   | 497.00   | 0.00  | 0.00                             |
| Environmental Protection Agency               | 691.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| EOP - National Drug Control Policy            | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| EOP - Office of Administration                | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| EOP - Office of Management and Budget         | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| EOP - Office of the U.S. Trade Representative | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Equal Employment Opportunity Commission       | 881.00  | 1,160.00   | 1,160.00   | 0.00  | 0.00   | 1,160.00   | 0.00  | 0.00                             |
| Export-Import Bank of the US                  | 281.60  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Farm Credit Administration                    | 889.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Communications Commission             | 480.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Deposit Insurance Corporation         | 576.18  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Election Commission                   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Energy Regulatory Commission          | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Housing Finance Board                 | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Labor Relations Authority             | 884.50  | 884.50   | 884.50   | 0.00  | 0.00   | 884.50   | 0.00  | 0.00                             |
| Federal Maritime Commission                   | 14.00   | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Mediation and Conciliation Service    | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Reserve System--Board of Governors    | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Retirement Thrift Investment Board    | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Federal Trade Commission                      | 440.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |



**Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions**

| <b>Agency or Department</b>                    | <b>APD All Final Orders (FOs) of AJ Decisions</b> | <b>APD All FOs Not Fully Implementing (NFI) AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding Discrimination</b> | <b>APD Agency Appeal of Finding in AJ Decisions</b> | <b>APD Agency Appeal of Remedy in AJ Decisions</b> | <b>APD Agency Appeal of Remedy and Finding in AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding No Discrimination</b> | <b>APD FOs NFI AJ Dismissals</b> |
|--|---|--|--|---|--|--|---|----------------------------------|
| General Services Administration                | 522.45  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Government Printing Office                     | 817.70  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Holocaust Memorial Museum U.S.                 | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| International Boundary and Water Commission    | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| International Trade Commission                 | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| John F. Kennedy Center for the Performing Arts | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Merit Systems Protection Board                 | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Aeronautics and Space Administration  | 543.75  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Archives and Records Administration   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Credit Union Administration           | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Endowment for the Arts                | 321.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Endowment for the Humanities          | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Gallery of Art                        | 825.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Labor Relations Board                 | 280.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Science Foundation                    | 719.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| National Transportation Safety Board           | 787.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Nuclear Regulatory Commission                  | 784.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Office of Personnel Management                 | 570.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Office of Special Counsel                      | 600.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Overseas Private Investment Corporation        | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Peace Corps                                    | 711.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Pension Benefit Guaranty Corporation           | 965.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Railroad Retirement Board                      | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Securities and Exchange Commission             | 1,231.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Selective Service System                       | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Small Business Administration                  | 1,195.63  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Smithsonian Institution                        | 651.50  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| Social Security Administration                 | 784.30  | 1,124.00   | 1,124.00   | 580.00  | 0.00   | 1,305.33   | 0.00  | 0.00                             |
| Tennessee Valley Authority                     | 73.50   | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
| U.S. Postal Service                            | 543.39  | 969.38   | 969.38   | 679.00  | 594.00   | 995.22   | 0.00  | 0.00                             |
| U.S. Tax Court                                 | 0.00  | 0.00   | 0.00   | 0.00  | 0.00   | 0.00   | 0.00  | 0.00                             |
|  |   |  |  |   |  |  |   |                                  |

**Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions**

| <b>Agency or Department</b> | <b>APD All Final Orders (FOs) of AJ Decisions</b> | <b>APD All FOs Not Fully Implementing (NFI) AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding Discrimination</b> | <b>APD Agency Appeal of Finding in AJ Decisions</b> | <b>APD Agency Appeal of Remedy in AJ Decisions</b> | <b>APD Agency Appeal of Remedy and Finding in AJ Decisions</b> | <b>APD FOs NFI AJ Decisions Finding No Discrimination</b> | <b>APD FOs NFI AJ Dismissals</b> |
|-----------------------------|---|--|--|---|--|--|---|----------------------------------|
| Cabinet Level Subtotal      | 618.79  | 962.60   | 1,002.53   | 679.00  | 651.43   | 1,051.05   | 445.17  | 1,152.00                         |
| Midsize Agencies Subtotal   | 689.96  | 1,124.00   | 1,124.00   | 580.00  | 0.00   | 1,305.33   | 0.00  | 0.00                             |
| Small Agencies Subtotal     | 723.30  | 976.33   | 976.33   | 0.00  | 0.00   | 976.33   | 0.00  | 0.00                             |
| Grand Total                 | 622.92  | 970.49   | 1,007.63   | 646.00  | 651.43   | 1,058.74   | 445.17  | 1,152.00                         |

**Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b>  | <b>Number<br/>Complaint<br/>Closures</b> | <b>Number<br/>Complaint<br/>Closures Offered<br/>ADR</b> | <b>% Complaints<br/>Closures<br/>Offered ADR</b> | <b>Number Offers<br/>Rejected by<br/>Complainant</b> | <b>Number Offers<br/>Rejected by<br/>Agency</b> | <b>Total Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> | <b>% Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> |
|--|--|--|--|--|---|---|---|
| Agency for International Development   | 13                                       | 1  | 7.69%  | 0  | 1   | 0   | 0.00%   |
| Armed Forces Retirement Home   | 8  | 4  | 50.00%   | 0  | 0   | 4   | 50.00%  |
| Broadcasting Board of Governors  | 24                                       | 24   | 100.00%  | 22   | 0   | 2   | 8.33%   |
| Central Intelligence Agency  | 22                                       | 6  | 27.27%   | 4  | 0   | 2   | 9.09%   |
| Commodity Futures Trading Commission   | 3  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Consumer Product Safety Commission   | 4  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Corporation for National and Community Service                                 | 4  | 4  | 100.00%  | 3  | 0   | 1   | 25.00%  |
| Court Services and Offender Supervision Agency for<br>the District of Columbia | 3  | 2  | 66.67%   | 2  | 0   | 0   | 0.00%   |
| Defense Army and Air Force Exchange  | 141                                      | 77   | 54.61%   | 27   | 20  | 30  | 21.28%  |
| Defense Commissary Agency  | 136                                      | 92   | 67.65%   | 45   | 12  | 35  | 25.74%  |
| Defense Contract Audit Agency  | 41                                       | 6  | 14.63%   | 0  | 0   | 6   | 14.63%  |
| Defense Contract Management Agency   | 55                                       | 3  | 5.45%  | 0  | 0   | 3   | 5.45%   |
| Defense Finance and Accounting Service   | 98                                       | 22   | 22.45%   | 2  | 0   | 20  | 20.41%  |
| Defense Human Resources Activity   | 5  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Defense Information Systems Agency   | 19                                       | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Defense Intelligence Agency  | 4  | 1  | 25.00%   | 0  | 0   | 1   | 25.00%  |
| Defense Logistics Agency   | 105                                      | 27   | 25.71%   | 3  | 0   | 24  | 22.86%  |
| Defense National Geospatial-Intelligence                                       | 16                                       | 5  | 31.25%   | 1  | 1   | 3   | 18.75%  |
| Defense National Guard Bureau  | 27                                       | 26   | 96.30%   | 17   | 0   | 9   | 33.33%  |
| Defense National Security Agency   | 33                                       | 33   | 100.00%  | 32   | 0   | 1   | 3.03%   |
| Defense Nuclear Facilities Safety Board  | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Defense Office of the Inspector General  | 3  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Defense Security Service   | 3  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Defense Threat Reduction Agency  | 12                                       | 6  | 50.00%   | 6  | 0   | 0   | 0.00%   |
| Defense Uniformed Services University  | 2  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                          | 34                                       | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Department of Agriculture  | 577                                      | 46   | 7.97%  | 15   | 2   | 29  | 5.03%   |
| Department of Commerce   | 292                                      | 110  | 37.67%   | 98   | 1   | 11  | 3.77%   |
| Department of Defense Education Activity                                       | 36                                       | 5  | 13.89%   | 2  | 0   | 3   | 8.33%   |
| Department of Education  | 61                                       | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |

**Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b>                   | <b>Number<br/>Complaint<br/>Closures</b> | <b>Number<br/>Complaint<br/>Closures Offered<br/>ADR</b> | <b>% Complaints<br/>Closures<br/>Offered ADR</b> | <b>Number Offers<br/>Rejected by<br/>Complainant</b> | <b>Number Offers<br/>Rejected by<br/>Agency</b> | <b>Total Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> | <b>% Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> |
|---|--|--|--|--|---|---|---|
| Department of Energy                          | 82                                       | 45   | 54.88%   | 32   | 2   | 11  | 13.41%  |
| Department of Health and Human Services       | 316                                      | 49   | 15.51%   | 30   | 0   | 19  | 6.01%   |
| Department of Homeland Security               | 1,195                                    | 320  | 26.78%   | 280  | 2   | 38  | 3.18%   |
| Department of Housing and Urban Development   | 143                                      | 19   | 13.29%   | 0  | 1   | 18  | 12.59%  |
| Department of Justice                         | 600                                      | 230  | 38.33%   | 200  | 3   | 27  | 4.50%   |
| Department of Labor                           | 127                                      | 127  | 100.00%  | 98   | 9   | 20  | 15.75%  |
| Department of State                           | 86                                       | 25   | 29.07%   | 0  | 2   | 23  | 26.74%  |
| Department of the Air Force                   | 583                                      | 299  | 51.29%   | 117  | 25  | 157   | 26.93%  |
| Department of the Army                        | 1,460                                    | 385  | 26.37%   | 110  | 0   | 275   | 18.84%  |
| Department of the Interior                    | 251                                      | 11   | 4.38%  | 8  | 2   | 1   | 0.40%   |
| Department of the Navy                        | 664                                      | 18   | 2.71%  | 6  | 3   | 9   | 1.36%   |
| Department of the Treasury                    | 592                                      | 79   | 13.34%   | 63   | 4   | 12  | 2.03%   |
| Department of Transportation                  | 408                                      | 21   | 5.15%  | 0  | 2   | 19  | 4.66%   |
| Department of Veterans Affairs                | 1,887                                    | 167  | 8.85%  | 49   | 0   | 118   | 6.25%   |
| Environmental Protection Agency               | 84                                       | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| EOP - National Drug Control Policy            | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| EOP - Office of Administration                | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| EOP - Office of Management and Budget         | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| EOP - Office of the U.S. Trade Representative | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Equal Employment Opportunity Commission       | 30                                       | 5  | 16.67%   | 0  | 0   | 5   | 16.67%  |
| Export-Import Bank of the US                  | 7  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Farm Credit Administration                    | 2  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Federal Communications Commission             | 4  | 1  | 25.00%   | 0  | 0   | 1   | 25.00%  |
| Federal Deposit Insurance Corporation         | 45                                       | 20   | 44.44%   | 11   | 0   | 9   | 20.00%  |
| Federal Election Commission                   | 3  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Federal Energy Regulatory Commission          | 3  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Federal Housing Finance Board                 | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Federal Labor Relations Authority             | 2  | 2  | 100.00%  | 2  | 0   | 0   | 0.00%   |
| Federal Maritime Commission                   | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Federal Mediation and Conciliation Service    | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Federal Reserve System--Board of Governors    | 4  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |

**Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b>                    | <b>Number<br/>Complaint<br/>Closures</b> | <b>Number<br/>Complaint<br/>Closures Offered<br/>ADR</b> | <b>% Complaints<br/>Closures<br/>Offered ADR</b> | <b>Number Offers<br/>Rejected by<br/>Complainant</b> | <b>Number Offers<br/>Rejected by<br/>Agency</b> | <b>Total Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> | <b>% Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> |
|--|--|--|--|--|---|---|---|
| Federal Retirement Thrift Investment Board     | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Federal Trade Commission                       | 6  | 2  | 33.33%   | 2  | 0   | 0   | 0.00%   |
| General Services Administration                | 103                                      | 16   | 15.53%   | 9  | 1   | 6   | 5.83%   |
| Government Printing Office                     | 44                                       | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Holocaust Memorial Museum U.S.                 | 2  | 1  | 50.00%   | 0  | 0   | 1   | 50.00%  |
| International Boundary and Water Commission    | 6  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| International Trade Commission                 | 1  | 1  | 100.00%  | 1  | 0   | 0   | 0.00%   |
| John F. Kennedy Center for the Performing Arts | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Merit Systems Protection Board                 | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| National Aeronautics and Space Administration  | 64                                       | 32   | 50.00%   | 2  | 6   | 24  | 37.50%  |
| National Archives and Records Administration   | 13                                       | 2  | 15.38%   | 0  | 0   | 2   | 15.38%  |
| National Credit Union Administration           | 8  | 4  | 50.00%   | 3  | 0   | 1   | 12.50%  |
| National Endowment for the Arts                | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| National Endowment for the Humanities          | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| National Gallery of Art                        | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| National Labor Relations Board                 | 4  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| National Science Foundation                    | 2  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| National Transportation Safety Board           | 7  | 4  | 57.14%   | 2  | 2   | 0   | 0.00%   |
| Nuclear Regulatory Commission                  | 13                                       | 13   | 100.00%  | 9  | 0   | 4   | 30.77%  |
| Office of Personnel Management                 | 45                                       | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Office of Special Counsel                      | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Overseas Private Investment Corporation        | 2  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Peace Corps                                    | 3  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Pension Benefit Guaranty Corporation           | 15                                       | 1  | 6.67%  | 0  | 0   | 1   | 6.67%   |
| Railroad Retirement Board                      | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Securities and Exchange Commission             | 16                                       | 2  | 12.50%   | 0  | 0   | 2   | 12.50%  |
| Selective Service System                       | 0  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Small Business Administration                  | 29                                       | 3  | 10.34%   | 0  | 0   | 3   | 10.34%  |
| Smithsonian Institution                        | 28                                       | 7  | 25.00%   | 0  | 0   | 7   | 25.00%  |
| Social Security Administration                 | 471                                      | 278  | 59.02%   | 210  | 48  | 20  | 4.25%   |
| Tennessee Valley Authority                     | 85                                       | 6  | 7.06%  | 0  | 0   | 6   | 7.06%   |

**Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances**

| <b>Agency or Department</b> | <b>Number<br/>Complaint<br/>Closures</b> | <b>Number<br/>Complaint<br/>Closures Offered<br/>ADR</b> | <b>% Complaints<br/>Closures<br/>Offered ADR</b> | <b>Number Offers<br/>Rejected by<br/>Complainant</b> | <b>Number Offers<br/>Rejected by<br/>Agency</b> | <b>Total Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> | <b>% Complaint<br/>Closures<br/>Accepted into<br/>ADR</b> |
|-----------------------------|--|--|--|--|---|---|---|
| U.S. Postal Service         | 7,785                                    | 42   | 0.54%  | 8  | 0   | 34  | 0.44%   |
| U.S. Tax Court              | 1  | 0  | 0.00%  | 0  | 0   | 0   | 0.00%   |
| Cabinet Level Subtotal      | 17,879                                   | 2,296  | 12.84%   | 1,249  | 91  | 956   | 5.35%   |
| Midsized Agencies Subtotal  | 909                                      | 362  | 39.82%   | 232  | 55  | 75  | 8.25%   |
| Small Agencies Subtotal     | 331                                      | 79   | 23.87%   | 50   | 3   | 26  | 7.85%   |
| <b>Grand Total</b>          | <b>19,119</b>                            | <b>2,737</b>   | <b>14.32%</b>                                    | <b>1,531</b>   | <b>149</b>                                      | <b>1,057</b>  | <b>5.53%</b>  |

**Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)**

| <b>Agency Name</b>  | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals</b> | <b>% ADR Withdrawals</b> | <b>Total Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|---|----------------------------|-------------------------------|--------------------------|-------------------------------|--------------------------|-------------------------------------|--------------------------|
| Agency for International Development  | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Armed Forces Retirement Home  | 4                          | 3                             | 75.00%                   | 0                             | 0.00%                    | 3                                   | 75.00%                   |
| Broadcasting Board of Governors   | 2                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Central Intelligence Agency   | 2                          | 0                             | 0.00%                    | 1                             | 50.00%                   | 1                                   | 50.00%                   |
| Commodity Futures Trading Commission  | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Consumer Product Safety Commission  | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Corporation for National and Community Service                              | 1                          | 1                             | 100.00%                  | 0                             | 0.00%                    | 1                                   | 100.00%                  |
| Court Services and Offender Supervision Agency for the District of Columbia | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Army and Air Force Exchange   | 30                         | 29                            | 96.67%                   | 1                             | 3.33%                    | 30                                  | 100.00%                  |
| Defense Commissary Agency   | 35                         | 16                            | 45.71%                   | 17                            | 48.57%                   | 33                                  | 94.29%                   |
| Defense Contract Audit Agency   | 6                          | 1                             | 16.67%                   | 0                             | 0.00%                    | 1                                   | 16.67%                   |
| Defense Contract Management Agency  | 3                          | 3                             | 100.00%                  | 0                             | 0.00%                    | 3                                   | 100.00%                  |
| Defense Finance and Accounting Service                                      | 20                         | 10                            | 50.00%                   | 2                             | 10.00%                   | 12                                  | 60.00%                   |
| Defense Human Resources Activity  | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Information Systems Agency  | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Intelligence Agency   | 1                          | 1                             | 100.00%                  | 0                             | 0.00%                    | 1                                   | 100.00%                  |
| Defense Logistics Agency  | 24                         | 18                            | 75.00%                   | 1                             | 4.17%                    | 19                                  | 79.17%                   |
| Defense National Geospatial-Intelligence                                    | 3                          | 3                             | 100.00%                  | 0                             | 0.00%                    | 3                                   | 100.00%                  |
| Defense National Guard Bureau   | 9                          | 6                             | 66.67%                   | 1                             | 11.11%                   | 7                                   | 77.78%                   |
| Defense National Security Agency  | 1                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Nuclear Facilities Safety Board                                     | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Office of the Inspector General                                     | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Security Service  | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Threat Reduction Agency   | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Uniformed Services University                                       | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Department of Agriculture   | 29                         | 21                            | 72.41%                   | 1                             | 3.45%                    | 22                                  | 75.86%                   |
| Department of Commerce  | 11                         | 7                             | 63.64%                   | 0                             | 0.00%                    | 7                                   | 63.64%                   |
| Department of Defense Education Activity                                    | 3                          | 2                             | 66.67%                   | 0                             | 0.00%                    | 2                                   | 66.67%                   |
| Department of Education   | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |

**Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)**

| <b>Agency Name</b>                            | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals</b> | <b>% ADR Withdrawals</b> | <b>Total Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|---|----------------------------|-------------------------------|--------------------------|-------------------------------|--------------------------|-------------------------------------|--------------------------|
| Department of Energy                          | 11                         | 5                             | 45.45%                   | 0                             | 0.00%                    | 5                                   | 45.45%                   |
| Department of Health and Human Services       | 19                         | 7                             | 36.84%                   | 4                             | 21.05%                   | 11                                  | 57.89%                   |
| Department of Homeland Security               | 38                         | 13                            | 34.21%                   | 2                             | 5.26%                    | 15                                  | 39.47%                   |
| Department of Housing and Urban Development   | 18                         | 10                            | 55.56%                   | 1                             | 5.56%                    | 11                                  | 61.11%                   |
| Department of Justice                         | 27                         | 15                            | 55.56%                   | 5                             | 18.52%                   | 20                                  | 74.07%                   |
| Department of Labor                           | 20                         | 9                             | 45.00%                   | 0                             | 0.00%                    | 9                                   | 45.00%                   |
| Department of State                           | 23                         | 12                            | 52.17%                   | 0                             | 0.00%                    | 12                                  | 52.17%                   |
| Department of the Air Force                   | 157                        | 126                           | 80.25%                   | 3                             | 1.91%                    | 129                                 | 82.17%                   |
| Department of the Army                        | 275                        | 188                           | 68.36%                   | 6                             | 2.18%                    | 194                                 | 70.55%                   |
| Department of the Interior                    | 1                          | 1                             | 100.00%                  | 0                             | 0.00%                    | 1                                   | 100.00%                  |
| Department of the Navy                        | 9                          | 5                             | 55.56%                   | 0                             | 0.00%                    | 5                                   | 55.56%                   |
| Department of the Treasury                    | 12                         | 9                             | 75.00%                   | 0                             | 0.00%                    | 9                                   | 75.00%                   |
| Department of Transportation                  | 19                         | 11                            | 57.89%                   | 0                             | 0.00%                    | 11                                  | 57.89%                   |
| Department of Veterans Affairs                | 118                        | 99                            | 83.90%                   | 8                             | 6.78%                    | 107                                 | 90.68%                   |
| Environmental Protection Agency               | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| EOP - National Drug Control Policy            | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| EOP - Office of Administration                | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| EOP - Office of Management and Budget         | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| EOP - Office of the U.S. Trade Representative | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Equal Employment Opportunity Commission       | 5                          | 4                             | 80.00%                   | 1                             | 20.00%                   | 5                                   | 100.00%                  |
| Export-Import Bank of the US                  | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Farm Credit Administration                    | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Communications Commission             | 1                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Deposit Insurance Corporation         | 9                          | 6                             | 66.67%                   | 0                             | 0.00%                    | 6                                   | 66.67%                   |
| Federal Election Commission                   | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Energy Regulatory Commission          | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Housing Finance Board                 | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Labor Relations Authority             | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Maritime Commission                   | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Mediation and Conciliation Service    | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Reserve System--Board of Governors    | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |



**Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)**

| <b>Agency Name</b>                             | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals</b> | <b>% ADR Withdrawals</b> | <b>Total Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|--|----------------------------|-------------------------------|--------------------------|-------------------------------|--------------------------|-------------------------------------|--------------------------|
| Federal Retirement Thrift Investment Board     | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Federal Trade Commission                       | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| General Services Administration                | 6                          | 3                             | 50.00%                   | 0                             | 0.00%                    | 3                                   | 50.00%                   |
| Government Printing Office                     | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Holocaust Memorial Museum U.S.                 | 1                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| International Boundary and Water Commission    | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| International Trade Commission                 | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| John F. Kennedy Center for the Performing Arts | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Merit Systems Protection Board                 | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| National Aeronautics and Space Administration  | 24                         | 8                             | 33.33%                   | 0                             | 0.00%                    | 8                                   | 33.33%                   |
| National Archives and Records Administration   | 2                          | 2                             | 100.00%                  | 0                             | 0.00%                    | 2                                   | 100.00%                  |
| National Credit Union Administration           | 1                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| National Endowment for the Arts                | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| National Endowment for the Humanities          | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| National Gallery of Art                        | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| National Labor Relations Board                 | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| National Science Foundation                    | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| National Transportation Safety Board           | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Nuclear Regulatory Commission                  | 4                          | 0                             | 0.00%                    | 1                             | 25.00%                   | 1                                   | 25.00%                   |
| Office of Personnel Management                 | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Office of Special Counsel                      | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Overseas Private Investment Corporation        | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Peace Corps                                    | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Pension Benefit Guaranty Corporation           | 1                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Railroad Retirement Board                      | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Securities and Exchange Commission             | 2                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Selective Service System                       | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
| Small Business Administration                  | 3                          | 1                             | 33.33%                   | 0                             | 0.00%                    | 1                                   | 33.33%                   |
| Smithsonian Institution                        | 7                          | 6                             | 85.71%                   | 1                             | 14.29%                   | 7                                   | 100.00%                  |
| Social Security Administration                 | 20                         | 7                             | 35.00%                   | 1                             | 5.00%                    | 8                                   | 40.00%                   |
| Tennessee Valley Authority                     | 6                          | 3                             | 50.00%                   | 0                             | 0.00%                    | 3                                   | 50.00%                   |

**Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)**

| <b>Agency Name</b>         | <b>Number ADR Closures</b> | <b>Number ADR Settlements</b> | <b>% ADR Settlements</b> | <b>Number ADR Withdrawals</b> | <b>% ADR Withdrawals</b> | <b>Total Number ADR Resolutions</b> | <b>% ADR Resolutions</b> |
|----------------------------|----------------------------|-------------------------------|--------------------------|-------------------------------|--------------------------|-------------------------------------|--------------------------|
| U.S. Postal Service        | 34                         | 7                             | 20.59%                   | 0                             | 0.00%                    | 7                                   | 20.59%                   |
| U.S. Tax Court             | 0                          | 0                             | 0.00%                    | 0                             | 0.00%                    | 0                                   | 0.00%                    |
|                            |                            |                               |                          |                               |                          |                                     |                          |
| Cabinet Level Subtotal     | 956                        | 634                           | 66.32%                   | 52                            | 5.44%                    | 686                                 | 71.76%                   |
| Midsized Agencies Subtotal | 75                         | 34                            | 45.33%                   | 2                             | 2.67%                    | 36                                  | 48.00%                   |
| Small Agencies Subtotal    | 26                         | 10                            | 38.46%                   | 3                             | 11.54%                   | 13                                  | 50.00%                   |
| Grand Total                | 1,057                      | 678                           | 64.14%                   | 57                            | 5.39%                    | 735                                 | 69.54%                   |

**Table B-21 FY 2006 Complaint Closures with Benefits**

| <b>Agency or Department</b>   | <b>Number Complaint Closures with Benefits</b> | <b>Number Complaints Closed w/ Monetary Benefits</b> | <b>Total Amount Back Pay / Front Pay</b> | <b>Total Amount Lump Sum Payments</b> | <b>Total Amount Compensatory Damages</b> | <b>Total Amount Attorney's Fees and Costs</b> | <b>Total Amount All Monetary Benefits</b> | <b>Average Monetary Benefits Per Complaint Closures With Benefits</b> | <b>Number Complaint Closures with Non-Monetary Benefits</b> | <b>% Complaint Closures with Non-Monetary Benefits</b> |
|---|--|--|--|---------------------------------------|--|---|---|---|---|--|
| Agency for International Development  | 2  | 1  | \$0.00                                   | \$10,000.00                           | \$0.00                                   | \$0.00  | \$10,000.00                               | \$5,000.00  | 1   | 50.00%   |
| Armed Forces Retirement Home  | 4  | 2  | \$1,195.72                               | \$9,402.00                            | \$0.00                                   | \$390.00                                      | \$10,987.72                               | \$2,746.93  | 5   | 125.00%  |
| Broadcasting Board of Governors   | 2  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$1,286.50                                    | \$1,286.50                                | \$643.25  | 1   | 50.00%   |
| Central Intelligence Agency   | 3  | 3  | \$0.00                                   | \$33,000.00                           | \$0.00                                   | \$0.00  | \$33,000.00                               | \$11,000.00   | 0   | 0.00%  |
| Commodity Futures Trading Commission  | 1  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$11,600.00                                   | \$11,600.00                               | \$11,600.00   | 0   | 0.00%  |
| Consumer Product Safety Commission  | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Corporation for National and Community Service                              | 4  | 1  | \$0.00                                   | \$5,000.00                            | \$0.00                                   | \$0.00  | \$5,000.00                                | \$1,250.00  | 3   | 75.00%   |
| Court Services and Offender Supervision Agency for the District of Columbia | 1  | 1  | \$0.00                                   | \$20,000.00                           | \$0.00                                   | \$0.00  | \$20,000.00                               | \$20,000.00   | 0   | 0.00%  |
| Defense Army and Air Force Exchange   | 44   | 20   | \$74.27                                  | \$42,640.51                           | \$0.00                                   | \$1,750.00                                    | \$44,464.78                               | \$1,010.56  | 19  | 43.18%   |
| Defense Commissary Agency   | 35   | 15   | \$21,000.00                              | \$190,940.00                          | \$4,500.00                               | \$72,223.00                                   | \$288,663.00                              | \$8,247.51  | 10  | 28.57%   |
| Defense Contract Audit Agency   | 11   | 5  | \$0.00                                   | \$7,960.00                            | \$0.00                                   | \$7,500.00                                    | \$15,460.00                               | \$1,405.45  | 3   | 27.27%   |
| Defense Contract Management Agency  | 11   | 7  | \$0.00                                   | \$37,275.00                           | \$4,200.00                               | \$900.00                                      | \$42,375.00                               | \$3,852.27  | 3   | 27.27%   |
| Defense Finance and Accounting Service                                      | 18   | 11   | \$11,446.50                              | \$7,634.00                            | \$3,000.00                               | \$3,212.00                                    | \$25,292.50                               | \$1,405.14  | 5   | 27.78%   |
| Defense Human Resources Activity  | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Defense Information Systems Agency  | 3  | 3  | \$3,756.07                               | \$46,000.00                           | \$0.00                                   | \$0.00  | \$49,756.07                               | \$16,585.36   | 0   | 0.00%  |
| Defense Intelligence Agency   | 1  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 1   | 100.00%  |
| Defense Logistics Agency  | 31   | 10   | \$16,764.76                              | \$97,950.00                           | \$8,900.00                               | \$42,047.50                                   | \$165,662.26                              | \$5,343.94  | 19  | 61.29%   |
| Defense National Geospatial-Intelligence                                    | 8  | 5  | \$2,102.00                               | \$173,619.00                          | \$1,500.00                               | \$150,000.00                                  | \$327,221.00                              | \$40,902.63   | 5   | 62.50%   |
| Defense National Guard Bureau   | 12   | 2  | \$0.00                                   | \$418,000.00                          | \$0.00                                   | \$0.00  | \$418,000.00                              | \$34,833.33   | 16  | 133.33%  |
| Defense National Security Agency  | 3  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 3   | 100.00%  |
| Defense Nuclear Facilities Safety Board                                     | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Defense Office of the Inspector General                                     | 1  | 0  | \$0.00                                   | \$867.00                              | \$0.00                                   | \$0.00  | \$867.00                                  | \$867.00  | 0   | 0.00%  |
| Defense Security Service  | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Defense Threat Reduction Agency   | 1  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 1   | 100.00%  |
| Defense Uniformed Services University                                       | 1  | 1  | \$0.00                                   | \$2,500.00                            | \$0.00                                   | \$0.00  | \$2,500.00                                | \$2,500.00  | 0   | 0.00%  |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 5  | 4  | \$22,000.00                              | \$11,300.00                           | \$0.00                                   | \$23,000.00                                   | \$56,300.00                               | \$11,260.00   | 4   | 80.00%   |
| Department of Agriculture   | 195  | 115  | \$22,360.79                              | \$2,789,092.00                        | \$315,001.00                             | \$1,026,980.78                                | \$4,153,434.57                            | \$21,299.66   | 64  | 32.82%   |
| Department of Commerce  | 65   | 37   | \$0.00                                   | \$686,550.97                          | \$8,140.68                               | \$118,631.41                                  | \$813,323.06                              | \$12,512.66   | 27  | 41.54%   |
| Department of Defense Education Activity                                    | 8  | 5  | \$0.00                                   | \$23,800.00                           | \$46,500.00                              | \$1,000.00                                    | \$71,300.00                               | \$8,912.50  | 2   | 25.00%   |
| Department of Education   | 6  | 2  | \$0.00                                   | \$29,500.00                           | \$0.00                                   | \$7,500.00                                    | \$37,000.00                               | \$6,166.67  | 3   | 50.00%   |
| Department of Energy  | 25   | 10   | \$0.00                                   | \$372,523.20                          | \$51,855.00                              | \$198,488.79                                  | \$622,866.99                              | \$24,914.68   | 10  | 40.00%   |
| Department of Health and Human Services                                     | 75   | 31   | \$29,799.89                              | \$664,199.47                          | \$18,810.00                              | \$697,507.46                                  | \$1,410,316.82                            | \$18,804.22   | 29  | 38.67%   |
| Department of Homeland Security   | 221  | 71   | \$101,005.36                             | \$1,856,927.07                        | \$116,500.00                             | \$672,216.30                                  | \$2,746,648.73                            | \$12,428.27   | 135   | 61.09%   |
| Department of Housing and Urban Development                                 | 32   | 8  | \$9,465.00                               | \$59,441.00                           | \$4,692.00                               | \$27,500.00                                   | \$101,098.00                              | \$3,159.31  | 24  | 75.00%   |
| Department of Justice   | 87   | 31   | \$118,432.60                             | \$252,332.00                          | \$151,958.00                             | \$214,791.00                                  | \$737,513.60                              | \$8,477.17  | 64  | 73.56%   |
| Department of Labor   | 13   | 7  | \$2,648.00                               | \$58,500.00                           | \$107,500.00                             | \$236,100.41                                  | \$404,748.41                              | \$31,134.49   | 6   | 46.15%   |
| Department of State   | 27   | 13   | \$70,670.98                              | \$169,000.00                          | \$1,000.00                               | \$51,700.00                                   | \$292,370.98                              | \$10,828.55   | 12  | 44.44%   |
| Department of the Air Force   | 202  | 57   | \$73,542.32                              | \$469,910.49                          | \$59,650.00                              | \$115,618.01                                  | \$718,720.82                              | \$3,558.02  | 126   | 62.38%   |
| Department of the Army  | 600  | 221  | \$57,480.01                              | \$1,517,002.41                        | \$603,924.97                             | \$776,396.58                                  | \$2,954,803.97                            | \$4,924.67  | 336   | 56.00%   |

**Table B-21 FY 2006 Complaint Closures with Benefits**

| <b>Agency or Department</b>                    | <b>Number Complaint Closures with Benefits</b> | <b>Number Complaints Closed w/ Monetary Benefits</b> | <b>Total Amount Back Pay / Front Pay</b> | <b>Total Amount Lump Sum Payments</b> | <b>Total Amount Compensatory Damages</b> | <b>Total Amount Attorney's Fees and Costs</b> | <b>Total Amount All Monetary Benefits</b> | <b>Average Monetary Benefits Per Complaint Closures With Benefits</b> | <b>Number Complaint Closures with Non-Monetary Benefits</b> | <b>% Complaint Closures with Non-Monetary Benefits</b> |
|--|--|--|--|---------------------------------------|--|---|---|---|---|--|
| Department of the Interior                     | 62   | 41   | \$70,358.78                              | \$887,260.23                          | \$1,000.00                               | \$77,200.00                                   | \$1,035,819.01                            | \$16,706.76   | 15  | 24.19%   |
| Department of the Navy                         | 183  | 70   | \$109,341.00                             | \$513,834.00                          | \$204,040.00                             | \$807,656.00                                  | \$1,634,871.00                            | \$8,933.72  | 115   | 62.84%   |
| Department of the Treasury                     | 99   | 31   | \$0.00                                   | \$144,449.26                          | \$606,900.00                             | \$260,650.20                                  | \$1,011,999.46                            | \$10,222.22   | 52  | 52.53%   |
| Department of Transportation                   | 63   | 20   | \$20,218.50                              | \$94,687.00                           | \$376,500.00                             | \$216,132.00                                  | \$707,537.50                              | \$11,230.75   | 30  | 47.62%   |
| Department of Veterans Affairs                 | 411  | 123  | \$16,927.00                              | \$1,683,920.00                        | \$474,211.00                             | \$793,789.00                                  | \$2,968,847.00                            | \$7,223.47  | 307   | 74.70%   |
| Environmental Protection Agency                | 13   | 3  | \$45,000.00                              | \$59,500.00                           | \$200,625.00                             | \$110,509.00                                  | \$415,634.00                              | \$31,971.85   | 0   | 0.00%  |
| EOP - National Drug Control Policy             | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| EOP - Office of Administration                 | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| EOP - Office of Management and Budget          | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| EOP - Office of the U.S. Trade Representative  | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Equal Employment Opportunity Commission        | 13   | 5  | \$624.00                                 | \$85,745.00                           | \$8,060.00                               | \$3,800.00                                    | \$98,229.00                               | \$7,556.08  | 7   | 53.85%   |
| Export-Import Bank of the US                   | 1  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$15,000.00                                   | \$15,000.00                               | \$15,000.00   | 0   | 0.00%  |
| Farm Credit Administration                     | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Federal Communications Commission              | 1  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 1   | 100.00%  |
| Federal Deposit Insurance Corporation          | 14   | 10   | \$30,609.00                              | \$110,401.00                          | \$0.00                                   | \$14,999.00                                   | \$156,009.00                              | \$11,143.50   | 4   | 28.57%   |
| Federal Election Commission                    | 1  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 1   | 100.00%  |
| Federal Energy Regulatory Commission           | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Federal Housing Finance Board                  | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Federal Labor Relations Authority              | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Federal Maritime Commission                    | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Federal Mediation and Conciliation Service     | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Federal Reserve System--Board of Governors     | 3  | 1  | \$0.00                                   | \$5,000.00                            | \$0.00                                   | \$0.00  | \$5,000.00                                | \$1,666.67  | 2   | 66.67%   |
| Federal Retirement Thrift Investment Board     | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Federal Trade Commission                       | 2  | 2  | \$80,000.00                              | \$5,000.00                            | \$0.00                                   | \$74,466.82                                   | \$159,466.82                              | \$79,733.41   | 0   | 0.00%  |
| General Services Administration                | 25   | 11   | \$0.00                                   | \$134,868.92                          | \$27,000.00                              | \$120,005.09                                  | \$281,874.01                              | \$11,274.96   | 13  | 52.00%   |
| Government Printing Office                     | 3  | 1  | \$0.00                                   | \$18,700.00                           | \$0.00                                   | \$0.00  | \$18,700.00                               | \$6,233.33  | 2   | 66.67%   |
| Holocaust Memorial Museum U.S.                 | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| International Boundary and Water Commission    | 5  | 5  | \$314,917.00                             | \$15,000.00                           | \$0.00                                   | \$99,998.00                                   | \$429,915.00                              | \$85,983.00   | 0   | 0.00%  |
| International Trade Commission                 | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| John F. Kennedy Center for the Performing Arts | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Merit Systems Protection Board                 | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| National Aeronautics and Space Administration  | 16   | 8  | \$0.00                                   | \$47,945.67                           | \$0.00                                   | \$6,600.00                                    | \$54,545.67                               | \$3,409.10  | 7   | 43.75%   |
| National Archives and Records Administration   | 5  | 3  | \$0.00                                   | \$16,267.21                           | \$0.00                                   | \$850.00                                      | \$17,117.21                               | \$3,423.44  | 2   | 40.00%   |
| National Credit Union Administration           | 3  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$500.00                                      | \$500.00                                  | \$166.67  | 2   | 66.67%   |
| National Endowment for the Arts                | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| National Endowment for the Humanities          | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| National Gallery of Art                        | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| National Labor Relations Board                 | 3  | 2  | \$0.00                                   | \$5,800.00                            | \$0.00                                   | \$0.00  | \$5,800.00                                | \$1,933.33  | 1   | 33.33%   |
| National Science Foundation                    | 1  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 1   | 100.00%  |
| National Transportation Safety Board           | 2  | 1  | \$0.00                                   | \$2,500.00                            | \$0.00                                   | \$66,000.00                                   | \$68,500.00                               | \$34,250.00   | 1   | 50.00%   |

**Table B-21 FY 2006 Complaint Closures with Benefits**

| <b>Agency or Department</b>             | <b>Number Complaint Closures with Benefits</b> | <b>Number Complaints Closed w/ Monetary Benefits</b> | <b>Total Amount Back Pay / Front Pay</b> | <b>Total Amount Lump Sum Payments</b> | <b>Total Amount Compensatory Damages</b> | <b>Total Amount Attorney's Fees and Costs</b> | <b>Total Amount All Monetary Benefits</b> | <b>Average Monetary Benefits Per Complaint Closures With Benefits</b> | <b>Number Complaint Closures with Non-Monetary Benefits</b> | <b>% Complaint Closures with Non-Monetary Benefits</b> |
|---|--|--|--|---------------------------------------|--|---|---|---|---|--|
| Nuclear Regulatory Commission           | 3  | 1  | \$0.00                                   | \$4,000.00                            | \$0.00                                   | \$7,000.00                                    | \$11,000.00                               | \$3,666.67  | 1   | 33.33%   |
| Office of Personnel Management          | 12   | 1  | \$0.00                                   | \$300.00                              | \$0.00                                   | \$176,500.00                                  | \$176,800.00                              | \$14,733.33   | 8   | 66.67%   |
| Office of Special Counsel               | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Overseas Private Investment Corporation | 2  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$55,000.00                                   | \$55,000.00                               | \$27,500.00   | 0   | 0.00%  |
| Peace Corps                             | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Pension Benefit Guaranty Corporation    | 2  | 2  | \$0.00                                   | \$19,059.00                           | \$34,000.00                              | \$9,703.00                                    | \$62,762.00                               | \$31,381.00   | 0   | 0.00%  |
| Railroad Retirement Board               | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Securities and Exchange Commission      | 5  | 3  | \$0.00                                   | \$49,767.00                           | \$0.00                                   | \$0.00  | \$49,767.00                               | \$9,953.40  | 3   | 60.00%   |
| Selective Service System                | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| Small Business Administration           | 7  | 4  | \$129,000.00                             | \$100,000.00                          | \$16,200.00                              | \$86,000.00                                   | \$331,200.00                              | \$47,314.29   | 4   | 57.14%   |
| Smithsonian Institution                 | 6  | 6  | \$0.00                                   | \$235,000.00                          | \$3,000.00                               | \$44,000.00                                   | \$282,000.00                              | \$47,000.00   | 0   | 0.00%  |
| Social Security Administration          | 49   | 17   | \$0.00                                   | \$104,185.00                          | \$5,500.00                               | \$200,837.40                                  | \$310,522.40                              | \$6,337.19  | 26  | 53.06%   |
| Tennessee Valley Authority              | 16   | 10   | \$10,367.00                              | \$70,012.00                           | \$5,000.00                               | \$8,016.00                                    | \$93,395.00                               | \$5,837.19  | 6   | 37.50%   |
| U.S. Postal Service                     | 845  | 525  | \$491,137.00                             | \$1,402,069.31                        | \$2,189,711.97                           | \$1,492,356.83                                | \$5,575,275.11                            | \$6,597.96  | 265   | 31.36%   |
| U.S. Tax Court                          | 0  | 0  | \$0.00                                   | \$0.00                                | \$0.00                                   | \$0.00  | \$0.00                                    | \$0.00  | 0   | 0.00%  |
| <b>Cabinet Level Subtotal</b>           | <b>3,404</b>                                   | <b>1,501</b>   | <b>\$1,270,530.83</b>                    | <b>\$14,711,683.92</b>                | <b>\$5,359,994.62</b>                    | <b>\$8,092,847.27</b>                         | <b>\$29,435,056.64</b>                    | <b>\$8,647.20</b>   | <b>1,711</b>  | <b>50.26%</b>  |
| <b>Midsized Agencies Subtotal</b>       | <b>146</b>                                     | <b>69</b>  | <b>\$214,976.00</b>                      | <b>\$861,912.59</b>                   | <b>\$257,325.00</b>                      | <b>\$590,966.49</b>                           | <b>\$1,925,180.08</b>                     | <b>\$13,186.16</b>  | <b>60</b>   | <b>41.10%</b>  |
| <b>Small Agencies Subtotal</b>          | <b>84</b>                                      | <b>35</b>  | <b>\$396,736.72</b>                      | <b>\$304,540.21</b>                   | <b>\$42,060.00</b>                       | <b>\$522,094.32</b>                           | <b>\$1,265,431.25</b>                     | <b>\$15,064.66</b>  | <b>42</b>   | <b>50.00%</b>  |
| <b>Grand Total</b>                      | <b>3,634</b>                                   | <b>1,605</b>   | <b>\$1,882,243.55</b>                    | <b>\$15,878,136.72</b>                | <b>\$5,659,379.62</b>                    | <b>\$9,205,908.08</b>                         | <b>\$32,625,667.97</b>                    | <b>\$8,977.89</b>   | <b>1,813</b>  | <b>49.89%</b>  |

**Table B-22 FY 2006 Complaint Closures By Statute**

| <b>Agency or Department</b>   | <b>Total Complaint Closures</b> | <b>Title VII</b> | <b>ADEA</b> | <b>Rehabilitation Act</b> | <b>EPA</b> | <b>Total by Statute</b> |
|---|---------------------------------|------------------|-------------|---------------------------|------------|-------------------------|
| Agency for International Development  | 13                              | 13               | 5           | 2                         | 0          | 20                      |
| Armed Forces Retirement Home  | 8                               | 7                | 1           | 0                         | 0          | 8                       |
| Broadcasting Board of Governors   | 24                              | 23               | 6           | 0                         | 0          | 29                      |
| Central Intelligence Agency   | 22                              | 17               | 10          | 3                         | 0          | 30                      |
| Commodity Futures Trading Commission  | 3                               | 3                | 2           | 0                         | 0          | 5                       |
| Consumer Product Safety Commission  | 4                               | 4                | 4           | 1                         | 0          | 9                       |
| Corporation for National and Community Service                              | 4                               | 4                | 3           | 1                         | 0          | 8                       |
| Court Services and Offender Supervision Agency for the District of Columbia | 3                               | 3                | 2           | 0                         | 0          | 5                       |
| Defense Army and Air Force Exchange   | 141                             | 119              | 30          | 28                        | 0          | 177                     |
| Defense Commissary Agency   | 136                             | 130              | 17          | 31                        | 0          | 178                     |
| Defense Contract Audit Agency   | 41                              | 35               | 21          | 10                        | 0          | 66                      |
| Defense Contract Management Agency  | 55                              | 43               | 17          | 18                        | 2          | 80                      |
| Defense Finance and Accounting Service                                      | 98                              | 91               | 19          | 21                        | 0          | 131                     |
| Defense Human Resources Activity  | 5                               | 5                | 4           | 2                         | 0          | 11                      |
| Defense Information Systems Agency  | 19                              | 19               | 6           | 2                         | 0          | 27                      |
| Defense Intelligence Agency   | 4                               | 4                | 0           | 0                         | 0          | 4                       |
| Defense Logistics Agency  | 105                             | 89               | 43          | 25                        | 2          | 159                     |
| Defense National Geospatial-Intelligence                                    | 16                              | 12               | 5           | 1                         | 0          | 18                      |
| Defense National Guard Bureau   | 27                              | 24               | 3           | 0                         | 0          | 27                      |
| Defense National Security Agency  | 33                              | 27               | 13          | 4                         | 0          | 44                      |
| Defense Nuclear Facilities Safety Board                                     | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| Defense Office of the Inspector General                                     | 3                               | 3                | 2           | 1                         | 0          | 6                       |
| Defense Security Service  | 3                               | 3                | 0           | 0                         | 0          | 3                       |
| Defense Threat Reduction Agency   | 12                              | 12               | 4           | 0                         | 0          | 16                      |
| Defense Uniformed Services University                                       | 2                               | 2                | 1           | 0                         | 0          | 3                       |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 34                              | 29               | 9           | 3                         | 0          | 41                      |
| Department of Agriculture   | 577                             | 502              | 143         | 82                        | 10         | 737                     |
| Department of Commerce  | 292                             | 242              | 114         | 90                        | 3          | 449                     |
| Department of Defense Education Activity                                    | 36                              | 33               | 13          | 11                        | 1          | 58                      |
| Department of Education   | 61                              | 51               | 18          | 17                        | 3          | 89                      |
| Department of Energy  | 82                              | 70               | 29          | 15                        | 1          | 115                     |

**Table B-22 FY 2006 Complaint Closures By Statute**

| <b>Agency or Department</b>                   | <b>Total Complaint Closures</b> | <b>Title VII</b> | <b>ADEA</b> | <b>Rehabilitation Act</b> | <b>EPA</b> | <b>Total by Statute</b> |
|---|---------------------------------|------------------|-------------|---------------------------|------------|-------------------------|
| Department of Health and Human Services       | 316                             | 268              | 97          | 53                        | 4          | 422                     |
| Department of Homeland Security               | 1,195                           | 1,052            | 381         | 303                       | 1          | 1,737                   |
| Department of Housing and Urban Development   | 143                             | 123              | 40          | 27                        | 0          | 190                     |
| Department of Justice                         | 600                             | 523              | 135         | 117                       | 0          | 775                     |
| Department of Labor                           | 127                             | 107              | 40          | 54                        | 0          | 201                     |
| Department of State                           | 86                              | 57               | 26          | 12                        | 1          | 96                      |
| Department of the Air Force                   | 583                             | 517              | 165         | 144                       | 2          | 828                     |
| Department of the Army                        | 1,460                           | 1,250            | 423         | 271                       | 9          | 1,953                   |
| Department of the Interior                    | 251                             | 208              | 81          | 55                        | 2          | 346                     |
| Department of the Navy                        | 664                             | 558              | 230         | 139                       | 7          | 934                     |
| Department of the Treasury                    | 592                             | 494              | 157         | 147                       | 1          | 799                     |
| Department of Transportation                  | 408                             | 305              | 178         | 59                        | 6          | 548                     |
| Department of Veterans Affairs                | 1,887                           | 1,590            | 569         | 546                       | 15         | 2,720                   |
| Environmental Protection Agency               | 84                              | 77               | 30          | 28                        | 0          | 135                     |
| EOP - National Drug Control Policy            | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| EOP - Office of Administration                | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| EOP - Office of Management and Budget         | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| EOP - Office of the U.S. Trade Representative | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| Equal Employment Opportunity Commission       | 30                              | 26               | 11          | 6                         | 0          | 43                      |
| Export-Import Bank of the US                  | 7                               | 7                | 0           | 0                         | 0          | 7                       |
| Farm Credit Administration                    | 2                               | 2                | 0           | 0                         | 0          | 2                       |
| Federal Communications Commission             | 4                               | 4                | 0           | 0                         | 0          | 4                       |
| Federal Deposit Insurance Corporation         | 45                              | 38               | 22          | 10                        | 0          | 70                      |
| Federal Election Commission                   | 3                               | 3                | 0           | 0                         | 0          | 3                       |
| Federal Energy Regulatory Commission          | 3                               | 3                | 0           | 0                         | 0          | 3                       |
| Federal Housing Finance Board                 | 1                               | 1                | 0           | 0                         | 0          | 1                       |
| Federal Labor Relations Authority             | 2                               | 2                | 2           | 0                         | 2          | 6                       |
| Federal Maritime Commission                   | 1                               | 0                | 1           | 0                         | 0          | 1                       |
| Federal Mediation and Conciliation Service    | 1                               | 0                | 1           | 0                         | 0          | 1                       |
| Federal Reserve System--Board of Governors    | 4                               | 4                | 0           | 0                         | 0          | 4                       |
| Federal Retirement Thrift Investment Board    | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| Federal Trade Commission                      | 6                               | 6                | 0           | 2                         | 0          | 8                       |

**Table B-22 FY 2006 Complaint Closures By Statute**

| <b>Agency or Department</b>                    | <b>Total Complaint Closures</b> | <b>Title VII</b> | <b>ADEA</b> | <b>Rehabilitation Act</b> | <b>EPA</b> | <b>Total by Statute</b> |
|--|---------------------------------|------------------|-------------|---------------------------|------------|-------------------------|
| General Services Administration                | 103                             | 91               | 37          | 22                        | 1          | 151                     |
| Government Printing Office                     | 44                              | 34               | 13          | 7                         | 0          | 54                      |
| Holocaust Memorial Museum U.S.                 | 2                               | 0                | 2           | 0                         | 0          | 2                       |
| International Boundary and Water Commission    | 6                               | 6                | 0           | 1                         | 0          | 7                       |
| International Trade Commission                 | 1                               | 0                | 1           | 0                         | 0          | 1                       |
| John F. Kennedy Center for the Performing Arts | 1                               | 1                | 0           | 0                         | 0          | 1                       |
| Merit Systems Protection Board                 | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| National Aeronautics and Space Administration  | 64                              | 57               | 25          | 25                        | 1          | 108                     |
| National Archives and Records Administration   | 13                              | 10               | 1           | 4                         | 0          | 15                      |
| National Credit Union Administration           | 8                               | 8                | 0           | 0                         | 0          | 8                       |
| National Endowment for the Arts                | 1                               | 1                | 0           | 0                         | 0          | 1                       |
| National Endowment for the Humanities          | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| National Gallery of Art                        | 1                               | 1                | 1           | 0                         | 0          | 2                       |
| National Labor Relations Board                 | 4                               | 4                | 1           | 0                         | 0          | 5                       |
| National Science Foundation                    | 2                               | 2                | 1           | 0                         | 0          | 3                       |
| National Transportation Safety Board           | 7                               | 5                | 1           | 0                         | 1          | 7                       |
| Nuclear Regulatory Commission                  | 13                              | 11               | 7           | 1                         | 0          | 19                      |
| Office of Personnel Management                 | 45                              | 29               | 9           | 23                        | 0          | 61                      |
| Office of Special Counsel                      | 1                               | 1                | 0           | 1                         | 0          | 2                       |
| Overseas Private Investment Corporation        | 2                               | 2                | 0           | 0                         | 0          | 2                       |
| Peace Corps                                    | 3                               | 3                | 1           | 0                         | 0          | 4                       |
| Pension Benefit Guaranty Corporation           | 15                              | 12               | 4           | 0                         | 0          | 16                      |
| Railroad Retirement Board                      | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| Securities and Exchange Commission             | 16                              | 13               | 6           | 6                         | 0          | 25                      |
| Selective Service System                       | 0                               | 0                | 0           | 0                         | 0          | 0                       |
| Small Business Administration                  | 29                              | 29               | 8           | 9                         | 0          | 46                      |
| Smithsonian Institution                        | 28                              | 24               | 10          | 10                        | 2          | 46                      |
| Social Security Administration                 | 471                             | 400              | 168         | 124                       | 4          | 696                     |
| Tennessee Valley Authority                     | 85                              | 59               | 25          | 23                        | 0          | 107                     |
| U.S. Postal Service                            | 7,785                           | 6,540            | 2,257       | 2,893                     | 45         | 11,735                  |
| U.S. Tax Court                                 | 1                               | 1                | 0           | 0                         | 0          | 1                       |
|  |                                 |                  |             |                           |            |                         |



**Table B-22 FY 2006 Complaint Closures By Statute**

| <b>Agency or Department</b> | <b>Total<br/>Complaint<br/>Closures</b> | <b>Title VII</b> | <b>ADEA</b> | <b>Rehabilitation<br/>Act</b> | <b>EPA</b> | <b>Total by<br/>Statute</b> |
|-----------------------------|---|------------------|-------------|-------------------------------|------------|-----------------------------|
| Cabinet Level Subtotal      | 17,879                                  | 15,137           | 5,290       | 5,181                         | 115        | 25,723                      |
| Midsized Agencies Subtotal  | 909                                     | 775              | 325         | 251                           | 8          | 1,359                       |
| Small Agencies Subtotal     | 331                                     | 276              | 96          | 58                            | 3          | 433                         |
| Grand Total                 | 19,119                                  | 16,188           | 5,711       | 5,490                         | 126        | 27,515                      |

**Table B-23 FY 2006 Summary of Pending Complaints By Category**

| Agency or Department  | Pending End of Period |            |              | Pending Acknowledgment |            |              | Pending Investigation |            |              | Pending Hearing |            |              | Pending Final Agency Action |            |              |
|---|-----------------------|------------|--------------|------------------------|------------|--------------|-----------------------|------------|--------------|-----------------|------------|--------------|-----------------------------|------------|--------------|
|   | Number                | Total Days | Average Days | Number                 | Total Days | Average Days | Number                | Total Days | Average Days | Number          | Total Days | Average Days | Number                      | Total Days | Average Days |
| Agency for International Development  | 27                    | 19,333     | 716.04       | 0                      | 0          | 0.00         | 8                     | 2,797      | 349.63       | 9               | 8,088      | 898.67       | 10                          | 8,448      | 844.80       |
| Armed Forces Retirement Home  | 2                     | 1,016      | 508.00       | 0                      | 0          | 0.00         | 1                     | 201        | 201.00       | 1               | 815        | 815.00       | 0                           | 0          | 0.00         |
| Broadcasting Board of Governors   | 27                    | 2,714      | 100.52       | 0                      | 0          | 0.00         | 11                    | 1,258      | 114.36       | 10              | 803        | 80.30        | 6                           | 653        | 108.83       |
| Central Intelligence Agency   | 11                    | 3,640      | 330.91       | 0                      | 0          | 0.00         | 6                     | 875        | 145.83       | 3               | 1,973      | 657.67       | 2                           | 792        | 396.00       |
| Commodity Futures Trading Commission  | 1                     | 31         | 31.00        | 0                      | 0          | 0.00         | 1                     | 31         | 31.00        | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Consumer Product Safety Commission  | 3                     | 1,140      | 380.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 3               | 1,140      | 380.00       | 0                           | 0          | 0.00         |
| Corporation for National and Community Service                              | 6                     | 1,089      | 181.50       | 0                      | 0          | 0.00         | 2                     | 89         | 44.50        | 2               | 413        | 206.50       | 2                           | 587        | 293.50       |
| Court Services and Offender Supervision Agency for the District of Columbia | 8                     | 3,942      | 492.75       | 1                      | 51         | 51.00        | 3                     | 828        | 276.00       | 3               | 2,136      | 712.00       | 1                           | 927        | 927.00       |
| Defense Army and Air Force Exchange   | 103                   | 25,103     | 243.72       | 0                      | 0          | 0.00         | 61                    | 5,481      | 89.85        | 36              | 18,660     | 518.33       | 6                           | 962        | 160.33       |
| Defense Commissary Agency   | 104                   | 21,509     | 206.82       | 11                     | 675        | 61.36        | 46                    | 10,567     | 229.72       | 42              | 9,200      | 219.05       | 5                           | 1,067      | 213.40       |
| Defense Contract Audit Agency   | 21                    | 12,412     | 591.05       | 0                      | 0          | 0.00         | 8                     | 1,052      | 131.50       | 12              | 11,198     | 933.17       | 1                           | 162        | 162.00       |
| Defense Contract Management Agency  | 44                    | 25,420     | 577.73       | 0                      | 0          | 0.00         | 19                    | 5,166      | 271.89       | 15              | 12,329     | 821.93       | 10                          | 7,925      | 792.50       |
| Defense Finance and Accounting Service                                      | 60                    | 34,151     | 569.18       | 1                      | 1          | 1.00         | 26                    | 2,385      | 91.73        | 30              | 31,005     | 1,033.50     | 3                           | 760        | 253.33       |
| Defense Human Resources Activity  | 4                     | 230        | 57.50        | 1                      | 12         | 12.00        | 3                     | 218        | 72.67        | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Defense Information Systems Agency  | 14                    | 2,969      | 212.07       | 0                      | 0          | 0.00         | 5                     | 539        | 107.80       | 6               | 1,557      | 259.50       | 3                           | 873        | 291.00       |
| Defense Intelligence Agency   | 45                    | 5,424      | 120.53       | 0                      | 0          | 0.00         | 29                    | 3,142      | 108.34       | 4               | 1,710      | 427.50       | 12                          | 572        | 47.67        |
| Defense Logistics Agency  | 134                   | 40,753     | 304.13       | 5                      | 945        | 189.00       | 71                    | 11,063     | 155.82       | 40              | 20,141     | 503.53       | 18                          | 8,604      | 478.00       |
| Defense National Geospatial-Intelligence                                    | 25                    | 10,564     | 422.56       | 1                      | 217        | 217.00       | 8                     | 1,338      | 167.25       | 8               | 4,789      | 598.63       | 8                           | 4,220      | 527.50       |
| Defense National Guard Bureau   | 75                    | 38,054     | 507.39       | 10                     | 150        | 15.00        | 19                    | 7,060      | 371.58       | 6               | 4,852      | 808.67       | 40                          | 25,992     | 649.80       |
| Defense National Security Agency  | 36                    | 14,691     | 408.08       | 2                      | 7          | 3.50         | 13                    | 1,333      | 102.54       | 9               | 6,116      | 679.56       | 12                          | 7,235      | 602.92       |
| Defense Nuclear Facilities Safety Board                                     | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Defense Office of the Inspector General                                     | 4                     | 839        | 209.75       | 0                      | 0          | 0.00         | 3                     | 185        | 61.67        | 1               | 654        | 654.00       | 0                           | 0          | 0.00         |
| Defense Security Service  | 7                     | 2,172      | 310.29       | 0                      | 0          | 0.00         | 3                     | 487        | 162.33       | 3               | 1,320      | 440.00       | 1                           | 365        | 365.00       |
| Defense Threat Reduction Agency   | 5                     | 1,216      | 243.20       | 0                      | 0          | 0.00         | 2                     | 167        | 83.50        | 3               | 1,049      | 349.67       | 0                           | 0          | 0.00         |
| Defense Uniformed Services University                                       | 1                     | 5          | 5.00         | 0                      | 0          | 0.00         | 1                     | 5          | 5.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 40                    | 17,077     | 426.93       | 0                      | 0          | 0.00         | 16                    | 2,460      | 153.75       | 20              | 13,116     | 655.80       | 4                           | 1,501      | 375.25       |
| Department of Agriculture   | 1,371                 | 917,914    | 669.52       | 127                    | 13,229     | 104.17       | 226                   | 52,269     | 231.28       | 452             | 360,967    | 798.60       | 566                         | 491,449    | 868.28       |
| Department of Commerce  | 223                   | 90,134     | 404.19       | 4                      | 17         | 4.25         | 56                    | 5,536      | 98.86        | 106             | 64,215     | 605.80       | 57                          | 20,366     | 357.30       |
| Department of Defense Education Activity                                    | 33                    | 10,818     | 327.82       | 1                      | 30         | 30.00        | 16                    | 1,532      | 95.75        | 8               | 5,477      | 684.63       | 8                           | 3,779      | 472.38       |
| Department of Education   | 84                    | 25,924     | 308.62       | 23                     | 5,042      | 219.22       | 32                    | 7,666      | 239.56       | 29              | 13,216     | 455.72       | 0                           | 0          | 0.00         |
| Department of Energy  | 96                    | 33,734     | 351.40       | 2                      | 29         | 14.50        | 48                    | 11,665     | 243.02       | 27              | 13,072     | 484.15       | 19                          | 8,968      | 472.00       |
| Department of Health and Human Services                                     | 300                   | 98,504     | 328.35       | 18                     | 296        | 16.44        | 95                    | 11,006     | 115.85       | 134             | 50,824     | 379.28       | 53                          | 36,378     | 686.38       |
| Department of Homeland Security   | 2,001                 | 1,259,456  | 629.41       | 28                     | 397        | 14.18        | 618                   | 138,086    | 223.44       | 608             | 553,050    | 909.62       | 747                         | 567,923    | 760.27       |
| Department of Housing and Urban Development                                 | 105                   | 40,749     | 388.09       | 2                      | 7          | 3.50         | 43                    | 3,201      | 74.44        | 57              | 36,513     | 640.58       | 3                           | 1,028      | 342.67       |
| Department of Justice   | 708                   | 269,425    | 380.54       | 2                      | 10         | 5.00         | 363                   | 67,612     | 186.26       | 190             | 129,871    | 683.53       | 153                         | 71,932     | 470.14       |
| Department of Labor   | 250                   | 132,039    | 528.16       | 0                      | 0          | 0.00         | 74                    | 13,045     | 176.28       | 112             | 83,553     | 746.01       | 64                          | 35,441     | 553.77       |
| Department of State   | 96                    | 27,317     | 284.55       | 7                      | 505        | 72.14        | 43                    | 6,137      | 142.72       | 31              | 15,022     | 484.58       | 15                          | 5,653      | 376.87       |
| Department of the Air Force   | 565                   | 224,772    | 397.83       | 41                     | 3,219      | 78.51        | 133                   | 22,427     | 168.62       | 125             | 77,535     | 620.28       | 266                         | 121,591    | 457.11       |
| Department of the Army  | 903                   | 276,253    | 305.93       | 12                     | 292        | 24.33        | 467                   | 55,586     | 119.03       | 282             | 157,881    | 559.86       | 142                         | 62,494     | 440.10       |
| Department of the Interior  | 535                   | 230,683    | 431.18       | 87                     | 9,384      | 107.86       | 194                   | 44,196     | 227.81       | 182             | 135,264    | 743.21       | 72                          | 41,839     | 581.10       |
| Department of the Navy  | 558                   | 166,472    | 298.34       | 4                      | 77         | 19.25        | 307                   | 40,815     | 132.95       | 141             | 83,196     | 590.04       | 106                         | 42,384     | 399.85       |
| Department of the Treasury  | 865                   | 524,458    | 606.31       | 94                     | 105,381    | 1,121.07     | 366                   | 85,786     | 234.39       | 355             | 308,118    | 867.94       | 50                          | 25,173     | 503.46       |
| Department of Transportation  | 614                   | 329,559    | 536.74       | 22                     | 1,261      | 57.32        | 239                   | 34,282     | 143.44       | 291             | 263,909    | 906.90       | 62                          | 30,107     | 485.60       |

**Table B-23 FY 2006 Summary of Pending Complaints By Category**

| Agency or Department                           | Pending End of Period |            |              | Pending Acknowledgment |            |              | Pending Investigation |            |              | Pending Hearing |            |              | Pending Final Agency Action |            |              |
|--|-----------------------|------------|--------------|------------------------|------------|--------------|-----------------------|------------|--------------|-----------------|------------|--------------|-----------------------------|------------|--------------|
|  | Number                | Total Days | Average Days | Number                 | Total Days | Average Days | Number                | Total Days | Average Days | Number          | Total Days | Average Days | Number                      | Total Days | Average Days |
| Department of Veterans Affairs                 | 1,857                 | 495,708    | 266.94       | 15                     | 144        | 9.60         | 1,033                 | 124,779    | 120.79       | 714             | 331,907    | 464.86       | 95                          | 38,878     | 409.24       |
| Environmental Protection Agency                | 85                    | 32,503     | 382.39       | 0                      | 0          | 0.00         | 26                    | 3,395      | 130.58       | 31              | 19,547     | 630.55       | 28                          | 9,561      | 341.46       |
| EOP - National Drug Control Policy             | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| EOP - Office of Administration                 | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| EOP - Office of Management and Budget          | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| EOP - Office of the U.S. Trade Representative  | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Equal Employment Opportunity Commission        | 16                    | 4,882      | 305.13       | 0                      | 0          | 0.00         | 4                     | 638        | 159.50       | 5               | 1,679      | 335.80       | 7                           | 2,565      | 366.43       |
| Export-Import Bank of the US                   | 2                     | 1,308      | 654.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 2                           | 1,308      | 654.00       |
| Farm Credit Administration                     | 1                     | 12         | 12.00        | 1                      | 12         | 12.00        | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Federal Communications Commission              | 3                     | 1,800      | 600.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 3               | 1,800      | 600.00       | 0                           | 0          | 0.00         |
| Federal Deposit Insurance Corporation          | 37                    | 9,772      | 264.11       | 0                      | 0          | 0.00         | 22                    | 2,341      | 106.41       | 10              | 5,296      | 529.60       | 5                           | 2,135      | 427.00       |
| Federal Election Commission                    | 4                     | 726        | 181.50       | 0                      | 0          | 0.00         | 2                     | 146        | 73.00        | 1               | 331        | 331.00       | 1                           | 249        | 249.00       |
| Federal Energy Regulatory Commission           | 2                     | 362        | 181.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 2               | 362        | 181.00       | 0                           | 0          | 0.00         |
| Federal Housing Finance Board                  | 1                     | 624        | 624.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 1               | 624        | 624.00       | 0                           | 0          | 0.00         |
| Federal Labor Relations Authority              | 1                     | 179        | 179.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 1                           | 179        | 179.00       |
| Federal Maritime Commission                    | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Federal Mediation and Conciliation Service     | 2                     | 60         | 30.00        | 0                      | 0          | 0.00         | 2                     | 60         | 30.00        | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Federal Reserve System--Board of Governors     | 5                     | 1,162      | 232.40       | 1                      | 5          | 5.00         | 0                     | 0          | 0.00         | 4               | 1,157      | 289.25       | 0                           | 0          | 0.00         |
| Federal Retirement Thrift Investment Board     | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Federal Trade Commission                       | 2                     | 277        | 138.50       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 1               | 274        | 274.00       | 1                           | 3          | 3.00         |
| General Services Administration                | 86                    | 28,429     | 330.57       | 2                      | 8          | 4.00         | 37                    | 3,752      | 101.41       | 37              | 21,872     | 591.14       | 10                          | 2,797      | 279.70       |
| Government Printing Office                     | 36                    | 8,713      | 242.03       | 0                      | 0          | 0.00         | 21                    | 2,595      | 123.57       | 11              | 5,130      | 466.36       | 4                           | 988        | 247.00       |
| Holocaust Memorial Museum U.S.                 | 2                     | 138        | 69.00        | 0                      | 0          | 0.00         | 2                     | 138        | 69.00        | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| International Boundary and Water Commission    | 3                     | 201        | 67.00        | 0                      | 0          | 0.00         | 3                     | 201        | 67.00        | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| International Trade Commission                 | 1                     | 306        | 306.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 1               | 306        | 306.00       | 0                           | 0          | 0.00         |
| John F. Kennedy Center for the Performing Arts | 2                     | 608        | 304.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 2               | 608        | 304.00       | 0                           | 0          | 0.00         |
| Merit Systems Protection Board                 | 1                     | 65         | 65.00        | 0                      | 0          | 0.00         | 1                     | 65         | 65.00        | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| National Aeronautics and Space Administration  | 45                    | 16,799     | 373.31       | 7                      | 226        | 32.29        | 11                    | 1,875      | 170.45       | 16              | 10,318     | 644.88       | 11                          | 4,380      | 398.18       |
| National Archives and Records Administration   | 16                    | 908        | 56.75        | 1                      | 17         | 17.00        | 7                     | 335        | 47.86        | 4               | 283        | 70.75        | 4                           | 273        | 68.25        |
| National Credit Union Administration           | 5                     | 2,118      | 423.60       | 0                      | 0          | 0.00         | 2                     | 371        | 185.50       | 0               | 0          | 0.00         | 3                           | 1,747      | 582.33       |
| National Endowment for the Arts                | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| National Endowment for the Humanities          | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| National Gallery of Art                        | 5                     | 1,527      | 305.40       | 0                      | 0          | 0.00         | 2                     | 156        | 78.00        | 3               | 1,371      | 457.00       | 0                           | 0          | 0.00         |
| National Labor Relations Board                 | 24                    | 4,132      | 172.17       | 0                      | 0          | 0.00         | 7                     | 992        | 141.71       | 5               | 2,828      | 565.60       | 12                          | 312        | 26.00        |
| National Science Foundation                    | 3                     | 3,867      | 1,289.00     | 0                      | 0          | 0.00         | 1                     | 25         | 25.00        | 0               | 0          | 0.00         | 2                           | 3,842      | 1,921.00     |
| National Transportation Safety Board           | 3                     | 2,677      | 892.33       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 2               | 591        | 295.50       | 1                           | 2,086      | 2,086.00     |
| Nuclear Regulatory Commission                  | 9                     | 1,984      | 220.44       | 0                      | 0          | 0.00         | 5                     | 941        | 188.20       | 0               | 0          | 0.00         | 4                           | 1,043      | 260.75       |
| Office of Personnel Management                 | 31                    | 12,510     | 403.55       | 1                      | 3          | 3.00         | 3                     | 158        | 52.67        | 22              | 10,585     | 481.14       | 5                           | 1,764      | 352.80       |
| Office of Special Counsel                      | 2                     | 270        | 135.00       | 0                      | 0          | 0.00         | 1                     | 150        | 150.00       | 1               | 120        | 120.00       | 0                           | 0          | 0.00         |
| Overseas Private Investment Corporation        | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Peace Corps                                    | 2                     | 2,323      | 1,161.50     | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 2                           | 2,323      | 1,161.50     |
| Pension Benefit Guaranty Corporation           | 25                    | 10,596     | 423.84       | 0                      | 0          | 0.00         | 16                    | 5,074      | 317.13       | 5               | 3,488      | 697.60       | 4                           | 2,034      | 508.50       |
| Railroad Retirement Board                      | 1                     | 200        | 200.00       | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 1                           | 200        | 200.00       |
| Securities and Exchange Commission             | 15                    | 4,568      | 304.53       | 0                      | 0          | 0.00         | 3                     | 693        | 231.00       | 9               | 3,703      | 411.44       | 3                           | 172        | 57.33        |

**Table B-23 FY 2006 Summary of Pending Complaints By Category**

| Agency or Department           | Pending End of Period |            |              | Pending Acknowledgment |            |              | Pending Investigation |            |              | Pending Hearing |            |              | Pending Final Agency Action |            |              |
|--------------------------------|-----------------------|------------|--------------|------------------------|------------|--------------|-----------------------|------------|--------------|-----------------|------------|--------------|-----------------------------|------------|--------------|
|                                | Number                | Total Days | Average Days | Number                 | Total Days | Average Days | Number                | Total Days | Average Days | Number          | Total Days | Average Days | Number                      | Total Days | Average Days |
| Selective Service System       | 2                     | 30         | 15.00        | 0                      | 0          | 0.00         | 2                     | 30         | 15.00        | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Small Business Administration  | 64                    | 23,404     | 365.69       | 10                     | 518        | 51.80        | 26                    | 6,169      | 237.27       | 17              | 8,636      | 508.00       | 11                          | 8,081      | 734.64       |
| Smithsonian Institution        | 17                    | 7,568      | 445.18       | 0                      | 0          | 0.00         | 8                     | 494        | 61.75        | 9               | 7,074      | 786.00       | 0                           | 0          | 0.00         |
| Social Security Administration | 696                   | 498,620    | 716.41       | 42                     | 814        | 19.38        | 161                   | 28,976     | 179.98       | 257             | 260,864    | 1,015.04     | 236                         | 207,966    | 881.21       |
| Tennessee Valley Authority     | 48                    | 15,018     | 312.88       | 1                      | 1,023      | 1,023.00     | 12                    | 1,339      | 111.58       | 28              | 11,333     | 404.75       | 7                           | 1,323      | 189.00       |
| U.S. Postal Service            | 4,304                 | 1,317,427  | 306.09       | 117                    | 326        | 2.79         | 1,174                 | 60,867     | 51.85        | 2,447           | 1,133,356  | 463.16       | 566                         | 122,878    | 217.10       |
| U.S. Tax Court                 | 0                     | 0          | 0.00         | 0                      | 0          | 0.00         | 0                     | 0          | 0.00         | 0               | 0          | 0.00         | 0                           | 0          | 0.00         |
| Cabinet Level Subtotal         | 16,190                | 6,723,935  | 415.31       | 637                    | 141,653    | 222.38       | 5,860                 | 839,141    | 143.20       | 6,526           | 3,954,642  | 605.98       | 3,167                       | 1,788,499  | 564.73       |
| Midsize Agencies Subtotal      | 1,078                 | 632,113    | 586.38       | 62                     | 2,589      | 41.76        | 303                   | 48,341     | 159.54       | 405             | 344,940    | 851.70       | 308                         | 236,243    | 767.02       |
| Small Agencies Subtotal        | 312                   | 102,038    | 327.04       | 5                      | 88         | 17.60        | 116                   | 18,847     | 162.47       | 113             | 50,608     | 447.86       | 78                          | 32,495     | 416.60       |
| Grand Total                    | 17,580                | 7,458,086  | 424.24       | 704                    | 144,330    | 205.01       | 6,279                 | 906,329    | 144.34       | 7,044           | 4,350,190  | 617.57       | 3,553                       | 2,057,237  | 579.01       |

**Table B-24 FY 2006 Agency Staff Resources**

| Agency or Department  | Agency Counselors |        |         |           |        |                 |         | Agency Investigators |        |         |           |        |                 |         | Agency Counselors/Investigato |        |         |           |        |                 |         |
|---|-------------------|--------|---------|-----------|--------|-----------------|---------|----------------------|--------|---------|-----------|--------|-----------------|---------|-------------------------------|--------|---------|-----------|--------|-----------------|---------|
|   | Full Time         |        |         | Part Time |        | Collateral Duty |         | Full Time            |        |         | Part Time |        | Collateral Duty |         | Full Time                     |        |         | Part Time |        | Collateral Duty |         |
|   | Total             | Number | %       | Number    | %      | Number          | %       | Total                | Number | %       | Number    | %      | Number          | %       | Total                         | Number | %       | Number    | %      | Number          | %       |
| Agency for International Development  | 7                 | 0      | 0.00%   | 0         | 0.00%  | 7               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Armed Forces Retirement Home  | 1                 | 0      | 0.00%   | 0         | 0.00%  | 1               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Broadcasting Board of Governors   | 6                 | 0      | 0.00%   | 2         | 33.33% | 4               | 66.67%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Central Intelligence Agency   | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 7                             | 7      | 100.00% | 0         | 0.00%  | 0               | 0.00%   |
| Commodity Futures Trading Commission  | 7                 | 0      | 0.00%   | 0         | 0.00%  | 7               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Consumer Product Safety Commission  | 3                 | 0      | 0.00%   | 0         | 0.00%  | 3               | 100.00% | 1                    | 1      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Corporation for National and Community Service                              | 6                 | 0      | 0.00%   | 0         | 0.00%  | 6               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Court Services and Offender Supervision Agency for the District of Columbia | 9                 | 0      | 0.00%   | 0         | 0.00%  | 9               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Army and Air Force Exchange   | 244               | 0      | 0.00%   | 0         | 0.00%  | 244             | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Commissary Agency   | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Contract Audit Agency   | 1                 | 0      | 0.00%   | 0         | 0.00%  | 1               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Contract Management Agency  | 75                | 0      | 0.00%   | 0         | 0.00%  | 75              | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Finance and Accounting Service                                      | 16                | 16     | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Human Resources Activity  | 3                 | 0      | 0.00%   | 0         | 0.00%  | 3               | 100.00% | 90                   | 90     | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Information Systems Agency  | 18                | 3      | 16.67%  | 0         | 0.00%  | 15              | 83.33%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Intelligence Agency   | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Logistics Agency  | 61                | 21     | 34.43%  | 0         | 0.00%  | 40              | 65.57%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense National Geospatial-Intelligence                                    | 9                 | 5      | 55.56%  | 0         | 0.00%  | 4               | 44.44%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense National Guard Bureau   | 587               | 21     | 3.58%   | 39        | 6.64%  | 527             | 89.78%  | 64                   | 4      | 6.25%   | 25        | 39.06% | 35              | 54.69%  | 76                            | 4      | 5.26%   | 0         | 0.00%  | 72              | 94.74%  |
| Defense National Security Agency  | 3                 | 3      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 5                    | 4      | 80.00%  | 1         | 20.00% | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Nuclear Facilities Safety Board                                     | 3                 | 0      | 0.00%   | 0         | 0.00%  | 3               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Office of the Inspector General                                     | 7                 | 0      | 0.00%   | 0         | 0.00%  | 7               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Security Service  | 5                 | 0      | 0.00%   | 0         | 0.00%  | 5               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Threat Reduction Agency   | 4                 | 4      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Uniformed Services University                                       | 5                 | 0      | 0.00%   | 0         | 0.00%  | 5               | 100.00% | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Agriculture   | 58                | 44     | 75.86%  | 5         | 8.62%  | 9               | 15.52%  | 3                    | 0      | 0.00%   | 1         | 33.33% | 2               | 66.67%  | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Commerce  | 61                | 19     | 31.15%  | 0         | 0.00%  | 42              | 68.85%  | 6                    | 6      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 1                             | 1      | 100.00% | 0         | 0.00%  | 0               | 0.00%   |
| Department of Defense Education Activity                                    | 16                | 10     | 62.50%  | 0         | 0.00%  | 6               | 37.50%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Education   | 3                 | 3      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Energy  | 83                | 1      | 1.20%   | 1         | 1.20%  | 81              | 97.59%  | 2                    | 0      | 0.00%   | 0         | 0.00%  | 2               | 100.00% | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Health and Human Services                                     | 242               | 25     | 10.33%  | 16        | 6.61%  | 201             | 83.06%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 23                            | 0      | 0.00%   | 12        | 52.17% | 11              | 47.83%  |
| Department of Homeland Security   | 230               | 2      | 0.87%   | 34        | 14.78% | 194             | 84.35%  | 12                   | 1      | 8.33%   | 11        | 91.67% | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Housing and Urban Development                                 | 4                 | 4      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Justice   | 392               | 14     | 3.57%   | 5         | 1.28%  | 373             | 95.15%  | 44                   | 9      | 20.45%  | 5         | 11.36% | 30              | 68.18%  | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Labor   | 23                | 1      | 4.35%   | 0         | 0.00%  | 22              | 95.65%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 8                             | 3      | 37.50%  | 5         | 62.50% | 0               | 0.00%   |
| Department of State   | 200               | 0      | 0.00%   | 0         | 0.00%  | 200             | 100.00% | 3                    | 0      | 0.00%   | 0         | 0.00%  | 3               | 100.00% | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of the Air Force   | 294               | 121    | 41.16%  | 10        | 3.40%  | 163             | 55.44%  | 96                   | 96     | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of the Army  | 1,167             | 20     | 1.71%   | 11        | 0.94%  | 1,136           | 97.34%  | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of the Interior  | 398               | 15     | 3.77%   | 66        | 16.58% | 317             | 79.65%  | 2                    | 1      | 50.00%  | 0         | 0.00%  | 1               | 50.00%  | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of the Navy  | 156               | 139    | 89.10%  | 2         | 1.28%  | 15              | 9.62%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of the Treasury  | 136               | 55     | 40.44%  | 0         | 0.00%  | 81              | 59.56%  | 50                   | 32     | 64.00%  | 0         | 0.00%  | 18              | 36.00%  | 4                             | 0      | 0.00%   | 0         | 0.00%  | 4               | 100.00% |
| Department of Transportation  | 248               | 0      | 0.00%   | 1         | 0.40%  | 247             | 99.60%  | 11                   | 11     | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| Department of Veterans Affairs  | 42                | 42     | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 46                   | 46     | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 10                            | 10     | 100.00% | 0         | 0.00%  | 0               | 0.00%   |
| Environmental Protection Agency   | 47                | 12     | 25.53%  | 0         | 0.00%  | 35              | 74.47%  | 4                    | 4      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| EOP - National Drug Control Policy  | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |
| EOP - Office of Administration  | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                    | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0                             | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   |

**Table B-24 FY 2006 Agency Staff Resources**

| Agency or Department                           | Agency Counselors |        |         |           |        |                 |         |       | Agency Investigators |         |        |           |        |                 |       |        | Agency Counselors/Investigato |        |        |           |         |                 |       |  |
|--|-------------------|--------|---------|-----------|--------|-----------------|---------|-------|----------------------|---------|--------|-----------|--------|-----------------|-------|--------|-------------------------------|--------|--------|-----------|---------|-----------------|-------|--|
|  | Full Time         |        |         | Part Time |        | Collateral Duty |         |       | Full Time            |         |        | Part Time |        | Collateral Duty |       |        | Full Time                     |        |        | Part Time |         | Collateral Duty |       |  |
|  | Total             | Number | %       | Number    | %      | Number          | %       | Total | Number               | %       | Number | %         | Number | %               | Total | Number | %                             | Number | %      | Number    | %       | Number          | %     |  |
| EOP - Office of Management and Budget          | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| EOP - Office of the U.S. Trade Representative  | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Equal Employment Opportunity Commission        | 2                 | 2      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 1     | 1                    | 100.00% | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Export-Import Bank of the US                   | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Farm Credit Administration                     | 7                 | 0      | 0.00%   | 0         | 0.00%  | 7               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Communications Commission              | 8                 | 0      | 0.00%   | 0         | 0.00%  | 8               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Deposit Insurance Corporation          | 5                 | 2      | 40.00%  | 0         | 0.00%  | 3               | 60.00%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Election Commission                    | 2                 | 0      | 0.00%   | 0         | 0.00%  | 2               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Energy Regulatory Commission           | 4                 | 0      | 0.00%   | 0         | 0.00%  | 4               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Housing Finance Board                  | 3                 | 0      | 0.00%   | 0         | 0.00%  | 3               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Labor Relations Authority              | 4                 | 0      | 0.00%   | 0         | 0.00%  | 4               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Maritime Commission                    | 2                 | 0      | 0.00%   | 0         | 0.00%  | 2               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 1     | 1      | 100.00%                       | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Mediation and Conciliation Service     | 4                 | 0      | 0.00%   | 0         | 0.00%  | 4               | 100.00% | 2     | 0                    | 0.00%   | 0      | 0.00%     | 2      | 100.00%         | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Reserve System--Board of Governors     | 2                 | 2      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Retirement Thrift Investment Board     | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Federal Trade Commission                       | 9                 | 1      | 11.11%  | 0         | 0.00%  | 8               | 88.89%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| General Services Administration                | 7                 | 0      | 0.00%   | 1         | 14.29% | 6               | 85.71%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Government Printing Office                     | 5                 | 1      | 20.00%  | 0         | 0.00%  | 4               | 80.00%  | 1     | 0                    | 0.00%   | 0      | 0.00%     | 1      | 100.00%         | 1     | 1      | 100.00%                       | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Holocaust Memorial Museum U.S.                 | 7                 | 0      | 0.00%   | 0         | 0.00%  | 7               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| International Boundary and Water Commission    | 2                 | 0      | 0.00%   | 0         | 0.00%  | 2               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| International Trade Commission                 | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| John F. Kennedy Center for the Performing Arts | 2                 | 0      | 0.00%   | 0         | 0.00%  | 2               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Merit Systems Protection Board                 | 3                 | 1      | 33.33%  | 0         | 0.00%  | 2               | 66.67%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Aeronautics and Space Administration  | 29                | 10     | 34.48%  | 7         | 24.14% | 12              | 41.38%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Archives and Records Administration   | 2                 | 1      | 50.00%  | 0         | 0.00%  | 1               | 50.00%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Credit Union Administration           | 9                 | 0      | 0.00%   | 0         | 0.00%  | 9               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Endowment for the Arts                | 1                 | 0      | 0.00%   | 0         | 0.00%  | 1               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 1     | 1      | 100.00%                       | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Endowment for the Humanities          | 2                 | 0      | 0.00%   | 0         | 0.00%  | 2               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Gallery of Art                        | 6                 | 0      | 0.00%   | 0         | 0.00%  | 6               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Labor Relations Board                 | 44                | 0      | 0.00%   | 0         | 0.00%  | 44              | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 7     | 6      | 85.71%                        | 1      | 14.29% | 0         | 0.00%   | 0               | 0.00% |  |
| National Science Foundation                    | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| National Transportation Safety Board           | 0                 | 0      | 0.00%   | 0         | 0.00%  | 0               | 0.00%   | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Nuclear Regulatory Commission                  | 16                | 0      | 0.00%   | 0         | 0.00%  | 16              | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Office of Personnel Management                 | 7                 | 0      | 0.00%   | 0         | 0.00%  | 7               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 6     | 5      | 83.33%                        | 1      | 16.67% | 0         | 0.00%   | 0               | 0.00% |  |
| Office of Special Counsel                      | 4                 | 0      | 0.00%   | 0         | 0.00%  | 4               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 3     | 0      | 0.00%                         | 0      | 0.00%  | 3         | 100.00% | 0               | 0.00% |  |
| Overseas Private Investment Corporation        | 3                 | 0      | 0.00%   | 0         | 0.00%  | 3               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Peace Corps                                    | 15                | 0      | 0.00%   | 0         | 0.00%  | 15              | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Pension Benefit Guaranty Corporation           | 6                 | 2      | 33.33%  | 0         | 0.00%  | 4               | 66.67%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Railroad Retirement Board                      | 6                 | 0      | 0.00%   | 0         | 0.00%  | 6               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Securities and Exchange Commission             | 15                | 0      | 0.00%   | 0         | 0.00%  | 15              | 100.00% | 3     | 0                    | 0.00%   | 0      | 0.00%     | 3      | 100.00%         | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Selective Service System                       | 1                 | 0      | 0.00%   | 0         | 0.00%  | 1               | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Small Business Administration                  | 13                | 0      | 0.00%   | 0         | 0.00%  | 13              | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Smithsonian Institution                        | 2                 | 2      | 100.00% | 0         | 0.00%  | 0               | 0.00%   | 1     | 1                    | 100.00% | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Social Security Administration                 | 161               | 7      | 4.35%   | 6         | 3.73%  | 148             | 91.93%  | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| Tennessee Valley Authority                     | 24                | 1      | 4.17%   | 0         | 0.00%  | 23              | 95.83%  | 2     | 0                    | 0.00%   | 0      | 0.00%     | 2      | 100.00%         | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| U.S. Postal Service                            | 162               | 0      | 0.00%   | 0         | 0.00%  | 162             | 100.00% | 0     | 0                    | 0.00%   | 0      | 0.00%     | 0      | 0.00%           | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |
| U.S. Tax Court                                 | 1                 | 0      | 0.00%   | 0         | 0.00%  | 1               | 100.00% | 1     | 0                    | 0.00%   | 0      | 0.00%     | 1      | 100.00%         | 0     | 0      | 0.00%                         | 0      | 0.00%  | 0         | 0.00%   | 0               | 0.00% |  |

**Table B-24 FY 2006 Agency Staff Resources**

| Agency or Department      | Agency Counselors |        |        |           |       |                 |        |       | Agency Investigators |        |        |           |        |                 | Agency Counselors/Investigato |           |        |        |           |        |                 |  |
|---------------------------|-------------------|--------|--------|-----------|-------|-----------------|--------|-------|----------------------|--------|--------|-----------|--------|-----------------|-------------------------------|-----------|--------|--------|-----------|--------|-----------------|--|
|                           | Full Time         |        |        | Part Time |       | Collateral Duty |        |       | Full Time            |        |        | Part Time |        | Collateral Duty |                               | Full Time |        |        | Part Time |        | Collateral Duty |  |
|                           | Total             | Number | %      | Number    | %     | Number          | %      | Total | Number               | %      | Number | %         | Number | %               | Total                         | Number    | %      | Number | %         | Number | %               |  |
| Cabinet Level Subtotal    | 4,956             | 588    | 11.86% | 190       | 3.83% | 4,178           | 84.30% | 434   | 300                  | 69.12% | 43     | 9.91%     | 91     | 20.97%          | 122                           | 18        | 14.75% | 17     | 13.93%    | 87     | 71.31%          |  |
| Midsize Agencies Subtotal | 288               | 34     | 11.81% | 14        | 4.86% | 240             | 83.33% | 7     | 5                    | 71.43% | 0      | 0.00%     | 2      | 28.57%          | 0                             | 0         | 0.00%  | 0      | 0.00%     | 0      | 0.00%           |  |
| Small Agencies Subtotal   | 243               | 10     | 4.12%  | 2         | 0.82% | 231             | 95.06% | 9     | 2                    | 22.22% | 0      | 0.00%     | 7      | 77.78%          | 26                            | 21        | 80.77% | 2      | 7.69%     | 3      | 11.54%          |  |
| Grand Total               | 5,487             | 632    | 11.52% | 206       | 3.75% | 4,649           | 84.73% | 450   | 307                  | 68.22% | 43     | 9.56%     | 100    | 22.22%          | 148                           | 39        | 26.35% | 19     | 12.84%    | 90     | 60.81%          |  |

**Table B-25 FY 2006 Agency New Staff Training**

| Agency or Department  | Total Work Force | Agency Counselors  |         |        |      | Agency Investigators |         |        |      | Agency Counselors/Investigators |         |        |      |
|---|------------------|--------------------|---------|--------|------|----------------------|---------|--------|------|---------------------------------|---------|--------|------|
|   |                  | New Staff Training |         |        |      | New Staff Training   |         |        |      | New Staff Training              |         |        |      |
|   |                  | Total              | 32 Hour | 8 Hour | None | Total                | 32 Hour | 8 Hour | None | Total                           | 32 Hour | 8 Hour | None |
| Agency for International Development  | 2,406            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Armed Forces Retirement Home  | 405              | 1                  | 1       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Broadcasting Board of Governors   | 1,741            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Central Intelligence Agency   | 0                | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 1                               | 1       | 0      | 0    |
| Commodity Futures Trading Commission  | 466              | 1                  | 1       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Consumer Product Safety Commission  | 403              | 1                  | 1       | 2      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Corporation for National and Community Service                              | 550              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Court Services and Offender Supervision Agency for the District of Columbia | 1,133            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Army and Air Force Exchange   | 36,378           | 56                 | 56      | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Commissary Agency   | 15,923           | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Contract Audit Agency   | 4,051            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Contract Management Agency  | 9,922            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Finance and Accounting Service                                      | 13,176           | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Human Resources Activity  | 895              | 0                  | 0       | 0      | 0    | 15                   | 15      | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Information Systems Agency  | 5,097            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Intelligence Agency   | 0                | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Logistics Agency  | 20,478           | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense National Geospatial-Intelligence                                    | 0                | 6                  | 5       | 1      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense National Guard Bureau   | 56,137           | 80                 | 60      | 20     | 30   | 1                    | 2       | 0      | 0    | 15                              | 9       | 6      | 2    |
| Defense National Security Agency  | 0                | 1                  | 1       | 0      | 0    | 3                    | 3       | 2      | 0    | 0                               | 0       | 0      | 0    |
| Defense Nuclear Facilities Safety Board                                     | 86               | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Office of the Inspector General                                     | 1,396            | 3                  | 3       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Security Service  | 545              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Threat Reduction Agency   | 1,155            | 1                  | 1       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Uniformed Services University                                       | 725              | 0                  | 0       | 5      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 6,525            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Agriculture   | 104,299          | 4                  | 1       | 3      | 0    | 1                    | 0       | 1      | 0    | 0                               | 0       | 0      | 0    |
| Department of Commerce  | 41,600           | 7                  | 7       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Defense Education Activity                                    | 17,060           | 2                  | 2       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Education   | 4,353            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Energy  | 13,725           | 10                 | 10      | 9      | 1    | 1                    | 1       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Health and Human Services                                     | 64,049           | 51                 | 36      | 8      | 10   | 0                    | 0       | 0      | 0    | 6                               | 6       | 0      | 0    |
| Department of Homeland Security   | 168,865          | 16                 | 10      | 6      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Housing and Urban Development                                 | 9,364            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Justice   | 106,125          | 149                | 66      | 82     | 1    | 14                   | 14      | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Labor   | 15,397           | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of State   | 19,667           | 67                 | 67      | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of the Air Force   | 164,773          | 58                 | 40      | 13     | 14   | 2                    | 0       | 0      | 2    | 0                               | 0       | 0      | 0    |



**Table B-25 FY 2006 Agency New Staff Training**

| Agency or Department                           | Total Work Force | Agency Counselors  |         |        |      | Agency Investigators |         |        |      | Agency Counselors/Investigators |         |        |      |
|--|------------------|--------------------|---------|--------|------|----------------------|---------|--------|------|---------------------------------|---------|--------|------|
|  |                  | New Staff Training |         |        |      | New Staff Training   |         |        |      | New Staff Training              |         |        |      |
|  |                  | Total              | 32 Hour | 8 Hour | None | Total                | 32 Hour | 8 Hour | None | Total                           | 32 Hour | 8 Hour | None |
| Department of the Army                         | 222,342          | 195                | 157     | 32     | 9    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of the Interior                     | 74,577           | 84                 | 84      | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of the Navy                         | 192,412          | 5                  | 5       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of the Treasury                     | 121,452          | 13                 | 12      | 1      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Transportation                   | 53,864           | 51                 | 41      | 13     | 3    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Department of Veterans Affairs                 | 238,228          | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Environmental Protection Agency                | 18,367           | 13                 | 13      | 2      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| EOP - National Drug Control Policy             | 0                | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| EOP - Office of Administration                 | 0                | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| EOP - Office of Management and Budget          | 0                | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| EOP - Office of the U.S. Trade Representative  | 0                | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Equal Employment Opportunity Commission        | 2,197            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Export-Import Bank of the US                   | 376              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Farm Credit Administration                     | 256              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Communications Commission              | 1,854            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Deposit Insurance Corporation          | 4,568            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Election Commission                    | 356              | 2                  | 2       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Energy Regulatory Commission           | 1,335            | 2                  | 1       | 0      | 1    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Housing Finance Board                  | 135              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Labor Relations Authority              | 142              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Maritime Commission                    | 124              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Mediation and Conciliation Service     | 280              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Reserve System--Board of Governors     | 1,862            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Retirement Thrift Investment Board     | 66               | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Federal Trade Commission                       | 1,073            | 8                  | 8       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| General Services Administration                | 12,290           | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Government Printing Office                     | 2,238            | 4                  | 4       | 0      | 0    | 0                    | 0       | 0      | 0    | 1                               | 1       | 0      | 0    |
| Holocaust Memorial Museum U.S.                 | 404              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| International Boundary and Water Commission    | 241              | 1                  | 1       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| International Trade Commission                 | 368              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| John F. Kennedy Center for the Performing Arts | 1,325            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Merit Systems Protection Board                 | 230              | 1                  | 0       | 1      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Aeronautics and Space Administration  | 18,697           | 4                  | 3       | 1      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Archives and Records Administration   | 2,983            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Credit Union Administration           | 948              | 3                  | 2       | 3      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Endowment for the Arts                | 162              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Endowment for the Humanities          | 175              | 2                  | 2       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Gallery of Art                        | 912              | 1                  | 1       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Labor Relations Board                 | 1,858            | 7                  | 7       | 3      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |

**Table B-25 FY 2006 Agency New Staff Training**

| Agency or Department                    | Total Work Force | Agency Counselors  |         |        |      | Agency Investigators |         |        |      | Agency Counselors/Investigators |         |        |      |
|---|------------------|--------------------|---------|--------|------|----------------------|---------|--------|------|---------------------------------|---------|--------|------|
|   |                  | New Staff Training |         |        |      | New Staff Training   |         |        |      | New Staff Training              |         |        |      |
|   |                  | Total              | 32 Hour | 8 Hour | None | Total                | 32 Hour | 8 Hour | None | Total                           | 32 Hour | 8 Hour | None |
| National Science Foundation             | 1,529            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| National Transportation Safety Board    | 422              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Nuclear Regulatory Commission           | 3,482            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Office of Personnel Management          | 5,335            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Office of Special Counsel               | 113              | 4                  | 4       | 4      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Overseas Private Investment Corporation | 199              | 3                  | 3       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Peace Corps                             | 894              | 6                  | 6       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Pension Benefit Guaranty Corporation    | 848              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Railroad Retirement Board               | 999              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Securities and Exchange Commission      | 3,602            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Selective Service System                | 160              | 1                  | 1       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Small Business Administration           | 6,280            | 9                  | 9       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Smithsonian Institution                 | 6,138            | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Social Security Administration          | 63,759           | 41                 | 41      | 7      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Tennessee Valley Authority              | 12,600           | 2                  | 2       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| U.S. Postal Service                     | 795,850          | 16                 | 16      | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| U.S. Tax Court                          | 230              | 0                  | 0       | 0      | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Cabinet Level Subtotal                  | 2,600,491        | 875                | 680     | 193    | 68   | 37                   | 35      | 3      | 2    | 21                              | 15      | 6      | 2    |
| Midsized Agencies Subtotal              | 142,699          | 69                 | 68      | 10     | 0    | 0                    | 0       | 0      | 0    | 0                               | 0       | 0      | 0    |
| Small Agencies Subtotal                 | 46,817           | 48                 | 45      | 13     | 1    | 0                    | 0       | 0      | 0    | 2                               | 2       | 0      | 0    |
| Grand Total                             | 2,790,007        | 992                | 793     | 216    | 69   | 37                   | 35      | 3      | 2    | 23                              | 17      | 6      | 2    |

Table B-26 FY 2006 Agency Experienced Staff Training

| Agency or Department  | Total Work Force | Agency Counselors          |        |         |      | Agency Investigators       |        |         |      | Agency Counselors/Investigators |        |         |      |
|---|------------------|----------------------------|--------|---------|------|----------------------------|--------|---------|------|---------------------------------|--------|---------|------|
|   |                  | Experienced Staff Training |        |         |      | Experienced Staff Training |        |         |      | Experienced Staff Training      |        |         |      |
|   |                  | Total                      | 8 Hour | 32 Hour | None | Total                      | 8 Hour | 32 Hour | None | Total                           | 8 Hour | 32 Hour | None |
| Agency for International Development  | 2,406            | 7                          | 7      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Armed Forces Retirement Home  | 405              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Broadcasting Board of Governors   | 1,741            | 6                          | 6      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Central Intelligence Agency   | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 6                               | 6      | 0       | 0    |
| Commodity Futures Trading Commission  | 466              | 6                          | 6      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Consumer Product Safety Commission  | 403              | 2                          | 2      | 1       | 0    | 1                          | 1      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Corporation for National and Community Service                              | 550              | 6                          | 6      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Court Services and Offender Supervision Agency for the District of Columbia | 1,133            | 9                          | 9      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Army and Air Force Exchange   | 36,378           | 188                        | 157    | 8       | 23   | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Commissary Agency   | 15,923           | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Contract Audit Agency   | 4,051            | 1                          | 1      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Contract Management Agency  | 9,922            | 75                         | 0      | 0       | 75   | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Finance and Accounting Service                                      | 13,176           | 16                         | 14     | 2       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Human Resources Activity  | 895              | 3                          | 3      | 0       | 0    | 80                         | 76     | 4       | 0    | 0                               | 0      | 0       | 0    |
| Defense Information Systems Agency  | 5,097            | 18                         | 18     | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Intelligence Agency   | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Logistics Agency  | 20,478           | 61                         | 39     | 7       | 15   | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense National Geospatial-Intelligence                                    | 0                | 3                          | 3      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense National Guard Bureau   | 56,137           | 507                        | 344    | 70      | 126  | 63                         | 66     | 0       | 5    | 61                              | 32     | 3       | 44   |
| Defense National Security Agency  | 0                | 2                          | 2      | 2       | 0    | 2                          | 1      | 0       | 1    | 0                               | 0      | 0       | 0    |
| Defense Nuclear Facilities Safety Board                                     | 86               | 3                          | 2      | 0       | 1    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Office of the Inspector General                                     | 1,396            | 4                          | 0      | 4       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Security Service  | 545              | 5                          | 0      | 0       | 5    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Threat Reduction Agency   | 1,155            | 3                          | 1      | 2       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Uniformed Services University                                       | 725              | 5                          | 5      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 6,525            | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of Agriculture   | 104,299          | 54                         | 32     | 20      | 2    | 2                          | 2      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of Commerce  | 41,600           | 54                         | 52     | 2       | 0    | 6                          | 6      | 0       | 0    | 1                               | 1      | 0       | 0    |
| Department of Defense Education Activity                                    | 17,060           | 14                         | 0      | 14      | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of Education   | 4,353            | 3                          | 3      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of Energy  | 13,725           | 73                         | 68     | 2       | 3    | 1                          | 1      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of Health and Human Services                                     | 64,049           | 191                        | 142    | 30      | 19   | 0                          | 0      | 0       | 0    | 17                              | 17     | 0       | 0    |
| Department of Homeland Security   | 168,865          | 214                        | 129    | 33      | 52   | 12                         | 1      | 11      | 0    | 0                               | 0      | 0       | 0    |
| Department of Housing and Urban Development                                 | 9,364            | 4                          | 4      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of Justice   | 106,125          | 243                        | 113    | 2       | 128  | 30                         | 30     | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of Labor   | 15,397           | 23                         | 23     | 0       | 0    | 0                          | 0      | 0       | 0    | 8                               | 8      | 0       | 0    |
| Department of State   | 19,667           | 133                        | 0      | 11      | 122  | 3                          | 3      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of the Air Force   | 164,773          | 236                        | 159    | 12      | 70   | 94                         | 0      | 0       | 94   | 0                               | 0      | 0       | 0    |

Table B-26 FY 2006 Agency Experienced Staff Training

| Agency or Department                           | Total Work Force | Agency Counselors          |        |         |      | Agency Investigators       |        |         |      | Agency Counselors/Investigators |        |         |      |
|--|------------------|----------------------------|--------|---------|------|----------------------------|--------|---------|------|---------------------------------|--------|---------|------|
|  |                  | Experienced Staff Training |        |         |      | Experienced Staff Training |        |         |      | Experienced Staff Training      |        |         |      |
|  |                  | Total                      | 8 Hour | 32 Hour | None | Total                      | 8 Hour | 32 Hour | None | Total                           | 8 Hour | 32 Hour | None |
| Department of the Army                         | 222,342          | 972                        | 549    | 252     | 171  | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of the Interior                     | 74,577           | 314                        | 34     | 151     | 129  | 2                          | 1      | 0       | 1    | 0                               | 0      | 0       | 0    |
| Department of the Navy                         | 192,412          | 151                        | 151    | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Department of the Treasury                     | 121,452          | 123                        | 73     | 47      | 3    | 50                         | 50     | 0       | 0    | 4                               | 4      | 0       | 0    |
| Department of Transportation                   | 53,864           | 197                        | 129    | 149     | 56   | 11                         | 7      | 0       | 4    | 0                               | 0      | 0       | 0    |
| Department of Veterans Affairs                 | 238,228          | 42                         | 42     | 0       | 3    | 46                         | 46     | 0       | 0    | 10                              | 10     | 0       | 0    |
| Environmental Protection Agency                | 18,367           | 34                         | 34     | 0       | 0    | 4                          | 4      | 0       | 0    | 0                               | 0      | 0       | 0    |
| EOP - National Drug Control Policy             | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| EOP - Office of Administration                 | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| EOP - Office of Management and Budget          | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| EOP - Office of the U.S. Trade Representative  | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Equal Employment Opportunity Commission        | 2,197            | 2                          | 2      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Export-Import Bank of the US                   | 376              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Farm Credit Administration                     | 256              | 7                          | 7      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Communications Commission              | 1,854            | 8                          | 8      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Deposit Insurance Corporation          | 4,568            | 5                          | 5      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Election Commission                    | 356              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Energy Regulatory Commission           | 1,335            | 2                          | 0      | 1       | 1    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Housing Finance Board                  | 135              | 3                          | 3      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Labor Relations Authority              | 142              | 4                          | 4      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Maritime Commission                    | 124              | 2                          | 2      | 0       | 0    | 0                          | 0      | 0       | 0    | 1                               | 1      | 1       | 0    |
| Federal Mediation and Conciliation Service     | 280              | 4                          | 4      | 0       | 0    | 2                          | 2      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Reserve System--Board of Governors     | 1,862            | 2                          | 2      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Retirement Thrift Investment Board     | 66               | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Federal Trade Commission                       | 1,073            | 1                          | 0      | 1       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| General Services Administration                | 12,290           | 7                          | 7      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Government Printing Office                     | 2,238            | 1                          | 1      | 0       | 0    | 1                          | 0      | 1       | 0    | 0                               | 0      | 0       | 0    |
| Holocaust Memorial Museum U.S.                 | 404              | 7                          | 6      | 0       | 1    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| International Boundary and Water Commission    | 241              | 1                          | 1      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| International Trade Commission                 | 368              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| John F. Kennedy Center for the Performing Arts | 1,325            | 2                          | 2      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Merit Systems Protection Board                 | 230              | 2                          | 2      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| National Aeronautics and Space Administration  | 18,697           | 25                         | 22     | 0       | 3    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| National Archives and Records Administration   | 2,983            | 2                          | 0      | 1       | 1    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| National Credit Union Administration           | 948              | 6                          | 5      | 0       | 1    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| National Endowment for the Arts                | 162              | 1                          | 1      | 0       | 0    | 0                          | 0      | 0       | 0    | 1                               | 1      | 0       | 0    |
| National Endowment for the Humanities          | 175              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| National Gallery of Art                        | 912              | 5                          | 4      | 0       | 1    | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| National Labor Relations Board                 | 1,858            | 37                         | 37     | 0       | 0    | 0                          | 0      | 0       | 0    | 7                               | 7      | 0       | 0    |

Table B-26 FY 2006 Agency Experienced Staff Training

| Agency or Department                    | Total Work Force | Agency Counselors          |        |         |       | Agency Investigators       |        |         |      | Agency Counselors/Investigators |        |         |      |
|---|------------------|----------------------------|--------|---------|-------|----------------------------|--------|---------|------|---------------------------------|--------|---------|------|
|   |                  | Experienced Staff Training |        |         |       | Experienced Staff Training |        |         |      | Experienced Staff Training      |        |         |      |
|   |                  | Total                      | 8 Hour | 32 Hour | None  | Total                      | 8 Hour | 32 Hour | None | Total                           | 8 Hour | 32 Hour | None |
| National Science Foundation             | 1,529            | 0                          | 0      | 0       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| National Transportation Safety Board    | 422              | 0                          | 0      | 0       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Nuclear Regulatory Commission           | 3,482            | 16                         | 14     | 0       | 2     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Office of Personnel Management          | 5,335            | 7                          | 7      | 0       | 0     | 0                          | 0      | 0       | 0    | 6                               | 6      | 0       | 0    |
| Office of Special Counsel               | 113              | 0                          | 0      | 0       | 0     | 0                          | 0      | 0       | 0    | 3                               | 3      | 0       | 0    |
| Overseas Private Investment Corporation | 199              | 0                          | 0      | 0       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Peace Corps                             | 894              | 9                          | 9      | 0       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Pension Benefit Guaranty Corporation    | 848              | 6                          | 4      | 2       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Railroad Retirement Board               | 999              | 6                          | 6      | 0       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Securities and Exchange Commission      | 3,602            | 15                         | 11     | 0       | 4     | 3                          | 3      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Selective Service System                | 160              | 0                          | 0      | 0       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Small Business Administration           | 6,280            | 4                          | 4      | 0       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Smithsonian Institution                 | 6,138            | 2                          | 2      | 0       | 0     | 1                          | 1      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Social Security Administration          | 63,759           | 120                        | 120    | 11      | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Tennessee Valley Authority              | 12,600           | 22                         | 22     | 0       | 0     | 2                          | 2      | 0       | 0    | 0                               | 0      | 0       | 0    |
| U.S. Postal Service                     | 795,850          | 146                        | 144    | 2       | 0     | 0                          | 0      | 0       | 0    | 0                               | 0      | 0       | 0    |
| U.S. Tax Court                          | 230              | 1                          | 1      | 0       | 0     | 1                          | 1      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Cabinet Level Subtotal                  | 2,600,491        | 4,081                      | 2,436  | 822     | 1,003 | 402                        | 290    | 15      | 105  | 101                             | 72     | 3       | 44   |
| Midsized Agencies Subtotal              | 142,699          | 219                        | 216    | 11      | 3     | 7                          | 7      | 0       | 0    | 0                               | 0      | 0       | 0    |
| Small Agencies Subtotal                 | 46,817           | 195                        | 179    | 6       | 11    | 9                          | 8      | 1       | 0    | 24                              | 24     | 1       | 0    |
| Grand Total                             | 2,790,007        | 4,495                      | 2,831  | 839     | 1,017 | 418                        | 305    | 16      | 105  | 125                             | 96     | 4       | 44   |

Table B-27 FY 2006 Contractor New Staff Training

| Agency or Department  | Total Work Force | Contract Counselors |         |        |      | Contract Investigators |         |        |      | Contract Counselors/Investigators |         |        |      |
|---|------------------|---------------------|---------|--------|------|------------------------|---------|--------|------|-----------------------------------|---------|--------|------|
|   |                  | New Staff Training  |         |        |      | New Staff Training     |         |        |      | New Staff Training                |         |        |      |
|   |                  | Total               | 32 Hour | 8 Hour | None | Total                  | 32 Hour | 8 Hour | None | Total                             | 32 Hour | 8 Hour | None |
| Agency for International Development  | 2,406            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Armed Forces Retirement Home  | 405              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Broadcasting Board of Governors   | 1,741            | 2                   | 1       | 1      | 0    | 2                      | 0       | 0      | 2    | 0                                 | 0       | 0      | 0    |
| Central Intelligence Agency   | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Commodity Futures Trading Commission  | 466              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Consumer Product Safety Commission  | 403              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Corporation for National and Community Service                              | 550              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Court Services and Offender Supervision Agency for the District of Columbia | 1,133            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Army and Air Force Exchange   | 36,378           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Commissary Agency   | 15,923           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Contract Audit Agency   | 4,051            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Contract Management Agency  | 9,922            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Finance and Accounting Service                                      | 13,176           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Human Resources Activity  | 895              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Information Systems Agency  | 5,097            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Intelligence Agency   | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Logistics Agency  | 20,478           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense National Geospatial-Intelligence                                    | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense National Guard Bureau   | 56,137           | 0                   | 0       | 20     | 5    | 0                      | 0       | 0      | 0    | 9                                 | 9       | 0      | 0    |
| Defense National Security Agency  | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Nuclear Facilities Safety Board                                     | 86               | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Office of the Inspector General                                     | 1,396            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Security Service  | 545              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Threat Reduction Agency   | 1,155            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Uniformed Services University                                       | 725              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 6,525            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Agriculture   | 104,299          | 1                   | 0       | 1      | 0    | 16                     | 1       | 15     | 0    | 0                                 | 0       | 0      | 0    |
| Department of Commerce  | 41,600           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Defense Education Activity                                    | 17,060           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Education   | 4,353            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Energy  | 13,725           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Health and Human Services                                     | 64,049           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Homeland Security   | 168,865          | 2                   | 2       | 0      | 0    | 11                     | 5       | 6      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Housing and Urban Development                                 | 9,364            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Justice   | 106,125          | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Labor   | 15,397           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of State   | 19,667           | 1                   | 1       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of the Air Force   | 164,773          | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of the Army  | 222,342          | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of the Interior  | 74,577           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |

Table B-27 FY 2006 Contractor New Staff Training

| Agency or Department                           | Total Work Force | Contract Counselors |         |        |      | Contract Investigators |         |        |      | Contract Counselors/Investigators |         |        |      |
|--|------------------|---------------------|---------|--------|------|------------------------|---------|--------|------|-----------------------------------|---------|--------|------|
|  |                  | New Staff Training  |         |        |      | New Staff Training     |         |        |      | New Staff Training                |         |        |      |
|  |                  | Total               | 32 Hour | 8 Hour | None | Total                  | 32 Hour | 8 Hour | None | Total                             | 32 Hour | 8 Hour | None |
| Department of the Navy                         | 192,412          | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of the Treasury                     | 121,452          | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Transportation                   | 53,864           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Department of Veterans Affairs                 | 238,228          | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Environmental Protection Agency                | 18,367           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| EOP - National Drug Control Policy             | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| EOP - Office of Administration                 | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| EOP - Office of Management and Budget          | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| EOP - Office of the U.S. Trade Representative  | 0                | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Equal Employment Opportunity Commission        | 2,197            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Export-Import Bank of the US                   | 376              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Farm Credit Administration                     | 256              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Communications Commission              | 1,854            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Deposit Insurance Corporation          | 4,568            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Election Commission                    | 356              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Energy Regulatory Commission           | 1,335            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Housing Finance Board                  | 135              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Labor Relations Authority              | 142              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Maritime Commission                    | 124              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Mediation and Conciliation Service     | 280              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Reserve System--Board of Governors     | 1,862            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Retirement Thrift Investment Board     | 66               | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Federal Trade Commission                       | 1,073            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| General Services Administration                | 12,290           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Government Printing Office                     | 2,238            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Holocaust Memorial Museum U.S.                 | 404              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| International Boundary and Water Commission    | 241              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| International Trade Commission                 | 368              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| John F. Kennedy Center for the Performing Arts | 1,325            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Merit Systems Protection Board                 | 230              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Aeronautics and Space Administration  | 18,697           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Archives and Records Administration   | 2,983            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Credit Union Administration           | 948              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Endowment for the Arts                | 162              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Endowment for the Humanities          | 175              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Gallery of Art                        | 912              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Labor Relations Board                 | 1,858            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Science Foundation                    | 1,529            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| National Transportation Safety Board           | 422              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Nuclear Regulatory Commission                  | 3,482            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Office of Personnel Management                 | 5,335            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |

**Table B-27 FY 2006 Contractor New Staff Training**

| Agency or Department                    | Total Work Force | Contract Counselors |         |        |      | Contract Investigators |         |        |      | Contract Counselors/Investigators |         |        |      |
|---|------------------|---------------------|---------|--------|------|------------------------|---------|--------|------|-----------------------------------|---------|--------|------|
|   |                  | New Staff Training  |         |        |      | New Staff Training     |         |        |      | New Staff Training                |         |        |      |
|   |                  | Total               | 32 Hour | 8 Hour | None | Total                  | 32 Hour | 8 Hour | None | Total                             | 32 Hour | 8 Hour | None |
| Office of Special Counsel               | 113              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Overseas Private Investment Corporation | 199              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Peace Corps                             | 894              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Pension Benefit Guaranty Corporation    | 848              | 0                   | 0       | 0      | 0    | 2                      | 0       | 2      | 0    | 0                                 | 0       | 0      | 0    |
| Railroad Retirement Board               | 999              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Securities and Exchange Commission      | 3,602            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Selective Service System                | 160              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Small Business Administration           | 6,280            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Smithsonian Institution                 | 6,138            | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Social Security Administration          | 63,759           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Tennessee Valley Authority              | 12,600           | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| U.S. Postal Service                     | 795,850          | 0                   | 0       | 0      | 0    | 29                     | 29      | 0      | 0    | 0                                 | 0       | 0      | 0    |
| U.S. Tax Court                          | 230              | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Cabinet Level Subtotal                  | 2,600,491        | 4                   | 3       | 21     | 5    | 56                     | 35      | 21     | 0    | 9                                 | 9       | 0      | 0    |
| Midsized Agencies Subtotal              | 142,699          | 0                   | 0       | 0      | 0    | 0                      | 0       | 0      | 0    | 0                                 | 0       | 0      | 0    |
| Small Agencies Subtotal                 | 46,817           | 2                   | 1       | 1      | 0    | 4                      | 0       | 2      | 2    | 0                                 | 0       | 0      | 0    |
| Grand Total                             | 2,790,007        | 6                   | 4       | 22     | 5    | 60                     | 35      | 23     | 2    | 9                                 | 9       | 0      | 0    |



**Table B-28 FY 2006 Contractor Experienced Staff Training**

| Agency or Department  | Total Work Force | Contract Counselors        |        |         |      | Contract Investigators     |        |         |      | Contract Counselors/Investigator |        |         |      |
|---|------------------|----------------------------|--------|---------|------|----------------------------|--------|---------|------|----------------------------------|--------|---------|------|
|   |                  | Experienced Staff Training |        |         |      | Experienced Staff Training |        |         |      | Experienced Staff Training       |        |         |      |
|   |                  | Total                      | 8 Hour | 32 Hour | None | Total                      | 8 Hour | 32 Hour | None | Total                            | 8 Hour | 32 Hour | None |
| Agency for International Development  | 2,406            | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Armed Forces Retirement Home  | 405              | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Broadcasting Board of Governors   | 1,741            | 0                          | 0      | 0       | 0    | 4                          | 4      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Central Intelligence Agency   | 0                | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Commodity Futures Trading Commission  | 466              | 0                          | 0      | 0       | 0    | 2                          | 2      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Consumer Product Safety Commission  | 403              | 0                          | 0      | 0       | 0    | 3                          | 0      | 3       | 0    | 0                                | 0      | 0       | 0    |
| Corporation for National and Community Service                              | 550              | 0                          | 0      | 0       | 0    | 6                          | 6      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Court Services and Offender Supervision Agency for the District of Columbia | 1,133            | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Army and Air Force Exchange   | 36,378           | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Commissary Agency   | 15,923           | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Contract Audit Agency   | 4,051            | 3                          | 3      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Contract Management Agency  | 9,922            | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Finance and Accounting Service                                      | 13,176           | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Human Resources Activity  | 895              | 2                          | 2      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Information Systems Agency  | 5,097            | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Intelligence Agency   | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Logistics Agency  | 20,478           | 2                          | 2      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense National Geospatial-Intelligence                                    | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense National Guard Bureau   | 56,137           | 0                          | 0      | 0       | 0    | 2                          | 2      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense National Security Agency  | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Nuclear Facilities Safety Board                                     | 86               | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Office of the Inspector General                                     | 1,396            | 0                          | 0      | 0       | 0    | 2                          | 2      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Security Service  | 545              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Threat Reduction Agency   | 1,155            | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Uniformed Services University                                       | 725              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Defense Office of the Secretary/Wash. Hqtrs. Services                       | 6,525            | 9                          | 9      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of Agriculture   | 104,299          | 15                         | 15     | 0       | 0    | 240                        | 227    | 13      | 0    | 3                                | 3      | 0       | 0    |
| Department of Commerce  | 41,600           | 0                          | 0      | 0       | 0    | 32                         | 32     | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of Defense Education Activity                                    | 17,060           | 3                          | 3      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of Education   | 4,353            | 0                          | 0      | 0       | 0    | 9                          | 9      | 0       | 0    | 9                                | 9      | 0       | 0    |
| Department of Energy  | 13,725           | 4                          | 4      | 0       | 0    | 26                         | 24     | 2       | 0    | 0                                | 0      | 0       | 0    |
| Department of Health and Human Services                                     | 64,049           | 0                          | 0      | 0       | 0    | 130                        | 130    | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of Homeland Security   | 168,865          | 59                         | 44     | 15      | 0    | 279                        | 266    | 28      | 1    | 0                                | 0      | 0       | 0    |
| Department of Housing and Urban Development                                 | 9,364            | 0                          | 0      | 0       | 0    | 87                         | 87     | 5       | 0    | 0                                | 0      | 0       | 0    |
| Department of Justice   | 106,125          | 0                          | 0      | 0       | 0    | 97                         | 97     | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of Labor   | 15,397           | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of State   | 19,667           | 15                         | 15     | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of the Air Force   | 164,773          | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |

**Table B-28 FY 2006 Contractor Experienced Staff Training**

| Agency or Department                           | Total Work Force | Contract Counselors        |        |         |      | Contract Investigators     |        |         |      | Contract Counselors/Investigator |        |         |      |
|--|------------------|----------------------------|--------|---------|------|----------------------------|--------|---------|------|----------------------------------|--------|---------|------|
|  |                  | Experienced Staff Training |        |         |      | Experienced Staff Training |        |         |      | Experienced Staff Training       |        |         |      |
|  |                  | Total                      | 8 Hour | 32 Hour | None | Total                      | 8 Hour | 32 Hour | None | Total                            | 8 Hour | 32 Hour | None |
| Department of the Army                         | 222,342          | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of the Interior                     | 74,577           | 0                          | 0      | 0       | 0    | 59                         | 45     | 0       | 14   | 0                                | 0      | 0       | 0    |
| Department of the Navy                         | 192,412          | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of the Treasury                     | 121,452          | 0                          | 9      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Department of Transportation                   | 53,864           | 8                          | 8      | 0       | 0    | 33                         | 32     | 1       | 0    | 0                                | 0      | 0       | 0    |
| Department of Veterans Affairs                 | 238,228          | 4                          | 4      | 0       | 0    | 12                         | 12     | 0       | 0    | 0                                | 0      | 0       | 0    |
| Environmental Protection Agency                | 18,367           | 0                          | 0      | 0       | 0    | 4                          | 4      | 0       | 0    | 0                                | 0      | 0       | 0    |
| EOP - National Drug Control Policy             | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| EOP - Office of Administration                 | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| EOP - Office of Management and Budget          | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| EOP - Office of the U.S. Trade Representative  | 0                | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Equal Employment Opportunity Commission        | 2,197            | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Export-Import Bank of the US                   | 376              | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Farm Credit Administration                     | 256              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Communications Commission              | 1,854            | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Deposit Insurance Corporation          | 4,568            | 0                          | 0      | 0       | 0    | 21                         | 21     | 0       | 0    | 2                                | 2      | 0       | 0    |
| Federal Election Commission                    | 356              | 5                          | 5      | 0       | 0    | 4                          | 4      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Energy Regulatory Commission           | 1,335            | 0                          | 0      | 0       | 0    | 3                          | 0      | 3       | 0    | 0                                | 0      | 0       | 0    |
| Federal Housing Finance Board                  | 135              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Labor Relations Authority              | 142              | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Maritime Commission                    | 124              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Mediation and Conciliation Service     | 280              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Reserve System--Board of Governors     | 1,862            | 0                          | 0      | 0       | 0    | 3                          | 3      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Retirement Thrift Investment Board     | 66               | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Federal Trade Commission                       | 1,073            | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| General Services Administration                | 12,290           | 47                         | 46     | 0       | 1    | 34                         | 30     | 0       | 4    | 0                                | 0      | 0       | 0    |
| Government Printing Office                     | 2,238            | 0                          | 0      | 0       | 0    | 6                          | 6      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Holocaust Memorial Museum U.S.                 | 404              | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| International Boundary and Water Commission    | 241              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| International Trade Commission                 | 368              | 1                          | 1      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| John F. Kennedy Center for the Performing Arts | 1,325            | 1                          | 1      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| Merit Systems Protection Board                 | 230              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| National Aeronautics and Space Administration  | 18,697           | 22                         | 22     | 0       | 0    | 0                          | 0      | 0       | 0    | 4                                | 4      | 0       | 0    |
| National Archives and Records Administration   | 2,983            | 0                          | 0      | 0       | 0    | 10                         | 0      | 10      | 0    | 0                                | 0      | 0       | 0    |
| National Credit Union Administration           | 948              | 0                          | 0      | 0       | 0    | 4                          | 4      | 0       | 0    | 0                                | 0      | 0       | 0    |
| National Endowment for the Arts                | 162              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| National Endowment for the Humanities          | 175              | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |
| National Gallery of Art                        | 912              | 0                          | 0      | 0       | 0    | 1                          | 1      | 0       | 0    | 0                                | 0      | 0       | 0    |
| National Labor Relations Board                 | 1,858            | 0                          | 0      | 0       | 0    | 0                          | 0      | 0       | 0    | 0                                | 0      | 0       | 0    |

**Table B-28 FY 2006 Contractor Experienced Staff Training**

| Agency or Department                    | Total Work Force | Contract Counselors        |            |           |          | Contract Investigators     |              |           |           | Contract Counselors/Investigator |           |          |          |
|---|------------------|----------------------------|------------|-----------|----------|----------------------------|--------------|-----------|-----------|----------------------------------|-----------|----------|----------|
|   |                  | Experienced Staff Training |            |           |          | Experienced Staff Training |              |           |           | Experienced Staff Training       |           |          |          |
|   |                  | Total                      | 8 Hour     | 32 Hour   | None     | Total                      | 8 Hour       | 32 Hour   | None      | Total                            | 8 Hour    | 32 Hour  | None     |
| National Science Foundation             | 1,529            | 1                          | 0          | 1         | 0        | 1                          | 0            | 1         | 0         | 0                                | 0         | 0        | 0        |
| National Transportation Safety Board    | 422              | 0                          | 3          | 0         | 0        | 6                          | 6            | 0         | 6         | 0                                | 0         | 0        | 0        |
| Nuclear Regulatory Commission           | 3,482            | 0                          | 0          | 0         | 0        | 66                         | 66           | 0         | 0         | 0                                | 0         | 0        | 0        |
| Office of Personnel Management          | 5,335            | 0                          | 0          | 0         | 0        | 0                          | 0            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Office of Special Counsel               | 113              | 0                          | 0          | 0         | 0        | 0                          | 0            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Overseas Private Investment Corporation | 199              | 0                          | 0          | 0         | 0        | 0                          | 0            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Peace Corps                             | 894              | 0                          | 0          | 0         | 0        | 0                          | 0            | 0         | 0         | 2                                | 0         | 2        | 0        |
| Pension Benefit Guaranty Corporation    | 848              | 0                          | 0          | 0         | 0        | 1                          | 1            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Railroad Retirement Board               | 999              | 0                          | 0          | 0         | 0        | 1                          | 1            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Securities and Exchange Commission      | 3,602            | 0                          | 0          | 0         | 0        | 9                          | 9            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Selective Service System                | 160              | 0                          | 0          | 0         | 0        | 0                          | 0            | 0         | 0         | 1                                | 1         | 0        | 0        |
| Small Business Administration           | 6,280            | 0                          | 0          | 0         | 0        | 2                          | 0            | 0         | 2         | 0                                | 0         | 0        | 0        |
| Smithsonian Institution                 | 6,138            | 0                          | 0          | 0         | 0        | 5                          | 5            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Social Security Administration          | 63,759           | 0                          | 0          | 0         | 0        | 0                          | 0            | 0         | 0         | 0                                | 0         | 0        | 0        |
| Tennessee Valley Authority              | 12,600           | 0                          | 0          | 0         | 0        | 4                          | 4            | 0         | 0         | 0                                | 0         | 0        | 0        |
| U.S. Postal Service                     | 795,850          | 0                          | 0          | 0         | 0        | 78                         | 78           | 5         | 0         | 0                                | 0         | 0        | 0        |
| U.S. Tax Court                          | 230              | 0                          | 0          | 0         | 0        | 1                          | 1            | 0         | 0         | 0                                | 0         | 0        | 0        |
| <b>Cabinet Level Subtotal</b>           | <b>2,600,491</b> | <b>124</b>                 | <b>118</b> | <b>15</b> | <b>0</b> | <b>1,087</b>               | <b>1,044</b> | <b>54</b> | <b>15</b> | <b>12</b>                        | <b>12</b> | <b>0</b> | <b>0</b> |
| <b>Midsized Agencies Subtotal</b>       | <b>142,699</b>   | <b>69</b>                  | <b>68</b>  | <b>0</b>  | <b>1</b> | <b>70</b>                  | <b>64</b>    | <b>0</b>  | <b>6</b>  | <b>6</b>                         | <b>6</b>  | <b>0</b> | <b>0</b> |
| <b>Small Agencies Subtotal</b>          | <b>46,817</b>    | <b>8</b>                   | <b>10</b>  | <b>1</b>  | <b>0</b> | <b>141</b>                 | <b>124</b>   | <b>17</b> | <b>6</b>  | <b>3</b>                         | <b>1</b>  | <b>2</b> | <b>0</b> |
| <b>Grand Total</b>                      | <b>2,790,007</b> | <b>201</b>                 | <b>196</b> | <b>16</b> | <b>1</b> | <b>1,298</b>               | <b>1,232</b> | <b>71</b> | <b>27</b> | <b>21</b>                        | <b>19</b> | <b>2</b> | <b>0</b> |

**Table B-29 FY 2006 Appellate Receipts and Closures**

| <b>Agency Name</b>  | <b>Total Work Force</b> | <b>Number Appellate Receipts</b> | <b>% Appellate Receipts Per Total Work Force</b> | <b>Number Appellate Closures</b> | <b>Number Appellate Merit Closures</b> | <b>Number Appellate Findings of Discrimination (Disc.)</b> | <b>% Appellate Findings of Disc. Per Merit Closures</b> | <b>Number Appellate Procedural (Proc.) Closures</b> | <b>Number Appellate Reversals of Proc. Closures</b> | <b>% Appellate Reversals Per Proc. Closures</b> |
|---|-------------------------|----------------------------------|--|----------------------------------|--|--|---|---|---|---|
| Agency for International Development  | 2,406                   | 9                                | 0.37%  | 5                                | 2                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Armed Forces Retirement Home  | 405                     | 1                                | 0.25%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Broadcasting Board of Governors   | 1,741                   | 13                               | 0.75%  | 14                               | 7                                      | 0  | 0.00%   | 6   | 2   | 33.33%  |
| Central Intelligence Agency   | 0                       | 4                                | 0.00%  | 7                                | 3                                      | 0  | 0.00%   | 4   | 1   | 25.00%  |
| Commodity Futures Trading Commission  | 466                     | 1                                | 0.21%  | 1                                | 0                                      | 0  | 0.00%   | 1   | 1   | 100.00%   |
| Consumer Product Safety Commission  | 403                     | 1                                | 0.25%  | 1                                | 1                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Corporation for National and Community Service                              | 550                     | 1                                | 0.18%  | 1                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Court Services and Offender Supervision Agency for the District of Columbia | 1,133                   | 2                                | 0.18%  | 1                                | 1                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Defense Army and Air Force Exchange   | 36,378                  | 22                               | 0.06%  | 19                               | 10                                     | 2  | 20.00%  | 8   | 2   | 25.00%  |
| Defense Commissary Agency   | 15,923                  | 23                               | 0.14%  | 36                               | 22                                     | 2  | 9.09%   | 13  | 4   | 30.77%  |
| Defense Contract Audit Agency   | 4,051                   | 6                                | 0.15%  | 8                                | 3                                      | 0  | 0.00%   | 4   | 1   | 25.00%  |
| Defense Contract Management Agency  | 9,922                   | 24                               | 0.24%  | 14                               | 5                                      | 1  | 20.00%  | 6   | 1   | 16.67%  |
| Defense Dependent Education Activity  | 17,060                  | 15                               | 0.09%  | 17                               | 8                                      | 0  | 0.00%   | 8   | 0   | 0.00%   |
| Defense Finance and Accounting Service                                      | 13,176                  | 40                               | 0.30%  | 26                               | 11                                     | 1  | 9.09%   | 12  | 2   | 16.67%  |
| Defense Human Resource Activity   | 895                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Defense Information Systems Agency  | 5,097                   | 4                                | 0.08%  | 2                                | 2                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Defense Intelligence Agency   | 0                       | 3                                | 0.00%  | 4                                | 1                                      | 0  | 0.00%   | 3   | 0   | 0.00%   |
| Defense Logistics Agency  | 20,478                  | 39                               | 0.19%  | 35                               | 14                                     | 0  | 0.00%   | 17  | 4   | 23.53%  |
| Defense National Geospatial-Intelligence                                    | 0                       | 2                                | 0.00%  | 4                                | 1                                      | 0  | 0.00%   | 1   | 0   | 0.00%   |
| Defense National Guard Bureau   | 56,137                  | 14                               | 0.02%  | 20                               | 5                                      | 0  | 0.00%   | 12  | 2   | 16.67%  |
| Defense National Security Agency  | 0                       | 6                                | 0.00%  | 3                                | 3                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Defense Nuclear Facilities Safety Board                                     | 86                      | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Defense Office of the Inspector General                                     | 1,396                   | 4                                | 0.29%  | 3                                | 0                                      | 0  | 0.00%   | 2   | 1   | 50.00%  |
| Defense Office of the Secretary/<br>Wash. Hdqtrs. Services                  | 6,525                   | 9                                | 0.14%  | 11                               | 7                                      | 0  | 0.00%   | 2   | 0   | 0.00%   |
| Defense Security Service  | 545                     | 1                                | 0.18%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |

**Table B-29 FY 2006 Appellate Receipts and Closures**

| <b>Agency Name</b>                          | <b>Total Work Force</b> | <b>Number Appellate Receipts</b> | <b>% Appellate Receipts Per Total Work Force</b> | <b>Number Appellate Closures</b> | <b>Number Appellate Merit Closures</b> | <b>Number Appellate Findings of Discrimination (Disc.)</b> | <b>% Appellate Findings of Disc. Per Merit Closures</b> | <b>Number Appellate Procedural (Proc.) Closures</b> | <b>Number Appellate Reversals of Proc. Closures</b> | <b>% Appellate Reversals Per Proc. Closures</b> |
|---|-------------------------|----------------------------------|--|----------------------------------|--|--|---|---|---|---|
| Defense Threat Reduction Agency             | 1,155                   | 3                                | 0.26%  | 2                                | 0                                      | 0  | 0.00%   | 2   | 1   | 50.00%  |
| Defense Uniformed Services University       | 725                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Department of Agriculture                   | 104,299                 | 153                              | 0.15%  | 139                              | 64                                     | 4  | 6.25%   | 61  | 6   | 9.84%   |
| Department of Commerce                      | 41,600                  | 77                               | 0.19%  | 94                               | 25                                     | 0  | 0.00%   | 57  | 19  | 33.33%  |
| Department of Education                     | 4,353                   | 12                               | 0.28%  | 9                                | 6                                      | 1  | 16.67%  | 2   | 1   | 50.00%  |
| Department of Energy                        | 13,725                  | 30                               | 0.22%  | 24                               | 11                                     | 2  | 18.18%  | 8   | 0   | 0.00%   |
| Department of Health and Human Services     | 64,049                  | 73                               | 0.11%  | 64                               | 20                                     | 1  | 5.00%   | 37  | 7   | 18.92%  |
| Department of Homeland Security             | 168,865                 | 364                              | 0.22%  | 298                              | 119                                    | 11   | 9.24%   | 145   | 16  | 11.03%  |
| Department of Housing and Urban Development | 9,364                   | 64                               | 0.68%  | 58                               | 27                                     | 3  | 11.11%  | 25  | 4   | 16.00%  |
| Department of Justice                       | 106,125                 | 215                              | 0.20%  | 152                              | 60                                     | 7  | 11.67%  | 76  | 16  | 21.05%  |
| Department of Labor                         | 15,397                  | 37                               | 0.24%  | 42                               | 14                                     | 0  | 0.00%   | 26  | 8   | 30.77%  |
| Department of State                         | 19,667                  | 37                               | 0.19%  | 36                               | 17                                     | 1  | 5.88%   | 16  | 1   | 6.25%   |
| Department of the Air Force                 | 164,773                 | 193                              | 0.12%  | 186                              | 68                                     | 2  | 2.94%   | 88  | 20  | 22.73%  |
| Department of the Army                      | 222,342                 | 383                              | 0.17%  | 358                              | 106                                    | 11   | 10.38%  | 205   | 47  | 22.93%  |
| Department of the Interior                  | 74,577                  | 97                               | 0.13%  | 99                               | 58                                     | 6  | 10.34%  | 31  | 3   | 9.68%   |
| Department of the Navy                      | 192,412                 | 300                              | 0.16%  | 264                              | 104                                    | 6  | 5.77%   | 134   | 24  | 17.91%  |
| Department of the Treasury                  | 121,452                 | 137                              | 0.11%  | 142                              | 78                                     | 0  | 0.00%   | 53  | 6   | 11.32%  |
| Department of Transportation                | 53,864                  | 196                              | 0.36%  | 191                              | 45                                     | 2  | 4.44%   | 134   | 37  | 27.61%  |
| Department of Veterans Affairs              | 238,228                 | 578                              | 0.24%  | 603                              | 265                                    | 9  | 3.40%   | 273   | 28  | 10.26%  |
| Environmental Protection Agency             | 18,367                  | 39                               | 0.21%  | 33                               | 15                                     | 0  | 0.00%   | 13  | 6   | 46.15%  |
| EOP - National Drug Control Policy          | 0                       | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| EOP - Office of Administration              | 0                       | 2                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| EOP - Office of Management and Budget       | 0                       | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| EOP - Office of the U.S. Trade              | 0                       | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Equal Employment Opportunity                | 2,197                   | 7                                | 0.32%  | 7                                | 1                                      | 0  | 0.00%   | 2   | 0   | 0.00%   |
| Export-Import Bank of the US                | 376                     | 0                                | 0.00%  | 1                                | 1                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Farm Credit Administration                  | 256                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |

**Table B-29 FY 2006 Appellate Receipts and Closures**

| <b>Agency Name</b>                             | <b>Total Work Force</b> | <b>Number Appellate Receipts</b> | <b>% Appellate Receipts Per Total Work Force</b> | <b>Number Appellate Closures</b> | <b>Number Appellate Merit Closures</b> | <b>Number Appellate Findings of Discrimination (Disc.)</b> | <b>% Appellate Findings of Disc. Per Merit Closures</b> | <b>Number Appellate Procedural (Proc.) Closures</b> | <b>Number Appellate Reversals of Proc. Closures</b> | <b>% Appellate Reversals Per Proc. Closures</b> |
|--|-------------------------|----------------------------------|--|----------------------------------|--|--|---|---|---|---|
| Federal Communications Commission              | 1,854                   | 5                                | 0.27%  | 3                                | 1                                      | 0  | 0.00%   | 1   | 0   | 0.00%   |
| Federal Deposit Insurance Corporation          | 4,568                   | 15                               | 0.33%  | 14                               | 8                                      | 0  | 0.00%   | 1   | 0   | 0.00%   |
| Federal Election Commission                    | 356                     | 3                                | 0.84%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Federal Energy Regulatory Commission           | 1,335                   | 3                                | 0.22%  | 2                                | 1                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Federal Housing Finance Board                  | 135                     | 3                                | 2.22%  | 2                                | 0                                      | 0  | 0.00%   | 2   | 1   | 50.00%  |
| Federal Labor Relations Authority              | 142                     | 1                                | 0.70%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Federal Maritime Commission                    | 124                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Federal Mediation and Conciliation Service     | 280                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Federal Reserve System--Board of Governors     | 1,862                   | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Federal Retirement Thrift Investment Board     | 66                      | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Federal Trade Commission                       | 1,073                   | 2                                | 0.19%  | 3                                | 2                                      | 0  | 0.00%   | 1   | 0   | 0.00%   |
| General Services Administration                | 12,290                  | 24                               | 0.20%  | 21                               | 11                                     | 0  | 0.00%   | 9   | 3   | 33.33%  |
| Government Printing Office                     | 2,238                   | 9                                | 0.40%  | 9                                | 4                                      | 0  | 0.00%   | 5   | 1   | 20.00%  |
| Holocaust Memorial Museum U.S.                 | 404                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| International Boundary and Water Commission    | 241                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| International Trade Commission                 | 368                     | 1                                | 0.27%  | 1                                | 0                                      | 0  | 0.00%   | 1   | 0   | 0.00%   |
| John F. Kennedy Center for the Performing Arts | 1,325                   | 1                                | 0.08%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Merit Systems Protection Board                 | 230                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| National Aeronautics and Space Administration  | 18,697                  | 17                               | 0.09%  | 11                               | 4                                      | 0  | 0.00%   | 4   | 0   | 0.00%   |
| National Archives and Records                  | 2,983                   | 1                                | 0.03%  | 2                                | 2                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| National Credit Union Administration           | 948                     | 5                                | 0.53%  | 6                                | 4                                      | 0  | 0.00%   | 2   | 0   | 0.00%   |
| National Endowment for the Arts                | 162                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| National Endowment for the Humanities          | 175                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| National Gallery of Art                        | 912                     | 1                                | 0.11%  | 1                                | 0                                      | 0  | 0.00%   | 1   | 0   | 0.00%   |

**Table B-29 FY 2006 Appellate Receipts and Closures**

| <b>Agency Name</b>                      | <b>Total Work Force</b> | <b>Number Appellate Receipts</b> | <b>% Appellate Receipts Per Total Work Force</b> | <b>Number Appellate Closures</b> | <b>Number Appellate Merit Closures</b> | <b>Number Appellate Findings of Discrimination (Disc.)</b> | <b>% Appellate Findings of Disc. Per Merit Closures</b> | <b>Number Appellate Procedural (Proc.) Closures</b> | <b>Number Appellate Reversals of Proc. Closures</b> | <b>% Appellate Reversals Per Proc. Closures</b> |
|---|-------------------------|----------------------------------|--|----------------------------------|--|--|---|---|---|---|
| National Labor Relations Board          | 1,858                   | 4                                | 0.22%  | 7                                | 3                                      | 0  | 0.00%   | 4   | 1   | 25.00%  |
| National Science Foundation             | 1,529                   | 1                                | 0.07%  | 3                                | 2                                      | 2  | 100.00%   | 1   | 0   | 0.00%   |
| National Transportation Safety Board    | 422                     | 3                                | 0.71%  | 6                                | 4                                      | 0  | 0.00%   | 2   | 0   | 0.00%   |
| Nuclear Regulatory Commission           | 3,482                   | 1                                | 0.03%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Office of Personnel Management          | 5,335                   | 18                               | 0.34%  | 20                               | 3                                      | 0  | 0.00%   | 15  | 3   | 20.00%  |
| Office of Special Counsel               | 113                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Overseas Private Investment Corporation | 199                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Peace Corps                             | 894                     | 1                                | 0.11%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Pension Benefit Guaranty Corporation    | 848                     | 1                                | 0.12%  | 1                                | 1                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Railroad Retirement Board               | 999                     | 0                                | 0.00%  | 0                                | 1                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Securities and Exchange Commission      | 3,602                   | 6                                | 0.17%  | 9                                | 4                                      | 0  | 0.00%   | 5   | 1   | 20.00%  |
| Selective Service System                | 160                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Small Business Administration           | 6,280                   | 19                               | 0.30%  | 28                               | 14                                     | 1  | 7.14%   | 13  | 0   | 0.00%   |
| Smithsonian Institution                 | 6,138                   | 11                               | 0.18%  | 5                                | 2                                      | 0  | 0.00%   | 2   | 0   | 0.00%   |
| Social Security Administration          | 63,759                  | 164                              | 0.26%  | 148                              | 81                                     | 10   | 12.35%  | 53  | 6   | 11.32%  |
| Tennessee Valley Authority              | 12,600                  | 31                               | 0.25%  | 33                               | 21                                     | 0  | 0.00%   | 10  | 2   | 20.00%  |
| U.S. Postal Service                     | 795,850                 | 3,145                            | 0.40%  | 3,089                            | 1,251                                  | 49   | 3.92%   | 1,634   | 352   | 21.54%  |
| U.S. Tax Court                          | 230                     | 0                                | 0.00%  | 0                                | 0                                      | 0  | 0.00%   | 0   | 0   | 0.00%   |
| Other Agencies*                         |                         | 6                                | 0.00%  | 8                                | 3                                      | 0  | 0.00%   | 4   | 1   | 19.71%  |
| <b>Grand Total</b>                      | <b>2,790,007</b>        | <b>6,743</b>                     | <b>0.24%</b>                                     | <b>6,466</b>                     | <b>2,637</b>                           | <b>134</b>   | <b>5.08%</b>  | <b>3,257</b>  | <b>642</b>  | <b>19.71%</b>                                   |

**Other agencies include African Development Foundation, Institute of Museum & Library Services, Administrative Office of the U.S. Courts, National Reconnaissance Office, Presidio Trust, and Commission on Civil Rights.**