

Department of Veterans Affairs

**FY 2005 EEO Report
FY 2006 EEO Plan**



**Diversity Management and EEO
Human Resources and Administration**

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Department of Veterans Affairs FY 2005 EEO Report

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EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2004, to September 30, 2005.

PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., N.W.	
	3. City, State, Zip Code		3. Washington, DC 20420	
	4. CPDF Code	5. FIPS code(s)	4. VA	5. 11 DC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			212,984
	2. Enter total number of temporary employees			17,592
	3. Enter total number employees paid from non-appropriated funds			3,309
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			233,885
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. R. James Nicholson, Secretary of Veterans Affairs	
	2. Agency Head Designee		2. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	3. Principal EEO Director/Official Official Title/series/grade		3. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	4. Title VII Affirmative EEO Program Official		4. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	5. Section 501 Affirmative Action Program Official		5. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	

	6. Complaint Processing Program Manager	6. Gary Steinberg, acting Deputy Assistant Secretary for the Office of Resolution Management
	7. Other Responsible EEO Staff	7. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management & Equal Employment Opportunity

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
		Veterans Health Administration (Washington, DC)	VATA
	Veterans Benefits Administration (Washington, DC)	VALA	11 DC
	National Cemetery Administration (Washington, DC)	VAPA	11 DC
	Staff Offices (Washington, DC)	--	--

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

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs	For period covering October 1, 2004, to September 30, 2005.	
EXECUTIVE SUMMARY		
<p>The Department of Veterans Affairs (VA) provides medical assistance, benefits, and memorial services for approximately 25 million veterans. VA has a workforce of approximately 234,000 employees¹ working at 157 medical centers, 57 benefits centers, 122 cemeteries, and numerous other installations. VA is comprised of the Veterans Health Administration (VHA), the Veterans Benefits Administration (VBA), the National Cemetery Administration (NCA) and Staff Offices (See Table A2).</p> <p>Public Law 105-114, §516, established the Office of Resolution Management (ORM) in VA to process Equal Employment Opportunity (EEO) complaints nationally, and specifically authorized the complaints function to report to a Deputy Assistant Secretary. As allowed by 29 CFR 1614.607, VA has delegated EEO authority to multiple designees: overall management of the EEO programs to the Assistant Secretary for Human Resources and Administration, who reports directly to the Secretary; and day-to-day operational authority to the Deputy Assistant Secretary for the Office of Resolution Management and to the Deputy Assistant Secretary for Diversity Management and EEO (DM&EEO). DM&EEO develops national EEO policy and program guidance, as well as mandated EEO reports such as this. ORM and DM&EEO are headquarters policy offices with no line authority over the Human Resources and EEO staffs in field facilities.</p> <p>VHA, VBA, and NCA maintain full-time EEO staff at VA Central Office and collateral-duty EEO staff at field facilities; VHA also has full-time EEO staff in the field. In total, these EEO staff provide about 94² work years of service annually, largely devoted to complaints-related activities. In addition, ORM maintains a staff of 240 employees exclusively devoted to complaints-related activities.</p> <p>VA has been at the forefront of the Federal Government in supporting and implementing Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715). VA has actively incorporated diversity issues in its strategic plan and workforce planning efforts.</p> <p>VA started Fiscal Year (FY) 2005 with 2,673 complaints on hand and ended the year with 2,255. Of the 2,128 new complaints filed, the discrimination was alleged to be based on race or national origin in 1,161 cases, reprisal in 1,131 cases, gender in 800 cases, disability in 758 cases, age in 598 cases, religion in 66 cases, and color in 65 cases.</p> <p>Agency personnel conducted 1,388 investigations in an average of 164 days each;</p>		
Executive Summary	Page 1	

¹ The total includes permanent, temporary, and intermittent employees in pay status with full-time, part-time or intermittent appointments, but excludes medical residents and residents of Manila.

² 2001 Survey of Diversity-Related Work, conducted by DM&EEO.

contractors completed 17 investigations in an average of 217 days each. Approximately 80% of the managers and 90% of the employees were trained in Alternative Dispute Resolution by the end of the year. VA paid out monetary benefits in 119 cases, including approximately \$162,800 in non-ADR settlements and \$6,500 in ADR settlements during the informal stages, plus \$1,507,000 during the formal stage.

During FY 2005, VA completed the three phases of the FY 2005 EEO Plan:

1. VA finished automating the required MD-715 Tables³ and Parts G-J;
2. VA conducted in-depth reviews of facilities, using the Facility Self Assessment (Part G) to supplement the earlier assessments and to identify the remaining program deficiencies and barriers to full participation;
3. VA developed a multi-year plan to eliminate the deficiencies (Part H) and barriers (Part I), the FY 2006 EEO Plan.

As scheduled in the FY 2005 EEO Plan, VA is initiating a Community Prosperity Partnership Program with the first test site scheduled to be implemented in San Juan, Puerto Rico, in the third quarter of FY 2006. As planned, VA developed a training video to support EEO staff and Special Emphasis Program Managers (SEPMs), which includes a module on the legal foundation of EEO suitable for managers. VA also developed plans to expand the race and national origin (RNO) data fields to meet the new requirements of the Office of Personnel Management (OPM), scheduled for completion in FY 2006. These data fields will then be used in a resurvey of employees to self-identify race, national origin, and disability status. The fields will also provide the foundation for applicant flow data, which will be incorporated in the automated application process through OPM's USA Staffing.

During FY 2005, VA's permanent staff increased by approximately 1,300 employees, with the largest gains in VHA (which is approximately 90% of VA's workforce), and additional gains in NCA, and a decrease in VBA. During the same period, temporary employees decreased by approximately 2,600 with the largest loss in VHA and a smaller loss in VBA. The net result of these changes is that VA decreased by approximately 1,100 employees in total.

There were approximately 26,000 new hires (App. 1, Table A8) and 27,000 separations (App. 1, Table A14) as well as some changes in pay status, counting both permanent and temporary employees. This turnover resulted in only a very small change in representation of RNO/gender groups. White men decreased by approximately a quarter of a percentage point, while women and minorities increased representation by a corresponding amount. Within this narrow range, Asian men and women increased while

³ The VA human resources data system, which meets the requirements of the Office of Personnel Management, lacks specific data elements needed to produce Tables 9 and 10. Alternatives are under development. Table 14 cannot be developed until VA develops a system to track applicants for training.

Black men decreased. In permanent employment, Black women and Asian men and women increased representation by about a tenth of a percentage point, while in temporary employment White and Asian men and women made significant gains.

Compared to the Relevant Civilian Labor Force⁴ (RCLF), each of the major occupations identified by the Administrations (App. 1, Table A6) has underrepresentation in one or more RNO/gender groups. Totaling all of the occupations, White women, Hispanic men, Hispanic women, and American Indian/Alaska Native women are underrepresented.

In permanent positions in the General Schedule (GS) pay plan (the majority of VA employees), the proportion of White men quadruples from GS-5 to GS-15, while other RNO groups decrease. However, when comparing the FY 2005 promotions to the onboard for that grade (e.g., the grade 13 onboard compared to the promotions to GS-14), the promotion rate for White men is generally within about one percentage point of their representation. This suggests that the difference in representation by grade is an artifact of the past 30 years of hires, promotions, and separations, and does not reflect the promotion practices of FY 2005. Substantial demographic changes are expected as the baby boom generation retires. Awards are closely proportionate to the RNO representation in the appropriate pool of employees.

The representation of targeted disabilities in Title 38 doctors and nurses in permanent positions is 0.47%; however, these are positions where a targeted disability may affect patient care. The representation in all other positions (Title 5) is 1.93%. Combining both categories, the total representation of employees with targeted disabilities declined very slightly to 1.57%. In Title 5 major occupations, 1.2% of employees have a targeted disability. New hires for all occupations include 1.36% persons with targeted disabilities. All of these rates except Title 38 are above the 0.99% Government average representation of persons with targeted disabilities. The rate of employees with targeted disabilities promoted in the leadership pipeline (GS-13 to 15) is very close to their representation in the pool, suggesting that there is no bias in promotions based on disability status. In FY 2006 VA will identify a selective placement coordinator for persons with disabilities at all major facilities, and will train supervisors and selecting officials in reasonable accommodation procedures. VA includes the plans regarding employees with disabilities in Part I (rather than Part J) to produce a more unified plan.

Because VA's role is to provide support to veterans and their families, the employment of veterans is tracked as part of the EEO effort. The representation of veterans in VA permanent positions declined by half a percentage point to about 26%, with 64% in NCA, 42% in VBA, and 25% in VHA. Disabled veterans, however, increased slightly to almost 8%, driven by increases in VBA which overcame decreases in VHA and NCA.

⁴ The proportion of RNO/gender groups employed or seeking employment in the U.S. in 2000 in that specific occupation. Multi-occupation RCLF figures in this report are calculated by adding the expected representation for the relevant VA occupations, and thus may change slightly depending on the occupation mix and staffing level in the facility being surveyed.

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, R. Allen Pittman, Assistant Secretary for Human Resources and Administration, am the
(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official for Department of Veterans Affairs.
(Insert Agency/Component Name above)

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

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

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

Signature of Principal EEO Director/Official Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.	Date
Signature of Agency Head or Agency Head Designee	Date

TO ALL EMPLOYEES

SUBJECT: Equal Employment Opportunity

The Department of Veterans Affairs (VA) is the second largest Department in the Federal Government with more than 230,000 people working nationwide to serve America's veterans and their families. The successful pursuit of this noble mission depends on you, your colleagues and peers who make up this highly-skilled, motivated and diverse workforce.

The Equal Employment Opportunity policy of any organization is reflective of the core values embraced by that organization and its people, and VA is no different. Central to these core values are commitment, excellence, communication and stewardship, all of which are focused on mutual respect among the people who make up the VA workforce.

Commitment means being pledged to providing opportunities that will permit employees to rise to their highest level of achievement based on merit and ability. Excellence is what drives us toward fostering an environment of dignity and mutual respect. Communication demands we make the effort to build bridges for successful relationships in the workplace, and stewardship requires our professional duties to take precedence over our personal perspectives.

This Department will not tolerate personal, social or institutional barriers limiting the opportunities of VA employees in the fulfillment of our mission. Commitment to this principle requires directors, managers and supervisors to quickly confront and eliminate any and all unlawful discrimination when they become aware of it.

As Secretary of Veterans Affairs, I enthusiastically take responsibility for leading the way on this issue. My policy is simple and straightforward: Zero tolerance of any discrimination against or harassment of any employee. Anything less falls short of the professional conduct required to achieve our mission.

All incidents of unlawful discrimination or harassment should be reported to the local EEO Office, or to the Office of Resolution Management toll free at 1-888-737-3361 or via TTY/TDD at 1-888-626-9008. I emphasize again that we will accomplish our mission only if we ensure that all employees have an opportunity to reach their full potential and to contribute to the success of the Department.

I request your full support and cooperation in making VA a leader in equal employment opportunity.

R. James Nicholson

TO ALL EMPLOYEES

SUBJECT: Prevention of Sexual Harassment

Employees are the foundation of the Department of Veterans Affairs (VA) and the key to its success. Every VA employee deserves a work environment that fosters dignity and mutual respect, and VA is committed to providing an environment that is free from all forms of harassment and retaliation.

Sexual harassment is a flagrant form of illegal discrimination that generates a harmful and threatening atmosphere and undermines the integrity of the employment relationship. Sexual harassment also weakens morale and interferes in the work productivity of its victims and coworkers.

Each employee has a responsibility in preventing or eliminating sexual harassment by (1) attending required training to become informed about the issue; (2) examining his or her behavior on the job; (3) identifying and taking individual action to stop inappropriate behavior by communicating directly and immediately with the person(s) whose behavior is offensive; and (4) bringing the matter to the attention of his or her supervisor, higher level manager, and/or EEO personnel if sexually harassed. VA's policy on sexual harassment applies to all employees and covers harassment between supervisors and subordinates, between employees, by employees outside the workplace while conducting Government business, and by non-VA employees while conducting business in VA's workplace. All incidents of sexual harassment should be reported to the local EEO Office, or to the Office of Resolution Management toll free at 1-888-737-3361 or via TTY/TDD at 1-888-626-9008.

All VA executives, managers, and supervisors will take the necessary steps to prevent and eliminate sexual harassment in the workplace. Allegations of sexual harassment will be dealt with swiftly and fairly. Substantiated complaints of sexual harassment will result in corrective administrative or disciplinary action which could result in removal. Also, appropriate disciplinary action will be taken against anyone who retaliates or discriminates against an employee for reporting harassment or cooperating with the investigation of allegations of sexual harassment.

I request your full support and cooperation in preventing and eliminating sexual harassment in VA. To assist you, guidelines prepared by the Office of Diversity Management and Equal Employment Opportunity are attached.

R. James Nicholson

Attachment

GUIDELINES ON PREVENTION OF SEXUAL HARASSMENT

SEXUAL HARASSMENT DEFINED

- Sexual harassment is a form of sex discrimination prohibited under Title VII, Section 703, of the Civil Rights Act of 1964. Sexual harassment is deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature, or unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.
- Sexual harassment is a flagrant form of illegal discrimination that generates a harmful and threatening atmosphere and undermines the integrity of the employment relationship. Sexual harassment also weakens morale and interferes in the work productivity of its victims and coworkers. Sexual jokes and remarks with sexual innuendoes can also be a form of sexual harassment and are not acceptable in a professional work environment.
- There are three basic forms of sexual harassment: (1) **Verbal**, unwelcome suggestive remarks, sexual insults, innuendoes, jokes and humor about sex or gender-specific traits, sexual propositions and threats; (2) **Non-verbal**, unwelcome suggestive or insulting sounds, leering/ogling, whistling, obscene gestures and obscene graphic materials; and (3) **Physical**, unwelcome touching, pinching, brushing the body, cornering, and actual or attempted rape or assault.

THE KEY WORD IS "UNWELCOME"

The key word in defining sexual harassment is unwelcome. When any unwanted, unwelcome, or unsolicited sexual conduct is imposed on a person who regards it as offensive or undesirable, it is sexual harassment. When a person communicates that the conduct is unwelcome, it becomes illegal. Even if the conduct is implicit in nature (hidden in subtlety or innuendo) as long as it is unwelcome, it is unlawful.

SEXUAL HARASSMENT – AN INAPPROPRIATE USE OF POWER

Sexual harassment is not usually an expression of sexual desire or sexuality, but a problem of inappropriate use of power. The majority of complaints involve

subtle forms of harassment, sexual remarks, and off-hand comments disguised as social interactions. These subtle infringements are the hardest to detect and accept as sexual harassment, but can be just as damaging, and just as illegal.

HOSTILE WORKING ENVIRONMENT

Equal Employment Opportunity Commission (EEOC) guidelines cite hostile-environment harassment as illegal. Hostile-environment harassment is any lewd sexual conduct, pictures, words, and/or touching which interferes with a person's job performance, or creates an intimidating offensive working environment even if there is no occurrence of tangible or economic loss.

It is important to note that although the EEOC guidelines are meant to protect individuals from sexual harassment, they are not meant to be an option for solving minor problems. Unless the conduct is quite severe, a single incident or remark does not substantially affect the work environment of a "reasonable" person to be considered harassment. The exception is that a single incident of touching a person in an unacceptable place is usually considered offensive enough to be labeled sexual harassment.

THE "WHAT-IF-THEY-WERE-HERE" PRINCIPLE

If you have any doubts that your own conduct may be considered offensive, ask yourself if you would act in this manner if a person with whom you have a personal relationship (for example, a spouse) were observing.

EFFECTS OF SEXUAL HARASSMENT ON OTHERS

Sexual harassment can have an effect on other people who are not directly involved. If an equally qualified individual is passed over for a promotion or raise because another person submits to requests for sexual favors, and thus receives the promotion or raise, then that individual has been illegally discriminated against and has a right to follow complaint procedures.

Unchecked sexual harassment can also have less identifiable consequences on others in the workplace. Persons witnessing the harassment may feel the same loss or damage as the person toward whom the conduct is directed. Harassment problems which are either ignored or denied by supervisors or management can erode overall morale and productivity, not to mention exposing the organization to possible litigation and embarrassing press.

SEXUAL HARASSMENT, THE EMPLOYER, AND THE NON-EMPLOYEE

Sexual harassment can also come from outside the organization. EEOC guidelines establish the right of employees to be protected from harassment by non-employees. It states that employers are responsible for any acts of sexual

harassment by non-employees while conducting business in the employer's work environment if the employer is aware of the harassment and takes no action to correct the conduct.

HANDLING A SEXUAL HARASSMENT COMPLAINT

In many situations, an appropriate supervisory response may resolve the situation and prevent an informal or formal Equal Employment Opportunity (EEO) complaint. When a supervisor is approached by an employee complaining of sexual harassment, the steps listed below should be followed:

Five steps in handling a sexual harassment complaint:

1. Take the complaint. Express no opinion and make no commitment, but encourage the person to speak candidly. Be an active listener, asking questions, acknowledging their statements and reflecting their feelings. Encourage facts. Advise the person of his or her right to contact an EEO Counselor in the Office of Resolution Management (ORM) within 45 days of the occurrence of the conduct believed to be unlawful harassment.
2. Interview the alleged offender. Conduct the interview in the same straightforward, unbiased manner you used with the person who registered the complaint. If no resolution is achieved, proceed to step three.
3. Consult the local EEO Program Manager. The supervisor should discuss the matter with the local EEO Program Manager to determine an appropriate response. This may include reporting the matter to the applicable convening authority to begin an administrative investigation.
4. Initiate an inquiry. Be discreet, enlist organization sources, review appropriate records, and interview anyone who may have information or insights on what took place.
5. Take appropriate action. Explain the results of your inquiry to the alleged harasser and consult the local EEO Program Manager to determine the appropriate policy regarding disciplinary action.

PREVENTION OF SEXUAL HARASSMENT

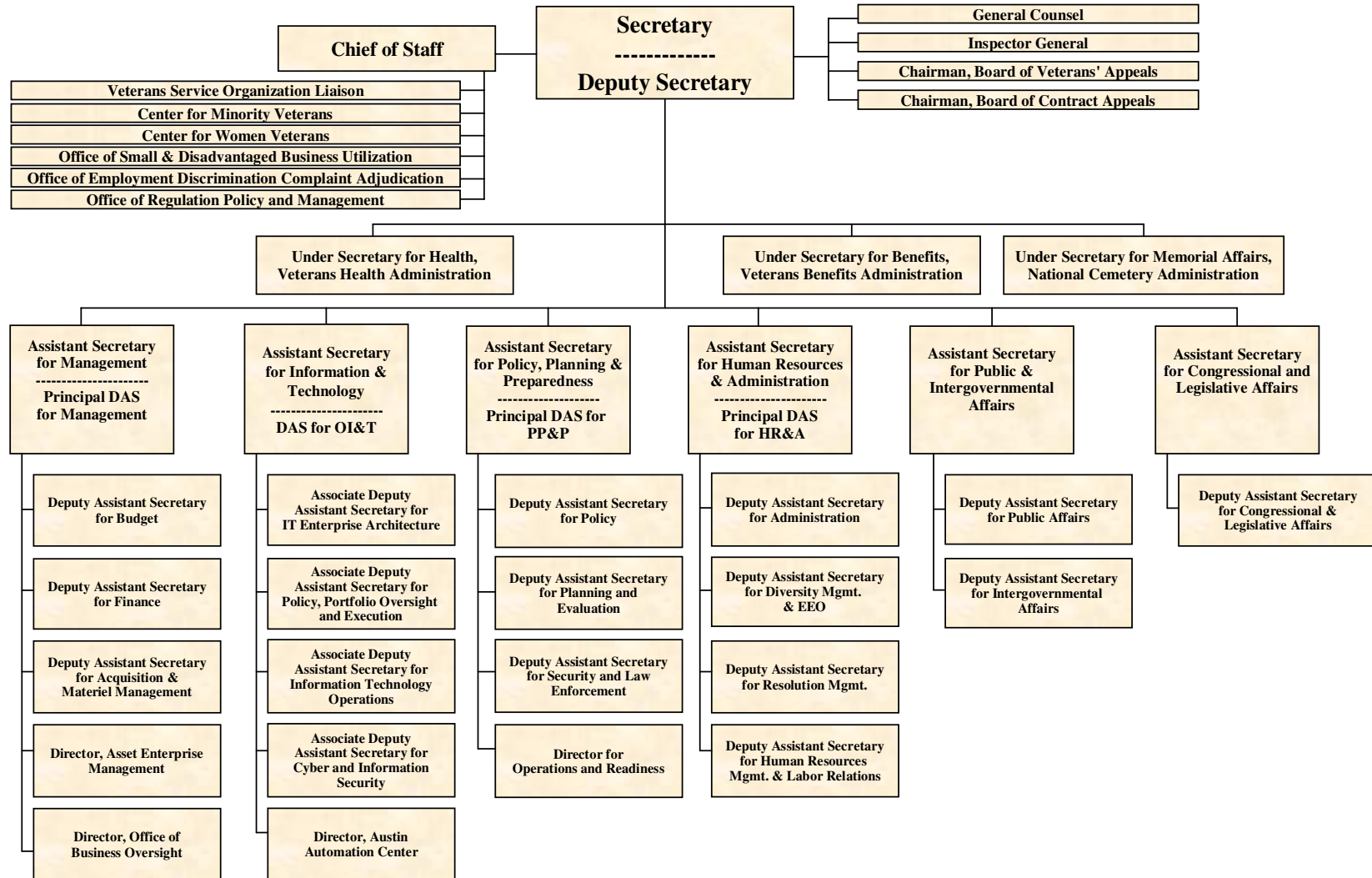
Prevention is the key to elimination of sexual harassment in the work environment. Each employee should play a role in preventing or eliminating sexual harassment by: (1) attending required training to become informed about the issue; (2) examining his/her behavior on the job; (3) identifying and taking individual action to stop inappropriate behavior by communicating directly and immediately with the person(s) whose behavior is offensive; and (4) bringing the matter to the attention of his/her supervisor, higher level manager, local EEO Program Manager, EEO Counselor in ORM, a union representative if the employee is a member of a bargaining unit, or the Office of Inspector General.

ADDITIONAL RESOURCES

For additional information regarding prevention of sexual harassment, please visit:

- The Office of Resolution Management's Web site at <<http://vaww.va.gov/orm/>>.
- The Office of Diversity Management and Equal Employment Opportunity's Web site at <<http://www.va.gov/dmeee/>>.

DEPARTMENT OF VETERANS AFFAIRS



Updated October 21, 2005. Questions regarding VA's Organizational Chart should be directed to the Office of Administration at (202) 273-5355.

EEOC FORM
715-01 PART H

National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
Plan To Attain the Essential Elements of a Model EEO Program

Report Generated on 02/28/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Policy statements up to date, communicated to all employees (1-7)	
OBJECTIVE 1: (National)	Current EEO policies and endorsements provided to all employees.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	09/30/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	06/30/2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO policy signed and distributed to employees yearly, widely posted. ** Administrations will ensure that an Administration, regional (VISN, Area, MSN), and facility statement will be issued annually, posted widely, and provided in hard copy to new employees.	06/30/2006	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors evaluated on EEO performance (8-19)
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OBJECTIVE 2: (National)	EEO policy is vigorously enforced by facility management.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Managers and supervisors evaluated on implementation of EEO policies and principles, including resolving problems, addressing concerns, and ensuring workplace free of all forms of discrimination. ** EEO performance continues to be reviewed by the Deputy Secretary with the senior managers at least quarterly. The field Facility Self Assessments have been reviewed. A new Directive is anticipated this year.	09/30/2006	
Staff resources provided for SEP, community outreach, and EEO audits. ** VA had the Federal government's first EEO Audit program. VA is developing a more active role for SEP managers, which should be in place within a year.	09/30/2007	
Ensure accommodations provided when possible. ** A national review of policy and procedures will be completed in FY 2006. New policy to ensure that accommodations are provided is under development.	12/31/2006	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager has appropriate authority and training (20-30)	
OBJECTIVE 3: (National)	Reporting structure gives EEO Program appropriate authority and resources.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO manager under immediate supervision of the facility head, and participates in decisions regarding human capital. ** Under Congressional direction, the operating head of the EEO complaints function at the national level can be a Deputy Assistant Secretary, and the remainder of the national EEO program is treated in a parallel manner. The NCA EEO program has been moved to report directly to the agency head. VBA and VHA state that their program reports to the agency head. This is still under review.	09/30/2007
Duties and responsibilities of EEO staff clearly defined, staff trained. ** One-VA training modules (applicable to all three Administrations and the VA Central Office [VACO]) have been developed in conjunction with the VA Learning University (VALU) to impart the new responsibilities under MD-715. These modules will be in an electronic media allowing easy access at any station. Seven modules were developed in FY 2005; three more are anticipated in FY 2006.	09/30/2006
EEO Manager conducts periodic review of HR policies, procedures, practices, and outcomes. ** EEO Directive 5975 will require this review, and accomplishment will be verified as noted above. DM&EEO is currently coordinating closely with HR in developing HR policies, and will be part of the HR policy concurrence process.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program fully staffed (31-37)
OBJECTIVE 4: (National)	Sufficient staff and budget resources for successful EEO program.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO manager has authority and funding to eliminate barriers, realize equal opportunity, and maintain the facility's portion of the EEO complaint processing system. ** Under Congressional direction, EEO complaints are handled nationally by the Office of Resolution Management. NCA is requesting funds and staffing for field EEO Managers.	09/30/2007

<p>EEO and Special Emphasis programs are sufficiently staffed, including Women, Blacks, Hispanics, Asian and Pacific Islander, American Indian/ Alaska Native, People with Disabilities, and Veterans programs.</p> <p>** As noted above, most facilities have SEP managers. Administration EEO plans will ensure that any remaining vacancies are filled this year. Turnover, however, remains an issue.</p>	09/30/2005
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO fully funded for program effectiveness (38-51)
OBJECTIVE 5: (National)	Sufficient budget to support the success of the EEO Program.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Sufficient resources for barrier analysis, data collection and tracking, materials, and accommodation supplies.</p> <p>** The VA HR data system will be updated to accept the new race/ethnicity categories by the end of FY 2006 so the resurvey of employees can start. Arrangements to collect applicant data on race, ethnicity, and disability status will be completed by the end of FY 2007 and a regular part of posting VA jobs on USA Staffing by the end of FY 2008. Facilities are responsible for providing sufficient funding for their local EEO/diversity program.</p>	09/30/2008
<p>Central fund for reasonable accommodations and accessibility.</p> <p>** VA is a major user of CAP for technological accommodations. VA systematically ensures physical access improvements in VA buildings, a program that is funded centrally by the Administrations.</p>	09/30/2005
<p>Sufficient funding to provide EEO training to managers, EEO staff, and employees.</p> <p>** It is not feasible to provide face-to-face training at all our facilities, so One-VA EEO training will be developed in conjunction with VALU which will be available electronically at all facilities. During FY 2005, seven modules were developed on the responsibilities of EEO Managers under MD-715. Modules on supervisory responsibilities and accommodations will be developed during FY 2006. Additional modules will be developed as needed in subsequent years.</p>	09/30/2006
<p>Other</p> <p>** DM&EEO will study the feasibility of establishing a central review of the process of approving and funding requests for accommodations.</p>	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager coordinates with facility management (52-53) and HR Manager (54-56).	
OBJECTIVE 6: (National)	EEO staff regularly advises supervisors and managers about their area.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Regular (monthly to semi-annual) updates provided to managers and supervisors. ** Quarterly EEO briefings have been provided to the Deputy Secretary and senior managers since 2003. VA Directive 5975 will require similar briefings in facilities; implementation will be verified as noted above.	09/30/2006	
EEO staff coordinate EEO Plans with all appropriate facility managers, including legal, HR, finance, and information technology. ** DM&EEO will coordinate with HR to develop a systematic approach to planning, conducting, tracking, and evaluating targeted recruitment. The approach will be implemented nationally.	09/30/2007	
Reviews have been scheduled on a recurring basis, carried out timely, reported, and results acted on. ** As noted above, HR and DM&EEO are conducting systematic on-site reviews, and Directive 5975 will require similar reviews by facilities.	09/30/2006	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Discipline for findings of discrimination (57-61)	
OBJECTIVE 7: (National)	Discipline backs up findings of discrimination when appropriate.	
RESPONSIBLE OFFICIAL:	Secretary	
DATE OBJECTIVE INITIATED:	01/31/2005	

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility timely complies with orders from EEOC, MSPB, FLRA, arbitrators, and the Court. ** ORM's compliance officer has the responsibility of ensuring all orders from EEOC are complied with in a timely manner. When orders are not acted upon in a timely manner, follow-up action is taken.	09/30/2005
Facility tracks disability accommodations to ensure compliance. ** Directive 5975 will require Administrations to track these accommodations.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers meet with EEO to solve barriers and implement plans (62-69)
OBJECTIVE 8: (National)	Management and EEO cooperate to identify and solve barriers.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Senior managers meet with EEO staff to identify barriers to EEO. ** The DM&EEO and ORM Deputy Assistant Secretaries routinely address the Deputy Secretary and senior managers. Facility self assessments show that this is being accomplished in VHA and VBA. NCA will request supporting funds.	06/30/2007
When barriers identified, plans to solve developed and implemented. ** Administrations and VACO will have developed multi-year plans to solve the identified issues by September 2005. VA will incorporate OPM's new standards for non-traditional internships.	09/30/2005
Workforce trend analysis conducted of major variables. ** VA has automated the production of the data tables required by MD-715 as well as Parts G, H, I and J. In addition, we	09/30/2005

have a large number of on-line diversity reports for more in-depth analysis, which have been in use for several years.	
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	In-depth workforce diversity analysis conducted (65-69)	
OBJECTIVE 9: (National)	EEO staff closely analyzes MD-715 tables and VSSC reports.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Trend analysis conducted on major EEO variables. ** As noted above, Administrations and VACO will analyze the data tables during the second and third quarters of FY 2005 to identify triggers. The VA-wide concerns are identified in Part E.	06/30/2005	
Analysis of management/personnel policies, procedures and practices conducted. ** DM&EEO is coordinating closely with HR to participate in the development of new policies, to review existing policies, and to conduct EEO audits as part of the HR Program Evaluations. A work group to develop targeted recruitment will be formed in FY 2005.	09/30/2005	
Other ** VA's automated comparisons to the RCLF will be updated to include regional and local RCLF comparisons. VA will continue to support the Web-based tool for the White House Initiatives, and to develop report templates for other EEO reports. VA will undertake an analysis of existing survey data to identify diversity issues. VA will continue to develop ProClarity data cubes for advanced data analysis. VA will undertake developing reports on the use of special hiring authorities for veterans.	06/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers encourage and participate in ADR (70-71)
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OBJECTIVE 10: (National)	ADR is effective.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Employees are encouraged to use ADR. ** VA has an active program to encourage ADR use.	09/30/2005	
Participation of supervisors and managers in ADR is required. ** The Administrations have issued a policy requiring participation.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Sufficient staffing for data collection, analysis, audits, and reasonable accommodations (72-76)	
OBJECTIVE 11: (National)	Data collection for EEO is adequate.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO staff has sufficient training in data analysis and adequate data is collected for the required analysis. ** VA has been training the EEO staff on the use of our automated diversity data system for several years. A training module on the data analysis required by MD-715 was made available for on-demand viewing in FY 2005. A new module on promotion rates and awards will be completed in FY 2006.	09/30/2006	

Resources are provided for audits, if requested. ** VA started an active EEO Audit program in FY 2004 with practice audits, started conducting actual audits in December of FY 2005. The program will be continued as long as needed.	12/31/2005
A facility official is designated to coordinate accommodations. ** Most facilities have designated an official. This program will be strengthened during FY 2006.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective complaint tracking (77-87, 89)
OBJECTIVE 12: (National)	Facility has system to track complaints and ensure timely compliance.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has a system to track complaints and monitor compliance. ** By Congressional direction, EEO complaints are tracked nationally. A system has been in place for several years; improvements are anticipated in FY 2007.	09/30/2007
Required training is timely provided. ** ORM has systematically provided the necessary training to the complaints staff.	09/30/2005
Procedural steps are completed timely. ** VA has greatly improved the timeliness of complaints in FY 2005 and anticipates further improvements in FY 2006.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective ADR system (90-93)
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OBJECTIVE 13: (National)	Efficient and fair ADR system.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A, and Chair, Board of Contract Appeals	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Facility has established an ADR system. ** The Dispute Resolution Specialist issues the VA-wide policies and tracks all ADR activity. ORM offers mediation in the complaint process and provides training to employees and managers. The Administrations are responsible for ensuring they have an ADR program. When an employee in the complaint process elects ADR, the case is referred to the facility ADR coordinator for follow-through.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Systems for evaluation of EEO program (94-100)	
OBJECTIVE 14: (National)	EEO system is evaluated for impact and effectiveness.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
The facility monitors complaint processing to ensure meeting obligations under Title VII and the Rehabilitation Act. ** ORM closely monitors these obligations. As noted above, an assessment of unmet local needs was completed in FY 2005.	09/30/2005	

Facility tracks recruitment to identify potential barriers. ** As noted above, DM&EEO will begin coordination with HR to develop a system to track targeted recruitment.	09/30/2006
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Timely compliance (88, 101-123)	
OBJECTIVE 15: (National)	Corrective actions are timely and accountable.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Facility has a system to ensure timely compliance with EEOC orders and directives. ** ORM has a system to ensure timely compliance with EEOC orders and directives. ORM's compliance officer works closely with facility program managers and EEOC's compliance officer to ensure timely compliance.	09/30/2005	
Timely compliance is in performance standards. ** Timely compliance is in the ORM compliance officer standards.	09/30/2005	
Full compliance documentation is provided. ** Upon receipt of EEOC orders, the compliance officer sends the correspondence to the facility outlining what documentation is necessary to demonstrate full compliance. The compliance officer then sends all documentation to EEOC's compliance officer who confirms that the order has been fulfilled.	09/30/2005	

National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

Report Generated on 02/28/2006

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Chronic underrepresentation of White women, Hispanic men and women, Asian men and American Indian women VA-wide, with some variation by Administration.</p>
<p>BARRIER ANALYSIS 1: (National)</p>	<p>Table 6 shows a pattern of underrepresentation for these groups in major occupations compared to regional RCLF data: Table 7 shows that in the locations where these groups are underrepresented in specific occupations their representation continues to decline.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>VA does not have systematic targeted recruitment for the groups that are underrepresented in specific major occupations.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Conduct targeted recruitment for those groups that are underrepresented in specific major occupations where they are underrepresented. (If no underrepresentation, no action needed)</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Under Secretaries, Assistant Secretaries, Staff Office Heads</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>02/15/2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2008</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Start Administration-wide identification and management of needed areas of targeted recruitment. ** Administrations will identify those groups in major occupations which have a low participation rate compared to the regional (VISN, Area, MSN) RCLF, and develop plans to increase recruitment for these groups in these regions. Administrations will develop systematic tracking and feedback on regional performance.</p>	09/30/2006
<p>Where underrepresented, develop and implement initiatives to recruit these underrepresented groups. ** DM&EEO will coordinate with VACO HR to develop a general approach and guidance for targeted recruitment of specific groups in major occupations which are underrepresented compared to the regional (VISN, Area, MSN) RCLF, and provide this guidance to the Administrations.</p>	09/30/2006
<p>Develop a mechanism to track and evaluate targeted recruitment efforts and the use of Special Hiring Authorities. ** DM&EEO will develop an automated report to track the use of Special Hiring Authorities in FY 2006, and Administrations will use it to review their use to support diversity recruitment on a quarterly basis. VACO HR will develop a process to track targeted recruitment efforts by the end of FY 2007.</p>	09/30/2007
<p>Where appropriate, develop a mechanism to track Title 38 job inquiries through to eventual employment. ** A system to track SSN of applicants to determine if they are eventually employed will be developed this fiscal year, and implemented by the end of FY 2007.</p>	09/30/2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>** VA is so large that the Facility Self Assessment had to be automated before implementation. As promised in our FY 2004 EEO Plan, this was accomplished in FY 2005. A realistic VA EEO Plan could not be developed until this new information was analyzed. Thus the Plan for FY 2006 is the first year of our long term plan. Regional (VISN, Area, MSN) and local RCLF data was made available in FY 2005 on our automated MD-715 tables.</p>	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Apparent grade disparity.
BARRIER ANALYSIS 2: (National)	Table A4 shows, with some variation by Administration, that the proportion of GS/GM White and Asian males generally increases, while other RNO groups generally decline, as do persons with targeted disabilities as shown in Table B4. There are abrupt declines in many minority groups in the leadership pipeline (grade 12-15).
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the	Grade disparity is a difficult analytic area because there are so many intervening variables, such as who entered the workforce 30 years ago. There is no objective measure of an expected promotion rate to determine if any differences are caused by current practices. VA lacks data elements needed to produce Tables 9 and 10. There is no systematic effort to identify and address any disparity.

agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop objective measures of promotion rates, monitor the rates, and take any necessary remedial actions.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
	TARGET DATE (Must be specific) example: mm/dd/yyyy
When automated reports are developed (see below), use these reports to identify problem areas, develop solutions and track progress. ** An automated tool for the analysis of promotion rates will be developed in FY 2006 and Administrations will complete an analysis of their promotion rates for appropriate groups of occupations, to determine if promotion rates are unbiased by race and gender, disability status, or veteran status.	09/30/2006
Ensure that there is career development training available at all grade levels. ** Administrations will complete an assessment of career development training and identify any gaps to be filled.	09/30/2006
Ensure that all employees are notified of available training at all grade levels. ** Administrations will ensure that employees are informed of current career development training, and of new training as it becomes available online.	09/30/2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL	Targeted disabilities representation has been declining for years.

BARRIER:	
BARRIER ANALYSIS 3: (National)	Tables B1-3 show a decline in FY05, and our Disability Change Report shows this has been a long term trend.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	VA is well above the government average in the representation of persons with targeted disabilities, but there is not a sufficient effort to recruit new individuals.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Increase the representation of individuals with targeted disabilities.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
	TARGET DATE (Must be specific) example: mm/dd/yyyy
Designate a selective placement coordinator at each facility that produces an EEO Report who will be available to answer questions from disabled individuals applying for jobs, advocate on their behalf, and is knowledgeable of the CAP program. ** Administrations will ensure that there is a selective placement coordinator designated at each facility that produces an EEO Report.	09/30/2006
Resurvey employees to update disability designations. ** VACO will ensure that Employee Express is updated to allow employees to self-identify their race and ethnicity, and their disability status.	12/31/2006
Expand use of the WRP program. ** To be included in the targeted recruitment guidance noted in Barrier Analysis 1.	09/30/2006
Expand use of relevant Special Hiring Authorities. ** To be included in the targeted recruitment guidance noted in Barrier Analysis 1.	09/30/2006

<p>Ensure that EEO staff and managers are trained in reasonable accommodations and the CAP program. ** DM&EEO will develop video training on these topics which employees can reach on demand through VAKN.</p>	12/31/2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
** DM&EEO has appointed a new national Disabilities Coordinator.	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Veterans representation has been declining for years.
BARRIER ANALYSIS 4: (National)	Our Veterans Change Report shows a decline.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	VA is well above the government average in the representation of veterans and disabled veterans, but there is not a sufficient effort to recruit new individuals.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Increase the representation of veterans and disabled veterans.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

<p>Designate a selective placement coordinator at each facility that produces an EEO Report who will be available to answer questions from veterans applying for jobs and advocate on their behalf. ** A selective placement coordinator will be designated at each facility that produces an EEO Report.</p>	09/30/2006
<p>Coordinate with near-by military facilities to ensure that separating individuals are aware of job opportunities in VA. ** Develop and implement plans at each region (VISN, Area, MSN).</p>	09/30/2007
<p>Coordinate with near-by veterans' affinity groups. ** VA has long had associations with national veterans affinity groups. Develop and implement plans at each region.</p>	09/30/2007
<p>Reach out to near-by areas that may have concentrations of veterans, such as Indian Reservations. ** VA has long had various initiatives. Develop and implement systematic plans at each region.</p>	09/30/2007
<p>Expand use of relevant Special Hiring Authorities. ** VA will develop an automated tool and complete an analysis by the end of FY 2006. Systematic plans to expand the use of these authorities for hiring veterans will be completed by the end of FY 2007.</p>	09/30/2007
<p>Other. ** The Beneficiary Identification and Records Locator System (BIRLS) for veterans data will be incorporated into the COIN PAID system for a single accurate count.</p>	09/30/2006
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Training in EEO topics is not sufficiently available.</p>
<p>BARRIER ANALYSIS 5: (National)</p>	<p>The training video "How to write an EEO Report" has been broadcast on the in-house TV channel and made available for on-demand viewing as well as distributed in VHS and DVD formats. But many additional EEO topics are not universally available.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>It is too expensive to conduct face to face training on all the necessary EEO topics to all VA facilities.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Ensure that EEO staff are fully trained in EEO matters.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	03/31/2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Ensure that EEO staff and SEPMs are aware of the EEO materials available on-line from VALO, available for on-demand viewing on VAKN, available as published documents, and available through other means such as conference calls, shadowing assignments, etc. ** DM&EEO will develop a catalogue of EEO training currently available from VALO and make it available to the Administrations.		09/30/2006
Maintain an EEO staff, including succession planning for EEO managers approaching retirement age, that is fully trained in the EEO core curriculum and in management skills. ** VALO will work with DM&EEO to identify a means of tracking the core courses taken by EEO staff.		09/30/2006
(Headquarters) Investigate off-the-shelf EEO training for electronic distribution within VA. ** The MD-715 workgroup will identify a core curriculum for EEO Managers and SEPMs, determine which parts are currently available, which parts should be purchased off the shelf, and which parts need to be developed within VA. DM&EEO will look into the procurement of off-the-shelf EEO training.		09/30/2006
Other. ** VHA will make the SEPM tool box and the New EEO Manager training available to other Administrations.		09/30/2006
Other. ** DM&EEO will develop three additional modules or courses on video this year.		09/30/2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
** DM&EEO developed seven modules of EEO training in FY 2005, made them available on demand throughout VA on VAKN, and distributed copies on VHS and DVD.		

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	The systems approach to identifying and eliminating factors that could reduce equal opportunity has not been completed and fully implemented.	
BARRIER ANALYSIS 6: (National)	These issues were identified in the FY04 EEO Report to be addressed by headquarters EEO Managers.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The systems approach to identifying and eliminating factors that could reduce equal opportunity has not been completed.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Headquarters completes the EEO systems.	
RESPONSIBLE OFFICIAL:	Assistant Secretary HR&A	
DATE OBJECTIVE INITIATED:	03/31/2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Develop an EEO core curriculum and the needed technical EEO training for broadcast, on-demand viewing and DVDs. ** Seven modules were developed in FY 2005, and two new ones will be developed each year thereafter until all needs are met.		09/30/2008
Develop EEO training for supervisors for broadcast, on-demand viewing and DVDs. ** DM&EEO will develop a module.		09/30/2007
Develop an Applicant Flow data system; complete Table 7 and Part J. ** When EEOC provides an OMB-approved applicant background survey, it will be included in our advertisements in USA Staffing. VA will develop a system to track applicant data, and a system to insert the results in Table 12, Part J, and appropriate automated reports.		09/30/2007
Develop an Applicant Flow data system for career development training; automate Table 12.		09/30/2007

** A task force will develop a plan to track career training.	
Automate Tables 9 and 10, or some substitute based on available data elements, and automate the other needed workforce data tools. ** An alternate Table 9 will be developed by the end of FY 2006. The remaining tools should be completed by the end of FY 2007.	09/30/2007
Publish the needed policies and handbooks. ** DM&EEO will circulate Directive 5975 on EEO and Diversity Management for comment prior to issuance.	09/30/2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
** VA has decided to move to USA Staffing for automated recruitment. It is expected to start in FY 2007 and will take another five years until fully implemented in all facilities. VA is still waiting on EEOC to develop an OMB-approved applicant background survey.	

EEOC FORM 715-01 PART J

PART I Department or Agency Information	1. Agency	1. U.S. Department of Veterans Affairs								
	1.a. 2 nd Level Component	1.a.								
	1.b. 3 rd Level or lower	1.b.								
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY05.		... end of FY05.		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	235,046	100.00%	233,885	100.00%	-1,161	-00.49%			
	Reportable Disability	17,477	07.44%	17,907	07.66%	430	02.46%			
	Targeted Disability*	3,690	01.57%	3,564	01.52%	-126	-03.41%			
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						***			
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						297			
PART III Participation Rates In Agency Employment Programs										
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	6,118	517	08.45%	96	01.57%	884	14.45%	4,621	75.53%	
4. Non-Competitive Promotions	7,195	780	10.84%	114	01.58%	519	07.21%	5,782	80.36%	
5. Employee Development/Training	***	***	***	***	***	***	***	***	***	
5.a. Grades 5 - 12	***	***	***	***	***	***	***	***	***	

5.b. Grades 13 - 14	***	***	***	***	***	***	***	***	***
5.c. Grade 15/SES Development Training	***	***	***	***	***	***	***	***	***
6. Employee Recognition and Awards	---	---	---	---	---	---	---	---	---
6.a. Time-Off Awards (Total hrs awarded)	298,918	23,776	07.95%	4,672	01.56%	72,775	24.35%	197,695	66.14%
6.b. Cash Awards (total \$\$\$ awarded)	\$32,861,510	\$2,496,677	07.60%	\$425,513	01.29%	\$8,735,897	26.58%	\$21,203,423	64.52%
6.c. Quality-Step Increase	1,686	129	07.65%	25	01.48%	373	22.12%	1,159	68.74%

*** = Data is not currently being collected.

Data shown includes full-time and part-time permanent and temporary employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for a listing of the Nature of Action codes that are included for Time-Off awards, Cash Awards, and Quality-Step Increase.

FY06 NRM Operating Plan - VISN Operating Plan Approved as of 11/10/2005
(includes all VISN Operating Plan Approved and previous year VISN Funding Plan Approved projects)

VISN	Facility	Project Number	Project Title	MI \$ (from project application)	Design \$	Construction \$	Total Construction \$	Cost Target \$	FY 2006 Planned Obligation
2	Albany VAMC	528A8-04-812	Renovate 9th Floor Dining Room	0	4,500	45,000	48,375	52,875	48,375
2	Albany VAMC	528A8-05-819	Renovate Offices on 11C and Core	362,500	47,500	452,500	452,500	500,000	452,500
2	Syracuse VAMC	528A7-05-702	Renovate Main Entrance at Rome Clinic	330,000	35,000	330,000	350,000	385,000	350,000
4	Lebanon VAMC	595-06-111	B-1 New Entrance	254,560	40,000	498,284	498,284	538,284	538,284
7	Augusta VAMC	509-06-103	Halls and Walls 1st & 2nd Flrs B801	0	32,810	656,196	656,196	689,006	689,006
8	Miami VAMC	546-06-112	Enclose Elevator Room	0	54,929	446,618	446,618	501,547	501,547
12	Hines VAH	578-06-118	Retail Store/Canteen Expansion	20,000	0	300,000	322,500	322,500	322,500
12	Hines VAH	578-06-129	Renovate Main entrance of B200	20,000	20,000	200,000	215,000	235,000	235,000
15	E. Kansas HCS	589A5-06-102	Install Awning for MRI Trailer	124,140	12,500	124,140	124,140	136,640	136,640
16	Gulf Coast HCS	520-03-123D	Replace Automatic Doors (PH I)	14,000	0	104,000	104,000	104,000	104,000
16	Gulf Coast HCS	520-04-102	Renovate Patient/Visitor Restrooms	166,000	78,000	166,000	166,000	244,000	166,000
17	Central Texas HCS	674-06-108	Urgent Care/23 Hour	0	0	305,000	305,000	305,000	305,000
17	Central Texas HCS	674-06-115	Interior Upgrade Ph2	0	0	100,000	100,000	100,000	100,000
18	New Mexico HCS	501-06-105	Handicapped Accessibility	0	50,000	450,000	450,000	500,000	500,000
21	Central California HCS	570-05-104	Misc Site Restoration Ph 2	50,000	0	300,000	300,000	300,000	300,000
21	Palo Alto HCS	640-06-101PA	B100, PET/CT Suite Renovation	500,000	0	500,000	500,000	500,000	500,000
21	Palo Alto HCS	640-06-105PA	B101, Research/BMET Shop Consolidation	200,000	0	200,000	200,000	200,000	200,000
21	Palo Alto HCS	640-06-106P	B5, Renovate Prothetics Sensory Aid Service	470,977	0	470,977	470,977	470,977	470,977
21	Palo Alto HCS	640-06-107P	B100, ENT Suite Renovation	500,000	0	500,000	500,000	500,000	500,000
21	Palo Alto HCS	640-06-127P	B41/43, Restoration/Modification of Shops	75,000	0	75,000	75,000	75,000	75,000
21	Palo Alto HCS	640A0-06-112M	B329, Refurbish Interior	225,000	0	225,000	225,000	225,000	225,000
21	Palo Alto HCS	640A0-06-115M	B334, Renovate Retail Store	135,000	0	135,000	135,000	135,000	135,000
21	Palo Alto HCS	640A0-06-119M	B334, Renovate RTS Kitchen/Patient Fitness Areas	75,000	0	75,000	75,000	75,000	75,000
21	Palo Alto HCS	640A4-06-110L	B90, Relocation of Sub-Acute Suite	500,000	0	500,000	500,000	500,000	500,000
21	Palo Alto HCS	640A4-06-112C	Modesto, Renovate to 3rd Floor	275,000	0	275,000	275,000	275,000	275,000
21	Palo Alto HCS	640A4-06-113C	Stockton, Renovate Clinic Interior Finishes	300,000	0	300,000	300,000	300,000	300,000
22	Greater Los Angeles HCS	691-06-108WL	Various Areas Provide Handicap Parking Phase 2	0	48,900	489,000	526,000	574,900	574,900
22	Greater Los Angeles HCS	691-06-109WL	GLAHS Accessibility Correction Phase 2	0	54,000	450,000	483,750	537,750	537,750
22	Loma Linda VAH	605-06-113	Nuc Med Spect Camera Site Prep	385,000	55,000	520,000	520,000	575,000	575,000
22	Loma Linda VAH	605-06-116	Convert Spaces into Workroom	0	16,000	150,000	150,000	166,000	166,000
22	Loma Linda VAH	605-06-118	Correct Accessibility Deficiencies	0	0	285,000	285,000	285,000	285,000
23	Sioux Falls VAH&ROC	438-06-102	Remodel Restrooms	0	5,000	76,000	76,000	81,000	81,000
				4,982,177	554,139	9,703,715	9,835,340	10,389,479	10,224,400

**Table A1: Total Workforce –
by Race/Ethnicity and Sex FY 2005**

All VA		TOTAL EMPLOYEES			Hispanic or Latino		White		Black or African American		Asian		American Indian or Alaska Native		Two or more/Other races	
							male	female	male	female	male	female	male	female	male	female
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
FY 2004	#	235,046	97,673	137,373	7,731	8,198	61,575	83,897	21,525	34,572	5,956	9,439	865	1,241	21	26
	%	100.01%	41.56%	58.45%	03.29%	03.49%	26.20%	35.69%	09.16%	14.71%	02.53%	04.02%	00.37%	00.53%	00.01%	00.01%
FY 2005	#	233,885	96,707	137,178	7,730	8,289	60,725	83,514	21,273	34,540	6,109	9,603	854	1,213	16	19
	%	100.02%	41.36%	58.66%	03.31%	03.54%	25.96%	35.71%	09.10%	14.77%	02.61%	04.11%	00.37%	00.52%	00.01%	00.01%
RCLF (2000)	%	99.09%	35.20%	63.89%	03.39%	04.36%	25.44%	46.98%	03.27%	08.14%	02.43%	03.25%	00.32%	00.62%	00.35%	00.54%
Difference	#	-1,161	-966	-195	-1	91	-850	-383	-252	-32	153	164	-11	-28	-5	-7
Ratio Change	%	0.01%	-0.20%	0.21%	0.02%	0.05%	-0.24%	0.02%	-0.06%	0.06%	0.08%	0.09%	0.00%	-0.01%	0.00%	0.00%
Net Change	%	-0.49%	-0.99%	-0.14%	-0.01%	1.11%	-1.38%	-0.46%	-1.17%	-0.09%	2.57%	1.74%	-1.27%	-2.26%	-3.81%	-6.92%
FY 2004	#	211,819	88,613	123,206	6,864	7,168	56,335	75,664	20,020	31,474	4,595	7,779	780	1,095	19	26
	%	100.00%	41.84%	58.16%	03.24%	03.38%	26.60%	35.72%	09.45%	14.86%	02.17%	03.67%	00.37%	00.52%	00.01%	00.01%
FY 2005	#	212,984	88,502	124,482	6,990	7,376	55,976	76,127	19,914	31,812	4,828	8,048	780	1,100	14	19
	%	100.01%	41.56%	58.45%	03.28%	03.46%	26.28%	35.74%	09.35%	14.94%	02.27%	03.78%	00.37%	00.52%	00.01%	00.01%
Difference	#	1,165	-111	1,276	126	208	-359	463	-106	338	233	269	0	5	-5	-7
Ratio Change	%	0.01%	-0.28%	0.29%	0.04%	0.08%	-0.32%	0.02%	-0.10%	0.08%	0.10%	0.11%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.55%	-0.13%	1.04%	1.84%	2.90%	-0.64%	0.61%	-0.53%	1.07%	5.07%	3.46%	0.00%	0.46%	-6.32%	-6.92%
FY 2004	#	19,989	8,090	11,899	732	797	4,829	7,182	1,136	2,290	1,318	1,529	74	101	1	0

	%	100.01%	40.47%	59.54%	03.66%	03.99%	24.16%	35.93%	05.68%	11.46%	06.59%	07.65%	00.37%	00.51%	00.01%	00.00%
FY 2005	#	17,592	7,177	10,415	594	679	4,317	6,343	968	1,897	1,235	1,417	62	79	1	0
	%	100.00%	40.80%	59.20%	03.38%	03.86%	24.54%	36.06%	05.50%	10.78%	07.02%	08.05%	00.35%	00.45%	00.01%	00.00%
Difference	#	-2,397	-913	-1,484	-138	-118	-512	-839	-168	-393	-83	-112	-12	-22	0	0
Ratio Change	%	-0.01%	0.33%	-0.34%	-0.28%	-0.13%	0.38%	0.13%	-0.18%	-0.68%	0.43%	0.40%	-0.02%	-0.06%	0.00%	0.00%
Net Change	%	-1.99%	-1.29%	-2.47%	-8.85%	-4.81%	-0.60%	-1.68%	-4.79%	-7.16%	-6.30%	-7.33%	-6.22%	-1.78%	0.00%	0.00%
FY 2004	#	3,238	970	2,268	135	233	411	1,051	369	808	43	131	11	45	1	0
	%	100.01%	29.96%	70.05%	04.17%	07.20%	12.69%	32.46%	11.40%	24.95%	01.33%	04.05%	00.34%	01.39%	00.03%	00.00%
FY 2005	#	3,309	1,028	2,281	146	234	432	1,044	391	831	46	138	12	34	1	0
	%	100.00%	31.07%	68.93%	04.41%	07.07%	13.06%	31.55%	11.82%	25.11%	01.39%	04.17%	00.36%	01.03%	00.03%	00.00%
Difference	#	71	58	13	11	1	21	-7	22	23	3	7	1	-11	0	0
Ratio Change	%	-0.01%	1.11%	-1.12%	0.24%	-0.13%	0.37%	-0.91%	0.42%	0.16%	0.06%	0.12%	0.02%	-0.36%	0.00%	0.00%
Net Change	%	2.19%	5.98%	0.57%	8.15%	0.43%	5.11%	-0.67%	5.96%	2.85%	6.98%	5.34%	9.09%	-4.44%	0.00%	0.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents. Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990). Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports. Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year. *** VA is not yet collecting this data. For purposes of this report, Asian and Native Hawaiian/Other Pacific Islander RCLF data have been grouped together until VA tracks these separately.

Table B1: Total Workforce – by Disability FY 2005

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
FY 2004	#	235,046	159,335	54,544	17,477	3,690	365	454	222	368	175	541	336	1,152	77
	%	100.00%	67.79%	23.21%	07.44%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.14%	00.49%	00.03%
FY 2005	#	233,885	161,890	50,524	17,907	3,564	359	442	212	350	162	519	319	1,128	73
	%	100.00%	69.22%	21.60%	07.66%	01.52%	00.15%	00.19%	00.09%	00.15%	00.07%	00.22%	00.14%	00.48%	00.03%
Difference	#	-1,161	2,555	-4,020	430	-126	359	442	212	350	162	519	319	1,128	73
Ratio Change	%	00.00%	01.43%	-01.61%	00.22%	-00.05%	-00.01%	00.00%	00.00%	-00.01%	00.00%	-00.01%	00.00%	-00.01%	00.00%
Net Change	%	-00.49%	01.60%	-07.37%	02.46%	-03.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Federal High	%					02.27%									
PERMANENT															
FY 2004	#	211,819	138,587	53,494	16,300	3,438	353	428	217	354	160	508	318	1,028	72
	%	100.00%	65.43%	25.25%	07.70%	01.62%	00.17%	00.20%	00.10%	00.17%	00.08%	00.24%	00.15%	00.49%	00.03%
FY 2005	#	212,984	143,246	49,575	16,820	3,343	346	414	201	336	148	490	305	1,031	72
	%	100.00%	67.26%	23.28%	07.90%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.14%	00.48%	00.03%
Difference	#	1,165	4,659	-3,919	520	-95	346	414	201	336	148	490	305	1,031	72
Ratio Change	%	00.00%	01.83%	-01.97%	00.20%	-00.05%	-00.01%	-00.01%	-00.01%	-00.01%	-00.01%	-00.01%	-00.01%	-00.01%	00.00%
Net Change	%	00.55%	03.36%	-07.33%	03.19%	-02.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TEMPORARY															
FY 2004	#	19,989	18,126	689	976	198	8	20	4	11	14	28	4	105	4

	%	100.00%	90.68%	03.45%	04.88%	00.99%	00.04%	00.10%	00.02%	00.06%	00.07%	00.14%	00.02%	00.53%	00.02%
FY 2005	#	17,592	15,936	623	865	168	8	20	9	10	14	23	2	81	1
	%	100.00%	90.59%	03.54%	04.92%	00.95%	00.05%	00.11%	00.05%	00.06%	00.08%	00.13%	00.01%	00.46%	00.01%
Difference	#	-2,397	-2,190	-66	-111	-30	8	20	9	10	14	23	2	81	1
Ratio Change	%	00.00%	-00.09%	00.09%	00.04%	-00.04%	00.01%	00.01%	00.03%	00.00%	00.01%	-00.01%	-00.01%	-00.07%	-00.01%
Net Change	%	-11.99%	-12.08%	-09.58%	-11.37%	-15.15%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NON-APPROPRIATED															
FY 2004	#	3,238	2,622	361	201	54	4	6	1	3	1	5	14	19	1
	%	100.00%	80.98%	11.15%	06.21%	01.67%	00.12%	00.19%	00.03%	00.09%	00.03%	00.15%	00.43%	00.59%	00.03%
FY 2005	#	3,309	2,708	326	222	53	5	8	2	4	0	6	12	16	0
	%	100.00%	81.84%	09.85%	06.71%	01.60%	00.15%	00.24%	00.06%	00.12%	00.00%	00.18%	00.36%	00.48%	00.00%
Difference	#	71	86	-35	21	-1	5	8	2	4	0	6	12	16	0
Ratio Change	%	00.00%	00.86%	-01.30%	00.50%	-00.07%	00.03%	00.05%	00.03%	00.03%	-00.03%	00.03%	-00.07%	-00.11%	-00.03%
Net Change	%	02.19%	03.28%	-09.70%	10.45%	-01.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents. Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990). Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports. Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

**Table A2: TOTAL WORKFORCE BY COMPONENT –
Permanent Workforce – by Race/Ethnicity and Sex FY 2005**

All VA By Administration		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	215,560	89,273	126,287	7,102	7,556	56,332	76,982	20,173	32,454	4,866	8,151	0	0	785	1,125	15	19
	%	100.00%	41.41%	58.59%	03.29%	03.51%	26.13%	35.71%	09.36%	15.06%	02.26%	03.78%	00.00%	00.00%	00.36%	00.52%	00.01%	00.01%
RCLF (2000)	%	99.46%	34.83%	64.63%	03.41%	04.44%	25.14%	47.54%	03.32%	08.29%	02.29%	03.19%	***	***	00.32%	00.63%	00.35%	00.54%
VHA	#	194,845	79,353	115,492	6,365	6,855	49,661	70,874	18,074	28,957	4,555	7,793	0	0	689	998	9	15
	%	100.00%	40.73%	59.27%	03.27%	03.52%	25.49%	36.37%	09.28%	14.86%	02.34%	04.00%	00.00%	00.00%	00.35%	00.51%	00.00%	00.01%
VBA	#	12,618	6,049	6,569	379	357	4,160	3,966	1,261	1,982	179	174	0	0	65	86	5	4
	%	100.00%	47.94%	52.06%	03.00%	02.83%	32.97%	31.43%	09.99%	15.71%	01.42%	01.38%	00.00%	00.00%	00.52%	00.68%	00.04%	00.03%
NCA	#	1,436	1,107	329	121	25	733	205	195	88	44	8	0	0	14	3	0	0
	%	100.00%	77.08%	22.92%	08.43%	01.74%	51.04%	14.28%	13.58%	06.13%	03.06%	00.56%	00.00%	00.00%	00.97%	00.21%	00.00%	00.00%
STAFF OFFICES	#	6,661	2,764	3,897	237	319	1,778	1,937	643	1,427	88	176	0	0	17	38	1	0
	%	100.00%	41.50%	58.50%	03.56%	04.79%	26.69%	29.08%	09.65%	21.42%	01.32%	02.64%	00.00%	00.00%	00.26%	00.57%	00.02%	00.00%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

*** VA is not yet collecting this data. For purposes of this report, Asian and Native Hawaiian/Other Pacific Islander RCLF data have been grouped together until VA tracks these separately.

**Table B2: TOTAL WORKFORCE BY COMPONENT –
Permanent Workforce - by Disability FY 2005**

All VA By Administration	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL	#	215,560	145,307	49,882	16,983	3,388	350	420	203	339	148	496	317	1,043	72
	%	100.00%	67.41%	23.14%	07.88%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.15%	00.48%	00.03%
Federal High	%					02.27%									
VHA	#	194,845	132,379	45,120	14,429	2,917	266	367	165	277	124	429	292	934	63
	%	100.00%	67.94%	23.16%	07.41%	01.50%	00.14%	00.19%	00.08%	00.14%	00.06%	00.22%	00.15%	00.48%	00.03%
VBA	#	12,618	7,186	3,212	1,882	338	68	32	27	47	19	49	11	78	7
	%	100.00%	56.95%	25.46%	14.92%	02.68%	00.54%	00.25%	00.21%	00.37%	00.15%	00.39%	00.09%	00.62%	00.06%
NCA	#	1,436	1,045	234	136	21	0	4	2	2	0	4	2	7	0
	%	100.00%	72.77%	16.30%	09.47%	01.46%	00.00%	00.28%	00.14%	00.14%	00.00%	00.28%	00.14%	00.49%	00.00%
STAFF OFFICES	#	6,661	4,697	1,316	536	112	16	17	9	13	5	14	12	24	2
	%	100.00%	70.51%	19.76%	08.05%	01.68%	00.24%	00.26%	00.14%	00.20%	00.08%	00.21%	00.18%	00.36%	00.03%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

**Table A3: OCCUPATIONAL GROUPS - Permanent Workforce –
Distribution by Race/Ethnicity and Sex FY 2005**

All VA		TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More/Other Races	
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	828	565	263	21	13	498	212	30	32	6	1	9	5	***	***	1	0
	%	100.00%	68.23%	31.75%	02.54%	01.57%	60.14%	25.60%	03.62%	03.86%	00.72%	00.12%	01.09%	00.60%	***	***	00.12%	00.00%
Mid-Level Officials and Managers	#	4,303	2,073	2,230	72	104	1,685	1,595	252	460	18	22	44	48	***	***	2	1
	%	100.00%	48.18%	51.83%	01.67%	02.42%	39.16%	37.07%	05.86%	10.69%	00.42%	00.51%	01.02%	01.12%	***	***	00.05%	00.02%
First-Level Officials and Managers	#	15,914	6,179	9,735	478	535	4,194	6,390	1,246	2,439	50	110	209	260	***	***	2	1
	%	100.00%	38.81%	61.17%	03.00%	03.36%	26.35%	40.15%	07.83%	15.33%	00.31%	00.69%	01.31%	01.63%	***	***	00.01%	00.01%
TOTAL Officials and Managers	#	21,045	8,817	12,228	571	652	6,377	8,197	1,528	2,931	74	133	262	313	***	***	5	2
	%	100.00%	41.88%	58.11%	02.71%	03.10%	30.30%	38.95%	07.26%	13.93%	00.35%	00.63%	01.24%	01.49%	***	***	00.02%	00.01%
Professionals	#	84,382	31,899	52,483	1,975	3,029	24,315	35,672	2,569	7,916	205	319	2,831	5,536	***	***	4	11
	%	100.00%	37.79%	62.19%	02.34%	03.59%	28.82%	42.27%	03.04%	09.38%	00.24%	00.38%	03.35%	06.56%	***	***	00.00%	00.01%
Technicians	#	28,179	8,499	19,680	885	1,234	5,341	12,058	1,637	5,115	81	216	555	1,054	***	***	0	3
	%	100.00%	30.16%	69.84%	03.14%	04.38%	18.95%	42.79%	05.81%	18.15%	00.29%	00.77%	01.97%	03.74%	***	***	00.00%	00.01%
Sales Workers	#	744	144	600	23	49	77	326	37	185	0	5	7	35	***	***	0	0
	%	100.00%	19.35%	80.65%	03.09%	06.59%	10.35%	43.82%	04.97%	24.87%	00.00%	00.67%	00.94%	04.70%	***	***	00.00%	00.00%
Office and Clerical	#	36,554	11,310	25,244	1,308	1,580	5,642	14,340	3,766	8,417	122	279	467	625	***	***	5	3
	%	100.00%	30.93%	69.06%	03.58%	04.32%	15.43%	39.23%	10.30%	23.03%	00.33%	00.76%	01.28%	01.71%	***	***	00.01%	00.01%
Craft Workers	#	6,100	5,948	152	440	13	4,305	101	972	32	68	2	163	4	***	***	0	0
	%	100.00%	97.49%	02.49%	07.21%	00.21%	70.57%	01.66%	15.93%	00.52%	01.11%	00.03%	02.67%	00.07%	***	***	00.00%	00.00%
Operatives	#	3,421	2,963	458	224	38	1,608	212	1,035	196	36	3	60	9	***	***	0	0

	%	&100.00%	86.60%	13.39%	06.55%	01.11%	47.00%	06.20%	30.25%	05.73%	01.05%	00.09%	01.75%	00.26%	***	***	00.00%	00.00%
Laborers	#	963	922	41	96	1	542	30	255	9	10	1	19	0	***	***	0	0
	%	100.00%	95.74%	04.25%	09.97%	00.10%	56.28%	03.12%	26.48%	00.93%	01.04%	00.10%	01.97%	00.00%	***	***	00.00%	00.00%
Service Workers	#	34,162	18,761	15,401	1,579	960	8,116	6,046	8,374	7,653	189	167	502	575	***	***	1	0
	%	100.00%	54.91%	45.08%	04.62%	02.81%	23.76%	17.70%	24.51%	22.40%	00.55%	00.49%	01.47%	01.68%	***	***	00.00%	00.00%
TOTAL WORKFORCE	#	215,550	89,263	126,287	7,101	7,556	56,323	76,982	20,173	32,454	785	1,125	4,866	8,151	***	***	15	19
	%	100.00%	41.41%	58.59%	03.29%	03.51%	26.13%	35.71%	09.36%	15.06%	00.36%	00.52%	02.26%	03.78%	***	***	00.01%	00.01%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 1 to 12.

*** VA is not yet collecting this data.

**Table B3: OCCUPATIONAL GROUPS –
Permanent Workforce - Distribution by Disability FY 2005**

All VA Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers	#	828	483	281	54	10	0	2	1	4	1	1	0	1	0
	%	100.00%	58.33%	33.94%	06.52%	01.21%	00.00%	00.24%	00.12%	00.48%	00.12%	00.12%	00.00%	00.12%	00.00%
Mid-Level Officials and Managers	#	4,303	2,355	1,576	338	34	0	3	9	12	2	3	0	5	0
	%	100.00%	54.73%	36.63%	07.85%	00.79%	00.00%	00.07%	00.21%	00.28%	00.05%	00.07%	00.00%	00.12%	00.00%
First-Level Officials and Managers	#	15,914	9,662	4,316	1,729	207	14	20	17	39	16	41	2	54	4
	%	100.00%	60.71%	27.12%	10.86%	01.30%	00.09%	00.13%	00.11%	00.25%	00.10%	00.26%	00.01%	00.34%	00.03%
TOTAL Officials and Managers	#	21,045	12,500	6,173	2,121	251	14	25	27	55	19	45	2	60	4
	%	100.00%	59.40%	29.33%	10.08%	01.19%	00.07%	00.12%	00.13%	00.26%	00.09%	00.21%	00.01%	00.29%	00.02%
Professionals	#	84,382	59,120	19,891	4,678	693	27	137	42	81	44	122	2	217	21
	%	100.00%	70.06%	23.57%	05.54%	00.82%	00.03%	00.16%	00.05%	00.10%	00.05%	00.14%	00.00%	00.26%	00.02%
Technicians	#	28,179	19,950	6,077	1,820	332	30	29	45	29	21	68	8	97	5
	%	100.00%	70.80%	21.57%	06.46%	01.18%	00.11%	00.10%	00.16%	00.10%	00.07%	00.24%	00.03%	00.34%	00.02%
Sales Workers	#	744	574	97	64	9	0	1	0	1	0	0	1	6	0
	%	100.00%	77.15%	13.04%	08.60%	01.21%	00.00%	00.13%	00.00%	00.13%	00.00%	00.00%	00.13%	00.81%	00.00%
Office and Clerical	#	36,554	24,013	7,122	4,340	1,079	159	130	57	126	50	153	64	311	29
	%	100.00%	65.69%	19.48%	11.87%	02.95%	00.43%	00.36%	00.16%	00.34%	00.14%	00.42%	00.18%	00.85%	00.08%
Craft Workers	#	6,100	3,339	2,150	531	80	11	7	9	9	4	11	3	22	4
	%	100.00%	54.74%	35.25%	08.70%	01.31%	00.18%	00.11%	00.15%	00.15%	00.07%	00.18%	00.05%	00.36%	00.07%
Operatives	#	3,421	1,778	1,193	342	108	15	7	1	2	1	9	38	34	1

	%	100.00%	51.97%	34.87%	10.00%	03.16%	00.44%	00.20%	00.03%	00.06%	00.03%	00.26%	01.11%	00.99%	00.03%
Laborers	#	963	653	193	89	28	0	2	0	1	0	2	10	13	0
	%	100.00%	67.81%	20.04%	09.24%	02.91%	00.00%	00.21%	00.00%	00.10%	00.00%	00.21%	01.04%	01.35%	00.00%
Service Workers	#	34,162	23,371	6,985	2,998	808	94	82	22	35	9	86	189	283	8
	%	100.00%	68.41%	20.45%	08.78%	02.37%	00.28%	00.24%	00.06%	00.10%	00.03%	00.25%	00.55%	00.83%	00.02%
TOTAL WORKFORCE	#	215,550	145,298	49,881	16,983	3,388	350	420	203	339	148	496	317	1,043	72
	%	100.00%	67.41%	23.14%	07.88%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.15%	00.48%	00.03%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

**Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES –
Permanent Workforce - by Race/Ethnicity and Sex FY 2005**

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
							male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	35	26	9	8	1	7	4	9	4	1	0	0	0	1	0	0	0
	%	100.01%	74.29%	25.72%	22.86%	02.86%	20.00%	11.43%	25.71%	11.43%	02.86%	00.00%	00.00%	00.00%	02.86%	00.00%	00.00%	00.00%
GS - 2	#	86	37	49	4	6	21	25	12	14	0	4	0	0	0	0	0	0
	%	100.00%	43.02%	56.98%	04.65%	06.98%	24.42%	29.07%	13.95%	16.28%	00.00%	04.65%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	941	474	467	66	45	223	211	170	188	9	13	0	0	6	10	0	0
	%	100.00%	50.38%	49.62%	07.01%	04.78%	23.70%	22.42%	18.07%	19.98%	00.96%	01.38%	00.00%	00.00%	00.64%	01.06%	00.00%	00.00%
GS - 4	#	7,026	2,661	4,365	297	277	1,261	1,901	992	2,022	81	117	0	0	28	48	2	0
	%	100.01%	37.88%	62.13%	04.23%	03.94%	17.95%	27.06%	14.12%	28.78%	01.15%	01.67%	00.00%	00.00%	00.40%	00.68%	00.03%	00.00%
GS - 5	#	25,257	7,706	17,551	899	1,075	3,651	8,915	2,766	6,801	315	569	0	0	75	191	0	0
	%	100.02%	30.52%	69.50%	03.56%	04.26%	14.46%	35.30%	10.95%	26.93%	01.25%	02.25%	00.00%	00.00%	00.30%	00.76%	00.00%	00.00%
GS - 6	#	25,972	7,569	18,403	816	1,154	4,151	10,210	2,158	6,096	370	728	0	0	72	213	2	2
	%	99.99%	29.14%	70.85%	03.14%	04.44%	15.98%	39.31%	08.31%	23.47%	01.42%	02.80%	00.00%	00.00%	00.28%	00.82%	00.01%	00.01%
GS - 7	#	13,552	4,807	8,745	502	568	2,724	5,371	1,280	2,459	250	261	0	0	51	86	0	0
	%	99.99%	35.47%	64.52%	03.70%	04.19%	20.10%	39.63%	09.45%	18.14%	01.84%	01.93%	00.00%	00.00%	00.38%	00.63%	00.00%	00.00%
GS - 8	#	10,565	2,902	7,663	300	495	1,879	4,915	532	1,701	169	479	0	0	21	73	1	0
	%	100.01%	27.48%	72.53%	02.84%	04.69%	17.79%	46.52%	05.04%	16.10%	01.60%	04.53%	00.00%	00.00%	00.20%	00.69%	00.01%	00.00%
GS - 9	#	11,363	4,453	6,910	353	406	2,891	4,556	894	1,468	266	401	0	0	48	75	1	4
	%	100.01%	39.19%	60.82%	03.11%	03.57%	25.44%	40.10%	07.87%	12.92%	02.34%	03.53%	00.00%	00.00%	00.42%	00.66%	00.01%	00.04%

GS - 10	#	4,836	2,341	2,495	150	143	1,647	1,650	429	589	94	92	0	0	20	21	1	0
	%	99.99%	48.40%	51.59%	03.10%	02.96%	34.06%	34.12%	08.87%	12.18%	01.94%	01.90%	00.00%	00.00%	00.41%	00.43%	00.02%	00.00%
GS - 11	#	36,535	10,018	26,517	762	1,690	7,425	17,167	1,141	4,359	607	3,131	0	0	81	168	2	2
	%	100.01%	27.42%	72.59%	02.09%	04.63%	20.32%	46.99%	03.12%	11.93%	01.66%	08.57%	00.00%	00.00%	00.22%	00.46%	00.01%	00.01%
GS - 12	#	13,609	6,380	7,229	353	380	5,023	5,195	660	1,133	290	461	0	0	54	55	0	5
	%	100.00%	46.88%	53.12%	02.59%	02.79%	36.91%	38.17%	04.85%	08.33%	02.13%	03.39%	00.00%	00.00%	00.40%	00.40%	00.00%	00.04%
GS - 13	#	20,342	6,760	13,582	306	572	5,584	10,292	572	1,963	246	668	0	0	48	83	4	4
	%	99.99%	33.23%	66.76%	01.50%	02.81%	27.45%	50.59%	02.81%	09.65%	01.21%	03.28%	00.00%	00.00%	00.24%	00.41%	00.02%	00.02%
GS - 14	#	4,169	2,200	1,969	84	72	1,816	1,442	172	331	119	113	0	0	9	10	0	1
	%	100.00%	52.77%	47.23%	02.01%	01.73%	43.56%	34.59%	04.13%	07.94%	02.85%	02.71%	00.00%	00.00%	00.22%	00.24%	00.00%	00.02%
GS - 15	#	13,585	9,589	3,996	549	251	7,144	2,534	315	272	1,551	924	0	0	30	14	0	1
	%	100.00%	70.59%	29.41%	04.04%	01.85%	52.59%	18.65%	02.32%	02.00%	11.42%	06.80%	00.00%	00.00%	00.22%	00.10%	00.00%	00.01%
All Other GS	#	224	180	44	6	3	151	32	4	3	18	5	0	0	1	1	0	0
	%	100.02%	80.37%	19.65%	02.68%	01.34%	67.41%	14.29%	01.79%	01.34%	08.04%	02.23%	00.00%	00.00%	00.45%	00.45%	00.00%	00.00%
SES	#	288	222	66	9	1	194	56	12	8	3	1	0	0	3	0	1	0
	%	100.01%	77.09%	22.92%	03.13%	00.35%	67.36%	19.44%	04.17%	02.78%	01.04%	00.35%	00.00%	00.00%	01.04%	00.00%	00.35%	00.00%
TOTAL	#	188,385	68,325	120,060	5,464	7,139	45,792	74,476	12,118	29,411	4,389	7,967	0	0	548	1,048	14	19
	%	100.00%	36.27%	63.73%	02.90%	03.79%	24.31%	39.53%	06.43%	15.61%	02.33%	04.23%	00.00%	00.00%	00.29%	00.56%	00.01%	00.01%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES –

Permanent Workforce - by Disability FY 2005

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS - 1	#	35	22	4	3	6	1	0	1	1	0	0	2	1	0
	%	100.00%	62.86%	11.43%	08.57%	17.14%	02.86%	00.00%	02.86%	02.86%	00.00%	00.00%	05.71%	02.86%	00.00%
GS - 2	#	86	43	4	16	23	0	0	0	3	2	3	10	4	1
	%	100.00%	50.00%	04.65%	18.60%	26.74%	00.00%	00.00%	00.00%	03.49%	02.33%	03.49%	11.63%	04.65%	01.16%
GS - 3	#	941	645	76	145	75	12	10	0	6	1	4	23	18	1
	%	100.00%	68.54%	08.08%	15.41%	07.97%	01.28%	01.06%	00.00%	00.64%	00.11%	00.43%	02.44%	01.91%	00.11%
GS - 4	#	7,026	4,999	832	889	306	62	58	4	25	9	36	29	80	3
	%	100.00%	71.15%	11.84%	12.65%	04.36%	00.88%	00.83%	00.06%	00.36%	00.13%	00.51%	00.41%	01.14%	00.04%
GS - 5	#	25,257	18,014	4,186	2,536	521	52	57	32	52	18	81	22	193	14
	%	100.00%	71.32%	16.57%	10.04%	02.06%	00.21%	00.23%	00.13%	00.21%	00.07%	00.32%	00.09%	00.76%	00.06%
GS - 6	#	25,972	18,288	5,176	2,167	341	46	40	22	33	13	58	5	111	13
	%	100.00%	70.41%	19.93%	08.34%	01.31%	00.18%	00.15%	00.08%	00.13%	00.05%	00.22%	00.02%	00.43%	00.05%
GS - 7	#	13,552	9,199	3,014	1,129	210	16	18	16	24	18	44	3	64	7
	%	100.00%	67.88%	22.24%	08.33%	01.55%	00.12%	00.13%	00.12%	00.18%	00.13%	00.32%	00.02%	00.47%	00.05%
GS - 8	#	10,565	8,360	1,462	651	92	7	12	6	5	4	18	1	39	0
	%	100.00%	79.13%	13.84%	06.16%	00.87%	00.07%	00.11%	00.06%	00.05%	00.04%	00.17%	00.01%	00.37%	00.00%
GS - 9	#	11,363	7,184	3,056	976	147	9	16	17	19	8	33	1	43	1
	%	100.00%	63.22%	26.89%	08.59%	01.29%	00.08%	00.14%	00.15%	00.17%	00.07%	00.29%	00.01%	00.38%	00.01%
GS - 10	#	4,836	3,053	1,167	549	67	4	7	9	12	5	13	0	16	1
	%	100.00%	63.13%	24.13%	11.35%	01.39%	00.08%	00.14%	00.19%	00.25%	00.10%	00.27%	00.00%	00.33%	00.02%

GS - 11	#	36,535	25,154	8,858	2,188	335	9	62	28	40	21	64	1	99	11
	%	100.00%	68.85%	24.25%	05.99%	00.92%	00.02%	00.17%	00.08%	00.11%	00.06%	00.18%	00.00%	00.27%	00.03%
GS - 12	#	13,609	8,651	3,648	1,142	168	13	33	18	25	19	20	0	36	4
	%	100.00%	63.57%	26.81%	08.39%	01.23%	00.10%	00.24%	00.13%	00.18%	00.14%	00.15%	00.00%	00.26%	00.03%
GS - 13	#	20,342	12,421	6,654	1,113	154	3	27	20	31	8	26	0	35	4
	%	100.00%	61.06%	32.71%	05.47%	00.76%	00.01%	00.13%	00.10%	00.15%	00.04%	00.13%	00.00%	00.17%	00.02%
GS - 14	#	4,169	2,481	1,435	222	31	0	6	5	6	3	3	0	6	2
	%	100.00%	59.51%	34.42%	05.33%	00.74%	00.00%	00.14%	00.12%	00.14%	00.07%	00.07%	00.00%	00.14%	00.05%
GS - 15	#	13,585	9,901	3,097	525	62	1	4	3	16	6	9	0	21	2
	%	100.00%	72.88%	22.80%	03.86%	00.46%	00.01%	00.03%	00.02%	00.12%	00.04%	00.07%	00.00%	00.15%	00.01%
All Other GS	#	224	136	79	8	1	0	0	0	0	1	0	0	0	0
	%	100.00%	60.71%	35.27%	03.57%	00.45%	00.00%	00.00%	00.00%	00.00%	00.45%	00.00%	00.00%	00.00%	00.00%
SES	#	288	160	108	16	4	0	1	1	1	0	1	0	0	0
	%	100.00%	55.56%	37.50%	05.56%	01.39%	00.00%	00.35%	00.35%	00.35%	00.00%	00.35%	00.00%	00.00%	00.00%
TOTAL	#	188,385	128,711	42,856	14,275	2,543	235	351	182	299	136	413	97	766	64
	%	100.00%	68.32%	22.75%	07.58%	01.35%	00.12%	00.19%	00.10%	00.16%	00.07%	00.22%	00.05%	00.41%	00.03%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

**Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES –
Permanent Workforce - by Race/Ethnicity and Sex FY 2005**

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	981	769	212	39	8	289	70	416	119	20	10	0	0	5	5	0	0
	%	100.02%	78.40%	21.62%	03.98%	00.82%	29.46%	07.14%	42.41%	12.13%	02.04%	01.02%	00.00%	00.00%	00.51%	00.51%	00.00%	00.00%
Grade - 2	#	8,716	6,645	2,071	468	123	2,544	803	3,440	1,080	118	40	0	0	75	25	0	0
	%	100.00%	76.24%	23.76%	05.37%	01.41%	29.19%	09.21%	39.47%	12.39%	01.35%	00.46%	00.00%	00.00%	00.86%	00.29%	00.00%	00.00%
Grade - 3	#	2,707	1,868	839	197	53	636	272	973	484	36	19	0	0	26	11	0	0
	%	100.00%	69.00%	31.00%	07.28%	01.96%	23.49%	10.05%	35.94%	17.88%	01.33%	00.70%	00.00%	00.00%	00.96%	00.41%	00.00%	00.00%
Grade - 4	#	1,245	691	554	52	19	273	229	328	295	29	7	0	0	9	4	0	0
	%	100.00%	55.51%	44.49%	04.18%	01.53%	21.93%	18.39%	26.35%	23.69%	02.33%	00.56%	00.00%	00.00%	00.72%	00.32%	00.00%	00.00%
Grade - 5	#	1,186	1,101	85	106	8	572	39	383	34	29	4	0	0	11	0	0	0
	%	100.01%	92.84%	07.17%	08.94%	00.67%	48.23%	03.29%	32.29%	02.87%	02.45%	00.34%	00.00%	00.00%	00.93%	00.00%	00.00%	00.00%
Grade - 6	#	1,279	1,143	136	85	4	625	63	395	65	26	2	0	0	12	2	0	0
	%	100.01%	89.37%	10.64%	06.65%	00.31%	48.87%	04.93%	30.88%	05.08%	02.03%	00.16%	00.00%	00.00%	00.94%	00.16%	00.00%	00.00%
Grade - 7	#	592	569	23	52	3	312	11	184	9	10	0	0	0	11	0	0	0
	%	100.00%	96.11%	03.89%	08.78%	00.51%	52.70%	01.86%	31.08%	01.52%	01.69%	00.00%	00.00%	00.00%	01.86%	00.00%	00.00%	00.00%
Grade - 8	#	749	699	50	54	1	413	25	209	24	17	0	0	0	6	0	0	0
	%	99.99%	93.32%	06.67%	07.21%	00.13%	55.14%	03.34%	27.90%	03.20%	02.27%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%	00.00%
Grade - 9	#	1,007	979	28	83	4	673	17	195	7	17	0	0	0	11	0	0	0

	%	100.00%	97.21%	02.79%	08.24%	00.40%	66.83%	01.69%	19.36%	00.70%	01.69%	00.00%	00.00%	00.00%	01.09%	00.00%	00.00%	00.00%
Grade - 10	#	2,494	2,477	17	168	2	1,899	11	312	3	66	0	0	0	32	1	0	0
	%	100.00%	99.32%	00.68%	06.74%	00.08%	76.14%	00.44%	12.51%	00.12%	02.65%	00.00%	00.00%	00.00%	01.28%	00.04%	00.00%	00.00%
Grade - 11	#	949	933	16	50	1	695	11	140	4	35	0	0	0	13	0	0	0
	%	100.00%	98.31%	01.69%	05.27%	00.11%	73.23%	01.16%	14.75%	00.42%	03.69%	00.00%	00.00%	00.00%	01.37%	00.00%	00.00%	00.00%
Grade - 12	#	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	21,912	17,881	4,031	1,354	226	8,938	1,551	6,975	2,124	403	82	0	0	211	48	0	0
	%	99.99%	81.60%	18.39%	06.18%	01.03%	40.79%	07.08%	31.83%	09.69%	01.84%	00.37%	00.00%	00.00%	00.96%	00.22%	00.00%	00.00%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

**Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES –
Permanent Workforce - by Disability FY 2005**

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 1	#	981	737	41	153	50	2	0	0	2	0	2	20	24	0
	%	100.00%	75.13%	04.18%	15.60%	05.10%	00.20%	00.00%	00.00%	00.20%	00.00%	00.20%	02.04%	02.45%	00.00%
Grade - 2	#	8,716	5,881	1,333	1,033	469	78	32	8	17	3	49	139	141	2
	%	100.00%	67.47%	15.29%	11.85%	05.38%	00.89%	00.37%	00.09%	00.20%	00.03%	00.56%	01.59%	01.62%	00.02%
Grade - 3	#	2,707	1,610	719	279	99	12	11	1	4	3	3	28	36	1
	%	100.00%	59.48%	26.56%	10.31%	03.66%	00.44%	00.41%	00.04%	00.15%	00.11%	00.11%	01.03%	01.33%	00.04%
Grade - 4	#	1,245	645	462	100	38	7	5	1	3	1	6	11	4	0
	%	100.00%	51.81%	37.11%	08.03%	03.05%	00.56%	00.40%	00.08%	00.24%	00.08%	00.48%	00.88%	00.32%	00.00%
Grade - 5	#	1,186	684	343	131	28	2	2	1	2	0	4	3	13	1
	%	100.00%	57.67%	28.92%	11.05%	02.36%	00.17%	00.17%	00.08%	00.17%	00.00%	00.34%	00.25%	01.10%	00.08%
Grade - 6	#	1,279	646	496	123	14	1	0	0	0	1	1	2	9	0
	%	100.00%	50.51%	38.78%	09.62%	01.09%	00.08%	00.00%	00.00%	00.00%	00.08%	00.08%	00.16%	00.70%	00.00%
Grade - 7	#	592	304	218	62	8	2	1	0	1	0	0	0	4	0
	%	100.00%	51.35%	36.82%	10.47%	01.35%	00.34%	00.17%	00.00%	00.17%	00.00%	00.00%	00.00%	00.68%	00.00%
Grade - 8	#	749	359	318	61	11	2	1	0	1	0	2	0	5	0
	%	100.00%	47.93%	42.46%	08.14%	01.47%	00.27%	00.13%	00.00%	00.13%	00.00%	00.27%	00.00%	00.67%	00.00%
Grade - 9	#	1,007	527	382	87	11	1	0	0	0	1	2	1	5	1
	%	100.00%	52.33%	37.93%	08.64%	01.09%	00.10%	00.00%	00.00%	00.00%	00.10%	00.20%	00.10%	00.50%	00.10%
Grade - 10	#	2,494	1,486	774	210	24	1	5	2	2	0	1	0	12	1

	%	100.00%	59.58%	31.03%	08.42%	00.96%	00.04%	00.20%	00.08%	00.08%	00.00%	00.04%	00.00%	00.48%	00.04%
Grade - 11	#	949	565	293	81	10	0	0	3	2	0	1	1	1	2
	%	100.00%	59.54%	30.87%	08.54%	01.05%	00.00%	00.00%	00.32%	00.21%	00.00%	00.11%	00.11%	00.11%	00.21%
Grade - 12	#	6	4	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	21,912	13,448	5,382	2,320	762	108	57	16	34	9	71	205	254	8
	%	100.00%	61.37%	24.56%	10.59%	03.48%	00.49%	00.26%	00.07%	00.16%	00.04%	00.32%	00.94%	01.16%	00.04%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS –
Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2005**

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police	#	2,505	2,324	181	206	22	1,476	81	560	72	58	3	0	0	24	3	0	0
	%	100.00%	92.78%	07.22%	08.22%	00.88%	58.92%	03.23%	22.36%	02.87%	02.32%	00.12%	00.00%	00.00%	00.96%	00.12%	00.00%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science	#	1,505	909	596	49	31	631	415	197	128	14	14	0	0	18	8	0	0
	%	100.00%	60.41%	39.59%	03.26%	02.06%	41.93%	27.57%	13.09%	08.50%	00.93%	00.93%	00.00%	00.00%	01.20%	00.53%	00.00%	00.00%
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management	#	1,529	427	1,102	40	79	300	701	79	291	8	22	0	0	0	9	0	0
	%	100.00%	27.93%	72.08%	02.62%	05.17%	19.62%	45.85%	05.17%	19.03%	00.52%	01.44%	00.00%	00.00%	00.00%	00.59%	00.00%	00.00%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity	#	240	80	160	9	14	29	53	39	90	2	3	0	0	1	0	0	0
	%	100.00%	33.33%	66.66%	03.75%	05.83%	12.08%	22.08%	16.25%	37.50%	00.83%	01.25%	00.00%	00.00%	00.42%	00.00%	00.00%	00.00%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program	#	4,223	1,476	2,747	115	145	986	1,833	324	690	39	59	0	0	10	20	2	0
	%	100.00%	34.95%	65.05%	02.72%	03.43%	23.35%	43.41%	07.67%	16.34%	00.92%	01.40%	00.00%	00.00%	00.24%	00.47%	00.05%	00.00%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management	#	505	275	230	12	18	235	178	19	28	4	4	0	0	4	2	1	0
	%	100.00%	54.45%	45.54%	02.38%	03.56%	46.53%	35.25%	03.76%	05.54%	00.79%	00.79%	00.00%	00.00%	00.79%	00.40%	00.20%	00.00%

0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis	#	2,358	781	1,577	34	63	603	1,120	104	349	34	33	0	0	5	12	1	0
	%	100.00%	33.11%	66.88%	01.44%	02.67%	25.57%	47.50%	04.41%	14.80%	01.44%	01.40%	00.00%	00.00%	00.21%	00.51%	00.04%	00.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program	#	293	96	197	4	16	79	143	13	31	0	5	0	0	0	2	0	0
	%	100.00%	32.77%	67.24%	01.37%	05.46%	26.96%	48.81%	04.44%	10.58%	00.00%	01.71%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing	#	246	156	90	12	4	119	51	19	25	4	9	0	0	2	1	0	0
	%	100.00%	63.41%	36.59%	04.88%	01.63%	48.37%	20.73%	07.72%	10.16%	01.63%	03.66%	00.00%	00.00%	00.81%	00.41%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer	#	12,130	8,611	3,519	538	243	6,183	2,121	292	196	1,574	947	0	0	24	12	0	0
	%	100.00%	71.00%	29.02%	04.44%	02.00%	50.97%	17.49%	02.41%	01.62%	12.98%	07.81%	00.00%	00.00%	00.20%	00.10%	00.00%	00.00%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse	#	36,991	5,418	31,573	517	1,835	4,062	20,925	450	5,136	337	3,480	0	0	52	191	0	6
	%	100.00%	14.65%	85.36%	01.40%	04.96%	10.98%	56.57%	01.22%	13.88%	00.91%	09.41%	00.00%	00.00%	00.14%	00.52%	00.00%	00.02%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse	#	10,031	1,580	8,451	213	480	944	4,812	316	2,690	86	364	0	0	21	105	0	0
	%	100.00%	15.75%	84.26%	02.12%	04.79%	09.41%	47.97%	03.15%	26.82%	00.86%	03.63%	00.00%	00.00%	00.21%	01.05%	00.00%	00.00%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant	#	8,369	2,536	5,833	241	319	1,034	1,903	1,143	3,250	98	304	0	0	20	57	0	0
	%	100.00%	30.31%	69.69%	02.88%	03.81%	12.36%	22.74%	13.66%	38.83%	01.17%	03.63%	00.00%	00.00%	00.24%	00.68%	00.00%	00.00%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist	#	4,031	1,215	2,816	94	198	815	1,902	130	328	168	371	0	0	8	16	0	1
	%	100.00%	30.15%	69.85%	02.33%	04.91%	20.22%	47.18%	03.23%	08.14%	04.17%	09.20%	00.00%	00.00%	00.20%	00.40%	00.00%	00.02%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%

0647 Diagnostic Radiologic Technologist	#	2,349	1,090	1,259	108	56	710	937	208	236	58	17	0	0	6	13	0	0
	%	100.00%	46.41%	53.59%	04.60%	02.38%	30.23%	39.89%	08.85%	10.05%	02.47%	00.72%	00.00%	00.00%	00.26%	00.55%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist	#	4,817	2,294	2,523	83	164	1,860	1,616	105	231	236	499	0	0	10	11	0	2
	%	100.00%	47.62%	52.38%	01.72%	03.40%	38.61%	33.55%	02.18%	04.80%	04.90%	10.36%	00.00%	00.00%	00.21%	00.23%	00.00%	00.04%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician	#	1,942	310	1,632	23	102	156	1,012	106	449	19	44	0	0	6	25	0	0
	%	100.00%	15.96%	84.04%	01.18%	05.25%	08.03%	52.11%	05.46%	23.12%	00.98%	02.27%	00.00%	00.00%	00.31%	01.29%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney	#	705	378	327	7	13	337	240	24	62	10	12	0	0	0	0	0	0
	%	100.00%	53.61%	46.37%	00.99%	01.84%	47.80%	34.04%	03.40%	08.79%	01.42%	01.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance	#	155	27	128	0	5	12	57	15	63	0	2	0	0	0	1	0	0
	%	100.00%	17.42%	82.59%	00.00%	03.23%	07.74%	36.77%	09.68%	40.65%	00.00%	01.29%	00.00%	00.00%	00.00%	00.65%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans Claims Examining	#	6,154	2,691	3,463	179	179	1,879	2,195	521	939	79	93	0	0	32	56	1	1
	%	100.00%	43.73%	56.28%	02.91%	02.91%	30.53%	35.67%	08.47%	15.26%	01.28%	01.51%	00.00%	00.00%	00.52%	00.91%	00.02%	00.02%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining	#	1,160	397	763	37	36	218	419	119	275	16	23	0	0	7	10	0	0
	%	100.00%	34.22%	65.77%	03.19%	03.10%	18.79%	36.12%	10.26%	23.71%	01.38%	01.98%	00.00%	00.00%	00.60%	00.86%	00.00%	00.00%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry	#	374	223	151	19	12	172	114	26	23	4	2	0	0	2	0	0	0
	%	100.00%	59.62%	40.37%	05.08%	03.21%	45.99%	30.48%	06.95%	06.15%	01.07%	00.53%	00.00%	00.00%	00.53%	00.00%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan	#	477	193	284	9	14	147	188	35	75	1	6	0	0	1	1	0	0

Specialist	%	100.00%	40.47%	59.54%	01.89%	02.94%	30.82%	39.41%	07.34%	15.72%	00.21%	01.26%	00.00%	00.00%	00.21%	00.21%	00.00%	00.00%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising	#	151	114	37	6	1	93	28	11	7	4	1	0	0	0	0	0	0
	%	100.00%	75.49%	24.50%	03.97%	00.66%	61.59%	18.54%	07.28%	04.64%	02.65%	00.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration	#	95	71	24	4	2	51	16	11	5	2	1	0	0	3	0	0	0
	%	100.00%	74.74%	25.26%	04.21%	02.11%	53.68%	16.84%	11.58%	05.26%	02.11%	01.05%	00.00%	00.00%	03.16%	00.00%	00.00%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating	#	162	137	25	7	1	112	17	14	5	3	2	0	0	1	0	0	0
	%	100.00%	84.57%	15.43%	04.32%	00.62%	69.14%	10.49%	08.64%	03.09%	01.85%	01.23%	00.00%	00.00%	00.62%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management	#	5,344	3,537	1,807	237	83	2,602	1,300	479	318	185	98	0	0	34	7	0	1
	%	100.00%	66.18%	33.81%	04.43%	01.55%	48.69%	24.33%	08.96%	05.95%	03.46%	01.83%	00.00%	00.00%	00.64%	00.13%	00.00%	00.02%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking	#	503	491	12	64	0	309	10	98	1	14	0	0	0	6	1	0	0
	%	100.00%	97.60%	02.39%	12.72%	00.00%	61.43%	01.99%	19.48%	00.20%	02.78%	00.00%	00.00%	00.00%	01.19%	00.20%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by DM&EEO. RCLF comparisons are based on 2000 Census National data.

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS –
Permanent Workforce - Distribution by Disability FY 2005**

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
0083 Police	#	2,505	2,082	227	195	1	0	0	0	0	0	0	0	0	1
	%	100.00%	83.11%	09.06%	07.78%	00.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.04%
0101 Social Science	#	1,505	907	246	300	52	1	9	7	4	8	2	1	18	2
	%	100.00%	60.27%	16.35%	19.93%	03.46%	00.07%	00.60%	00.47%	00.27%	00.53%	00.13%	00.07%	01.20%	00.13%
0201 Human Resources Management	#	1,529	980	402	134	13	1	4	0	1	0	3	0	4	0
	%	100.00%	64.09%	26.29%	08.76%	00.85%	00.07%	00.26%	00.00%	00.07%	00.00%	00.20%	00.00%	00.26%	00.00%
0260 Equal Employment Opportunity	#	240	142	64	30	4	0	0	0	1	1	0	0	2	0
	%	100.00%	59.17%	26.67%	12.50%	01.67%	00.00%	00.00%	00.00%	00.42%	00.42%	00.00%	00.00%	00.83%	00.00%
0301 Miscellaneous Administration and Program	#	4,223	2,385	1,444	353	41	0	7	4	10	1	9	0	10	0
	%	100.00%	56.48%	34.19%	08.36%	00.97%	00.00%	00.17%	00.09%	00.24%	00.02%	00.21%	00.00%	00.24%	00.00%
0340 Program Management	#	505	251	216	32	6	0	0	2	2	1	0	0	1	0
	%	100.00%	49.70%	42.77%	06.34%	01.19%	00.00%	00.00%	00.40%	00.40%	00.20%	00.00%	00.00%	00.20%	00.00%
0343 Management and Program Analysis	#	2,358	1,430	732	174	22	2	5	2	4	1	3	0	5	0
	%	100.00%	60.64%	31.04%	07.38%	00.93%	00.08%	00.21%	00.08%	00.17%	00.04%	00.13%	00.00%	00.21%	00.00%
0501 Financial Administration and Program	#	293	173	95	23	2	0	0	0	0	0	2	0	0	0
	%	100.00%	59.04%	32.42%	07.85%	00.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%	00.00%
0511 Auditing	#	246	167	58	18	3	1	0	1	0	0	0	0	1	0
	%	100.00%	67.89%	23.58%	07.32%	01.22%	00.41%	00.00%	00.41%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%

0602 Medical Officer	#	12,130	9,275	2,378	420	57	0	3	2	13	7	10	0	21	1
	%	100.00%	76.46%	19.60%	03.46%	00.47%	00.00%	00.02%	00.02%	00.11%	00.06%	00.08%	00.00%	00.17%	00.01%
0610 Nurse	#	36,991	26,074	9,107	1,629	181	2	26	7	6	1	45	1	85	8
	%	100.00%	70.49%	24.62%	04.40%	00.49%	00.01%	00.07%	00.02%	00.02%	00.00%	00.12%	00.00%	00.23%	00.02%
0620 Practical Nurse	#	10,031	7,795	1,572	593	71	1	12	3	2	1	17	0	34	1
	%	100.00%	77.71%	15.67%	05.91%	00.71%	00.01%	00.12%	00.03%	00.02%	00.01%	00.17%	00.00%	00.34%	00.01%
0621 Nursing Assistant	#	8,369	6,043	1,659	558	109	1	20	5	4	1	16	14	46	2
	%	100.00%	72.21%	19.82%	06.67%	01.30%	00.01%	00.24%	00.06%	00.05%	00.01%	00.19%	00.17%	00.55%	00.02%
0644 Medical Technologist	#	4,031	2,586	1,252	157	36	5	3	3	5	0	9	0	10	1
	%	100.00%	64.15%	31.06%	03.89%	00.89%	00.12%	00.07%	00.07%	00.12%	00.00%	00.22%	00.00%	00.25%	00.02%
0647 Diagnostic Radiologic Technologist	#	2,349	1,654	545	130	20	0	1	0	4	1	6	0	8	0
	%	100.00%	70.41%	23.20%	05.53%	00.85%	00.00%	00.04%	00.00%	00.17%	00.04%	00.26%	00.00%	00.34%	00.00%
0660 Pharmacist	#	4,817	3,636	988	176	17	1	0	2	3	0	8	0	3	0
	%	100.00%	75.48%	20.51%	03.65%	00.35%	00.02%	00.00%	00.04%	00.06%	00.00%	00.17%	00.00%	00.06%	00.00%
0675 Medical Records Technician	#	1,942	1,349	377	183	33	7	3	4	2	0	2	2	13	0
	%	100.00%	69.46%	19.41%	09.42%	01.70%	00.36%	00.15%	00.21%	00.10%	00.00%	00.10%	00.10%	00.67%	00.00%
0905 General Attorney	#	705	484	175	43	3	0	0	0	2	0	0	0	0	1
	%	100.00%	68.65%	24.82%	06.10%	00.43%	00.00%	00.00%	00.00%	00.28%	00.00%	00.00%	00.00%	00.00%	00.14%
0986 Legal Assistance	#	155	99	47	9	0	0	0	0	0	0	0	0	0	0
	%	100.00%	63.87%	30.32%	05.81%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	6,154	3,913	1,270	878	93	4	7	8	20	5	17	0	29	3
	%	100.00%	63.58%	20.64%	14.27%	01.51%	00.06%	00.11%	00.13%	00.32%	00.08%	00.28%	00.00%	00.47%	00.05%
0998 Claims Assistance and Examining	#	1,160	726	218	175	41	17	0	3	2	5	5	0	8	1
	%	100.00%	62.59%	18.79%	15.09%	03.53%	01.47%	00.00%	00.26%	00.17%	00.43%	00.43%	00.00%	00.69%	00.09%
1101 General Business	#	374	286	68	18	2	0	1	1	0	0	0	0	0	0

and Industry	%	100.00%	76.47%	18.18%	04.81%	00.53%	00.00%	00.27%	00.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 Loan Specialist	#	477	265	140	66	6	1	0	0	2	1	1	0	1	0
	%	100.00%	55.56%	29.35%	13.84%	01.26%	00.21%	00.00%	00.00%	00.42%	00.21%	00.21%	00.00%	00.21%	00.00%
1171 Appraising	#	151	68	58	23	2	0	0	1	0	0	1	0	0	0
	%	100.00%	45.03%	38.41%	15.23%	01.32%	00.00%	00.00%	00.66%	00.00%	00.00%	00.66%	00.00%	00.00%	00.00%
1630 Cemetery Administration	#	95	76	11	7	1	0	0	0	0	0	1	0	0	0
	%	100.00%	80.00%	11.58%	07.37%	01.05%	00.00%	00.00%	00.00%	00.00%	00.00%	01.05%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	162	143	15	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.27%	09.26%	02.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	5,344	3,337	1,396	518	93	11	14	7	15	6	18	0	19	3
	%	100.00%	62.44%	26.12%	09.69%	01.74%	00.21%	00.26%	00.13%	00.28%	00.11%	00.34%	00.00%	00.36%	00.06%
4754 Cemetery Caretaking	#	503	388	57	50	8	0	0	0	0	0	1	2	5	0
	%	100.00%	77.14%	11.33%	09.94%	01.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.20%	00.40%	00.99%	00.00%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by DM&EEO.

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS –
Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2005**

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	326	305	21	37	2	210	12	46	7	9	0	0	0	3	0	0	0
	%	100.00%	93.56%	06.44%	11.35%	00.61%	64.42%	03.68%	14.11%	02.15%	02.76%	00.00%	00.00%	00.00%	00.92%	00.00%	00.00%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	79	47	32	6	2	31	20	8	8	0	1	0	0	2	1	0	0
	%	100.01%	59.49%	40.52%	07.59%	02.53%	39.24%	25.32%	10.13%	10.13%	00.00%	01.27%	00.00%	00.00%	02.53%	01.27%	00.00%	00.00%

0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	78	26	52	1	5	18	24	7	21	0	1	0	0	0	1	0	0
	%	99.99%	33.33%	66.66%	01.28%	06.41%	23.08%	30.77%	08.97%	26.92%	00.00%	01.28%	00.00%	00.00%	00.00%	01.28%	00.00%	00.00%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	9	5	4	2	0	1	2	2	2	0	0	0	0	0	0	0	0
	%	99.99%	55.55%	44.44%	22.22%	00.00%	11.11%	22.22%	22.22%	22.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

those Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	120	67	53	3	4	47	31	12	16	5	2	0	0	0	0	0	0
	%	100.00%	55.84%	44.16%	02.50%	03.33%	39.17%	25.83%	10.00%	13.33%	04.17%	01.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	11	8	3	0	0	8	2	0	1	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	27.27%	00.00%	00.00%	72.73%	18.18%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	83	44	39	4	1	29	27	7	10	4	1	0	0	0	0	0	0
	%	99.99%	53.01%	46.98%	04.82%	01.20%	34.94%	32.53%	08.43%	12.05%	04.82%	01.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program																		
Total	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Received																			
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	10	3	7	0	1	2	3	1	1	0	1	0	0	0	0	1	0	0
	%	100.00%	30.00%	70.00%	00.00%	10.00%	20.00%	30.00%	10.00%	10.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	10.00%	00.00%	00.00%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%	
0511 Auditing																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	26	16	10	2	2	14	5	0	3	0	0	0	0	0	0	0	0	0
	%	100.00%	61.54%	38.46%	07.69%	07.69%	53.85%	19.23%	00.00%	11.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%	
0602 Medical Officer																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of	#	1,034	673	361	33	9	471	219	31	30	135	102	0	0	3	1	0	0	

those Identified	%	100.00%	65.09%	34.91%	03.19%	00.87%	45.55%	21.18%	03.00%	02.90%	13.06%	09.86%	00.00%	00.00%	00.29%	00.10%	00.00%	00.00%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,151	200	951	10	32	159	713	21	135	7	61	0	0	3	10	0	0
	%	100.00%	17.37%	82.63%	00.87%	02.78%	13.81%	61.95%	01.82%	11.73%	00.61%	05.30%	00.00%	00.00%	00.26%	00.87%	00.00%	00.00%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	479	76	403	6	12	56	271	10	100	4	17	0	0	0	3	0	0
	%	100.02%	15.87%	84.15%	01.25%	02.51%	11.69%	56.58%	02.09%	20.88%	00.84%	03.55%	00.00%	00.00%	00.00%	00.63%	00.00%	00.00%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	872	234	638	29	46	87	241	106	322	8	21	0	0	4	8	0	0
	%	100.03%	26.85%	73.18%	03.33%	05.28%	09.98%	27.64%	12.16%	36.93%	00.92%	02.41%	00.00%	00.00%	00.46%	00.92%	00.00%	00.00%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	184	50	134	6	15	29	84	8	16	7	16	0	0	0	3	0	0
	%	100.00%	27.17%	72.83%	03.26%	08.15%	15.76%	45.65%	04.35%	08.70%	03.80%	08.70%	00.00%	00.00%	00.00%	01.63%	00.00%	00.00%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	207	90	117	9	5	57	88	19	22	5	1	0	0	0	1	0	0
	%	100.01%	43.49%	56.52%	04.35%	02.42%	27.54%	42.51%	09.18%	10.63%	02.42%	00.48%	00.00%	00.00%	00.00%	00.48%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%

0660 Pharmacist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	233	89	144	4	4	67	95	9	18	9	27	0	0	0	0	0	0
	%	100.01%	38.20%	61.81%	01.72%	01.72%	28.76%	40.77%	03.86%	07.73%	03.86%	11.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	125	12	113	0	9	5	76	4	21	3	6	0	0	0	1	0	0
	%	100.00%	09.60%	90.40%	00.00%	07.20%	04.00%	60.80%	03.20%	16.80%	02.40%	04.80%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Selected of those Identified	#	41	15	26	1	3	13	19	1	3	0	1	0	0	0	0	0	0	
	%	100.01%	36.59%	63.42%	02.44%	07.32%	31.71%	46.34%	02.44%	07.32%	00.00%	02.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%	
0986 Legal Assistance																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	9	3	6	0	0	1	3	2	2	0	1	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	00.00%	00.00%	11.11%	33.33%	22.22%	22.22%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%	
0996 Veterans Claims Examining																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	431	228	203	14	12	157	118	47	61	9	10	0	0	1	2	0	0	
	%	99.99%	52.90%	47.09%	03.25%	02.78%	36.43%	27.38%	10.90%	14.15%	02.09%	02.32%	00.00%	00.00%	00.23%	00.46%	00.00%	00.00%	
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%	
0998 Claims Assistance and Examining																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	128	48	80	3	1	26	46	14	26	2	6	0	0	3	1	0	0
	%	99.99%	37.49%	62.50%	02.34%	00.78%	20.31%	35.94%	10.94%	20.31%	01.56%	04.69%	00.00%	00.00%	02.34%	00.78%	00.00%	00.00%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	40	26	14	6	1	16	11	4	2	0	0	0	0	0	0	0	0
	%	100.00%	65.00%	35.00%	15.00%	02.50%	40.00%	27.50%	10.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	7	1	6	0	0	1	4	0	1	0	1	0	0	0	0	0	0
	%	100.01%	14.29%	85.72%	00.00%	00.00%	14.29%	57.14%	00.00%	14.29%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%

1171 Appraising																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	11	9	2	1	0	8	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	81.82%	18.18%	09.09%	00.00%	72.73%	09.09%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	7	6	1	0	0	5	0	1	1	0	0	0	0	0	0	0	0
	%	100.01%	85.72%	14.29%	00.00%	00.00%	71.43%	00.00%	14.29%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Selected of those Identified	#	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	14.29%	00.00%	00.00%	85.71%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	327	238	89	17	3	175	58	31	22	13	6	0	0	2	0	0	0
	%	100.01%	72.79%	27.22%	05.20%	00.92%	53.52%	17.74%	09.48%	06.73%	03.98%	01.83%	00.00%	00.00%	00.61%	00.00%	00.00%	00.00%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	54	48	6	7	1	32	4	8	1	0	0	0	0	1	0	0	0
	%	99.99%	88.88%	11.11%	12.96%	01.85%	59.26%	07.41%	14.81%	01.85%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. This fixed list of major occupations was identified by DM&EEO.

RCLF comparisons are based on 2000 Census National data.

**Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS –
Permanent Workforce - Distribution by Disability FY 2005**

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	94	65	0	18	11	2	1	0	2	0	0	0	6	0
	%	100.00.%	69.15.%	00.00.%	19.15.%	11.70.%	02.13.%	01.06.%	00.00.%	02.13.%	00.00.%	00.00.%	00.00.%	06.38.%	00.00.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	13,288	11,551	364	1,206	167	4	10	7	6	5	16	1	112	6
	%	100.00.%	86.93.%	02.74.%	09.08.%	01.26.%	00.03.%	00.08.%	00.05.%	00.05.%	00.04.%	00.12.%	00.01.%	00.84.%	00.05.%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by DM&EEO.

**Table A8: NEW HIRES BY TYPE OF APPOINTMENT –
Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2005**

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	13,104	6,241	6,863	505	405	3,715	4,118	1,565	1,836	385	430	0	0	71	73	0	1
	%	100.00%	47.62%	52.38%	03.85%	03.09%	28.35%	31.43%	11.94%	14.01%	02.94%	03.28%	00.00%	00.00%	00.54%	00.56%	00.00%	00.01%
Temporary	#	11,626	3,869	7,757	323	515	2,356	4,748	727	1,661	409	756	0	0	54	77	0	0
	%	99.99%	33.27%	66.72%	02.78%	04.43%	20.26%	40.84%	06.25%	14.29%	03.52%	06.50%	00.00%	00.00%	00.46%	00.66%	00.00%	00.00%
Non-Appropriated	#	1,242	467	775	56	71	163	344	233	316	12	32	0	0	3	12	0	0
	%	100.01%	37.60%	62.41%	04.51%	05.72%	13.12%	27.70%	18.76%	25.44%	00.97%	02.58%	00.00%	00.00%	00.24%	00.97%	00.00%	00.00%
TOTAL	#	25,972	10,577	15,395	884	991	6,234	9,210	2,525	3,813	806	1,218	0	0	128	162	0	1
	%	99.98%	40.71%	59.27%	03.40%	03.82%	24.00%	35.46%	09.72%	14.68%	03.10%	04.69%	00.00%	00.00%	00.49%	00.62%	00.00%	00.00%
RCLF	%	95.29%	34.34%	60.95%	03.74%	04.41%	24.37%	44.39%	03.24%	08.06%	02.37%	03.03%	00.00%	00.00%	00.30%	00.56%	00.32%	00.50%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

**Table B8: NEW HIRES BY TYPE OF APPOINTMENT –
Permanent and Temporary Workforce - Distribution by Disability FY 2005**

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Permanent	#	13,104	11,357	359	1,210	178	6	11	7	8	5	16	1	118	6
	%	100.00.%	86.67.%	02.74.%	09.23.%	01.36.%	00.05.%	00.08.%	00.05.%	00.06.%	00.04.%	00.12.%	00.01.%	00.90.%	00.05.%
Temporary	#	11,626	10,674	204	643	105	4	10	8	8	6	11	0	58	0
	%	100.00.%	91.81.%	01.75.%	05.53.%	00.90.%	00.03.%	00.09.%	00.07.%	00.07.%	00.05.%	00.09.%	00.00.%	00.50.%	00.00.%
Non-Appropriated	#	1,242	1,117	23	88	14	1	2	0	2	0	2	2	5	0
	%	100.00.%	89.94.%	01.85.%	07.09.%	01.13.%	00.08.%	00.16.%	00.00.%	00.16.%	00.00.%	00.16.%	00.16.%	00.40.%	00.00.%
TOTAL	#	25,972	23,148	586	1,941	297	11	23	15	18	11	29	3	181	6
	%	100.00.%	89.13.%	02.26.%	07.47.%	01.14.%	00.04.%	00.09.%	00.06.%	00.07.%	00.04.%	00.11.%	00.01.%	00.70.%	00.02.%
Prior Year	%	100.00.%	89.31.%	02.01.%	07.38.%	01.30.%	00.03.%	00.14.%	00.06.%	00.08.%	00.05.%	00.11.%	00.02.%	00.79.%	00.02.%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

**Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce -
by Race/Ethnicity and Sex FY 2005
Occupations: . Includes all occupations including 0600-0699.**

8000-8959 VHA VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=5 Onboard - Promotions to 7																		
ONBOARD	#	115	55	60	4	6	30	37	17	16	4	1	0	0	0	0	0	0
	%	100.00%	47.83%	52.17%	03.48%	05.22%	26.09%	32.17%	14.78%	13.91%	03.48%	00.87%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	298	118	180	10	15	72	115	31	44	5	5	0	0	0	1	0	0
	%	100.01%	39.60%	60.41%	03.36%	05.03%	24.16%	38.59%	10.40%	14.77%	01.68%	01.68%	00.00%	00.00%	00.00%	00.34%	00.00%	00.00%
EXPECTED	#	298	143	155	10	16	78	96	44	41	10	3	0	0	0	0	0	0
GRADE=7 Onboard - Promotions to 9																		
ONBOARD	#	915	368	547	35	30	213	346	98	138	15	27	0	0	7	6	0	0
	%	100.01%	40.23%	59.78%	03.83%	03.28%	23.28%	37.81%	10.71%	15.08%	01.64%	02.95%	00.00%	00.00%	00.77%	00.66%	00.00%	00.00%
PROMOTED	#	943	323	620	29	46	196	407	71	136	19	23	0	0	8	8	0	0
	%	100.00%	34.25%	65.75%	03.08%	04.88%	20.78%	43.16%	07.53%	14.42%	02.01%	02.44%	00.00%	00.00%	00.85%	00.85%	00.00%	00.00%
EXPECTED	#	943	379	564	36	31	220	357	101	142	15	28	0	0	7	6	0	0
GRADE=9 Onboard - Promotions to 11																		
ONBOARD	#	7,902	2,916	4,986	236	307	1,912	3,406	542	892	205	339	0	0	21	41	0	1
	%	100.01%	36.91%	63.10%	02.99%	03.89%	24.20%	43.10%	06.86%	11.29%	02.59%	04.29%	00.00%	00.00%	00.27%	00.52%	00.00%	00.01%
PROMOTED	#	1,310	485	825	43	61	322	581	91	136	27	41	0	0	1	6	1	0
	%	100.01%	37.03%	62.98%	03.28%	04.66%	24.58%	44.35%	06.95%	10.38%	02.06%	03.13%	00.00%	00.00%	00.08%	00.46%	00.08%	00.00%

EXPECTED	#	1,310	484	827	39	51	317	565	90	148	34	56	0	0	4	7	0	0
GRADE= 10 Onboard - Promotions to 12																		
ONBOARD	#	2,039	820	1,219	41	62	632	942	98	151	45	59	0	0	4	5	0	0
	%	100.02%	40.23%	59.79%	02.01%	03.04%	31.00%	46.20%	04.81%	07.41%	02.21%	02.89%	00.00%	00.00%	00.20%	00.25%	00.00%	00.00%
PROMOTED	#	1,178	461	717	35	39	352	518	52	109	22	44	0	0	0	7	0	0
	%	99.99%	39.13%	60.86%	02.97%	03.31%	29.88%	43.97%	04.41%	09.25%	01.87%	03.74%	00.00%	00.00%	00.00%	00.59%	00.00%	00.00%
EXPECTED	#	1,178	474	704	24	36	365	544	57	87	26	34	0	0	2	3	0	0
TOTAL Grade 5,7,9,10 Onboard - Promotions to 7,9,11,12																		
ONBOARD	#	10,971	4,159	6,812	316	405	2,787	4,731	755	1,197	269	426	0	0	32	52	0	1
	%	99.98%	37.90%	62.08%	02.88%	03.69%	25.40%	43.12%	06.88%	10.91%	02.45%	03.88%	00.00%	00.00%	00.29%	00.47%	00.00%	00.01%
PROMOTED	#	3,729	1,387	2,342	117	161	942	1,621	245	425	73	113	0	0	9	22	1	0
	%	100.01%	37.20%	62.81%	03.14%	04.32%	25.26%	43.47%	06.57%	11.40%	01.96%	03.03%	00.00%	00.00%	00.24%	00.59%	00.03%	00.00%
EXPECTED	#	3,728	1,413	2,315	107	138	947	1,608	257	407	91	145	0	0	11	18	0	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

**Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce -
by Disability FY 2005
Occupations: . Includes all occupations including 0600-0699.**

8000-8959 VHA VA-wide		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=5 Onboard - Promotions to 7															
ONBOARD	#	115	88	13	12	2	0	0	0	0	0	1	0	1	0
	%	100.00%	76.52%	11.30%	10.43%	01.74%	00.00%	00.00%	00.00%	00.00%	00.00%	00.87%	00.00%	00.87%	00.00%
PROMOTED	#	298	239	29	24	6	0	1	1	0	0	3	0	1	0
	%	100.00%	80.20%	09.73%	08.05%	02.01%	00.00%	00.34%	00.34%	00.00%	00.00%	01.01%	00.00%	00.34%	00.00%
EXPECTED	#	298	228	34	31	5	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 9															
ONBOARD	#	915	699	136	65	15	0	1	2	2	3	3	1	3	0
	%	100.00%	76.39%	14.86%	07.10%	01.64%	00.00%	00.11%	00.22%	00.22%	00.33%	00.33%	00.11%	00.33%	00.00%
PROMOTED	#	943	736	132	66	9	0	1	1	1	1	3	1	1	0
	%	100.00%	78.05%	14.00%	07.00%	00.95%	00.00%	00.11%	00.11%	00.11%	00.11%	00.32%	00.11%	00.11%	00.00%
EXPECTED	#	943	720	140	67	15	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 11															
ONBOARD	#	7,902	4,967	2,248	586	101	8	10	9	12	7	18	0	36	1
	%	100.00%	62.86%	28.45%	07.42%	01.28%	00.10%	00.13%	00.11%	00.15%	00.09%	00.23%	00.00%	00.46%	00.01%
PROMOTED	#	1,310	981	214	102	13	1	4	0	1	1	1	0	5	0
	%	100.00%	74.89%	16.34%	07.79%	00.99%	00.08%	00.31%	00.00%	00.08%	00.08%	00.08%	00.00%	00.38%	00.00%
EXPECTED	#	1,310	823	373	97	17	--	--	--	--	--	--	--	--	--

GRADE=10 Onboard - Promotions to 12															
ONBOARD	#	2,039	1,326	578	113	22	0	3	2	4	3	8	0	2	0
	%	100.00%	65.03%	28.35%	05.54%	01.08%	00.00%	00.15%	00.10%	00.20%	00.15%	00.39%	00.00%	00.10%	00.00%
PROMOTED	#	1,178	839	239	86	14	1	2	0	4	0	1	0	6	0
	%	100.00%	71.22%	20.29%	07.30%	01.19%	00.08%	00.17%	00.00%	00.34%	00.00%	00.08%	00.00%	00.51%	00.00%
EXPECTED	#	1,178	766	334	65	13	--	--	--	--	--	--	--	--	--
TOTAL Grade 5,7,9,10 Onboard - Promotions to 7,9,11,12															
ONBOARD	#	10,971	7,080	2,975	776	140	8	14	13	18	13	30	1	42	1
	%	100.00%	64.53%	27.12%	07.07%	01.28%	00.07%	00.13%	00.12%	00.16%	00.12%	00.27%	00.01%	00.38%	00.01%
PROMOTED	#	3,729	2,795	614	278	42	2	8	2	6	2	8	1	13	0
	%	100.00%	74.95%	16.47%	07.46%	01.13%	00.05%	00.21%	00.05%	00.16%	00.05%	00.21%	00.03%	00.35%	00.00%
EXPECTED	#	3,729	2,406	1,011	264	48	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

**Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce -
by Veterans Preference FY 2005
Occupations: . Includes all occupations including 0600-0699.**

8000-8959 VHA VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=5 Onboard - Promotions to 7									
ONBOARD	#	115	78	16	1	4	0	16	0
	%	100.00%	67.83%	13.91%	00.87%	03.48%	00.00%	13.91%	00.00%
PROMOTED	#	298	201	55	3	11	0	28	0
	%	100.00%	67.45%	18.46%	01.01%	03.69%	00.00%	09.40%	00.00%
EXPECTED	#	298	202	41	3	10	0	41	0
GRADE=7 Onboard - Promotions to 9									
ONBOARD	#	915	609	185	4	36	3	78	0
	%	100.00%	66.56%	20.22%	00.44%	03.93%	00.33%	08.52%	00.00%
PROMOTED	#	943	667	159	6	34	3	74	0
	%	100.00%	70.73%	16.86%	00.64%	03.61%	00.32%	07.85%	00.00%
EXPECTED	#	943	628	191	4	37	3	80	0
GRADE=9 Onboard - Promotions to 11									
ONBOARD	#	7,902	5,931	1,272	99	227	19	354	0
	%	100.00%	75.06%	16.10%	01.25%	02.87%	00.24%	04.48%	00.00%
PROMOTED	#	1,310	1,003	170	16	45	2	74	0
	%	100.00%	76.56%	12.98%	01.22%	03.44%	00.15%	05.65%	00.00%
EXPECTED	#	1,310	983	211	16	38	3	59	0
GRADE=10 Onboard - Promotions to 12									

ONBOARD	#	2,039	1,758	208	11	24	4	34	0
	%	100.00%	86.22%	10.20%	00.54%	01.18%	00.20%	01.67%	00.00%
PROMOTED	#	1,178	911	160	13	37	4	53	0
	%	100.00%	77.33%	13.58%	01.10%	03.14%	00.34%	04.50%	00.00%
EXPECTED	#	1,178	1,016	120	6	14	2	20	0
TOTAL Grade 5,7,9,10 Onboard - Promotions to 7,9,11,12									
ONBOARD	#	10,971	8,376	1,681	115	291	26	482	0
	%	100.00%	76.35%	15.32%	01.05%	02.65%	00.24%	04.39%	00.00%
PROMOTED	#	3,729	2,782	544	38	127	9	229	0
	%	100.00%	74.60%	14.59%	01.02%	03.41%	00.24%	06.14%	00.00%
EXPECTED	#	3,729	2,847	571	39	99	9	164	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2005
Occupations: . Includes all occupations including 0600-0699.

8000-8959 VHA VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	109	52	57	4	5	28	32	19	17	1	3	0	0	0	0	0	0
	%	100.01%	47.71%	52.30%	03.67%	04.59%	25.69%	29.36%	17.43%	15.60%	00.92%	02.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	110	57	53	13	5	19	24	24	19	1	5	0	0	0	0	0	0
	%	100.01%	51.82%	48.19%	11.82%	04.55%	17.27%	21.82%	21.82%	17.27%	00.91%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	110	52	58	4	5	28	32	19	17	1	3	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	943	470	473	72	39	215	226	169	190	7	13	0	0	6	5	1	0
	%	100.02%	49.85%	50.17%	07.64%	04.14%	22.80%	23.97%	17.92%	20.15%	00.74%	01.38%	00.00%	00.00%	00.64%	00.53%	00.11%	00.00%
PROMOTED	#	551	229	322	25	17	118	175	77	120	5	7	0	0	3	3	1	0
	%	100.00%	41.56%	58.44%	04.54%	03.09%	21.42%	31.76%	13.97%	21.78%	00.91%	01.27%	00.00%	00.00%	00.54%	00.54%	00.18%	00.00%
EXPECTED	#	551	275	276	42	23	126	132	99	111	4	8	0	0	4	3	1	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	6,858	2,484	4,374	310	304	1,132	1,909	936	2,001	78	114	0	0	27	46	1	0
	%	100.00%	36.22%	63.78%	04.52%	04.43%	16.51%	27.84%	13.65%	29.18%	01.14%	01.66%	00.00%	00.00%	00.39%	00.67%	00.01%	00.00%
PROMOTED	#	1,910	667	1,243	104	107	276	632	254	460	25	29	0	0	8	15	0	0
	%	100.01%	34.93%	65.08%	05.45%	05.60%	14.45%	33.09%	13.30%	24.08%	01.31%	01.52%	00.00%	00.00%	00.42%	00.79%	00.00%	00.00%

EXPECTED	#	1,910	692	1,218	86	85	315	532	261	557	22	32	0	0	7	13	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	25,056	7,456	17,600	861	1,078	3,569	9,023	2,680	6,724	284	576	0	0	60	196	2	3
	%	100.00%	29.76%	70.24%	03.44%	04.30%	14.24%	36.01%	10.70%	26.84%	01.13%	02.30%	00.00%	00.00%	00.24%	00.78%	00.01%	00.01%
PROMOTED	#	3,144	950	2,194	146	211	498	1,243	265	626	35	77	0	0	6	37	0	0
	%	100.00%	30.21%	69.79%	04.64%	06.71%	15.84%	39.54%	08.43%	19.91%	01.11%	02.45%	00.00%	00.00%	00.19%	01.18%	00.00%	00.00%
EXPECTED	#	3,144	936	2,208	108	135	448	1,132	336	844	36	72	0	0	8	25	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	24,992	7,290	17,702	771	1,049	4,024	9,901	2,059	5,861	366	687	0	0	69	202	1	2
	%	100.00%	29.16%	70.84%	03.08%	04.20%	16.10%	39.62%	08.24%	23.45%	01.46%	02.75%	00.00%	00.00%	00.28%	00.81%	00.00%	00.01%
PROMOTED	#	2,060	725	1,335	90	94	424	803	170	377	35	46	0	0	6	15	0	0
	%	99.99%	35.19%	64.80%	04.37%	04.56%	20.58%	38.98%	08.25%	18.30%	01.70%	02.23%	00.00%	00.00%	00.29%	00.73%	00.00%	00.00%
EXPECTED	#	2,060	601	1,459	63	87	332	816	170	483	30	57	0	0	6	17	0	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	10,675	3,625	7,050	359	448	2,073	4,471	978	1,882	181	179	0	0	34	70	0	0
	%	100.01%	33.96%	66.05%	03.36%	04.20%	19.42%	41.88%	09.16%	17.63%	01.70%	01.68%	00.00%	00.00%	00.32%	00.66%	00.00%	00.00%
PROMOTED	#	619	226	393	24	25	114	264	73	95	14	6	0	0	1	3	0	0
	%	100.00%	36.51%	63.49%	03.88%	04.04%	18.42%	42.65%	11.79%	15.35%	02.26%	00.97%	00.00%	00.00%	00.16%	00.48%	00.00%	00.00%
EXPECTED	#	619	210	409	21	26	120	259	57	109	11	10	0	0	2	4	0	0
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	3,497	1,260	2,237	129	108	759	1,504	298	547	61	57	0	0	13	21	0	0
	%	99.99%	36.02%	63.97%	03.69%	03.09%	21.70%	43.01%	08.52%	15.64%	01.74%	01.63%	00.00%	00.00%	00.37%	00.60%	00.00%	00.00%
PROMOTED	#	318	126	192	15	12	76	136	26	40	8	3	0	0	1	1	0	0
	%	100.00%	39.63%	60.37%	04.72%	03.77%	23.90%	42.77%	08.18%	12.58%	02.52%	00.94%	00.00%	00.00%	00.31%	00.31%	00.00%	00.00%
EXPECTED	#	318	115	203	12	10	69	137	27	50	6	5	0	0	1	2	0	0

GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	1,770	890	880	72	43	593	623	177	191	35	15	0	0	13	7	0	1
	%	100.01%	50.28%	49.73%	04.07%	02.43%	33.50%	35.20%	10.00%	10.79%	01.98%	00.85%	00.00%	00.00%	00.73%	00.40%	00.00%	00.06%
PROMOTED	#	72	48	24	5	0	31	20	11	3	0	1	0	0	1	0	0	0
	%	100.01%	66.67%	33.34%	06.94%	00.00%	43.06%	27.78%	15.28%	04.17%	00.00%	01.39%	00.00%	00.00%	01.39%	00.00%	00.00%	00.00%
EXPECTED	#	72	36	36	3	2	24	25	7	8	1	1	0	0	1	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	625	455	170	30	7	346	123	61	35	14	4	0	0	4	1	0	0
	%	100.00%	72.80%	27.20%	04.80%	01.12%	55.36%	19.68%	09.76%	05.60%	02.24%	00.64%	00.00%	00.00%	00.64%	00.16%	00.00%	00.00%
PROMOTED	#	89	50	39	4	1	37	25	8	12	0	1	0	0	1	0	0	0
	%	99.98%	56.17%	43.81%	04.49%	01.12%	41.57%	28.09%	08.99%	13.48%	00.00%	01.12%	00.00%	00.00%	01.12%	00.00%	00.00%	00.00%
EXPECTED	#	89	65	24	4	1	49	18	9	5	2	1	0	0	1	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	765	625	140	40	5	474	104	78	27	27	4	0	0	6	0	0	0
	%	99.99%	81.70%	18.29%	05.23%	00.65%	61.96%	13.59%	10.20%	03.53%	03.53%	00.52%	00.00%	00.00%	00.78%	00.00%	00.00%	00.00%
PROMOTED	#	48	31	17	6	2	22	8	3	6	0	1	0	0	0	0	0	0
	%	100.00%	64.58%	35.42%	12.50%	04.17%	45.83%	16.67%	06.25%	12.50%	00.00%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	48	39	9	3	0	30	7	5	2	2	0	0	0	0	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		
ONBOARD	#	75,290	24,607	50,683	2,648	3,086	13,213	27,916	7,455	17,475	1,054	1,652	0	0	232	548	5	6
	%	100.01%	32.69%	67.32%	03.52%	04.10%	17.55%	37.08%	09.90%	23.21%	01.40%	02.19%	00.00%	00.00%	00.31%	00.73%	00.01%	00.01%
PROMOTED	#	8,921	3,109	5,812	432	474	1,615	3,330	911	1,758	123	176	0	0	27	74	1	0
	%	99.99%	34.84%	65.15%	04.84%	05.31%	18.10%	37.33%	10.21%	19.71%	01.38%	01.97%	00.00%	00.00%	00.30%	00.83%	00.01%	00.00%
EXPECTED	#	8,922	2,916	6,006	314	366	1,566	3,308	883	2,071	125	195	0	0	28	65	1	1

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Disability FY 2005
Occupations: . Includes all occupations including 0600-0699.

8000-8959 VHA VA-wide		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	109	66	8	14	21	0	1	0	3	2	3	10	1	1
	%	100.00%	60.55%	07.34%	12.84%	19.27%	00.00%	00.92%	00.00%	02.75%	01.83%	02.75%	09.17%	00.92%	00.92%
PROMOTED	#	110	93	5	9	3	0	0	0	0	0	1	1	1	0
	%	100.00%	84.55%	04.55%	08.18%	02.73%	00.00%	00.00%	00.00%	00.00%	00.00%	00.91%	00.91%	00.91%	00.00%
EXPECTED	#	110	67	8	14	21	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	943	622	85	158	78	11	7	0	7	1	6	22	22	2
	%	100.00%	65.96%	09.01%	16.76%	08.27%	01.17%	00.74%	00.00%	00.74%	00.11%	00.64%	02.33%	02.33%	00.21%
PROMOTED	#	551	458	25	53	15	1	1	0	0	0	2	1	10	0
	%	100.00%	83.12%	04.54%	09.62%	02.72%	00.18%	00.18%	00.00%	00.00%	00.00%	00.36%	00.18%	01.81%	00.00%
EXPECTED	#	551	363	50	92	46	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	6,858	4,976	821	791	270	44	53	9	25	9	29	25	73	3
	%	100.00%	72.56%	11.97%	11.53%	03.94%	00.64%	00.77%	00.13%	00.36%	00.13%	00.42%	00.36%	01.06%	00.04%
PROMOTED	#	1,910	1,584	91	194	41	2	2	4	4	1	6	3	18	1
	%	100.00%	82.93%	04.76%	10.16%	02.15%	00.10%	00.10%	00.21%	00.21%	00.05%	00.31%	00.16%	00.94%	00.05%
EXPECTED	#	1,910	1,386	229	220	75	--	--	--	--	--	--	--	--	--

GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	25,056	17,703	4,517	2,359	477	36	59	30	52	17	76	18	177	12
	%	100.00%	70.65%	18.03%	09.41%	01.90%	00.14%	00.24%	00.12%	00.21%	00.07%	00.30%	00.07%	00.71%	00.05%
PROMOTED	#	3,144	2,567	234	300	43	5	6	2	4	2	7	0	14	3
	%	100.00%	81.65%	07.44%	09.54%	01.37%	00.16%	00.19%	00.06%	00.13%	00.06%	00.22%	00.00%	00.45%	00.10%
EXPECTED	#	3,144	2,221	567	296	60	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	24,992	17,322	5,443	1,909	318	30	38	23	29	15	64	5	104	10
	%	100.00%	69.31%	21.78%	07.64%	01.27%	00.12%	00.15%	00.09%	00.12%	00.06%	00.26%	00.02%	00.42%	00.04%
PROMOTED	#	2,060	1,570	278	172	40	3	2	2	3	2	11	0	15	2
	%	100.00%	76.21%	13.50%	08.35%	01.94%	00.15%	00.10%	00.10%	00.15%	00.10%	00.53%	00.00%	00.73%	00.10%
EXPECTED	#	2,060	1,428	449	157	26	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	10,675	6,958	2,769	814	134	8	11	8	14	12	24	3	48	6
	%	100.00%	65.18%	25.94%	07.63%	01.26%	00.07%	00.10%	00.07%	00.13%	00.11%	00.22%	00.03%	00.45%	00.06%
PROMOTED	#	619	496	82	40	1	0	0	0	0	0	0	0	1	0
	%	100.00%	80.13%	13.25%	06.46%	00.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.16%	00.00%
EXPECTED	#	619	403	161	47	8	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	3,497	2,144	1,070	241	42	5	5	7	7	5	8	0	5	0
	%	100.00%	61.31%	30.60%	06.89%	01.20%	00.14%	00.14%	00.20%	00.20%	00.14%	00.23%	00.00%	00.14%	00.00%
PROMOTED	#	318	222	70	24	2	0	0	1	1	0	0	0	0	0
	%	100.00%	69.81%	22.01%	07.55%	00.63%	00.00%	00.00%	00.31%	00.31%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	318	195	97	22	4	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															

ONBOARD	#	1,770	975	649	131	15	0	0	4	2	2	4	1	2	0
	%	100.00%	55.08%	36.67%	07.40%	00.85%	00.00%	00.00%	00.23%	00.11%	00.11%	00.23%	00.06%	00.11%	00.00%
PROMOTED	#	72	53	14	4	1	0	0	1	0	0	0	0	0	0
	%	100.00%	73.61%	19.44%	05.56%	01.39%	00.00%	00.00%	01.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	72	40	26	5	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	625	348	231	42	4	0	1	1	1	0	1	0	0	0
	%	100.00%	55.68%	36.96%	06.72%	00.64%	00.00%	00.16%	00.16%	00.16%	00.00%	00.16%	00.00%	00.00%	00.00%
PROMOTED	#	89	55	27	6	1	0	0	1	0	0	0	0	0	0
	%	100.00%	61.80%	30.34%	06.74%	01.12%	00.00%	00.00%	01.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	89	50	33	6	1	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	765	398	294	56	17	0	1	3	3	4	3	0	3	0
	%	100.00%	52.03%	38.43%	07.32%	02.22%	00.00%	00.13%	00.39%	00.39%	00.52%	00.39%	00.00%	00.39%	00.00%
PROMOTED	#	48	19	27	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	39.58%	56.25%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	48	25	18	4	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 2-11 Onboard - Promotions to 3-12															
ONBOARD	#	75,290	51,512	15,887	6,515	1,376	134	176	85	143	67	218	84	435	34
	%	100.00%	68.42%	21.10%	08.65%	01.83%	00.18%	00.23%	00.11%	00.19%	00.09%	00.29%	00.11%	00.58%	00.05%
PROMOTED	#	8,921	7,117	853	804	147	11	11	11	12	5	27	5	59	6
	%	100.00%	79.78%	09.56%	09.01%	01.65%	00.12%	00.12%	00.12%	00.13%	00.06%	00.30%	00.06%	00.66%	00.07%
EXPECTED	#	8,921	6,104	1,882	772	163	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Veterans Preference FY 2005
Occupations: Includes all occupations including 0600-0699.

8000-8959 VHA VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	109	86	18	1	1	0	3	0
	%	100.00%	78.90%	16.51%	00.92%	00.92%	00.00%	02.75%	00.00%
PROMOTED	#	110	74	27	0	2	1	6	0
	%	100.00%	67.27%	24.55%	00.00%	01.82%	00.91%	05.45%	00.00%
EXPECTED	#	110	87	18	1	1	0	3	0
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	943	601	231	14	35	7	55	0
	%	100.00%	63.73%	24.50%	01.48%	03.71%	00.74%	05.83%	00.00%
PROMOTED	#	551	379	110	8	15	6	33	0
	%	100.00%	68.78%	19.96%	01.45%	02.72%	01.09%	05.99%	00.00%
EXPECTED	#	551	351	135	8	20	4	32	0
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	6,858	4,771	1,323	64	233	54	413	0
	%	100.00%	69.57%	19.29%	00.93%	03.40%	00.79%	06.02%	00.00%
PROMOTED	#	1,910	1,342	357	14	47	18	132	0
	%	100.00%	70.26%	18.69%	00.73%	02.46%	00.94%	06.91%	00.00%
EXPECTED	#	1,910	1,329	368	18	65	15	115	0
GRADE=5 Onboard - Promotions to 6									

ONBOARD	#	25,056	18,227	4,295	210	802	156	1,366	0
	%	100.00%	72.75%	17.14%	00.84%	03.20%	00.62%	05.45%	00.00%
PROMOTED	#	3,144	2,301	504	26	116	15	182	0
	%	100.00%	73.19%	16.03%	00.83%	03.69%	00.48%	05.79%	00.00%
EXPECTED	#	3,144	2,287	539	26	101	19	171	0
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	24,992	18,668	4,269	199	672	106	1,078	0
	%	100.00%	74.70%	17.08%	00.80%	02.69%	00.42%	04.31%	00.00%
PROMOTED	#	2,060	1,448	346	22	94	8	142	0
	%	100.00%	70.29%	16.80%	01.07%	04.56%	00.39%	06.89%	00.00%
EXPECTED	#	2,060	1,539	352	16	55	9	89	0
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	10,675	7,809	1,959	90	295	44	478	0
	%	100.00%	73.15%	18.35%	00.84%	02.76%	00.41%	04.48%	00.00%
PROMOTED	#	619	447	125	5	19	1	22	0
	%	100.00%	72.21%	20.19%	00.81%	03.07%	00.16%	03.55%	00.00%
EXPECTED	#	619	453	114	5	17	3	28	0
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	3,497	2,593	676	23	82	9	114	0
	%	100.00%	74.15%	19.33%	00.66%	02.34%	00.26%	03.26%	00.00%
PROMOTED	#	318	236	50	2	9	1	20	0
	%	100.00%	74.21%	15.72%	00.63%	02.83%	00.31%	06.29%	00.00%
EXPECTED	#	318	236	61	2	7	1	10	0
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	1,770	1,210	400	19	53	3	85	0

	%	100.00%	68.36%	22.60%	01.07%	02.99%	00.17%	04.80%	00.00%
PROMOTED	#	72	40	22	1	6	0	3	0
	%	100.00%	55.56%	30.56%	01.39%	08.33%	00.00%	04.17%	00.00%
EXPECTED	#	72	49	16	1	2	0	3	0
GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	625	314	240	9	22	0	40	0
	%	100.00%	50.24%	38.40%	01.44%	03.52%	00.00%	06.40%	00.00%
PROMOTED	#	89	51	21	3	11	0	3	0
	%	100.00%	57.30%	23.60%	03.37%	12.36%	00.00%	03.37%	00.00%
EXPECTED	#	89	45	34	1	3	0	6	0
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	765	355	314	16	33	1	46	0
	%	100.00%	46.41%	41.05%	02.09%	04.31%	00.13%	06.01%	00.00%
PROMOTED	#	48	29	16	0	0	0	3	0
	%	100.00%	60.42%	33.33%	00.00%	00.00%	00.00%	06.25%	00.00%
EXPECTED	#	48	22	20	1	2	0	3	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12									
ONBOARD	#	75,290	54,634	13,725	645	2,228	380	3,678	0
	%	100.00%	72.56%	18.23%	00.86%	02.96%	00.50%	04.89%	00.00%
PROMOTED	#	8,921	6,347	1,578	81	319	50	546	0
	%	100.00%	71.15%	17.69%	00.91%	03.58%	00.56%	06.12%	00.00%
EXPECTED	#	8,921	6,473	1,626	77	264	45	436	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

**Table A9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Race/Ethnicity and Sex
FY 2005
Occupations: WORD3. Includes all WG1 occupations.**

8000-8959 VHA VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	1,224	965	259	70	19	329	91	525	134	31	10	0	0	10	5	0	0
	%	100.00%	78.84%	21.16%	05.72%	01.55%	26.88%	07.43%	42.89%	10.95%	02.53%	00.82%	00.00%	00.00%	00.82%	00.41%	00.00%	00.00%
PROMOTED	#	971	744	227	65	18	243	79	413	122	14	6	0	0	9	2	0	0
	%	100.00%	76.62%	23.38%	06.69%	01.85%	25.03%	08.14%	42.53%	12.56%	01.44%	00.62%	00.00%	00.00%	00.93%	00.21%	00.00%	00.00%
EXPECTED	#	971	766	205	56	15	261	72	416	106	25	8	0	0	8	4	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	8,797	6,710	2,087	436	116	2,598	799	3,478	1,109	121	41	0	0	76	22	1	0
	%	100.01%	76.28%	23.73%	04.96%	01.32%	29.53%	09.08%	39.54%	12.61%	01.38%	00.47%	00.00%	00.00%	00.86%	00.25%	00.01%	00.00%
PROMOTED	#	489	369	120	24	15	119	46	213	54	10	4	0	0	3	1	0	0
	%	100.00%	75.46%	24.54%	04.91%	03.07%	24.34%	09.41%	43.56%	11.04%	02.04%	00.82%	00.00%	00.00%	00.61%	00.20%	00.00%	00.00%
EXPECTED	#	489	373	116	24	6	144	44	193	62	7	2	0	0	4	1	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	2,644	1,808	836	195	43	616	282	945	482	29	19	0	0	23	10	0	0
	%	100.02%	68.39%	31.63%	07.38%	01.63%	23.30%	10.67%	35.74%	18.23%	01.10%	00.72%	00.00%	00.00%	00.87%	00.38%	00.00%	00.00%
PROMOTED	#	193	124	69	8	4	52	33	61	30	2	2	0	0	1	0	0	0
	%	100.01%	64.26%	35.75%	04.15%	02.07%	26.94%	17.10%	31.61%	15.54%	01.04%	01.04%	00.00%	00.00%	00.52%	00.00%	00.00%	00.00%

EXPECTED	#	193	132	61	14	3	45	21	69	35	2	1	0	0	2	1	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	1,228	674	554	47	16	263	230	323	301	29	3	0	0	12	4	0	0
	%	100.00%	54.89%	45.11%	03.83%	01.30%	21.42%	18.73%	26.30%	24.51%	02.36%	00.24%	00.00%	00.00%	00.98%	00.33%	00.00%	00.00%
PROMOTED	#	142	129	13	7	2	69	9	51	2	1	0	0	0	1	0	0	0
	%	100.00%	90.84%	09.16%	04.93%	01.41%	48.59%	06.34%	35.92%	01.41%	00.70%	00.00%	00.00%	00.00%	00.70%	00.00%	00.00%	00.00%
EXPECTED	#	142	78	64	5	2	30	27	37	35	3	0	0	0	1	0	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	994	908	86	73	10	454	34	356	38	19	4	0	0	6	0	0	0
	%	99.98%	91.33%	08.65%	07.34%	01.01%	45.67%	03.42%	35.81%	03.82%	01.91%	00.40%	00.00%	00.00%	00.60%	00.00%	00.00%	00.00%
PROMOTED	#	127	110	17	2	2	66	4	40	11	2	0	0	0	0	0	0	0
	%	99.99%	86.61%	13.38%	01.57%	01.57%	51.97%	03.15%	31.50%	08.66%	01.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	127	116	11	9	1	58	4	45	5	2	1	0	0	1	0	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	1,149	1,010	139	71	3	546	63	361	70	21	2	0	0	11	1	0	0
	%	100.00%	87.91%	12.09%	06.18%	00.26%	47.52%	05.48%	31.42%	06.09%	01.83%	00.17%	00.00%	00.00%	00.96%	00.09%	00.00%	00.00%
PROMOTED	#	58	55	3	1	0	37	0	16	3	0	0	0	0	1	0	0	0
	%	99.99%	94.82%	05.17%	01.72%	00.00%	63.79%	00.00%	27.59%	05.17%	00.00%	00.00%	00.00%	00.00%	01.72%	00.00%	00.00%	00.00%
EXPECTED	#	58	51	7	4	0	28	3	18	4	1	0	0	0	1	0	0	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	522	496	26	47	3	262	15	170	8	6	0	0	0	11	0	0	0
	%	99.99%	95.02%	04.97%	09.00%	00.57%	50.19%	02.87%	32.57%	01.53%	01.15%	00.00%	00.00%	00.00%	02.11%	00.00%	00.00%	00.00%
PROMOTED	#	62	60	2	2	1	38	0	20	1	0	0	0	0	0	0	0	0
	%	100.00%	96.78%	03.22%	03.23%	01.61%	61.29%	00.00%	32.26%	01.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	62	59	3	6	0	31	2	20	1	1	0	0	0	1	0	0	0

GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	666	608	58	46	3	349	26	195	29	13	0	0	0	5	0	0	0
	%	99.99%	91.29%	08.70%	06.91%	00.45%	52.40%	03.90%	29.28%	04.35%	01.95%	00.00%	00.00%	00.00%	00.75%	00.00%	00.00%	00.00%
PROMOTED	#	35	34	1	2	0	22	1	9	0	0	0	0	0	1	0	0	0
	%	100.00%	97.14%	02.86%	05.71%	00.00%	62.86%	02.86%	25.71%	00.00%	00.00%	00.00%	00.00%	00.00%	02.86%	00.00%	00.00%	00.00%
EXPECTED	#	35	32	3	2	0	18	1	10	2	1	0	0	0	0	0	0	0
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	1,031	1,002	29	87	4	688	18	200	7	17	0	0	0	10	0	0	0
	%	100.01%	97.19%	02.82%	08.44%	00.39%	66.73%	01.75%	19.40%	00.68%	01.65%	00.00%	00.00%	00.00%	00.97%	00.00%	00.00%	00.00%
PROMOTED	#	65	63	2	7	0	40	2	14	0	2	0	0	0	0	0	0	0
	%	100.01%	96.93%	03.08%	10.77%	00.00%	61.54%	03.08%	21.54%	00.00%	03.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	65	63	2	5	0	43	1	13	0	1	0	0	0	1	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	2,498	2,483	15	168	2	1,913	8	312	4	60	0	0	0	30	1	0	0
	%	100.00%	99.40%	00.60%	06.73%	00.08%	76.58%	00.32%	12.49%	00.16%	02.40%	00.00%	00.00%	00.00%	01.20%	00.04%	00.00%	00.00%
PROMOTED	#	33	32	1	3	0	22	0	5	1	1	0	0	0	1	0	0	0
	%	100.00%	96.97%	03.03%	09.09%	00.00%	66.67%	00.00%	15.15%	03.03%	03.03%	00.00%	00.00%	00.00%	03.03%	00.00%	00.00%	00.00%
EXPECTED	#	33	33	0	2	0	25	0	4	0	1	0	0	0	0	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	963	947	16	47	1	715	11	144	3	31	1	0	0	10	0	0	0
	%	99.99%	98.34%	01.65%	04.88%	00.10%	74.25%	01.14%	14.95%	00.31%	03.22%	00.10%	00.00%	00.00%	01.04%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 1-11 Onboard - Promotions to 2-12																		

ONBOARD	#	21,716	17,611	4,105	1,287	220	8,733	1,577	7,009	2,185	377	80	0	0	204	43	1	0
	%	100.00%	81.10%	18.90%	05.93%	01.01%	40.21%	07.26%	32.28%	10.06%	01.74%	00.37%	00.00%	00.00%	00.94%	00.20%	00.00%	00.00%
PROMOTED	#	2,175	1,720	455	121	42	708	174	842	224	32	12	0	0	17	3	0	0
	%	99.99%	79.07%	20.92%	05.56%	01.93%	32.55%	08.00%	38.71%	10.30%	01.47%	00.55%	00.00%	00.00%	00.78%	00.14%	00.00%	00.00%
EXPECTED	#	2,175	1,764	411	129	22	875	158	702	219	38	8	0	0	20	4	0	0

Data shown includes full-time, part-time, and intermittent Title 5 WG1 Grade 2-12 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Disability FY 2005
Occupations: Includes all WG1 occupations.

8000-8959 VHA VA-wide		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	1,224	927	58	169	70	1	3	1	4	1	4	24	32	0
	%	100.00%	75.74%	04.74%	13.81%	05.72%	00.08%	00.25%	00.08%	00.33%	00.08%	00.33%	01.96%	02.61%	00.00%
PROMOTED	#	971	781	44	113	33	0	1	0	2	1	3	7	19	0
	%	100.00%	80.43%	04.53%	11.64%	03.40%	00.00%	00.10%	00.00%	00.21%	00.10%	00.31%	00.72%	01.96%	00.00%
EXPECTED	#	971	735	46	134	56	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	8,797	5,829	1,466	1,005	497	85	38	9	17	3	48	147	145	5
	%	100.00%	66.26%	16.66%	11.42%	05.65%	00.97%	00.43%	00.10%	00.19%	00.03%	00.55%	01.67%	01.65%	00.06%
PROMOTED	#	489	367	50	55	17	1	3	1	0	0	0	2	10	0
	%	100.00%	75.05%	10.22%	11.25%	03.48%	00.20%	00.61%	00.20%	00.00%	00.00%	00.00%	00.41%	02.04%	00.00%
EXPECTED	#	489	324	81	56	28	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	2,644	1,499	778	273	94	13	9	0	4	3	5	28	31	1
	%	100.00%	56.69%	29.43%	10.33%	03.56%	00.49%	00.34%	00.00%	00.15%	00.11%	00.19%	01.06%	01.17%	00.04%
PROMOTED	#	193	140	25	26	2	0	0	0	0	0	1	1	0	0
	%	100.00%	72.54%	12.95%	13.47%	01.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.52%	00.52%	00.00%	00.00%
EXPECTED	#	193	109	57	20	7	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															

ONBOARD	#	1,228	584	511	95	38	7	5	1	3	1	5	10	6	0
	%	100.00%	47.56%	41.61%	07.74%	03.09%	00.57%	00.41%	00.08%	00.24%	00.08%	00.41%	00.81%	00.49%	00.00%
PROMOTED	#	142	111	18	13	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.17%	12.68%	09.15%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	142	68	59	11	4	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	994	497	372	103	22	2	3	0	2	1	3	2	8	1
	%	100.00%	50.00%	37.42%	10.36%	02.21%	00.20%	00.30%	00.00%	00.20%	00.10%	00.30%	00.20%	00.80%	00.10%
PROMOTED	#	127	88	24	14	1	0	0	0	0	0	0	1	0	0
	%	100.00%	69.29%	18.90%	11.02%	00.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.79%	00.00%	00.00%
EXPECTED	#	127	64	48	13	3	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	1,149	522	510	103	14	0	0	0	0	1	1	1	11	0
	%	100.00%	45.43%	44.39%	08.96%	01.22%	00.00%	00.00%	00.00%	00.00%	00.09%	00.09%	00.09%	00.96%	00.00%
PROMOTED	#	58	34	17	6	1	0	0	0	0	0	0	0	1	0
	%	100.00%	58.62%	29.31%	10.34%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.72%	00.00%
EXPECTED	#	58	26	26	5	1	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	522	248	209	60	5	2	0	0	1	0	0	0	2	0
	%	100.00%	47.51%	40.04%	11.49%	00.96%	00.38%	00.00%	00.00%	00.19%	00.00%	00.00%	00.00%	00.38%	00.00%
PROMOTED	#	62	40	13	7	2	0	0	0	0	0	0	0	2	0
	%	100.00%	64.52%	20.97%	11.29%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%
EXPECTED	#	62	29	25	7	1	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	666	291	320	45	10	2	0	1	0	0	1	1	5	0

	%	100.00%	43.69%	48.05%	06.76%	01.50%	00.30%	00.00%	00.15%	00.00%	00.00%	00.15%	00.15%	00.75%	00.00%
PROMOTED	#	35	21	9	4	1	0	0	0	0	0	1	0	0	0
	%	100.00%	60.00%	25.71%	11.43%	02.86%	00.00%	00.00%	00.00%	00.00%	00.00%	02.86%	00.00%	00.00%	00.00%
EXPECTED	#	35	15	17	2	1	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	1,031	517	417	85	12	1	0	0	1	1	2	1	5	1
	%	100.00%	50.15%	40.45%	08.24%	01.16%	00.10%	00.00%	00.00%	00.10%	00.10%	00.19%	00.10%	00.48%	00.10%
PROMOTED	#	65	43	15	6	1	0	0	0	1	0	0	0	0	0
	%	100.00%	66.15%	23.08%	09.23%	01.54%	00.00%	00.00%	00.00%	01.54%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	65	33	26	5	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	2,498	1,430	843	202	23	1	4	2	3	0	2	0	11	0
	%	100.00%	57.25%	33.75%	08.09%	00.92%	00.04%	00.16%	00.08%	00.12%	00.00%	00.08%	00.00%	00.44%	00.00%
PROMOTED	#	33	19	9	4	1	0	0	0	0	0	0	1	0	0
	%	100.00%	57.58%	27.27%	12.12%	03.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.03%	00.00%	00.00%
EXPECTED	#	33	19	11	3	0	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	963	553	323	79	8	0	0	3	2	0	1	0	0	2
	%	100.00%	57.42%	33.54%	08.20%	00.83%	00.00%	00.00%	00.31%	00.21%	00.00%	00.10%	00.00%	00.00%	00.21%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-11 Onboard - Promotions to 2-12															
ONBOARD	#	21,716	12,897	5,807	2,219	793	114	62	17	37	11	72	214	256	10
	%	100.00%	59.39%	26.74%	10.22%	03.65%	00.52%	00.29%	00.08%	00.17%	00.05%	00.33%	00.99%	01.18%	00.05%

PROMOTED	#	2,175	1,644	224	248	59	1	4	1	3	1	5	12	32	0
	%	100.00%	75.59%	10.30%	11.40%	02.71%	00.05%	00.18%	00.05%	00.14%	00.05%	00.23%	00.55%	01.47%	00.00%
EXPECTED	#	2,175	1,292	582	222	79	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 WG1 Grade 2-12 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2005

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1,637	786	851	51	61	615	566	81	184	33	29	0	0	5	10	1	1
	%	100.02%	48.03%	51.99%	03.12%	03.73%	37.57%	34.58%	04.95%	11.24%	02.02%	01.77%	00.00%	00.00%	00.31%	00.61%	00.06%	00.06%
Relevant Pool		23,309	11,799	11,510	572	583	9,481	8,390	1,160	1,813	494	631	0	0	89	87	3	6
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	222	128	94	3	14	107	67	4	6	12	7	0	0	2	0	0	0
	%	100.00%	57.66%	42.34%	01.35%	06.31%	48.20%	30.18%	01.80%	02.70%	05.41%	03.15%	00.00%	00.00%	00.90%	00.00%	00.00%	00.00%
Relevant Pool		3,500	2,148	1,352	84	55	1,767	960	169	240	119	89	0	0	9	8	0	0
GRADE: SES																		
Total	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Applications Received	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	25	16	9	2	0	9	7	3	2	1	0	0	0	0	0	1	0
	%	100.00%	64.00%	36.00%	08.00%	00.00%	36.00%	28.00%	12.00%	08.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%
Relevant Pool		13,374	9,571	3,803	548	247	7,127	2,382	315	239	1,551	923	0	0	30	12	0	0

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

**Table A9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce -
by Race/Ethnicity and Sex FY 2005
Occupations: . Excludes occupations 0600-0699**

8000-8959 VHA VA-wide		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=12 Onboard - Promotions to 13																		
ONBOARD	#	5,139	2,705	2,434	141	121	2,121	1,769	296	450	117	71	0	0	30	21	0	2
	%	99.99%	52.63%	47.36%	02.74%	02.35%	41.27%	34.42%	05.76%	08.76%	02.28%	01.38%	00.00%	00.00%	00.58%	00.41%	00.00%	00.04%
PROMOTED	#	486	210	276	18	29	165	187	17	50	8	5	0	0	2	4	0	1
	%	100.01%	43.21%	56.80%	03.70%	05.97%	33.95%	38.48%	03.50%	10.29%	01.65%	01.03%	00.00%	00.00%	00.41%	00.82%	00.00%	00.21%
EXPECTED	#	486	256	230	13	11	201	167	28	43	11	7	0	0	3	2	0	0
GRADE=13 Onboard - Promotions to 14																		
ONBOARD	#	4,456	2,706	1,750	93	56	2,284	1,421	186	205	119	55	0	0	22	13	2	0
	%	99.99%	60.72%	39.27%	02.09%	01.26%	51.26%	31.89%	04.17%	04.60%	02.67%	01.23%	00.00%	00.00%	00.49%	00.29%	00.04%	00.00%
PROMOTED	#	213	127	86	4	5	110	62	10	17	2	1	0	0	1	1	0	0
	%	100.00%	59.62%	40.38%	01.88%	02.35%	51.64%	29.11%	04.69%	07.98%	00.94%	00.47%	00.00%	00.00%	00.47%	00.47%	00.00%	00.00%
EXPECTED	#	213	129	84	4	3	109	68	9	10	6	3	0	0	1	1	0	0
GRADE=14 Onboard - Promotions to 15																		
ONBOARD	#	1,035	703	332	28	16	614	261	40	46	20	9	0	0	1	0	0	0
	%	100.00%	67.92%	32.08%	02.71%	01.55%	59.32%	25.22%	03.86%	04.44%	01.93%	00.87%	00.00%	00.00%	00.10%	00.00%	00.00%	00.00%
PROMOTED	#	29	16	13	1	1	15	10	0	1	0	1	0	0	0	0	0	0
	%	100.00%	55.17%	44.83%	03.45%	03.45%	51.72%	34.48%	00.00%	03.45%	00.00%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

EXPECTED	#	29	20	9	1	0	17	7	1	1	1	0	0	0	0	0	0	0
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15																		
ONBOARD	#	10,630	6,114	4,516	262	193	5,019	3,451	522	701	256	135	0	0	53	34	2	2
	%	100.00%	57.52%	42.48%	02.46%	01.82%	47.22%	32.46%	04.91%	06.59%	02.41%	01.27%	00.00%	00.00%	00.50%	00.32%	00.02%	00.02%
PROMOTED	#	728	353	375	23	35	290	259	27	68	10	7	0	0	3	5	0	1
	%	100.01%	48.49%	51.52%	03.16%	04.81%	39.84%	35.58%	03.71%	09.34%	01.37%	00.96%	00.00%	00.00%	00.41%	00.69%	00.00%	00.14%
EXPECTED	#	728	419	309	18	13	344	236	36	48	18	9	0	0	4	2	0	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2005

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE: GS 13/14															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1,637	1,142	372	111	12	0	0	3	2	0	4	0	2	1
	%	100.00%	69.76%	22.72%	06.78%	00.73%	00.00%	00.00%	00.18%	00.12%	00.00%	00.24%	00.00%	00.12%	00.06%
Relevant Pool		23,309	14,504	6,711	1,820	274	15	55	36	52	27	33	0	50	6
GRADE: GS 15															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	222	168	37	16	1	0	0	0	1	0	0	0	0	0
	%	100.00%	75.68%	16.67%	07.21%	00.45%	00.00%	00.00%	00.00%	00.45%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		3,500	2,160	1,109	202	29	0	5	5	6	3	3	0	6	1
GRADE: SES															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	25	19	5	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	76.00%	20.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		13,374	9,807	2,992	514	61	0	4	3	16	6	9	0	21	2

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

**Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce -
by Disability FY 2005
Occupations: Excludes occupations 0600-0699**

8000-8959 VHA VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=12 Onboard - Promotions to 13															
ONBOARD	#	5,139	2,980	1,721	388	50	3	6	3	11	3	8	0	14	2
	%	100.00%	57.99%	33.49%	07.55%	00.97%	00.06%	00.12%	00.06%	00.21%	00.06%	00.16%	00.00%	00.27%	00.04%
PROMOTED	#	486	337	109	37	3	0	0	0	1	0	0	0	2	0
	%	100.00%	69.34%	22.43%	07.61%	00.62%	00.00%	00.00%	00.00%	00.21%	00.00%	00.00%	00.00%	00.41%	00.00%
EXPECTED	#	486	282	163	37	5	--	--	--	--	--	--	--	--	--
GRADE=13 Onboard - Promotions to 14															
ONBOARD	#	4,456	2,584	1,525	296	51	0	13	4	15	3	7	0	8	1
	%	100.00%	57.99%	34.22%	06.64%	01.14%	00.00%	00.29%	00.09%	00.34%	00.07%	00.16%	00.00%	00.18%	00.02%
PROMOTED	#	213	126	73	13	1	0	0	0	0	0	1	0	0	0
	%	100.00%	59.15%	34.27%	06.10%	00.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.47%	00.00%	00.00%	00.00%
EXPECTED	#	213	124	73	14	2	--	--	--	--	--	--	--	--	--
GRADE=14 Onboard - Promotions to 15															
ONBOARD	#	1,035	493	480	53	9	0	1	3	1	1	2	0	1	0
	%	100.00%	47.63%	46.38%	05.12%	00.87%	00.00%	00.10%	00.29%	00.10%	00.10%	00.19%	00.00%	00.10%	00.00%
PROMOTED	#	29	20	7	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	68.97%	24.14%	06.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	29	14	13	1	0	--	--	--	--	--	--	--	--	--

TOTAL Grade 12-14 Onboard - Promotions to 13,14,15															
ONBOARD	#	10,630	6,057	3,726	737	110	3	20	10	27	7	17	0	23	3
	%	100.00%	56.98%	35.05%	06.93%	01.03%	00.03%	00.19%	00.09%	00.25%	00.07%	00.16%	00.00%	00.22%	00.03%
PROMOTED	#	728	483	189	52	4	0	0	0	1	0	1	0	2	0
	%	100.00%	66.35%	25.96%	07.14%	00.55%	00.00%	00.00%	00.00%	00.14%	00.00%	00.14%	00.00%	00.27%	00.00%
EXPECTED	#	728	415	255	50	7	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

**Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce -
by Veterans Preference FY 2005
Occupations: Excludes occupations 0600-0699**

8000-8959 VHA VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE= 12 Onboard - Promotions to 13									
ONBOARD	#	5,139	3,588	1,062	71	156	17	245	0
	%	100.00%	69.82%	20.67%	01.38%	03.04%	00.33%	04.77%	00.00%
PROMOTED	#	486	380	62	4	12	0	28	0
	%	100.00%	78.19%	12.76%	00.82%	02.47%	00.00%	05.76%	00.00%
EXPECTED	#	486	339	100	7	15	2	23	0
GRADE= 13 Onboard - Promotions to 14									
ONBOARD	#	4,456	3,423	760	40	102	10	121	0
	%	100.00%	76.82%	17.06%	00.90%	02.29%	00.22%	02.72%	00.00%
PROMOTED	#	213	155	40	1	5	2	10	0
	%	100.00%	72.77%	18.78%	00.47%	02.35%	00.94%	04.69%	00.00%
EXPECTED	#	213	164	36	2	5	0	6	0
GRADE= 14 Onboard - Promotions to 15									
ONBOARD	#	1,035	751	216	16	20	1	31	0
	%	100.00%	72.56%	20.87%	01.55%	01.93%	00.10%	03.00%	00.00%
PROMOTED	#	29	20	6	0	0	1	2	0
	%	100.00%	68.97%	20.69%	00.00%	00.00%	03.45%	06.90%	00.00%
EXPECTED	#	29	21	6	0	1	0	1	0
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15									

ONBOARD	#	10,630	7,762	2,038	127	278	28	397	0
	%	100.00%	73.02%	19.17%	01.19%	02.62%	00.26%	03.73%	00.00%
PROMOTED	#	728	555	108	5	17	3	40	0
	%	100.00%	76.24%	14.84%	00.69%	02.34%	00.41%	05.49%	00.00%
EXPECTED	#	728	532	140	9	19	2	27	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

**Table A13: EMPLOYEE RECOGNITION AND AWARDS –
Permanent Workforce - by Race/Ethnicity and Sex FY 2005**

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	31,245	11,685	19,560	702	843	8,481	14,746	2,054	3,182	330	597	0	0	114	188	4	4
	%	99.98%	37.39%	62.59%	02.25%	02.70%	27.14%	47.19%	06.57%	10.18%	01.06%	01.91%	00.00%	00.00%	00.36%	00.60%	00.01%	00.01%
Total Hours		201,668	76,207	125,461	4,724	5,743	55,601	95,512	12,826	19,069	2,260	3,904	0	0	770	1,207	26	26
Average Hours		6.45	6.52	6.41	6.73	6.81	6.56	6.48	6.24	5.99	6.85	6.54	0.00	0.00	6.75	6.42	6.50	6.50
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	4,888	1,922	2,966	249	264	1,391	2,109	183	393	70	124	0	0	26	75	3	1
	%	99.99%	39.31%	60.68%	05.09%	05.40%	28.46%	43.15%	03.74%	08.04%	01.43%	02.54%	00.00%	00.00%	00.53%	01.53%	00.06%	00.02%
Total Hours		85,118	33,804	51,314	5,441	5,314	23,603	35,515	3,166	6,913	1,103	2,237	0	0	427	1,319	64	16
Average Hours		17.41	17.59	17.30	21.85	20.13	16.97	16.84	17.30	17.59	15.76	18.04	0.00	0.00	16.42	17.59	21.33	16.00
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	112,450	43,447	69,003	2,578	2,950	27,108	43,081	11,397	18,543	1,839	3,638	0	0	519	787	6	4
	%	100.01%	38.65%	61.36%	02.29%	02.62%	24.11%	38.31%	10.14%	16.49%	01.64%	03.24%	00.00%	00.00%	00.46%	00.70%	00.01%	00.00%
Total Amount		28,394,076	10,921,632	17,472,444	658,989	767,698	6,908,264	10,979,416	2,709,862	4,538,632	518,626	995,185	0	0	123,906	190,632	1,985	880
Average Amount		252.50	251.38	253.21	255.62	260.24	254.84	254.86	237.77	244.76	282.02	273.55	0.00	0.00	238.74	242.23	330.83	220.00
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	56,660	23,093	33,567	1,178	1,402	16,922	22,732	3,548	6,943	1,258	2,190	0	0	181	290	6	10
	%	100.00%	40.76%	59.24%	02.08%	02.47%	29.87%	40.12%	06.26%	12.25%	02.22%	03.87%	00.00%	00.00%	00.32%	00.51%	00.01%	00.02%
Total Amount		73,940,383	32,175,021	41,765,362	1,477,750	1,710,377	24,899,561	29,429,337	3,788,156	7,816,670	1,749,238	2,322,174	0	0	249,722	469,629	10,594	17,175

Average Amount		1,304.98	1,393.28	1,244.24	1,254.46	1,219.96	1,471.43	1,294.62	1,067.69	1,125.83	1,390.49	1,060.35	0.00	0.00	1,379.68	1,619.41	1,765.67	1,717.50
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	1,643	665	978	34	51	495	660	106	209	29	51	0	0	1	7	0	0
	%	100.00%	40.48%	59.52%	02.07%	03.10%	30.13%	40.17%	06.45%	12.72%	01.77%	03.10%	00.00%	00.00%	00.06%	00.43%	00.00%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

**Table B13: EMPLOYEE RECOGNITION AND AWARDS –
Permanent Workforce - by Disability FY 2005**

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Time-off Awards - 1-9 hours															
Total Time-off Awards - 1-9 hours	#	31,245	20,332	7,913	2,495	505	44	59	19	64	27	84	30	169	9
	%	100.00%	65.07%	25.33%	07.99%	01.62%	00.14%	00.19%	00.06%	00.20%	00.09%	00.27%	00.10%	00.54%	00.03%
Total Hours		201,668	129,808	52,445	16,055	3,360	284	382	132	405	168	558	201	1,162	68
Average Hours		6.45	6.38	6.63	6.43	6.65	6.45	6.47	6.95	6.33	6.22	6.64	6.70	6.88	7.56
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	4,888	3,230	1,166	421	71	7	10	4	8	3	13	1	23	2
	%	100.00%	66.08%	23.85%	08.61%	01.45%	00.14%	00.20%	00.08%	00.16%	00.06%	00.27%	00.02%	00.47%	00.04%
Total Hours		85,118	56,838	19,860	7,263	1,157	112	170	60	132	40	216	12	383	32
Average Hours		17.41	17.60	17.03	17.25	16.30	16.00	17.00	15.00	16.50	13.33	16.62	12.00	16.65	16.00
Cash Awards - \$100 - \$500															
Total Cash Awards \$500 and under	#	112,450	73,832	27,349	9,427	1,842	204	206	110	185	98	284	162	540	53
	%	100.00%	65.66%	24.32%	08.38%	01.64%	00.18%	00.18%	00.10%	00.16%	00.09%	00.25%	00.14%	00.48%	00.05%
Total Amount		28,394,076	18,634,724	6,987,448	2,331,401	440,504	50,242	50,505	26,003	47,743	23,992	71,330	34,373	124,123	12,193

Average Amount		252.50	252.39	255.49	247.31	239.14	246.28	245.17	236.39	258.07	244.82	251.16	212.18	229.86	230.06
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	56,660	35,001	17,099	3,926	634	53	67	54	108	44	98	26	167	17
	%	100.00%	61.77%	30.18%	06.93%	01.12%	00.09%	00.12%	00.10%	00.19%	00.08%	00.17%	00.05%	00.29%	00.03%
Total Amount		73,940,383	44,173,045	23,976,504	4,982,347	808,487	50,459	68,556	70,168	174,270	64,060	101,213	19,069	237,671	23,021
Average Amount		1,304.98	1,262.05	1,402.22	1,269.06	1,275.22	952.06	1,023.22	1,299.41	1,613.61	1,455.91	1,032.79	733.42	1,423.18	1,354.18
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	1,643	1,117	373	128	25	3	3	3	4	1	6	0	5	0
	%	100.00%	67.99%	22.70%	07.79%	01.52%	00.18%	00.18%	00.18%	00.24%	00.06%	00.37%	00.00%	00.30%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

**Table A14: SEPARATIONS BY TYPE OF SEPARATION –
Permanent Workforce - by Race/Ethnicity and Sex FY 2005**

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	15,588	6,938	8,650	503	458	4,541	5,501	1,505	2,079	304	517	0	0	84	95	1	0
	%	100.01%	44.51%	55.50%	03.23%	02.94%	29.13%	35.29%	09.65%	13.34%	01.95%	03.32%	00.00%	00.00%	00.54%	00.61%	00.01%	00.00%
Involuntary	#	1,866	1,022	844	71	41	433	408	489	354	15	25	0	0	13	16	1	0
	%	99.99%	54.76%	45.23%	03.80%	02.20%	23.20%	21.86%	26.21%	18.97%	00.80%	01.34%	00.00%	00.00%	00.70%	00.86%	00.05%	00.00%
Total Separations	#	17,454	7,960	9,494	574	499	4,974	5,909	1,994	2,433	319	542	0	0	97	111	2	0
	%	100.01%	45.61%	54.40%	03.29%	02.86%	28.50%	33.85%	11.42%	13.94%	01.83%	03.11%	00.00%	00.00%	00.56%	00.64%	00.01%	00.00%
Total Work Force	#	215,560	89,273	126,287	7,102	7,556	56,332	76,982	20,173	32,454	4,866	8,151	0	0	785	1,125	15	19
	%	100.00%	41.41%	58.59%	03.29%	03.51%	26.13%	35.71%	09.36%	15.06%	02.26%	03.78%	00.00%	00.00%	00.36%	00.52%	00.01%	00.01%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

**Table B14: SEPARATIONS BY TYPE OF SEPARATION –
Permanent Workforce - by Disability FY 2005**

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	15,588	9,611	4,112	1,534	331	19	24	27	33	19	37	15	148	9
	%	100.00%	61.66%	26.38%	09.84%	02.12%	00.12%	00.15%	00.17%	00.21%	00.12%	00.24%	00.10%	00.95%	00.06%
Involuntary	#	1,866	1,500	110	204	52	0	7	0	2	0	5	2	35	1
	%	100.00%	80.39%	05.89%	10.93%	02.79%	00.00%	00.38%	00.00%	00.11%	00.00%	00.27%	00.11%	01.88%	00.05%
Total Separations	#	17,454	11,111	4,222	1,738	383	19	31	27	35	19	42	17	183	10
	%	100.00%	63.66%	24.19%	09.96%	02.19%	00.11%	00.18%	00.15%	00.20%	00.11%	00.24%	00.10%	01.05%	00.06%
Total Work Force	#	215,560	145,307	49,882	16,983	3,388	350	420	203	339	148	496	317	1,043	72
	%	100.00%	67.41%	23.14%	07.88%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.15%	00.48%	00.03%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

Note: Regarding Form 462 on the following pages, VA discovered that the Canteen workers had been left out of Report 462, below, but were informed by EEOC that they could not update their submission to show the correct figures.

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2005

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	3936	3625
1. COUNSELED WITHIN 30 DAYS	2801	2557
2. COUNSELED WITHIN 31 TO 90 DAYS	1111	1044
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	499	454
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	600	561
3. COUNSELED BEYOND 90 DAYS	24	24
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
3. COUNSELED BEYOND 90 DAYS	0	0

COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	3936	3625
1. COUNSELED WITHIN 30 DAYS	2801	2557
2. COUNSELED WITHIN 31 TO 90 DAYS	1111	1044
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	499	454
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	600	561
3. COUNSELED BEYOND 90 DAYS	24	24
4. COUNSELED DUE TO REMANDS	0	0

D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	405	393
2. INITIATED DURING THE REPORTING PERIOD	3974	3649
3. COMPLETED/ENDED COUNSELINGS	3936	3625
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	147	147
b. WITHDRAWALS/NO COMPLAINT FILED	1651	1473
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1975	1809
d. DECISIONS TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	163	162
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	443	438

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			AMOUNT
	COUNSELINGS	INDIVIDUALS	
TOTAL	3	3	\$ 162788.00
1. COMPENSATORY DAMAGES	1	1	\$ 500.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	3	3	\$ 162288.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5. n/a	0	0	\$ 0.00
6. n/a	0	0	\$ 0.00
7. n/a	0	0	\$ 0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	47	47
1. NEW HIRES	0	0
2. PROMOTIONS	0	0
3. REINSTATEMENTS	1	1
4. EXPUNGEMENTS	15	15
5. TRANSFERS	4	4
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	7	7
7. REASONABLE ACCOMMODATIONS	0	0
8. TRAINING	10	10
9. APOLOGY	1	1
10. Modify Performance Appraisal/Leave Restoration	6	6
11. Modify Disciplinary Action/Assignment of Duties	12	12
12. Reassignment/Change in Duty Hours/Improved terms and conditions of employment	6	6

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			AMOUNT
	COUNSELINGS	INDIVIDUALS	
TOTAL	4	4	\$ 6495.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	1	1	\$ 5600.00
3. LUMP SUM PAYMENT	3	3	\$ 895.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5. n/a	0	0	\$ 0.00
6. n/a	0	0	\$ 0.00
7. n/a	0	0	\$ 0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	100	100
1. NEW HIRES	0	0
2. PROMOTIONS	0	0
3. REINSTATEMENTS	1	1
4. EXPUNGEMENTS	4	4
5. TRANSFERS	3	3
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0
7. REASONABLE ACCOMMODATIONS	5	5
8. TRAINING	9	9
9. APOLOGY	5	5
10. Improved Terms/conditions of employment	50	50
11. Reassignment/Raciously PDI/Charge Perf/Eval/Modify Disciplinary Action	13	13
12. Leave Restoration/Change in Duty Hours	14	14

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

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

AGENCY OR DEPARTMENT: **Department of Veterans Affairs**

REPORTING PERIOD: **FY 2005**

PART I - PRE-COMPLAINT COUNSELING (CONTINUED)

I. NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS
TOTAL	47	47

PART II - FORMAL COMPLAINT ACTIVITIES

2673	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
2128	B. COMPLAINTS FILED
27	C. REMANDS
4828	D. TOTAL COMPLAINTS (sum of lines A+B+C)
4796	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
2572	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
32	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
1	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2255	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
1953	J. INDIVIDUALS FILING COMPLAINTS
13	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY RESOURCES

	NUMBER	PERCENT
1. WORK FORCE		
a. TOTAL WORK FORCE	230577	
b. PERMANENT EMPLOYEES	211966	
2. COUNSELOR	47	
a. FULL-TIME	47	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
3. INVESTIGATOR	49	
a. FULL-TIME	49	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
4. COUNSELOR/INVESTIGATOR	11	
a. FULL-TIME	11	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	4	0	9	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	4	0	9	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	4	0	9	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	43	0	40	0	11	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	43	0	40	0	11	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON: R. Allen Pittman		
TITLE: Assistant Secretary for Human Resources and Administration		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

REPORTING PERIOD: FY 2005

AGENCY OR DEPARTMENT: Department of Veterans Affairs

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE
	RACE			REPRISAL	SEX			NATIONAL ORIGIN			EQUAL PAY/ACT	MENTAL	PHYSICAL						
	AMERICAN INDIAN/ALASKAN NATIVE	ASIAN/PACIFIC ISLANDER	BLACK		WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC					OTHER	MALE			
A. APPOINTMENT/HIRE	0	0	10	1	0	5	19	7	8	1	9	32	2	22	116	67	65		
B. ASSIGNMENT OF DUTIES	1	4	52	7	2	1	81	21	27	0	5	28	2	21	252	150	147		
C. AWARDS	0	0	8	1	0	0	18	0	5	0	0	3	1	2	38	26	24		
D. CONVERSION TO FULL TIME	0	0	1	0	0	1	2	1	17	0	2	15	0	1	40	4	4		
E. DISCIPLINARY ACTION	3	5	113	13	7	11	136	26	54	3	17	62	21	57	528	312	295		
F. DEMOTION	0	1	13	0	0	0	1	0	0	0	1	4	0	3	23	8	8		
G. REPRISAL	0	0	1	1	0	0	12	4	12	0	2	9	1	9	51	47	45		
H. SUSPENSION	1	1	33	5	4	2	32	10	14	0	5	13	2	14	136	76	66		
I. REMOVAL	1	1	36	4	1	4	34	3	14	0	6	15	11	21	151	92	91		
J. Verbal/Written Counseling	1	0	14	2	1	1	32	3	5	2	1	8	5	6	81	45	41		
K. Detail	0	1	2	1	0	0	3	1	2	0	1	3	0	0	14	8	8		
L. Demotion-Admonishment	0	1	14	0	1	4	22	5	7	1	1	10	2	4	72	36	36		
M. DUTY HOURS	0	2	14	1	0	0	31	6	5	9	4	7	0	9	88	32	31		
N. EVALUATION/APPRaisal	1	2	13	2	1	4	39	8	3	0	4	12	3	5	97	42	36		
O. EXAMINATION/TEST	0	0	2	0	0	0	3	3	4	0	0	4	0	1	17	4	4		
P. HARASSMENT	3	14	235	38	24	13	404	81	276	14	49	144	61	129	1485	563	494		
Q. NON-SEXUAL	3	14	235	38	24	13	398	71	199	14	49	144	61	129	1392	514	448		
R. SEXUAL	0	1	0	1	0	0	6	10	77	0	4	144	61	129	93	49	46		
S. MEDICAL EXAMINATION	0	2	17	3	2	1	23	11	8	13	7	4	0	5	25	9	7		
T. PAY INCLUDING OVERTIME	0	3	147	36	15	8	157	59	53	3	15	12	1	9	121	52	49		
U. PROMOTION/NON-SELECTION	3	5	147	36	15	8	157	59	53	3	15	149	9	58	717	353	312		
V. REASSIGNMENT	0	0	4	23	2	1	31	11	11	1	4	19	9	11	127	51	48		
W. DENIED	0	0	2	4	1	0	3	2	2	0	0	3	4	1	22	21	21		
X. DIRECTED	0	0	2	19	1	1	28	9	9	1	4	16	5	10	105	30	27		
Y. REASONABLE ACCOMMODATION	0	0	0	0	0	5	27	0	0	0	0	0	23	107	162	76	66		
Z. REINSTATEMENT	0	0	0	0	0	0	1	0	0	0	0	0	2	1	4	2	2		
AA. RETIREMENT	1	0	6	3	0	1	6	3	4	0	1	15	4	8	52	21	20		
AB. TERMINATION	1	0	34	15	0	4	32	8	23	2	7	27	20	52	225	120	115		
AC. TERMS/CONDITIONS OF EMPLOYMENT	0	0	14	2	5	2	21	4	4	3	16	24	2	9	106	33	28		
AD. TIME AND ATTENDANCE	0	2	57	5	5	5	75	13	20	4	9	27	8	61	291	54	44		
AE. TRAINING	1	0	17	0	2	4	3	1	2	0	3	12	7	10	62	22	20		
AF. OTHER (Please specify below)																			
AG. Performance Based Actions	0	0	6	0	0	0	16	1	4	2	2	2	1	4	38	12	7		
AH.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
AI.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
AJ.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
AK.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
AL.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
AM. TOTAL ISSUES BY BASES	14	37	750	151	65	66	1131	266	534	55	154	598	176	582	1485	563	494		
AN. TOTAL COMPLAINTS FILED BY BASES	7	16	379	74	25	18	417	65	150	20	51	413	92	288	1392	514	448		
AO. TOTAL COMPLAINTS BY BASES	7	16	347	69	22	18	340	63	140	17	48	390	85	268	93	49	46		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2005

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
1630	1. TITLE VII
553	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
558	3. REHABILITATION ACT
20	4. EQUAL PAY ACT (EPA)
B. TOTAL BY STATUTES	
2761	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
<small>(A1+A2+A3+A4)</small>	

PART VI - SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	(1+2+3)	2573	671472	260.97
1. WITHDRAWALS	(a+b)	213	51144	240.11
a. NON-ADR WITHDRAWALS		195	46963	240.84
b. ADR WITHDRAWALS		18	4181	232.28
2. SETTLEMENTS	(a+b)	529	137045	259.06
a. NON-ADR SETTLEMENTS		489	128230	262.23
b. ADR SETTLEMENTS		40	8815	220.38
3. FINAL AGENCY ACTIONS	(B+C)	1831	483283	263.94
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	1286	240902	
1. FINDING DISCRIMINATION		13	3649	280.69
2. FINDING NO DISCRIMINATION		752	206845	275.06
3. DISMISSAL OF COMPLAINTS		521	30408	58.36
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	545	242381	
1. AJ DECISION FULLY IMPLEMENTED	(a+b+c)	535	237473	
(a) FINDING DISCRIMINATION		10	4708	470.80
(b) FINDING NO DISCRIMINATION		502	225002	448.21
(c) DISMISSAL OF COMPLAINTS		23	7763	337.52
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	10	4908	
(a) FINDING DISCRIMINATION	(i+ii+iii)	10	4908	490.80
i. AGENCY APPEALED FINDING BUT NOT REMEDY		1	502	502.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING		4	1954	488.50
iii. AGENCY APPEALED BOTH FINDING AND REMEDY		5	2452	490.40
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2005

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	Total	Total	Average
	Number	Days	Days
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	765	59301	77.52
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	123	9423	76.61
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	51	2120	41.57
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	72	7303	101.43
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	461	40132	87.05
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	163	6660	40.86
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	298	33472	112.32
3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION (3a+3b)	181	9746	53.85
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE	117	3995	34.15
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD ISSUANCE	64	5751	89.86

**PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	552	
B. CLOSURES WITH MONETARY BENEFITS	112	\$ 1507368.24
1. BACK PAY/FRONT PAY	16	\$ 6695.24
2. LUMP SUM PAYMENT	96	\$ 1500673.00
C. CLOSURES WITH NON-MONETARY BENEFITS	438	
D. CLOSURES WITH COMPENSATORY DAMAGES	18	\$ 435887.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	22	\$ 266147.00
F. TYPES OF CORRECTIVE ACTION	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NON-MONETARY BENEFITS
1. HIRE	2	0
a. RETROACTIVE	1	0
b. NON-RETROACTIVE	1	0
2. PROMOTION	5	39
a. RETROACTIVE	5	0
b. NON-RETROACTIVE	0	39
3. DISCIPLINARY ACTION	1	101
a. RESCINDED	1	45
b. MODIFIED	0	56
4. REINSTATEMENT	2	4
5. REASSIGNMENT	0	52
6. PERFORMANCE EVALUATION MODIFIED	1	54
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	19	55
8. ACCOMMODATION	13	10
9. TRAINING/TUITION/ETC.	0	58
10. LEAVE RESTORED	30	78
11. Conditional Offer of Employment	0	2
12. Reclassification of Position/Assignment of Duties	10	53
13. Improve terms of employment/Apology	32	58

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2005

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	2255	685908		
1. COMPLAINTS PENDING ACKNOWLEDGMENT	20	333	16.65	25
2. COMPLAINTS PENDING INVESTIGATION	633	55814	88.17	436
3. COMPLAINTS PENDING IN HEARINGS	1431	560609	391.76	3176
4. COMPLAINTS PENDING A FINAL AGENCY DECISION/ACTION	171	69152	404.40	2287

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL (1+3)	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	1405	231131	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	1388	227445	163.87
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	882	112825	127.92
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	494	108543	219.72
1. TIMELY COMPLETED INVESTIGATIONS	121	27525	227.48
2. UNTIMELY COMPLETED INVESTIGATIONS	373	81018	217.21
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	12	6077	506.42
2. COST OF AGENCY INVESTIGATIONS	\$ 5449469.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	17	3686	216.82
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	5	668	133.60
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	12	3018	251.50
1. TIMELY COMPLETED INVESTIGATIONS	8	1871	233.88
2. UNTIMELY COMPLETED INVESTIGATIONS	4	1147	286.75
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 61361.00		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2005

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	14	14	535	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	1463	1410		
2. REJECTED BY COMPLAINANT	787	777		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	676	633		
C. RESOURCES USED (1+2+3+4+5+6+7)	690	647		
1. INHOUSE	315	276		
2. ANOTHER FEDERAL AGENCY	193	190		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	182	181		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11)	690	647	48407	70.16
1. MEDIATION	432	395	30042	69.54
2. SETTLEMENT CONFERENCES	50	49	3172	63.44
3. EARLY NEUTRAL EVALUATIONS	3	3	217	72.33
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	205	200	14976	73.05
6. OMBUDS	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	602	570	44128	73.30
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	100	100	8465	84.65
b. NO FORMAL COMPLAINT FILED	331	299	23234	70.19
c. NO RESOLUTION	152	152	10763	70.81
d. NO ADR ATTEMPT	19	19	1666	87.68
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	88	77	5326	60.52

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

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

AGENCY OR DEPARTMENT: **Department of Veterans Affairs** REPORTING PERIOD: **FY 2005**

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	10	10		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	130	130		
2. REJECTED BY COMPLAINANT	57	57		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	73	73		
C. RESOURCES USED (1+2+3+4+5+6+7)	83	83		
1. INHOUSE	83	83		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	83	83	6174	74.39
1. MEDIATION	82	82	6108	74.49
2. SETTLEMENT CONFERENCES	1	1	66	66.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	83	83	6580	79.28
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	40	40	3140	78.50
b. WITHDRAWAL FROM EEO PROCESS	18	18	1453	80.72
c. NO RESOLUTION	25	25	1987	79.48
d.	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	3	3	\$ 17250.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	3	3	\$ 10250.00	
d. ATTORNEY'S FEES AND COSTS	3	3	\$ 7000.00	
e.	0	0	\$ 0.00	
f.	0	0	\$ 0.00	
g.	0	0	\$ 0.00	
2. NON-MONETARY (INSERT TOTAL)	39	39		
a. NEW HIRES	0	0		
b. PROMOTIONS	1	1		
c. REINSTATEMENTS	1	1		
d. EXPUNGEMENTS	7	7		
e. TRANSFERS	0	0		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	2	2		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	7	7		
i. APOLOGY	3	3		
j. Improved terms of employment	17	17		
k. Change in Duty Hours/Leave Restoration	4	4		
l. Reclassify PD/Modify Performance Eval.	2	2		

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2005

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

A. BASIC ADR ORIENTATION TRAINING		NUMBER IN TOTAL WORKFORCE	TRAINED BY END OF REPORTING PERIOD
1.	MANAGERS	14516	11570
2.	EMPLOYEES	216061	192962
		NUMBER IN TOTAL WORKFORCE	
B. MANAGERS AND EMPLOYEES IN TOTAL WORKFORCE THAT CAN PARTICIPATE IN ADR		230577	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		NUMBER IN TOTAL WORKFORCE	
		725	
1.	FULL TIME	7	
2.	PART TIME	0	
3.	COLLATERAL DUTY	718	
D. ADR FUNDING SPENT		AMOUNT	
		\$ 472547.00	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2004 through September 30, 2005 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: *James S Jones* James S Jones, Deputy Assistant Secretary for Resolution Management

SIGNATURE OF CERTIFYING OFFICIAL:

TYPED NAME AND TITLE OF PREPARER: Alison M Mangels, Executive Assistant

SIGNATURE OF PREPARER: *Alison Mangels*

DATE: 11/14/2005 TELEPHONE NUMBER: 202-501-2804 E-MAIL: alison.mangels@va.gov

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

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

Appendix A - Comments

Part 1

VA - I.D.1 Counselings - The total number of cases (and individuals) on hand at the beginning of the reporting period is different from the end of FY 2004 due the fact we reconciled our records and found some cases were not pending as of 9/30/04.

Part 2

VHA - II.A - The reason Part II Line I is different from Part VIII A is because we reconciled our records. 283 cases were found to have been closed in previous fiscal years.

VBA - II.A - The reason Part II. Line I. does not equal Part VII. A. is because we reconciled our books which resulted us learning 29 cases had been closed in prior fiscal years.

NCA - II.A - The reason Part II line I does not equal Part VIII. A. is because we reconciled our records and learned 6 cases were closed in prior fiscal years.

Part 3

VHA - III.A.1.a Number - VA's subelements do not process complaints. VA's Office of Resolution Management has full-time staff to perform all complaint-processing services. This information is captured in HQ subelement report.

VHA - III.B.1 Coun/Agency - VA's subelements do not process complaints. VA's Office of Resolution Management has full-time staff to perform all complaint-processing services. This information is captured in HQ subelement report.

VHA - III.B.1 Coun/Agency - VA uses contractors listed on GSA's schedule. We assume that all regulatory training requirements are met when they are placed on the GSA schedule.

HQ plus - III.B.1 Coun/Agency - VA uses contractors listed in the GSA schedule. We assume they meet all regulatory training requirements in order to be included in the GSA schedule.

HQ plus - III.B.1 Coun/Agency - VA had a total of 4 new counselors. Those counselors received the 32 hour training, as well as the 8 hour refresher training. VA had a total of 9 new investigators. All 9 investigators received new investigator training, as well as the refresher training.

VBA - III.C.2 Person - In VA, complaints are not processed by facilities (subelements), but by the Office of Resolution Management, a centralized organization that reports to the individual listed. Therefore, this question is not applicable to our subelements. The information related to agency resources is reported under the HQ subelement.

NCA - III.C.2 Person - In VA, complaints are not processed by facilities (subelements), but by the Office of Resolution Management, a centralized organization that reports to the individual listed. Therefore, this question is not applicable to our subelements. The information regarding agency resources is included under the HQ subelement.

HQ plus - III.C.2 Person - In VA, complaints are not processed by facilities (subelements), but by the Office of Resolution Management, a centralized organization that reports to the individual listed. Therefore, this question is not applicable to our subelements.

Part 7

HQ plus - VII.C Number - This is correct. These numbers are relatively small so the percentage change is notable. There were less settlement agreements this year.

VHA - VII.D Number - This is correct. There were less settlement agreements this year that included compensatory damages.

VHA - VII.E Number - This is correct. There were less complaint closed that involved attorneys fees this year.

Part 8

HQ plus - VIII.A Number Pending - Oldest Hearing Pending Case: Myra Kennedy, Agency Case Number 2004-0050-200107019; EEOC Docket Number 100-A2-7387X;

VHA - VIII.A Number Pending - Oldest Case Pending Hearing: Phyllis Saulsberry Agency Case Number 200L-0635-2001108010; EEOC Docket Number 310-97-5312X.

VBA - VIII.A Number Pending - Oldest Hearing Pending Case: Katherine Nicosia; Agency Number 2004-0372-2002103845.

NCA - VIII.A Number Pending - Oldest Hearing Pending Case: Warren Spearman; Agency Case Number 2004-0876-103808; EEOC Docket Number 140-2004-00124X.

VHA - VIII.A.1 Average Days - This is the age of the oldest case in this status.

HQ plus - VIII.A.1 Average Days - This is correct. Because the number of cases increased from 1 to 3, the resulting average days appears to be out of range, but it is correct.

HQ plus - VIII.A.2 Number Pending - This is correct. Because the number of cases increased from 1 to 3, the resulting average appears to be out of range, but it is correct.

VBA - VIII.A.3 Number Pending - The increase may be attributable to the fact that in FY 04 we eliminated a backlog of cases many of which went to hearing at the end of FY 04 and beginning of FY 05

HQ plus - VIII.A.4 Number Pending - This is correct. It is only 10 additional cases, but represents a large percentage.

VHA - VIII.A.4 Number Pending - This is correct and is attributable to the fact that we reconciled our records.

VBA - VIII.A.4 Number Pending - This is correct and attributable to the fact that we reconciled our records.

Part 9

HQ plus - IX.A.1 Average Days - This is correct. VA focused on improving timeliness of investigations this fiscal year.

HQ plus - IX.A.3 Average Days - This is correct. Since VA eliminated its backlog of investigative inventory, cases were completed in less time.

VBA - IX.A.3 Average Days - VA has full-time investigators so we only contract when a case is a conflict of interest or we need assistance eliminating a backlog in investigative inventory. Neither was the case during FY 2005.

NCA - IX.A.3 Average Days - VA has full-time investigators so we only contract when a case presents a conflict of interest or we need assistance eliminating a backlog. Neither was the case this FY.

VHA - IX.A.3 Total - VHA: VA has full-time EEO investigators. Investigations are only contracted for two reasons: (1) the case presents a conflict of interest; or (2) assistance in eliminating a backlog of investigations. VA did not have a backlog of cases in FY 2005, which accounts for the decrease in this number.

VBA - IX.A.4 Total - VA has full-time investigators so we only contract when a case is a conflict of interest or we need assistance eliminating a backlog in investigative inventory. Neither was the case during FY 2005.

NCA - IX.A.4 Total - VA has full-time investigators so we only contract when a case presents a conflict of interest or we need assistance eliminating a backlog. Neither was the case this FY.

VHA - IX.A.4 Total - We conducted a significantly less number of cases with contractors, so the total amount spent is also less.

Appendix A – Comments (continued)

HQ plus - XII.A.1 Total Workforce - ADR Funding - The majority of funding was reported at the headquarters level since ADR is centralized within VA. Funds were expended by headquarters to support ADR in each of the subelements (at field facilities).