

Natural Resources Conservation Service
Annual EEO Program Status Report
FY 2006 MD-715

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**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

For period covering October 1, 2005, to September 30, 2006.

PART A Department or Agency Identifying Information	1. Agency		1. U. S. Department of Agriculture	
	1.a. 2 nd level reporting component		Natural Resources Conservation Service	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 5601 Sunnyside Ave. George Washington Carver Center	
	3. City, State, Zip Code		3. Beltsville, Maryland 20705	
	4. CPDF Code	5. FIPS code(s)	4. DA	5. 16
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 11,499
	2. Enter total number of temporary employees			2. 697
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 12,196
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Arlen L. Lancaster Chief, Natural Resources Conservation Service	
	2. Agency Head Designee		2. Dana D. York Associate Chief, Natural Resources Conservation Service	
	3. Principal EEO Director/Official Official Title/series/grade		3. Joseph E. Hairston Director, Civil Rights Division	
	4. Title VII Affirmative EEO Program Official		4. Sharyn Alvarez, National FWPM Gilbert Guerrero, National HEPM Virginia Lewis, National AA/PI PM Bennie Clark, National BEPM Gerald Rouse, National AI/AN PM	
	5. Section 501 Affirmative Action Program Official		5. Cliff Denshire, National DEPM/VEPM	
	6. Complaint Processing Program Manager		6. Michelle A. Cottom Branch Chief, Employment & Program Complaints Branch	
	7. Other Responsible EEO Staff		Susan Flanagan EEO Specialist, Compliance Branch	

EEOC FORM
715-01
PARTS A - D

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PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes			
List of Subordinate Components Covered in This Report	Natural Resources Conservation Service (<i>Beltsville / MD</i>)	DA	16		

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 Barriers [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	√

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

U. S. Department of Agriculture

October 1, 2005 to September 30, 2006

EXECUTIVE SUMMARY

MISSION AREA: This is the Natural Resources Conservation Service (NRCS) Fiscal Year (FY) 2006 Federal Agency Annual EEO Program Status Report. This report is prepared in accordance with the Equal Employment Opportunity Commission (EEOC) Management Directive (MD-715). This report provides an assessment of the progress made by NRCS in achieving objectives to identify and eliminate barriers to the equitable treatment and participation of all employees including women, minorities and persons with disabilities in the Agency workforce.

NRCS has over 70 years of experience in assisting owners and operators of our Nation's private land with conserving their soil, water, and other natural resources. Local, State and Federal agencies and policy makers also rely on our expertise. We deliver technical assistance based on sound science and suited to our customer's specific needs. Cost shares and financial incentives are available in some cases. Most work is done with local partners. Our partnerships with local conservation districts serve almost every county in the Nation, as well as the Caribbean and Pacific Basin. Participation in our programs is voluntary. It is the NRCS mission to provide leadership in a partnership effort to help people conserve, maintain, and improve our natural resources and environment. It is the NRCS vision to create harmony between people and the land.

ESSENTIAL ELEMENT A: Demonstrated Commitment from Agency Leadership

The Chief of NRCS issues an annual civil rights policy statement that challenges all NRCS employees to promote the practice of cultural sensitivity and treat all individuals with dignity, equity, respect, and professionalism in order to maintain an environment free of discrimination, harassment, and intimidation. A new Chief was confirmed on August 23, 2006. New civil rights policy and anti-harassment Policy statements have been drafted and finalized, and are awaiting his signature for dissemination to all employees. These policies will serve as a reminder to all employees that NRCS is committed to eliminate and prevent nonsexual harassing conduct in the workplace, and to correct harassing conduct before it becomes severe or pervasive.

The Civil Rights Division (CRD) Director is allocated sufficient resources and funding to ensure success of its operation. Also, he has the authority to ensure implementation of Agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity.

The NRCS CRD provided sexual harassment and reasonable accommodations training to supervisors and managers to ensure that they communicate and support all the civil rights policies throughout the ranks. State offices provide various civil rights training during all-employees' meetings to inform their employees about penalties for unacceptable behavior. Civil rights training was included during Boot Camp, an orientation for new employees. All employees took the USDA mandatory training on reasonable accommodation, sexual harassment, and the NO FEAR Act through AgLearn. The Alternative Dispute Resolution (ADR) office also conducted training on complaint and conflict resolution process.

Materials are made available to all employees, applicants, and customers; information is available via the CRD Web site informing them of the availability of a process of its information on the EEO complaint process and civil rights programs. Conducted Civil Rights Compliance reviews during FY 2006 found compliance regarding NRCS policy for prominently displaying civil rights policies and posters.

Annual performance appraisals for all Senior Executive Service (SES) employees, supervisors and managers now include an element evaluating them on their compliance and commitment to civil rights and equal employment opportunity. All NRCS employees have a stand-alone civil rights performance element, which incorporates the Agency's civil rights policies and provides the accountability necessary to ensure that customers and employees are treated fairly and equitably. Standards for new employees are put in place within 30 days of entering duty. There are no weaknesses to this report.

ESSENTIAL ELEMENT B: Integration of Equal Employment Opportunity (EEO) into the Agency's Mission

The NRCS Civil Rights Division (CRD) Director reports directly to the Chief of NRCS and functions as a member of the National Leadership (senior management team) and actively participates in all EEO/CR decision-making processes. The CRD Director also serves as an advisor to the NRCS National Civil Rights Committee. The CRD management and staff are adequately trained to carry out their responsibilities, assuring the integrity of the Civil Rights program. The National Special Emphasis Program Managers (SEPMs) also provide technical advice to employees, management officials, and the Human Resources Division regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes. A recent meeting between the CRD Director and the Associate Chief of NRCS provided more involvement of the CRD during Agency deliberations prior to decisions regarding recruitment, strategies, selections, awards, etc. to ensure that EEO concerns are integrated into the Agency's strategic mission.

CRD serves as a resource to managers and supervisors by providing direction, guidance and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity.

The Division has three fulltime National SEPMs: the Hispanic Emphasis Program Manager (HEPM), the Federal Women Program Manager (FWPM), and the Disability Emphasis Program Manager (DEPM). There are also three collateral National SEPMs: the Asian American/Pacific Islander Emphasis Program Manager, American Indian/Alaska Native Emphasis Program Manager (AI/ANEPM), and the Black Emphasis Program Manager (BEPM).

There are no weaknesses to this report.

ELEMENT C: Management and Program Accountability

The Chief of NRCS holds all supervisors and managers accountable for ensuring that employees are aware of the regulations and laws governing discrimination, harassment on all protected bases, including, but not limited to, sexual harassment and retaliation in the workplace, and affirmative employment.

The NRCS Civil Rights Division (CRD) established General Manual 230, Part 402A, "*Civil Rights Accountability*" that requires appropriate disciplinary and/or corrective actions to be taken against those employees who engage in discriminatory behavior or Civil Rights-related misconduct. Managers and supervisors are held accountable for failure to take appropriate action in response to any findings of discrimination, reprisal, Civil Rights violations, or related misconduct. When there is a finding of discrimination or misconduct, procedures are established whereby the Human Resources Division coordinates with the Chief and the appropriate supervisor regarding appropriate punishment for the offender.

There were no formal EEO cases that resulted in a finding of discrimination for FY 2006 and thus, no cases were referred by the NRCS CRD to the Human Resources Management Division, Employee and Labor Relations Team, for an accountability review and analysis, as required by DR-4300-010.

Additionally, the Employee and Labor Relations Team, Human Resources Management Division, facilitated the Agency's execution of the accountability requirements by achieving timely compliance with the Office of Special Counsel's (OSC) 2302(c) Certification Program. All NRCS managers and supervisors were trained regarding their responsibilities under the whistleblower protection provisions of Title 5 prior to the end of the first quarter of FY 2006. In accordance with the statutory obligations mandated by the No Fear Act of 2002, the OSC Certification process also required dissemination of information about anti-discrimination, whistleblower, and retaliation laws to current and new employees and the placement of informational posters at Agency facilities. All actions necessary to receive the OSC Certification were completed by the end of the first quarter of FY 2006. By letter dated December 29, 2005, the OSC certified the Agency's completion of the program and statutory compliance requirements and as a result, NRCS is one of few agencies within USDA to achieve compliance.

The CRD Director, along with the Human Resources Management Division (HRMD) and Outreach Directors, coordinates the development and implementation of EEO plans with all appropriate Agency managers. The CRD Director, as a member of the Position Management Committee (PMC), is involved in reviewing the Agency's Merit Promotion Program Policy and Procedures, Employee Recognition Awards Program, and Employee Development/Training Programs, for barriers that may be impeding full participation in the aforementioned programs by all groups.

The Alternative Dispute Resolution (ADR) is now part of CRD. The reason for the merge is to resolve conflict early and effectively at the lowest level if possible.

NRCS recently established a national mentoring pilot program designed to develop a network of leaders in conservation, and to maximize leadership effectiveness within the conservation community. This mentoring program

will assist NRCS in developing and retaining employees for future opportunities in conservation. In addition to initiating a national mentoring pilot program, NRCS state leadership have developed mentoring programs for employees. Findings from civil rights compliance reviews of NRCS offices indicate that mentoring programs are being utilized and are generally managed by State Civil Rights Committees and Special Emphasis Program Managers. Also, the National Federal Women's Program Manager (FWPM) has developed a handbook on mentoring that is shared with employees to help increase morale and retention. Mentoring has been a long-standing tradition within NRCS to foster potential leaders.

ELEMENT D: Proactive prevention

During FY 2006, CRD conducted national compliance reviews of its States to assess NRCS' compliance with Equal Opportunity laws and regulations. During the reviews, trend analyses of States' workforce profile by RSNOD, States' workforce major occupation by RSNOD; States' workforce's grade level distribution by RSNOD, States' workforce's compensation and reward system by RSNOD, and the effects of management/personnel policies, procedures and practices by RSNOD were collected and analyzed. Additional analyses are conducted as needed when disparities are noted. Action summaries of review activities, including a copy of each review report, findings, corrected actions, and recommendations are provided to the Chief, Regional Assistant Chiefs, and the Director of the Office of Civil Rights (OCR) at the end of each Fiscal Year.

National Headquarters, Human Resources Management Division (HRMD) conducted five compliance reviews in the States of Arizona, Florida, Ohio, Oklahoma, and West Virginia during Fiscal Year 2006, and has one more scheduled in the State of Alabama this fiscal year. HRMD used comprehensive compliance review worksheets in order to thoroughly document their findings. The reviews focused on Merit Promotion, Delegated Examining, and Position Classification. All compliance reviews were beneficial in that HRMD was able to provide feedback to the states on a variety of issues. Each State office was provided a comprehensive list of procedural and regulatory actions that needed correcting. HRMD typically provides 60 days for all action to be corrected and reported to their office.

USDA and NRCS EEO Policy Statements and other EEO-related statements (i.e.; sexual harassment, reasonable accommodations, etc.) are provided to all employees.

All new employees receive mandatory EEO training during employee orientation.

In FY 2006, managers and supervisors were trained on their responsibilities under the procedures of reasonable accommodations, preventing and eliminating workplace harassment, preventing retaliation, and sexual harassment.

Employees and managers/supervisors are encouraged to resolve EEO issues at the lowest level, and access mediation provided by the CRD staff, the Employee Assistance Program, or the Alternative Dispute Resolution (ADR) program.

Managers and supervisors are held accountable to take corrective actions on identified barriers that may hinder progress in creating and maintaining an environment free from discrimination, harassment on all protected bases, including, but not limited to, sexual harassment or intimidation of an employee or an applicant for employment.

There are no weaknesses to this report.

ELEMENT E: Efficiency

CRD has sufficient funding to conduct compliance reviews of NRCS offices in the States to make sure that they adhere to civil rights' laws and policies. During these reviews, data were analyzed and recommendations were provided to remedy the deficiencies found, including the accessibility of NRCS field offices.

NRCS has a National Disability Emphasis Program Manager in place to coordinate or assist with processing requests for reasonable accommodations in all major components of the Agency. The majority of the requests for reasonable accommodations have been fulfilled after review by a Departmental Medical Officer and responsible Agency personnel.

NRCS has the sufficient staffing, funding, and authority to comply with the timeframes in accordance with the regulations for processing informal EEO complaints of employment discrimination.

NRCS uses a complaint tracking and monitoring system that allows identification of location, and keeps track of the status of the stages of complaints. The Agency also implemented a system to improve its efficiency in, for example, the timeliness of investigations by not rehiring contractors that do not abide by time requirements.

In accordance with EEO Management Directive MD-110, NRCS make sure that experienced counselors and contract investigators receive the required 32 hours of training and the annual 8-hour refresher training.

In FY 2006, good faith efforts were made repeatedly to resolve the EEO complaints throughout the Informal and Formal process. One hundred percent of complainants at both the Informal and Formal stages were offered ADR. Forty-four complainants elected to participate in ADR.

NRCS employees are contacted by an ADR Specialist within two (2) days of receiving a signed election form from the NRCS Civil Rights Office.

There are no weaknesses to this report.

ESSENTIAL ELEMENT F: Responsiveness and Legal Compliance

NRCS follows USDA/EEOC reporting requirements and complies with all EEO orders or directives. The Agency ensures that NRCS completes all ordered corrective actions and timely submits its compliance report to EEOC.

Processing of monetary agreements is done by the responsible States and the National Headquarters. Documentations for completing compliance are promptly provided and reviewed by the CRD Director.

WORKFORCE

NRCS is committed to addressing the diversity of our workforce and is working to increase the representation of women, minorities and persons with disabilities. The following analysis provides details on the diversity and demographic breakdown of the NRCS workforce:

NRCS total employment decreased by 1,025 employees during 2006, going from 13,175 to 12,150. By the end of FY 2006, 11,456 permanent full and part-time employees, as well as 694 temporary employees, made up the workforce.

NRCS has a population of 66.58% male and 33.42% female permanent employees (this represents a net increase of .49% from FY 2005). 56.95% are White males, 27.47% are White females, 4.11% are Black males, 3.13% are Black females, 3.06% are Hispanic males, 1.47% are Hispanic females, 0.64% are Asian American/Pacific Islander males, 0.49% are Asian American/Pacific Islander females, 1.82% are American Indian/Alaska Native males, and 0.86% are American Indian/Alaska Native females.

Of those groups, White males, American Indian/Alaska Native males, and American Indian/Alaska Native females are above the National Civilian Labor Force (CLF). NRCS lost employees in all groups except for Hispanic males and White males. The net percentage loss in the remaining groups was most noticeable with -17.52% Black males, -10.38% Black females, and -18.92% Asian females.

During FY 2006, 885 or 7.26% of NRCS permanent employees reported having a disability. The number of employees with targeted disabilities totaled 120 or 0.98%, compared to the Federal benchmark of 2.27%.

Twenty-one members of the NRCS workforce are serving in Senior Executive Service (SES) positions, consisting of 11 White males, 5 White females, 2 Black males, 1 Black female, 1 American Indian/Alaska Native male, and 1 Asian male. These figures now show the selection of a Black female into the SES ranks since FY 2005. However, there remains no representation among Hispanic males and females, American Indian/Alaska Native females, and Asian American/Pacific Islander females.

There continues to be an overall underrepresentation of women in leadership and higher-graded level positions. A review of grade levels indicates that the highest percentage (25.92%) of NRCS employees is at the GS-12 grade level. However, women hold positions primarily at the GS-11 (19.02%), GS-09 (18.39%), and GS-07 (16.94%) grade levels.

Hispanic under-representation has continued despite presidential directives, job programs, and targeted recruitment drives. States are continuing to be encouraged to recruit at colleges and universities that have large pools of Hispanic students, women and other minorities.

The NRCS National Civil Rights Committee, an advisory committee reporting directly to the Chief of NRCS, has developed an exit interview survey. The survey is being finalized for distribution nationally in an effort to bring consistency in gathering information on why employees are leaving the Agency. The retention of a diverse workforce is important to the overall success to the mission of the agency. Exit interviews are one way to identify barriers in maintaining diversity.

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

I, _____ am the

Joseph E. Hairston

Director, Civil Rights Division

Principal EEO Director/Official for

U. S. Department of Agriculture

Natural Resources Conservation Service

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.

Joseph E. Hairston

Signature of Principal EEO Director/Official

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

Date

Arlen L. Lancaster



Signature of Agency Head or Agency Head Designee

Date





**EEOC FORM
715-01 PART G**

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
 AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures				
	The Agency Head was installed on August 23, 2006. The EEO policy statement was issued in December 2005. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	<input checked="" type="checkbox"/>		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	<input checked="" type="checkbox"/>		
	Are new employees provided a copy of the EEO policy statement during orientation?	<input checked="" type="checkbox"/>		
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	<input checked="" type="checkbox"/>		
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures				
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	<input checked="" type="checkbox"/>		
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	<input checked="" type="checkbox"/>		
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	<input checked="" type="checkbox"/>		

 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:				
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.







 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		✓		
Are the duties and responsibilities of EEO officials clearly defined?		✓		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		✓		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		✓		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		✓		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		✓		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		✓		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		✓		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		✓		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		✓		

Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		✓		
→ Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		✓		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		✓		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		✓		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		✓		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		✓		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		✓		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		✓		
→ Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		✓		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		✓		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		✓		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		✓		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		✓		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		✓		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]		✓		





Is there sufficient funding to ensure that all employees have access to this training and information?	√		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	√		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	√		
to provide religious accommodations?	√		
to provide disability accommodations in accordance with the agency's written procedures?	√		
in the EEO discrimination complaint process?	√		
to participate in ADR?	√		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.





 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	✓		
	Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?	✓		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	✓		
	Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	✓		
	Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	✓		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	✓		
	Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	✓		
	Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	✓		
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
	Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	✓		
	Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	✓		







Essential Element D: PROACTIVE PREVENTION
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	✓		
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	✓		
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	✓		
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	✓		
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	✓		
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	✓		
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	✓		
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	✓		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are all employees encouraged to use ADR?	✓		
	Is the participation of supervisors and managers in the ADR process required?	✓		

Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.







 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		✓		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		✓		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		✓		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		✓		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		✓		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		✓		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		✓		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		✓		
If yes, briefly describe how:				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		✓		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		✓		

 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		✓		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		✓		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		✓		
Does the agency complete the investigations within the applicable prescribed time frame?		✓		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		✓		
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		✓		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		✓		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		✓		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		✓		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		✓		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		✓		They are encouraged to participate.
Does the responsible management official directly involved in the dispute have settlement authority?		✓		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		✓		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		✓		

Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		✓		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		✓		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		✓		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		✓		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		✓		
→ Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		✓		
Does the agency discrimination complaint process ensure a neutral adjudication function?		✓		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		✓		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	√		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	√		
	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	√		
	Are procedures in place to promptly process other forms of ordered relief?	√		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	√		
	If so, please identify the employees by title in the comments section, and state how performance is measured.			
	Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	√		
	If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
	Have the involved employees received any formal training in EEO compliance?	√		
	Does the agency promptly provide to the EEOC the following documentation for completing compliance:			
	Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	√		
	Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	√		
	Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate	√		

agency official of total monies paid?			
Compensatory Damages: The final agency decision and evidence of payment, if made?	✓		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	✓		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	✓		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	✓		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	✓		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	✓		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	✓		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	✓		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	✓		

Footnotes:

1. See 29 C.F.R. § 1614.102.

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

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

FY 2006 Natural Resources Conservation Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	During Fiscal Year 2005, NRCS completed only 39 of 92 (42.4%) EEO Counseling's within the regulatory time frame. During Fiscal Year 2006, NRCS has completed 77 or 70% of 109 EEO counseling's within the regulatory 90 days time frame.
OBJECTIVE:	Increase the percentage of completed counseling's to 90% within the regulatory timeframe.
RESPONSIBLE OFFICIAL:	Civil Rights Director/EEO Complaint Manager
DATE OBJECTIVE INITIATED:	October 1, 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Train and utilize part-time/collateral EEO Counselors	September 30, 2007
Complete the Notice of Right to File and Counselor Reports within the regulatory time frame.	September 30, 2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
NRCS has increased the EEO counseling's within the regulatory time frame by 28%. During FY06 the agency maintained two full-time EEO counselors.	

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FY <u>2006</u>	
U. S. Department of Agriculture	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The total number of employees in NRCS has decreased from 13, 175 in 2005 to 12,150 in 2006. This decrease represents a significant decrease in women and minorities and persons with disabilities in all major job categories.
OBJECTIVE:	Begin increasing the number of females, minorities and persons with disabilities in order to reverse the current trend of losing employees in these areas.
RESPONSIBLE OFFICIAL:	Civil Rights Director; Human Resources Management Division Director; Regional Assistant Chiefs
DATE OBJECTIVE INITIATED:	January 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop a specific recruitment plan for increasing the number of women, minorities and persons with disabilities in the NRCS workforce.	May 1, 2007
Identify employees in the Civil Rights Division, the Human Resources Division and Field Offices (a national recruitment cadre) who will carry out the recruitment plan for increasing diversity of the NRCS workforce.	June 30, 2007
Design and implement a tracking system for all Human Resources offices to use in order to retrieve and analyze data regarding the RSNOB of applicants and documenting the actions of selecting officials and activities of recruiters. Recommend that reports of findings be sent to the Human Resources and Civil Rights Divisions on a quarterly basis.	September 30, 2007
Develop a modification or amendment to the Relocation Service Program (NRCS Bulletin No. 250-9-17) and Public Law 98-151 allowing ALL qualified USDA employees entitlements to Relocation Services) including Pacific Basin and Native Hawaiian employees.	September 30, 2007

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

During FY-06, NRCS promoted one Black female to a SES position. NRCS promoted one American Indian/Alaska Native female to state conservationist. Two Black females were selected to serve as Acting State Conservationist and two Black females were promoted to GS 14 positions. Minority male and females were selected to serve on core agency planning committee and/or teams.

NRCS partnered with USDA in sponsoring job fairs at the University of California at Davis and George Washington University in Washington, DC in 2006. The job fairs targeted hiring AA/PIs to fill some of the major occupation categories in the workforce. As a result of the AA/PI class action lawsuit, a Detailed Opportunity Placement Program (DOPP) was initiated. Two AA/PIs were placed under this initiative. Three AA/PI students were recruited for the USDA Graduate Scholarship Program and were placed in Arizona, Indiana and Minnesota. A draft policy has been submitted to the Chief of NRCS and is presently under review by leadership officials. The policy is drafted to not only extend Return Rights to mainlanders, but also to employees in Alaska, Hawaii, Puerto Rico, Guam, Commonwealth of the Mariana Islands and the American Samoa. The former Chief of NRCS did not approve this draft policy and in May 2005 he cancelled the entitlement of NRCS employees to the Return Rights policy.

A list of Hispanic employees who are interested in detail assignments in National Headquarters was developed and presented to agency leadership. NRCS attended a career fair at New Mexico State University. Thirty three (33) students were interviewed and resumes received. 207 students were informed about job opportunities within NRCS. Four students have been accepted into the Student Career Experience Program (SCEP). NRCS attended a career fair at the University of Puerto Rico where 55 students were interviewed and resumes collected. 90 students were informed of job opportunities within NRCS. Two students have been accepted into the SCEP. NRCS attended a career fair at Texas A & M where 25 students were interviewed and resumes collected. 287 students

were informed about NRCS job opportunities.

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FY <u>2006</u>	
U. S. Department of Agriculture	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	There is under representation and in some cases no representation of women, minorities and persons with disabilities in agency leadership positions. Not all agency leaders are committed to ensuring a diverse workforce.
OBJECTIVE:	Begin establishing a national internal recruitment program designed to attract qualified women, minorities and people with disabilities to be comprised of training and promotion opportunities.
RESPONSIBLE OFFICIAL:	Civil Rights Director; Human Resources Management Division Director
DATE OBJECTIVE INITIATED:	January 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Gain commitment to diversity from agency leaders and selecting officials through diversity training.	September 30, 2007
Design and implement a tracking system for all Human Resources offices to use in order to retrieve and analyze data regarding the RSNOD of the applicants applying for positions under Merit Promotion. Recommend that reports of findings be sent to the Human Resources Management Division on a quarterly basis.	September 30, 2007
Create a leadership development program for women, minorities and persons with disabilities that includes participation in detail opportunities, to serve on core agency planning teams and committees in order to gain development experiences.	September 30, 2007
Continue to identify and allow qualified women, minorities and persons with disabilities to fill Acting positions to gain experience.	September 30, 2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
During FY 2005 NRCS promoted one Black female to a SES position. NRCS also promoted one American Indian female to State Conservationist and two Black females to GS 14 positions. Women and Minorities were selected to service on agency planning core teams. Two Black females were selected to serve as Acting State Conservationists. One student was hired under the Workforce Recruitment Program in FY 2006.	

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FY <u>2006</u>	
U. S. Department of Agriculture	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Total number of NRCS employees' decreased form 13,175 in 2005 to 12,150 in 2006. This represents a significant decrease of people with disabilities, women and minorities in all major job categories.
OBJECTIVE:	Retain a diverse workforce by implementing a national retention plan.
RESPONSIBLE OFFICIAL:	Regional Assistant Chief, Director of Civil Rights and Director of Human Resources.
DATE OBJECTIVE INITIATED:	January 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Identify those series which have the highest turnover rate and determine if such any pay incentives (i.e. retention allowance) would be effective in retaining these employees.	June 15, 2007
Identify those series which are most difficult to fill and determine if pay incentives (i.e. special salary rates, relocation bonuses, etc) would increase the applicant pools for these positions.	June 15, 2007
Determine the feasibility of establishing more developmental level positions (GS-5 and GS-7) in order to locate and recruit applicants that may have the educational requirements, but not the experience to qualify at higher grade levels, in order groom these employees to fill in behind more experienced employees in the same field who leave the Agency.	June 15, 2007
REPORT OF ACCOMPLISHMENT and MODIFICATIONS TO OBJECTIVE	

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EEO Plan To Eliminate Identified Barrier

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FY 2006

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	During Fiscal Year 2005, NRCS completed only 39 of 92 (42.4%) EEO Counseling's within the regulatory time frame. During Fiscal Year 2006, NRCS has completed 77 or 70% of 109 EEO counseling's within the regulatory 90 days time frame.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Review of the Fiscal Year counseling reports.
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.	There currently exists insufficient staff to handle the counseling workload. While NRCS moved from one counselor to two, one of these counselors is detailed to another area.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Increase the percentage of completed counseling's to 90% within the regulatory timeframe.
RESPONSIBLE OFFICIAL:	Civil Rights Director/EEO Complaint Manager
DATE OBJECTIVE INITIATED:	October 1, 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Train and utilize part-time/collateral EEO Counselors	September 30, 2007
Complete the Notice of Right to File and Counselor Reports within the regulatory time frame.	September 30, 2007

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

NRCS has increased the EEO counseling's within the regulatory time frame by 28%. During FY06 the agency maintained two full-time EEO counselors.

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FY 2006

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	There is under representation and in some cases no representation of women, minorities and persons with disabilities in agency leadership positions and agency major occupations. Not all agency leaders are committed to ensuring a diverse workforce this is evident by the significant decline in all RSNOD categories except White and Hispanic males.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analysis of the Total Workforce (Table A1), illustrating distribution by Race/Ethnicity and Sex.
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.	NRCS has not have made a commitment to diversity by developing and implementing a standardized leadership development program for women, minorities and persons with disabilities. The number of employees with targeted disabilities leaving the agency outpaces the number being hired year after year. Some agency leaders and selecting officials make decisions based on their pre-conceived ideas about people. There are no measures in place to hold them accountable when they act on their preconceived opinions.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Provide diversity training to all leaders, supervisors and selecting officials and accountability measures to determine accomplishments. Create and implement a leadership development program for women, minorities and persons with disabilities.
RESPONSIBLE OFFICIAL:	Civil Rights Director; Human Resources Management Division Director; Regional Assistant Chiefs
DATE OBJECTIVE INITIATED:	January 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Provide mandatory training to all leaders, supervisors and selecting officials on diversity.	March 30, 2007
Develop and create a leadership development program that consists of developmental assignments to women, minorities and persons with disabilities.	March 1, 2007
Review and modify, if necessary, the civil rights element of the performance appraisals for employees in positions serving as selecting officials and training officials, to reflect the requirement of achieving a diverse workforce. In addition, ensure that the Regional Assistant Chiefs are aware of this policy as it pertains to the performance of State Conservationists by reviewing the element with them.	May 1, 2007

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U. S. Department of Agriculture

FY 2006

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The total number of employees in NRCS has decreased from 13, 175 in 2005 to 12,150 in 2006. This decrease represents a significant decrease in women and minorities and persons with disabilities in all major job categories.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analysis of the Total Workforce (Table A1), illustrating distribution by Race/Ethnicity and Sex.
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.	NRCS has not focused on the technical and professional development of women, minorities, persons with disabilities. There is no national recruitment strategy. NRCS does not take full advance of hiring authorities available.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop and implement a national recruitment policy, strategy and cadre. Development and implement accountability measures to track and report the progress of recruitment efforts.
RESPONSIBLE OFFICIAL:	Civil Rights Director; Human Resources Management Division Director
DATE OBJECTIVE INITIATED:	January 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Develop and implement a national recruitment policy, strategy and cadre.	June 30, 2007
Design and implement a tracking system for all Human Resources offices to use in order to retrieve and analyze data regarding the RSNOD (applicant flow data) of the applicants applying for positions under Merit Promotion.	September 30, 2007
Design and mass produce media material aimed at women, minorities and persons with disabilities promoting NRCS major occupation positions.	September 30, 2007
Develop and implement specific recruitment plans for women, minorities and persons with disabilities.	September 30, 2007

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

NRCS is losing highly qualified employees to retirement, other Federal Agencies and the private sector. This practice more negatively impacts minorities, women and persons with disabilities.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

Analysis of the Total Workforce (Table A1).

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.

NRCS practices require that employees are mobile within the agency. It is expected that in order to move up the ladder employees will have to relocate. Family circumstances such as Spouses working or children in higher grade levels make relocating less attractive. Agency supervisors and managers that lack commitment to employee development use declining budgets as justification to limit training, details and other employment opportunities.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Retain a diverse workforce by implementing a national retention plan. A commitment to employee development in spite of budget constraints.

RESPONSIBLE OFFICIAL:

Regional Assistant Chief, Director of Civil Rights and Director of Human Resources.

DATE OBJECTIVE INITIATED:

January 1, 2007

TARGET DATE FOR COMPLETION OF OBJECTIVE:

June 15, 2007

EEOC FORM

715-01

PART I

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Identify those series which have the highest turnover rate and determine if such any pay incentives (i.e. retention allowance) would be effective in retaining these employees	January 2007
Identify those series which are most difficult to fill and determine if pay incentives (i.e. special salary rates, relocation bonuses, etc) would increase the applicant pools for these positions.	March 2007
Determine the feasibility of establishing more developmental level positions (GS-5 and GS-7) in order to locate and recruit applicants that may have the educational requirements, but not the experience to qualify at higher grade levels, in order to groom these employees to fill in behind more experienced employees in the same field who leave the Agency.	January 2007

**EEOC FORM
715-01
PART J**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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

PART I Department or Agency Information	1. Agency	1. U. S. Department of Agriculture
	1.a. 2 nd Level Component	1.a. Natural Resources Conservation Service
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change		
		Number	%	Number	%	Number	Rate of Change	
	Total Work Force	13,220	100.00%	12,196	100.00%	-1024	-7.75%	
	Reportable Disability	947	7.16%	885	7.26%	-62	-6.55%	
	Targeted Disability*	133	0.0%	120	0.98%	-13	-9.77%	
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						0	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0		

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	0	0	0.0	0	0.0	0	0.0	0	0.0
4. Non-Competitive Promotions	1656	101	6.1	10	0.6	15	0.91	1538	92.87
5. Employee Development/Training	0	0	0.0	0	0.0	0	0.0	0	0.0
5.a. Grades 5-12	0	0	0.0	0	0.0	0	0.0	0	0.0
5.b. Grades 13-14	0	0	0.0	0	0.0	0	0.0	0	0.0
5.c. Grade 15/SES Development Training	0	0	0.0	0	0.0	0	0.0	0	0.0
6. Employee Recognition and Awards	10133	748	7.38	92	0.91	152	1.5	9229	91.08
6.a. Time-Off Awards (Total hrs awarded)	4541	380	8.37	24	0.53	69	1.52	4084	89.94
6.b. Cash Awards (total \$\$\$ awarded)	5687535	415204	7.3	42522	0.75	94182	1.66	5176001	91.01
6.c. Quality-Step Increase	318	19	5.97	4	1.26	6	1.89	293	92.14
7. Details and Task Force Assignments	0	0	0.0	0	0.0	0	0.0	0	0.0

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

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

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AZAN (Male)	AZAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/more (Male)	2/more (Female)
Total																	
FY 2005 #	13,175	8,836	4,339	370	185	7,541	3,547	605	424	237	109	83	74	0	0	0	0
FY 2005 %	100.0	67.07	32.93	2.81	1.4	57.24	26.92	4.59	3.22	1.8	0.83	0.63	0.56	0.0	0.0	0.0	0.0
FY 2006 #	12,150	8,089	4,061	372	179	6,919	3,338	499	380	221	104	78	60	0	0	0	0
FY 2006 %	100.0	66.58	33.42	3.06	1.47	56.95	27.47	4.11	3.13	1.82	0.86	0.64	0.49	0.0	0.0	0.0	0.0
CLF % (2000)	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	0.34	0.32	1.92	1.71	0.06	0.05	0.88	0.76
Difference #	-1025	-747	-278	2	-6	-622	-209	-106	-44	-16	-5	-5	-14	0	0	0	0
Ratio Change %	0.0	-0.49	0.49	0.25	0.07	-0.29	0.55	-0.48	-0.09	0.02	0.03	0.01	-0.07	0.0	0.0	0.0	0.0
Net Change %	-7.78	-8.45		0.54		-8.25								0.0	0.0	0.0	0.0
Permanent																	
FY 2005 #	12,324	8,433	3,891	357	166	7,200	3,171	574	386	229	106	73	62	0	0	0	0
FY 2005 %	100.0	68.43	31.57	2.9	1.35	58.42	25.73	4.66	3.13	1.86	0.86	0.59	0.5	0.0	0.0	0.0	0.0
FY 2006 #	11,456	7,791	3,665	356	163	6,670	3,000	477	352	216	95	72	55	0	0	0	0
FY 2006 %	100.0	68.01	31.99	3.11	1.42	58.22	26.19	4.16	3.07	1.89	0.83	0.63	0.48	0.0	0.0	0.0	0.0
Difference #	-868	-642	-226	-1	-3	-530	-171	-97	-34	-13	-11	-1	-7	0	0	0	0
Ratio Change %	0.0	-0.42	0.42	0.21	0.07	-0.2	0.46	-0.5	-0.06	0.03	-0.03	0.04	-0.02	0.0	0.0	0.0	0.0
Net Change %														0.0	0.0	0.0	0.0

*Line highlighted in red reflects the Civilian Labor Force (CLF) percentage as of 2000.
 *Boxes highlighted in red reflect those minority groups which have shown a decrease in percentage since 2005.
 *Numbers in red but not highlighted (0000) reflect the 2006 minority percentages which are below the Civilian Labor Force.

	TOTAL EMPLOY. (ALL)	TOTAL EMPLOY. (Male)	TOTAL EMPLOY. (Female)	Hisp. (M)	Hisp. (F)	White (M)	White (F)	Black (M)	Black (F)	ALAN (M)	ALAN (F)	Asian (M)	Asian (F)	NHOPI (M)	NHOPI (F)	2/more (M)	2/more (F)
Temporary																	
FY 2005 #	851	403	448	13	19	341	376	31	38	8	3	10	12	0	0	0	0
FY 2005 %	100.0	47.36	52.64	1.53	2.23	40.07	44.18	3.64	4.47	0.94	0.35	1.18	1.41	0.0	0.0	0.0	0.0
FY 2006 #	694	298	396	16	16	249	338	22	28	5	9	6	5	0	0	0	0
FY 2006 %	100.0	42.94	57.06	2.31	2.31	35.88	48.7	3.17	4.03	0.72	1.3	0.86	0.72	0.0	0.0	0.0	0.0
Difference #	157	105	52	-3	3	92	38	9	10	3	-6	4	7	0	0	0	0
Ratio Change %	0.0	-4.42	4.42	0.78	0.08	-4.19	4.52	-0.47	-0.44	-0.22	0.95	-0.32	-0.69	0.0	0.0	0.0	0.0
Net Change %	18.45	26.05	11.61	-23.08	15.79	26.98	10.11	29.03	26.32	37.5	-200.0	40.0	58.33	0.0	0.0	0.0	0.0
Non-Appropriated																	
FY 2005 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FY 2005 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
FY 2006 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FY 2006 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Net Change %	-7.58	-8.24	-6.17	-0.28	-1.84	-7.95	-5.7	-20.34	-9.66	-6.02	-11.58	-1.39	-12.73	0.0	0.0	0.0	0.0

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

Plan Level: NATURAL RESOURCES CONSV SERVICE

Analysis Level: NATURAL RESOURCES CONSV SERVICE

Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/more (Male)	2/more (Female)
TOTAL - FY 2006 #	11,456	7,791	3,665	356	163	6,670	3,000	477	352	216	95	72	55	0	0	0	0
TOTAL - FY 2006 %	100.0	68.01	31.99	3.11	1.42	58.22	26.19	4.16	3.07	1.89	0.83	0.63	0.48	0.0	0.0	0.0	0.0
CLF % (2000)	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	0.34	0.32	1.92	1.71	0.06	0.05	0.88	0.76

*Line highlighted in reflects the Civilian Labor Force (CLF) percentage as of 2000.

*Numbers in red but not highlighted (0000) reflect the 2006 minority percentages which are below the Civilian Labor Force.

Table A3-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AZAN (Male)	AZAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/more (Male)	2/more (Female)
Executive/Senior Level Officials and Managers #	84	66	18	5	0	44	14	15	4	1	0	1	0	0	0	0	0
Executive/Senior Level Officials and Managers %	100.0	78.57	21.43	5.95	0.0	52.38	16.67	17.86	4.76	1.19	0.0	1.19	0.0	0.0	0.0	0.0	0.0
Mid-Level Officials and Managers #	312	245	67	11	5	195	39	27	20	9	2	3	1	0	0	0	0
Mid-Level Officials and Managers %	100.0	78.53	21.47	3.53	1.6	62.5	12.5	8.65	6.41	2.88	0.64	0.96	0.32	0.0	0.0	0.0	0.0
First-Level Officials and Managers #	568	457	111	22	1	395	91	24	10	12	7	4	2	0	0	0	0
First-Level Officials and Managers %	100.0	80.46	19.54	3.87	0.18	69.54	16.02	4.23	1.76	2.11	1.23	0.7	0.35	0.0	0.0	0.0	0.0
Other Officials and Managers #	444	172	272	12	10	124	176	30	75	3	4	3	7	0	0	0	0
Other Officials and Managers %	100	39	61	3	2	28	40	7	17	1	1	1	2	0	0	0	0
Total Officials and Managers #	1408	940	468	50	16	758	320	96	109	25	13	11	10	0	0	0	0
Total Officials and Managers %	100.0	66.76	33.24	3.55	1.14	53.84	22.73	6.82	7.74	1.78	0.92	0.78	0.71	0.0	0.0	0.0	0.0
Professionals #	7,232	5,226	2,006	235	101	4,505	1,671	314	143	124	59	48	32	0	0	0	0
Professionals %																	
Technicians #	1,973	1,560	413	67	13	1,361	379	58	9	64	10	10	2	0	0	0	0
Technicians %	100.0	79.07	20.93	3.4	0.66	68.98	19.21	2.94	0.46	3.24	0.51	0.51	0.1	0.0	0.0	0.0	0.0
Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical #	835	57	778	3	33	41	630	7	91	3	13	3	11	0	0	0	0
Office and Clerical %	100.0	6.83	93.17	0.36	3.95	4.91	75.45	0.84	10.9	0.36	1.56	0.36	1.32	0.0	0.0	0.0	0.0

* Highlighted lines in Blue, , and Green reflect those areas most indicative of NRCS employment in percentages.

	TOTAL EMPLOYEES (All)	TOTAL EMPLOY. (MALE)	TOTAL EMPLOY. (Female)	Hisp. (M)	Hisp. (F)	White (M)	White (F)	Black (M)	Black (F)	AZIAN (M)	AZIAN (F)	Asian (M)	Asian (F)	NHOP1 (M)	NHOP1 (F)	2/more (M)	2/more (F)
Craft Workers #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Operatives #	2	2	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0
Operatives %	100.0	100.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Laborers #	5	5	0	1	3	0	0	1	0	0	0	0	0	0	0	0	0
Laborers %	100.0	100.0	0.0	20.0	60.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Workforce #	11,456	7,791	3,665	356	163	6,670	3,000	477	352	216	95	72	55	0	0	0	0
Total Workforce %	100.0	68.01	31.99	3.11	1.42	58.22	26.19	4.16	3.07	1.89	0.83	0.63	0.48	0.0	0.0	0.0	0.0

Table A3-2: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/more (Male)	2/more (Female)
Executive/Senior Level Officials and Managers #	84	66	18	5	0	44	14	15	4	1	0	1	0	0	0	0	0
Executive/Senior Level Officials and Managers %	0.73	0.85	0.49	1.4	0.0	0.66	0.47	3.14	1.14	0.46	0.0	1.39	0.0	0.0	0.0	0.0	0.0
Mid-Level Officials and Managers #	312	245	67	11	5	195	39	27	20	9	2	3	1	0	0	0	0
Mid-Level Officials and Managers %	2.72	3.14	1.83	3.09	3.07	2.92	1.3	5.66	5.68	4.17	2.11	4.17	1.82	0.0	0.0	0.0	0.0
First-Level Officials and Managers #	568	457	111	22	1	395	91	24	10	12	7	4	2	0	0	0	0
First-Level Officials and Managers %	4.96	5.87	3.03	6.18	0.61	5.92	3.03	5.03	2.84	5.56	7.37	5.56	3.64	0.0	0.0	0.0	0.0
Other Officials and Managers #	444	172	272	12	10	124	176	30	75	3	4	3	7	0	0	0	0
Other Officials and Managers %	3.88	2.21	7.42	3.37	6.13	1.86	5.87	6.29	21.31	1.39	4.21	4.17	12.73	0.0	0.0	0.0	0.0
Total Officials and Managers #	1,408	940	468	50	16	758	320	96	109	25	13	11	10	0	0	0	0
Total Officials and Managers %	12.29	12.07	12.77	14.04	9.82	11.36	10.67	20.13	30.97	11.57	13.68	15.28	18.18	0.0	0.0	0.0	0.0
Professionals #	7,232	5,226	2,006	235	101	4,505	1,671	314	143	124	59	48	32	0	0	0	0
Professionals %	63.13	67.08	54.73	66.01	61.96	67.54	55.7	65.83	40.63	57.41	62.11	66.67	58.18	0.0	0.0	0.0	0.0
Technicians #	1,973	1,560	413	67	13	1,361	379	58	9	64	10	10	2	0	0	0	0
Technicians %	17.22	20.02	11.27	18.82	7.98	20.4	12.63	12.16	2.56	29.63	10.53	13.89	3.64	0.0	0.0	0.0	0.0
Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Offi. and Clerical #	835	57	778	3	33	41	630	7	91	3	13	3	11	0	0	0	0
Offi. and Clerical %	7.29	0.73	21.23	0.84	20.25	0.61	21.0	1.47	25.85	1.39	13.68	4.17	20.0	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows.

* Highlighted lines in Blue, , and Green reflect those areas most indicative of NRCS employment in percentages.

	TOTAL EMPLOYEES (All)	TOTAL EMPLOY. (Male)	TOTAL EMPLOY. (Female)	Hisp. (M)	Hisp. (F)	White (M)	White (F)	Black (M)	Black (F)	AIAN (M)	AIAN (F)	Asian (M)	Asian (F)	NHOPI (M)	NHOPI (F)	2/more (M)	2/more (F)
Craft Workers %	0.01	0.01	0.0	0.0	0.0	0.01	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Operatives #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Operatives %	0.02	0.03	0.0	0.0	0.0	0.01	0.0	0.21	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Laborers #	5	5	0	1	0	3	0	1	0	0	0	0	0	0	0	0	0
Laborers %	0.04	0.06	0.0	0.28	0.0	0.04	0.0	0.21	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Workforce #	11,456	7,791	3,665	356	163	6,670	3,000	477	352	216	95	72	55	0	0	0	0
Total Workforce %	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A4-1T: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
GS - 01 #	48	18	30	1	3	11	25	4	2	1	0	1	0	0	0	0	0
GS - 01 %	100.0	37.5	62.5	2.08	6.25	22.92	52.08	8.33	4.17	2.08	0.0	2.08	0.0	0.0	0.0	0.0	0.0
GS - 02 #	88	49	39	3	4	36	30	6	3	2	0	2	2	0	0	0	0
GS - 02 %	100.0	55.68	44.32	3.41	4.55	40.91	34.09	6.82	3.41	2.27	0.0	2.27	2.27	0.0	0.0	0.0	0.0
GS - 03 #	211	81	130	3	2	74	115	4	9	0	4	0	0	0	0	0	0
GS - 03 %	100.0	38.39	61.61	1.42	0.95	35.07	54.5	1.9	4.27	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04 #	185	69	116	4	7	56	92	6	11	1	4	2	2	0	0	0	0
GS - 04 %	100.0	37.3	62.7	2.16	3.78	30.27	49.73	3.24	5.95	0.54	2.16	1.08	1.08	0.0	0.0	0.0	0.0
GS - 05 #	115	55	60	4	0	48	57	1	1	1	1	1	1	0	0	0	0
GS - 05 %	100.0	47.83	52.17	3.48	0.0	41.74	49.57	0.87	0.87	0.87	0.87	0.87	0.87	0.0	0.0	0.0	0.0
GS - 06 #	9	3	6	0	0	3	5	0	1	0	0	0	0	0	0	0	0
GS - 06 %	100.0	33.33	66.67	0.0	0.0	33.33	55.56	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07 #	18	9	9	0	0	9	9	0	0	0	0	0	0	0	0	0	0
GS - 07 %	100.0	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 08 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09 #	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
GS - 09 %	100.0	66.67	33.33	0.0	0.0	66.67	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 10 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11 #	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
GS - 11 %	100.0	33.33	66.67	0.0	0.0	33.33	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS - 12 %	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 13 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS - 13 %	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-2P: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - PERMANENT by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
GS - 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 01 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02 #	12	8	4	0	0	5	0	3	2	0	1	0	1	0	0	0	0
GS - 02 %	0.1	0.1	0.11	0.0	0.0	0.08	0.0	0.63	0.57	0.0	1.05	0.0	1.82	0.0	0.0	0.0	0.0
GS - 03 #	63	25	38	1	4	17	27	7	4	0	2	0	1	0	0	0	0
GS - 03 %	0.55	0.32	1.04	0.28	2.45	0.26	0.9	1.47	1.14	0.0	2.11	0.0	1.82	0.0	0.0	0.0	0.0
GS - 04 #	233	112	121	13	11	78	90	12	14	6	4	3	2	0	0	0	0
GS - 04 %	2.04	1.44	3.3	3.66	6.75	1.17	3.0	2.52	3.98	2.78	4.21	4.17	3.64	0.0	0.0	0.0	0.0
GS - 05 #	446	174	272	6	11	145	241	12	11	4	5	7	4	0	0	0	0
GS - 05 %	3.9	2.24	7.42	1.69	6.75	2.18	8.03	2.52	3.13	1.85	5.26	9.72	7.27	0.0	0.0	0.0	0.0
GS - 06 #	484	234	250	5	6	207	216	11	19	10	5	1	4	0	0	0	0
GS - 06 %	4.23	3.01	6.82	1.41	3.68	3.11	7.2	2.31	5.4	4.63	5.26	1.39	7.27	0.0	0.0	0.0	0.0
GS - 07 #	1,487	866	621	35	36	757	509	47	57	26	15	1	4	0	0	0	0
GS - 07 %	12.99	11.13	16.94	9.86	22.09	11.36	16.97	9.87	16.19	12.04	15.79	1.39	7.27	0.0	0.0	0.0	0.0
GS - 08 #	478	368	110	22	4	305	86	13	18	24	0	4	2	0	0	0	0
GS - 08 %	4.18	4.73	3.0	6.2	2.45	4.58	2.87	2.73	5.11	11.11	0.0	5.56	3.64	0.0	0.0	0.0	0.0
GS - 09 #	1,671	997	674	76	34	825	543	66	71	20	13	10	13	0	0	0	0
GS - 09 %	14.6	12.81	18.39	21.41	20.86	12.38	18.1	13.87	20.17	9.26	13.68	13.89	23.64	0.0	0.0	0.0	0.0
GS - 10 #	27	23	4	3	0	19	3	0	1	1	0	0	0	0	0	0	0
GS - 10 %	0.24	0.3	0.11	0.85	0.0	0.29	0.1	0.0	0.28	0.46	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11 #	2,597	1,900	697	76	26	1,657	592	95	45	56	26	16	8	0	0	0	0
GS - 11 %	22.69	24.41	19.02	21.41	15.95	24.86	19.73	19.96	12.78	25.93	27.37	22.22	14.55	0.0	0.0	0.0	0.0
GS - 12 #	2,967	2,330	637	78	23	2,064	533	121	49	50	21	17	11	0	0	0	0
GS - 12 %	25.92	29.94	17.38	21.97	14.11	30.97	17.77	25.42	13.92	23.15	22.11	23.61	20.0	0.0	0.0	0.0	0.0
GS - 13 #	559	429	130	17	5	349	91	44	29	11	1	8	4	0	0	0	0
GS - 13 %	4.88	5.51	3.55	4.79	3.07	5.24	3.03	9.24	8.24	5.09	1.05	11.11	7.27	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows. *Highlighted boxes reflect the grade ceilings (by highest %) for each race (by color) and compared male vs. female.

	TOTAL EMPLOY. (All)	TOTAL EMPLOY. (Male)	TOTAL EMPLOY. (Female)	Hisp. (M)	Hisp. (F)	White (M)	White (F)	Black (M)	Black (F)	AIAN (M)	AIAN (F)	Asian (M)	Asian (F)	NHOPI (M)	NHOPI (F)	2/more (M)	2/more (F)
GS - 14 #	270	197	73	11	2	155	41	25	27	4	2	2	1	0	0	0	0
GS - 14 %	2.36	2.53	1.99	3.1	1.23	2.33	1.37	5.25	7.67	1.85	2.11	2.78	1.82	0.0	0.0	0.0	0.0
GS - 15 #	133	105	28	12	1	70	23	18	4	3	0	2	0	0	0	0	0
GS - 15 %	1.16	1.35	0.76	3.38	0.61	1.05	0.77	3.78	1.14	1.39	0.0	2.78	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service #	21	15	6	0	0	11	5	2	1	1	0	1	0	0	0	0	0
Senior Executive Service %	0.18	0.19	0.16	0.0	0.0	0.17	0.17	0.42	0.28	0.46	0.0	1.39	0.0	0.0	0.0	0.0	0.0
Total #	11448	7783	3665	355	163	6664	3000	476	352	216	95	72	55	0	0	0	0
Total %	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0

Table A4-2T: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AJAN (Male)	AJAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
GS - 01 #	48	18	30	1	3	11	25	4	2	1	0	1	0	0	0	0	0
GS - 01 %	6.96	6.1	7.59	6.67	18.75	4.44	7.4	19.05	7.41	20.0	0.0	16.67	0.0	0.0	0.0	0.0	0.0
GS - 02 #	88	49	39	3	4	36	30	6	3	2	0	2	2	0	0	0	0
GS - 02 %	12.75	16.61	9.87	20.0	25.0	14.52	8.88	28.57	11.11	40.0	0.0	33.33	40.0	0.0	0.0	0.0	0.0
GS - 03 #	211	81	130	3	2	74	115	4	9	0	4	0	0	0	0	0	0
GS - 03 %	30.58	27.46	32.91	20.0	12.5	29.84	34.02	19.05	33.33	0.0	44.44	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04 #	185	69	116	4	7	56	92	6	11	1	4	2	2	0	0	0	0
GS - 04 %	26.81	23.39	29.37	26.67	43.75	22.58	27.22	28.57	40.74	20.0	44.44	33.33	40.0	0.0	0.0	0.0	0.0
GS - 05 #	115	55	60	4	0	48	57	1	1	1	1	1	1	0	0	0	0
GS - 05 %	16.67	18.64	15.19	26.67	0.0	19.35	16.86	4.76	3.7	20.0	11.11	16.67	20.0	0.0	0.0	0.0	0.0
GS - 06 #	9	3	6	0	0	3	5	0	1	0	0	0	0	0	0	0	0
GS - 06 %	1.3	1.02	1.52	0.0	0.0	1.21	1.48	0.0	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07 #	18	9	9	0	0	9	9	0	0	0	0	0	0	0	0	0	0
GS - 07 %	2.61	3.05	2.28	0.0	0.0	3.63	2.66	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 08 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09 #	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
GS - 09 %	0.87	1.36	0.51	0.0	0.0	1.61	0.59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 10 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11 #	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
GS - 11 %	0.43	0.34	0.51	0.0	0.0	0.4	0.59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS - 12 %	0.14	0.34	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 13 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS - 13 %	0.14	0.34	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows.

	TOTAL EMPLOY. (All)	TOTAL EMPLOY. (Male)	TOTAL EMPLOY. (Female)	Hisp. (M)	Hisp. (F)	White (M)	White (F)	Black (M)	Black (F)	AIAN (M)	AIAN (F)	Asian (M)	Asian (F)	NHOPI (M)	NHOPI (F)	2/more (M)	2/more (F)
GS - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GS - 15 %	0.29	0.68	0.0	0.0	0.0	0.81	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	0.43	0.68	0.25	0.0	0.0	0.81	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	690	295	395	15	16	248	338	21	27	5	9	6	5	0	0	0	0
Total %	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - PERMANENT by Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 01 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04 %	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07 #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Grade - 07 %	100.0	100.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Grade - 10 %	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

***NO DATA AVAILABLE**

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - TEMPORARY by Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 01 #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Grade - 01 %	100.0	100.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04 %	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

***NO DATA AVAILABLE**

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - PERMANENT by Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 01 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04 %	14.29	14.29	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	14.29	14.29	0.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07 #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Grade - 07 %	28.57	28.57	0.0	0.0	0.0	20.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	14.29	14.29	0.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Grade - 10 %	28.57	28.57	0.0	0.0	0.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows.

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
Total %	100.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - TEMPORARY by Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 01 #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Grade - 01 %	66.67	66.67	0.0	0.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04 %	33.33	33.33	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows.

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (male)	TOTAL EMPLOYEES (female)	Hispanic (male)	Hispanic (female)	White (male)	White (female)	Black (male)	Black (female)	AIAN (male)	AIAN (female)	Asian (male)	Asian (female)	NHOPI (male)	NHOPI (female)	2/more (male)	2/more (female)
Grade - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	3	3	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0
Total %	100.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A6P(NCRS): PARTICIPATION RATES FOR MAJOR OCCUPATIONS - PERMANENT DISTRIBUTION by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	ATAN (Male)	ATAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/more (Male)	2/more (Female)
Gen Bio Sci CLF %	100.0	55.86	44.14	1.93	2.14	47.32	35.01	1.17	1.79	0.41	0.19	4.11	4.26	0.04	0.05	0.89	0.7
Gen Bio Sci #	818	617	201	36	4	507	181	52	8	19	6	3	2	0	0	0	0
Gen Bio Sci %	100.0	75.43	24.57	4.4	0.49	61.98	22.13	6.36	0.98	2.32	0.73	0.37	0.24	0.0	0.0	0.0	0.0
Soil Conservation CLF %	100.0	85.29	14.71	1.39	0.53	79.53	13.25	1.8	0.23	1.32	0.3	0.34	0.23	0.01	0.0	0.9	0.17
Soil Conservation #	4,216	3,103	1,113	124	51	2,668	939	210	72	82	37	19	14	0	0	0	0
Soil Conservation %	100.0	73.6	26.4	2.94	1.21	63.28	22.27	4.98	1.71	1.94	0.88	0.45	0.33	0.0	0.0	0.0	0.0
Soil Consv. Tech CLF %	100.0	49.04	50.96	2.8	4.82	35.79	34.0	3.71	4.49	0.68	0.4	4.82	6.41	0.15	0.0	1.09	0.83
Soil Consv. Tech #	1,349	1,061	288	35	9	944	271	32	1	44	7	6	0	0	0	0	0
Soil Consv. Tech %	100.0	78.65	21.35	2.59	0.67	69.98	20.09	2.37	0.07	3.26	0.52	0.44	0.0	0.0	0.0	0.0	0.0
Soil Science CLF %	100.0	73.87	26.13	2.71	1.11	65.9	21.69	1.87	1.46	0.23	0.04	2.34	1.45	0.04	0.04	0.78	0.35
Soil Science #	1,349	1,061	288	35	9	944	271	32	1	44	7	6	0	0	0	0	0
Soil Science %	100.0	78.65	21.35	2.59	0.67	69.98	20.09	2.37	0.07	3.26	0.52	0.44	0.0	0.0	0.0	0.0	0.0
Eng Techn CLF %	100.0	80.91	19.09	6.07	1.58	62.27	12.99	5.74	2.2	0.42	0.13	5.07	1.8	0.08	0.04	1.26	0.36
Eng Techn #	1,349	1,061	288	35	9	944	271	32	1	44	7	6	0	0	0	0	0
Eng Techn %	100.0	78.65	21.35	2.59	0.67	69.98	20.09	2.37	0.07	3.26	0.52	0.44	0.0	0.0	0.0	0.0	0.0
Civil Engineering CLF %	100.0	55.86	44.14	1.93	2.14	47.32	35.01	1.17	1.79	0.41	0.19	4.11	4.26	0.04	0.05	0.89	0.7
Civil Engineering #	439	390	49	21	0	334	48	16	0	16	1	3	0	0	0	0	0
Civil Engineering %	100.0	88.84	11.16	4.78	0.0	76.08	10.93	3.64	0.0	3.64	0.23	0.68	0.0	0.0	0.0	0.0	0.0

Table A6T(NCRS): PARTICIPATION RATES FOR MAJOR OCCUPATIONS - TEMPORARY DISTRIBUTION by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPT (Male)	NHOPT (Female)	2/more (Male)	2/more (Female)
Gen Bio Sci CLF %	100.0	55.86	44.14	1.93	2.14	47.32	35.01	1.17	1.79	0.41	0.19	4.11	4.26	0.04	0.05	0.89	0.7
Gen Bio Sci #	10	2	8	0	0	2	8	0	0	0	0	0	0	0	0	0	0
Gen Bio Sci %	100.0	20.0	80.0	0.0	0.0	20.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Soil Conservation CLF %	100.0	85.29	14.71	1.39	0.53	79.53	13.25	1.8	0.23	1.32	0.3	0.34	0.23	0.01	0.0	0.9	0.17
Soil Conservation #	9	6	3	0	0	6	3	0	0	0	0	0	0	0	0	0	0
Soil Conservation %	100.0	66.67	33.33	0.0	0.0	66.67	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Soil Conserv. Tech CLF %	100.0	49.04	50.96	2.8	4.82	35.79	34.0	3.71	4.49	0.68	0.4	4.82	6.41	0.15	0.0	1.09	0.83
Soil Conserv. Tech #	421	184	237	6	5	163	225	9	3	4	3	2	1	0	0	0	0
Soil Conserv. Tech %	100.0	43.71	56.29	1.43	1.19	38.72	53.44	2.14	0.71	0.95	0.71	0.48	0.24	0.0	0.0	0.0	0.0
Soil Science CLF %	100.0	73.87	26.13	2.71	1.11	65.9	21.69	1.87	1.46	0.23	0.04	2.34	1.45	0.04	0.04	0.78	0.35
Soil Science #	421	184	237	6	5	163	225	9	3	4	3	2	1	0	0	0	0
Soil Science %	100.0	43.71	56.29	1.43	1.19	38.72	53.44	2.14	0.71	0.95	0.71	0.48	0.24	0.0	0.0	0.0	0.0
Eng Techn CLF %	100.0	80.91	19.09	6.07	1.58	62.27	12.99	5.74	2.2	0.42	0.13	5.07	1.8	0.08	0.04	1.26	0.36
Eng Techn #	421	184	237	6	5	163	225	9	3	4	3	2	1	0	0	0	0
Eng Techn %	100.0	43.71	56.29	1.43	1.19	38.72	53.44	2.14	0.71	0.95	0.71	0.48	0.24	0.0	0.0	0.0	0.0
Civil Engineering CLF %	100.0	55.86	44.14	1.93	2.14	47.32	35.01	1.17	1.79	0.41	0.19	4.11	4.26	0.04	0.05	0.89	0.7
Civil Engineering #	26	19	7	1	1	18	5	0	0	0	1	0	0	0	0	0	0
Civil Engineering %	100.0	73.08	26.92	3.85	3.85	69.23	19.23	0.0	0.0	0.0	3.85	0.0	0.0	0.0	0.0	0.0	0.0

Table A7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - PERMANENT Distribution by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

Job Title/Series (Occ 1)	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AJAN (Male)	AJAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/more (Male)	2/more (Female)
Total Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Voluntarily Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Voluntarily Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
CLF %	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	0.34	0.32	1.92	1.71	0.06	0.05	0.88	0.76

Table A7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - TEMPORARY Distribution by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

Job Title/Series (Occ 1)	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/more (Male)	2/more (Female)
Total Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Voluntarily Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Voluntarily Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
CLF %	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	0.34	0.32	1.92	1.71	0.06	0.05	0.88	0.76

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

Plan Level: NATURAL RESOURCES CONSV SERVICE

Analysis Level: NATURAL RESOURCES CONSV SERVICE

Source of Data: FY2006 Personnel Final

	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AZAN (Male)	AZAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
Permanent #	888	502	386	32	28	419	298	37	41	4	9	10	10	0	0	0	0
Permanent %	100.0	56.53	43.47	3.6	3.15	47.18	33.56	4.17	4.62	0.45	1.01	1.13	1.13	0.0	0.0	0.0	0.0
Temporary #	572	263	309	13	14	215	251	23	28	5	8	7	8	0	0	0	0
Temporary %	100.0	45.98	54.02	2.27	2.45	37.59	43.88	4.02	4.9	0.87	1.4	1.22	1.4	0.0	0.0	0.0	0.0
Non-Appropriated #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Appropriated %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total workforce #	12,150	8,089	4,061	372	179	6,919	3,338	499	380	221	104	78	60	0	0	0	0
Total workforce %	100.0	66.58	33.42	3.06	1.47	56.95	27.47	4.11	3.13	1.82	0.86	0.64	0.49	0.0	0.0	0.0	0.0
CLF %	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	0.34	0.32	1.92	1.71	0.06	0.05	0.88	0.76

*Line highlighted in reflects the Civilian Labor Force (CLF) percentage as of 2000.

*Numbers in red but not highlighted (0000) reflect the 2006 minority percentages which are below the Civilian Labor Force.

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
Job Title of Vacancy (Occ 1)																	
Total Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Relevant Applicant Pool %	100.0	67.75	32.25	3.13	1.46	57.87	26.26	4.28	3.14	1.81	0.86	0.66	0.52	0.0	0.0	0.0	0.0

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

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
Total Employees in Career Ladder #	12,242	8,294	3,948	383	179	7,084	3,215	524	385	222	105	81	64	0	0	0	0
Total Employees in Career Ladder %	100.0	67.75	32.25	3.13	1.46	57.87	26.26	4.28	3.14	1.81	0.86	0.66	0.52	0.0	0.0	0.0	0.0
Time in grade in excess of minimum																	
1 - 12 Months #	2,457	1,475	982	78	48	1,265	801	88	90	27	22	17	21	0	0	0	0
1 - 12 Months %	100.0	60.03	39.97	3.17	1.95	51.49	32.6	3.58	3.66	1.1	0.9	0.69	0.85	0.0	0.0	0.0	0.0
13 - 24 Months #	1,339	817	522	41	27	686	404	57	62	24	18	9	11	0	0	0	0
13 - 24 Months %	100.0	61.02	38.98	3.06	2.02	51.23	30.17	4.26	4.63	1.79	1.34	0.67	0.82	0.0	0.0	0.0	0.0
25 + Months #	7,398	5,357	2,041	229	82	4,597	1,691	328	184	160	58	43	26	0	0	0	0
25 + Months %	100.0	72.41	27.59	3.1	1.11	62.14	22.86	4.43	2.49	2.16	0.78	0.58	0.35	0.0	0.0	0.0	0.0

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

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
# Total Applications	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Relevant Pool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

***NO DATA AVAILABLE**
 Relevant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT/TRAINING by Race/Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
Career Development Programs for GS 5 - 12:																	
# Slots	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applied	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 13-14:																	
# Slots	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applied	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 15 and SES:																	
# Slots	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applied	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

***NO DATA AVAILABLE**
 Relevant Pool includes all employees in the pay grades eligible for the career development program.

Table A13: EMPLOYEE RECOGNITION AND AWARDS by Race/Ethnicity and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE

Analysis Level: NATURAL RESOURCES CONSV SERVICE

Source of Data: FY 2006 Personnel Data

	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
Time-Off awards - 1-9 hours																	
Total Time-Off Awards Given #	203	125	78	1	3	113	64	5	6	4	2	2	3	0	0	0	0
% Time-Off awards	100	62	38	0	1	56	32	2	3	2	1	1	1	0	0	0	0
Total Hours	1281.0	769.0	512.0	8.0	20.0	687.0	408.0	34.0	48.0	28.0	16.0	12.0	20.0	0.0	0.0	0.0	0.0
Average Hours	6.31	6.15	6.56	8.0	6.67	6.08	6.38	6.8	8.0	7.0	8.0	6.0	6.67	0.0	0.0	0.0	0.0
Time-Off awards - 9+ hours																	
Total Time-Off Awards Given #	198	122	76	7	4	93	58	8	10	13	4	1	0	0	0	0	0
% Time-Off awards	100.0	61.62	38.38	3.54	2.02	46.97	29.29	4.04	5.05	6.57	2.02	0.51	0.0	0.0	0.0	0.0	0.0
Total Hours	3232	1930	1302	116	74	1450	1002	130	162	216	64	18	0	0	0	0	0
Average Hours	16.32	15.82	17.13	16.57	18.5	15.59	17.28	16.25	16.2	16.62	16.0	18.0	0.0	0.0	0.0	0.0	0.0
Cash awards - \$100-\$500																	
Total Cash Awards Given #	3522	2289	1233	100	61	2020	1048	91	69	59	29	19	26	0	0	0	0
% Cash Awards	100	65	35	3	2	57	30	3	2	2	1	1	1	0	0	0	0
Total Amount	1206047	788460	417587	35468	21188	695264	350967	32531	24966	18121	10919	7076	9547	0	0	0	0
Average Amount	342.43	344.46	338.68	354.68	347.34	344.19	334.89	357.48	361.83	307.14	376.52	372.42	367.19	0.0	0.0	0.0	0.0
Cash awards > \$501																	
Total Cash Awards Given #	4494	2992	1502	136	68	2553	1243	182	135	83	33	38	23	0	0	0	0
% Cash Awards	100.0	66.58	33.42	3.03	1.51	56.81	27.66	4.05	3.0	1.85	0.73	0.85	0.51	0.0	0.0	0.0	0.0
Total Amount	4364242	2927700	1436542	126558	67457	2492501	1162646	174641	153494	94163	31379	39837	21566	0	0	0	0

Average Amount	971.13	978.51	956.42	930.57	992.01	976.3	935.35	959.57	1136.99	1134.49	950.88	1048.34	937.65	0.0	0.0	0.0	0.0
Quality Step Increases:																	
Total QSIs Awarded #	302	205	97	11	6	171	77	19	11	3	2	1	1	0	0	0	0
Total QSIs Awarded %	100.0	67.88	32.12	3.64	1.99	56.62	25.5	6.29	3.64	0.99	0.66	0.33	0.33	0.0	0.0	0.0	0.0
Total Benefit	302	205	97	11	6	171	77	19	11	3	2	1	1	0	0	0	0
Average Benefit	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0

Table A14: SEPARATIONS by Type of Separation - Distribution by Race/National Origin and Sex

Plan Level: NATURAL RESOURCES CONSV SERVICE

Analysis Level: NATURAL RESOURCES CONSV SERVICE

Source of Data: FY 2006 Personnel Data

	TOTAL (All)	TOTAL (Male)	TOTAL (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	AIAN (Male)	AIAN (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
Voluntary #	786	516	270	22	14	442	205	39	31	6	12	7	8	0	0	0	0
Voluntary %	100.0	65.65	34.35	2.8	1.78	56.23	26.08	4.96	3.94	0.76	1.53	0.89	1.02	0.0	0.0	0.0	0.0
Involuntary (RIF) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Involuntary (RIF) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary (Other) #	27	15	12	0	1	12	9	2	2	0	0	1	0	0	0	0	0
Involuntary (Other) %	100.0	55.56	44.44	0.0	3.7	44.44	33.33	7.41	7.41	0.0	0.0	3.7	0.0	0.0	0.0	0.0	0.0
Total Separations #	882	570	312	25	19	475	233	52	38	7	13	11	9	0	0	0	0
Total Separations %	100.0	64.63	35.37	2.83	2.15	53.85	26.42	5.9	4.31	0.79	1.47	1.25	1.02	0.0	0.0	0.0	0.0
Total workforce #	12944	8768	4176	384	183	7472	3390	599	426	230	110	83	67	0	0	0	0
Total workforce %	100.0	67.74	32.26	2.97	1.41	57.73	26.19	4.63	3.29	1.78	0.85	0.64	0.52	0.0	0.0	0.0	0.0

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

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total														
FY 2005 #	13,220	12,074	199	947	133	19	10	9	31	11	17	5	26	5
FY 2005 %	100.0	91.33	1.51	7.16	1.01	0.14	0.08	0.07	0.23	0.08	0.13	0.04	0.2	0.04
FY 2006 #	12,188	11,122	181	885	120	19	9	9	27	10	14	5	25	2
FY 2006 %	100.0	91.25	1.49	7.26	0.98	0.16	0.07	0.07	0.22	0.08	0.11	0.04	0.21	0.02
Diff. #	-1,032	-952	-18	-62	-13	0	-1	0	-4	-1	-3	0	-1	-3
Ratio Change %	0.0	-0.08	-0.02	0.1	-0.03	0.02	-0.01	0.0	-0.01	0.0	-0.02	0.0	0.01	-0.02
Net Change %	-7.81	-7.88	-9.05	-6.55	-9.77	0.0	-10.0	0.0	-12.9	-9.09	-17.65	0.0	-3.85	-60.0
Federal High for Targeted Disabilities: 2.27%														
Permanent														
FY 2005 #	12,367	11,284	189	894	119	17	10	7	28	10	15	5	23	4
FY 2005 %	100.0	91.24	1.53	7.23	0.96	0.14	0.08	0.06	0.23	0.08	0.12	0.04	0.19	0.03
FY 2006 #	11,494	10,472	176	846	113	18	9	7	26	9	14	5	23	2
FY 2006 %	100.0	91.11	1.53	7.36	0.98	0.16	0.08	0.06	0.23	0.08	0.12	0.04	0.2	0.02
Diff. #	-873	-812	-13	-48	-6	1	-1	0	-2	-1	-1	0	0	-2
Ratio Change %	0.0	-0.13	0.0	0.13	0.02	0.02	0.0	0.0	0.0	0.0	0.0	0.0	0.01	-0.01
Net Change %	-7.06	-7.2	-6.88	-5.37	-5.04	5.88	-10.0	0.0	-7.14	-10.0	-6.67	0.0	0.0	-50.0
Temporary														
FY 2005 #	853	790	10	53	14	2	0	2	3	1	2	0	3	1
FY 2005 %	100.0	92.61	1.17	6.21	1.64	0.23	0.0	0.23	0.35	0.12	0.23	0.0	0.35	0.12
FY 2006 #	694	650	5	39	7	1	0	2	1	1	0	0	2	0
FY 2006 %	100.0	93.66	0.72	5.62	1.01	0.14	0.0	0.29	0.14	0.14	0.0	0.0	0.29	0.0
Difference #	-159	-140	-5	-14	-7	-1	0	0	-2	0	-2	0	-1	-1
Ratio Change %	0.0	1.05	-0.45	-0.59	-0.63	-0.09	0.0	0.06	-0.21	0.02	-0.23	0.0	-0.06	-0.12
Net Change %	-18.64	-17.72	-50.0	-26.42	-50.0	-50.0	0.0	0.0	-66.67	0.0	-100.0	0.0	-33.33	-100.0
.....	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing	[64-68] Partial	[71-78] Total	[82] Convulsive	[90] Mental Retardation	[91] Mental	[92] Distortion of

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Work Force #	11494	10472	176	846	113	18	9	7	26	9	14	5	23	2
Total Work Force %	100.0	91.11	1.53	7.36	0.98	0.16	0.08	0.06	0.23	0.08	0.12	0.04	0.2	0.02
Federal High for Targeted Disabilities: 2.27%														
Natural Resources Conservation Service #	11494	10472	176	846	113	18	9	7	26	9	14	5	23	2
Natural Resources Conservation Service %	100.0	91.11	1.53	7.36		0.16	0.08	0.06	0.23	0.08	0.12	0.04	0.2	0.02

*Line highlighted in reflects the highest reported Federal percentage by EEOC

*Highlighted box in Red reflects NRCS' percentage of targeted disabilities which is below the Federal high.

Table B3-1: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Mgrs. #	84	80	3	1	0	0	0	0	0	0	0	0	0	0
Executive/Senior Level Officials and Mgrs. %	100.0	95.24	3.57	1.19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mid-Level Officials and Managers #	314	286	6	22	3	0	0	0	2	0	1	0	0	0
Mid-Level Officials and Managers %	100.0	91.08	1.91	7.01	0.96	0.0	0.0	0.0	0.64	0.0	0.32	0.0	0.0	0.0
First-Level Officials and Managers #	572	528	10	34	3	0	0	1	1	0	1	0	0	0
First-Level Officials and Managers %	100.0	92.31	1.75	5.94	0.52	0.0	0.0	0.17	0.17	0.0	0.17	0.0	0.0	0.0
Other #	449	398	6	45	9	2	2	1	1	1	1	0	1	0
Other %	100.0	88.64	1.34	10.02	2.0	0.45	0.45	0.22	0.22	0.22	0.22	0.0	0.22	0.0
Total Officials/Mgr. #	1419	1292	25	102	15	2	2	2	4	1	3	0	1	0
Total Officials/Mgr. %	100.0	91.05	1.76	7.19	1.06	0.14	0.14	0.14	0.28	0.07	0.21	0.0	0.07	0.0
Professionals #	7254	6683	110	461	56	4	5	4	12	4	8	0	17	2
Professionals %	100.0	92.13	1.52	6.36	0.77	0.06	0.07	0.06	0.17	0.06	0.11	0.0	0.23	0.03
Technicians #	1977	1772	30	175	21	6	1	1	6	2	2	2	1	0
Technicians %	100.0	89.63	1.52	8.85	1.06	0.3	0.05	0.05	0.3	0.1	0.1	0.1	0.05	0.0
Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical #	836	717	11	108	21	6	1	0	4	2	1	3	4	0
Office and Clerical %	100.0	85.77	1.32	12.92	2.51	0.72	0.12	0.0	0.48	0.24	0.12	0.36	0.48	0.0
Craft Workers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Operatives #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Laborers #	5	5	0	0	0	0	0	0	0	0	0	0	0	0
Laborers %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

* Highlighted lines in Blue, , and Green reflect those areas most indicative of NRCS employment in percentages.

Table B3-2: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE

Analysis Level: NATURAL RESOURCES CONSV SERVICE

Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers #	84	80	3	1	0	0	0	0	0	0	0	0	0	0
Executive/Senior Level Officials and Managers %	0.73	0.76	1.7	0.12	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mid-Level Officials and Managers #	314	286	6	22	3	0	0	0	2	0	1	0	0	0
Mid-Level Officials and Managers %	2.73	2.73	3.41	2.6	2.65	0.0	0.0	0.0	7.69	0.0	7.14	0.0	0.0	0.0
First-Level Officials and Managers #	572	528	10	34	3	0	0	1	1	0	1	0	0	0
First-Level Officials and Managers %	4.98	5.04	5.68	4.02	2.65	0.0	0.0	14.29	3.85	0.0	7.14	0.0	0.0	0.0
Other #	449	398	6	45	9	2	2	1	1	1	1	0	1	0
Other %	3.91	3.8	3.41	5.32	7.96	11.11	22.22	14.29	3.85	11.11	7.14	0.0	4.35	0.0
Total Officials and Managers #	1419	1292	25	102	15	2	2	2	4	1	3	0	1	0
Total Officials and Managers %	12.35	12.34	14.2	12.06	13.27	11.11	22.22	28.57	15.38	11.11	21.43	0.0	4.35	0.0
Professionals #	7254	6683	110	461	56	4	5	4	12	4	8	0	17	2
Professionals %	63.11	63.82	62.5	54.49	49.56	22.22	55.56	57.14	46.15	44.44	57.14	0.0	73.91	100.0
Technicians #	1977	1772	30	175	21	6	1	1	6	2	2	2	1	0
Technicians %	17.2	16.92	17.05	20.69	18.58	33.33	11.11	14.29	23.08	22.22	14.29	40.0	4.35	0.0
Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical #	836	717	11	108	21	6	1	0	4	2	1	3	4	0
Office and Clerical %	7.27	6.85	6.25	12.77	18.58	33.33	11.11	0.0	15.38	22.22	7.14	60.0	17.39	0.0
Craft Workers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	0.01	0.01	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows.

* Highlighted lines in Blue, , and Green reflect those areas most indicative of NRCS employment in percentages.

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Operatives #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	0.02	0.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Laborers #	5	5	0	0	0	0	0	0	0	0	0	0	0	0
Laborers %	0.04	0.05	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	11494	10472	176	846	113	18	9	7	26	9	14	5	23	2
Total %	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - PERMANENT by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 01 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02 #	14	13	0	1	1	0	0	0	0	0	0	1	0	0
GS - 02 %	100.0	92.86	0.0	7.14	7.14	0.0	0.0	0.0	0.0	0.0	0.0	7.14	0.0	0.0
GS - 03 #	65	59	1	5	3	0	0	0	1	0	0	2	0	0
GS - 03 %	100.0	90.77	1.54	7.69	4.62	0.0	0.0	0.0	1.54	0.0	0.0	3.08	0.0	0.0
GS - 04 #	234	204	1	29	6	1	0	0	1	1	0	0	3	0
GS - 04 %	100.0	87.18	0.43	12.39	2.56	0.43	0.0	0.0	0.43	0.43	0.0	0.0	1.28	0.0
GS - 05 #	446	390	6	50	12	5	0	0	3	1	0	2	1	0
GS - 05 %	100.0	87.44	1.35	11.21	2.69	1.12	0.0	0.0	0.67	0.22	0.0	0.45	0.22	0.0
GS - 06 #	485	432	3	50	7	1	0	1	1	1	0	0	3	0
GS - 06 %	100.0	89.07	0.62	10.31	1.44	0.21	0.0	0.21	0.21	0.21	0.0	0.0	0.62	0.0
GS - 07 #	1,489	1,352	25	112	13	3	2	0	5	2	1	0	0	0
GS - 07 %	100.0	90.8	1.68	7.52	0.87	0.2	0.13	0.0	0.34	0.13	0.07	0.0	0.0	0.0
GS - 08 #	478	429	3	46	3	1	0	0	1	0	1	0	0	0
GS - 08 %	100.0	89.75	0.63	9.62	0.63	0.21	0.0	0.0	0.21	0.0	0.21	0.0	0.0	0.0
GS - 09 #	1,678	1,550	16	112	17	2	0	2	4	2	2	0	5	0
GS - 09 %	100.0	92.37	0.95	6.67	1.01	0.12	0.0	0.12	0.24	0.12	0.12	0.0	0.3	0.0
GS - 10 #	27	24	0	3	1	0	0	0	0	0	1	0	0	0
GS - 10 %	100.0	88.89	0.0	11.11	3.7	0.0	0.0	0.0	0.0	0.0	3.7	0.0	0.0	0.0
GS - 11 #	2,606	2,387	38	181	22	3	3	3	3	1	4	0	5	0
GS - 11 %	100.0	91.6	1.46	6.95	0.84	0.12	0.12	0.12	0.12	0.04	0.15	0.0	0.19	0.0
GS - 12 #	2,978	2,732	58	188	18	1	1	1	4	1	3	0	5	2
GS - 12 %	100.0	91.74	1.95	6.31	0.6	0.03	0.03	0.03	0.13	0.03	0.1	0.0	0.17	0.07
GS - 13 #	561	508	14	39	8	1	1	0	3	0	2	0	1	0
GS - 13 %	100.0	90.55	2.5	6.95	1.43	0.18	0.18	0.0	0.53	0.0	0.36	0.0	0.18	0.0

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 14 #	270	240	6	24	2	0	2	0	0	0	0	0	0	0
GS - 14 %	100.0	88.89	2.22	8.89	0.74	0.0	0.74	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15 #	134	124	4	6	0	0	0	0	0	0	0	0	0	0
GS - 15 %	100.0	92.54	2.99	4.48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service #	21	20	1	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100.0	95.24	4.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

*Column highlighted in reflects numbers and percentages for targeted disabilities only.

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[1,6, 1,7] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01 #	48	47	0	1	0	0	0	0	0	0	0	0	0	0
GS - 01 %	100.0	97.92	0.0	2.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02 #	88	81	2	5	1	0	0	0	0	0	0	0	1	0
GS - 02 %	100.0	92.05	2.27	5.68	1.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.14	0.0
GS - 03 #	212	196	2	14	2	0	0	1	1	0	0	0	0	0
GS - 03 %	100.0	92.45	0.94	6.6	0.94	0.0	0.0	0.47	0.47	0.0	0.0	0.0	0.0	0.0
GS - 04 #	185	177	1	7	1	0	0	0	0	0	0	0	1	0
GS - 04 %	100.0	95.68	0.54	3.78	0.54	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.54	0.0
GS - 05 #	114	105	0	9	2	0	0	1	0	1	0	0	0	0
GS - 05 %	100.0	92.11	0.0	7.89	1.75	0.0	0.0	0.88	0.0	0.88	0.0	0.0	0.0	0.0
GS - 06 #	9	9	0	0	0	0	0	0	0	0	0	0	0	0
GS - 06 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07 #	18	17	0	1	0	0	0	0	0	0	0	0	0	0
GS - 07 %	100.0	94.44	0.0	5.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 08 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09 #	6	5	0	1	1	1	0	0	0	0	0	0	0	0
GS - 09 %	100.0	83.33	0.0	16.67	16.67	16.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 10 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
GS - 12 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 13 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0
GS - 13 %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service #	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B4-2: PARTICIPATION RATES ACROSS GEN. SCHEDULE (GS) GRADES - PERMANENT by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 01 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02 #	14	13	0	1	1	0	0	0	0	0	0	1	0	0
GS - 02 %	0.12	0.12	0.0	0.12	0.88	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	0.0
GS - 03 #	65	59	1	5	3	0	0	0	1	0	0	2	0	0
GS - 03 %	0.57	0.56	0.57	0.59	2.65	0.0	0.0	0.0	3.85	0.0	0.0	40.0	0.0	0.0
GS - 04 #	234	204	1	29	6	1	0	0	1	1	0	0	3	0
GS - 04 %	2.04	1.95	0.57	3.43	5.31	5.56	0.0	0.0	3.85	11.11	0.0	0.0	13.04	0.0
GS - 05 #	446	390	6	50	12	5	0	0	3	1	0	2	1	0
GS - 05 %	3.88	3.73	3.41	5.91	10.62	27.78	0.0	0.0	11.54	11.11	0.0	40.0	4.35	0.0
GS - 06 #	485	432	3	50	7	1	0	1	1	1	0	0	3	0
GS - 06 %	4.22	4.13	1.7	5.91	6.19	5.56	0.0	14.29	3.85	11.11	0.0	0.0	13.04	0.0
GS - 07 #	1,489	1,352	25	112	13	3	2	0	5	2	1	0	0	0
GS - 07 %	12.96	12.92	14.2	13.24	11.5	16.67	22.22	0.0	19.23	22.22	7.14	0.0	0.0	0.0
GS - 08 #	478	429	3	46	3	1	0	0	1	0	1	0	0	0
GS - 08 %	4.16	4.1	1.7	5.44	2.65	5.56	0.0	0.0	3.85	0.0	7.14	0.0	0.0	0.0
GS - 09 #	1,678	1,550	16	112	17	2	0	2	4	2	2	0	5	0
GS - 09 %	14.61	14.81	9.09	13.24	15.04	11.11	0.0	28.57	15.38	22.22	14.29	0.0	21.74	0.0
GS - 10 #	27	24	0	3	1	0	0	0	0	0	0	0	0	0
GS - 10 %	0.24	0.23	0.0	0.35	0.88	0.0	0.0	0.0	0.0	0.0	7.14	0.0	0.0	0.0
GS - 11 #	2,606	2,387	38	181	22	3	3	3	3	1	4	0	5	0
GS - 11 %	22.69	22.81	21.59	21.39	19.47	16.67	33.33	42.86	11.54	11.11	28.57	0.0	21.74	0.0
GS - 12 #	2,978	2,732	58	188	18	1	1	1	4	1	3	0	5	2
GS - 12 %	25.93	26.11	32.95	22.22	15.93	5.56	11.11	14.29	15.38	11.11	21.43	0.0	21.74	100.0
GS - 13 #	561	508	14	39	8	1	1	0	3	0	2	0	1	0
GS - 13 %	0.05	0.05	0.08	0.05	0.07	0.06	0.11	0.0	0.12	0.0	0.14	0.0	0.04	0.0

NOTE: Percentages compute down columns and NOT across rows.

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 14 #	270	240	6	24	2	0	2	0	0	0	0	0	0	0
GS - 14 %	0.02	0.02	0.03	0.03	0.02	0.0	0.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15 #	134	124	4	6	0	0	0	0	0	0	0	0	0	0
GS - 15 %	0.01	0.01	0.02	0.01	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service #	21	20	1	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	0.18	0.19	0.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	11486	10464	176	846	113	18	9	7	26	9	14	5	23	2
Total %	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Column highlighted in reflects numbers and percentages for targeted disabilities only.

Table B4-2: PARTICIPATION RATES ACROSS GEN. SCHEDULE (GS) GRADES - TEMPORARY by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01 #	48	47	0	1	0	0	0	0	0	0	0	0	0	0
GS - 01 %	6.96	7.28	0.0	2.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02 #	88	81	2	5	1	0	0	0	0	0	0	0	0	0
GS - 02 %	12.75	12.54	40.0	12.82	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0
GS - 03 #	212	196	2	14	2	0	0	1	1	0	0	0	0	0
GS - 03 %	30.72	30.34	40.0	35.9	28.57	0.0	0.0	50.0	100.0	0.0	0.0	0.0	0.0	0.0
GS - 04 #	185	177	1	7	1	0	0	0	0	0	0	0	0	0
GS - 04 %	26.81	27.4	20.0	17.95	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0
GS - 05 #	114	105	0	9	2	0	0	1	0	1	0	0	0	0
GS - 05 %	16.52	16.25	0.0	23.08	28.57	0.0	0.0	50.0	0.0	100.0	0.0	0.0	0.0	0.0
GS - 06 #	9	9	0	0	0	0	0	0	0	0	0	0	0	0
GS - 06 %	1.3	1.39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07 #	18	17	0	1	0	0	0	0	0	0	0	0	0	0
GS - 07 %	2.61	2.63	0.0	2.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 08 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09 #	6	5	0	1	1	1	0	0	0	0	0	0	0	0
GS - 09 %	0.87	0.77	0.0	2.56	14.29	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 10 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11 %	0.43	0.46	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
GS - 12 %	0.14	0.15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 13 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows.

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Order	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service #	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	0.43	0.46	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	690	646	5	39	7	1	0	2	1	1	0	0	2	0
Total %	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0	100.0	100.0	0.0	0.0	100.0	0.0

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - PERMANENT by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 01 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] 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 - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - TEMPORARY by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01 #	5	5	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 01 %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04 #	3	2	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 04 %	100.0	66.67	0.0	33.33	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.33	0.0
Grade - 05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 06 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 07 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 07 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 08 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 08 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 09 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 09 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 10 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 10 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 11 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 11 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 12 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 12 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 13 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 13 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] 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 - 14 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 14 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
Grade - 15 #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
Grade - 15 %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0
All Other Wage Grades #	8	7	0	1	1	0	0	0	0	0	0	0	1	0
All Other Wage Grades %	100.0	87.5	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - TEMPORARY by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 01 %	66.67	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04 %	33.33	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Percentages compute down columns and NOT across rows.

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] 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 - 14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15 %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Total %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B6(NCRS):: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - PERMANENT DISTRIBUTION by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Disorder	[91] Mental Illness	[92] Distortion of Limb/Spine
Gen Bio Sci														
Gen Bio Sci #	822	754	20	48	6	0	0	0	2	0	2	0	2	0
Gen Bio Sci %	100.0	91.73	2.43	5.84	0.73	0.0	0.0	0.0	0.24	0.0	0.24	0.0	0.24	0.0
Soil Conservation														
Soil Conservation #	4226	3896	55	275	31	0	2	5	7	1	6	0	9	1
Soil Conservation %	100.0	92.19	1.3	6.51	0.73	0.0	0.05	0.12	0.17	0.02	0.14	0.0	0.21	0.02
Soil Consv. Tech														
Soil Consv. Tech #	1353	1223	20	110	8	3	1	1	1	0	0	1	1	0
Soil Consv. Tech %	100.0	90.39	1.48	8.13	0.59	0.22	0.07	0.07	0.07	0.0	0.0	0.07	0.07	0.0
Soil Science														
Soil Science #	870	811	22	37	5	1	0	0	2	0	1	0	0	1
Soil Science %	100.0	93.22	2.53	4.25	0.57	0.11	0.0	0.0	0.23	0.0	0.11	0.0	0.0	0.11
Eng Techn														
Eng Techn #	439	397	5	37	6	0	0	0	0	2	3	1	0	0
Eng Techn %	100.0	90.43	1.14	8.43	1.37	0.0	0.0	0.0	0.0	0.46	0.68	0.23	0.0	0.0
Civil Engineering														
Civil Engineering #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Civil Engineering %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B6(NCRS):: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - TEMPORARY DISTRIBUTION by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Disorder	[91] Mental Illness	[92] Distortion of Limb/Spine	
Gen Bio Sci															
Gen Bio Sci #	10	10	0	0	0	0	0	0	0	0	0	0	0	0	
Gen Bio Sci %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Soil Conservation															
Soil Conservation #	9	6	0	3	2	1	0	1	0	0	0	0	0	0	
Soil Conservation %	100.0	66.67	0.0	33.33	22.22	11.11	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	
Soil Consv. Tech															
Soil Consv. Tech #	419	393	3	23	3	0	0	0	0	1	0	0	2	0	
Soil Consv. Tech %	100.0	93.79	0.72	5.49	0.72	0.0	0.0	0.0	0.0	0.24	0.0	0.0	0.48	0.0	
Soil Science															
Soil Science #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	
Soil Science %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Eng Techn															
Eng Techn #	26	26	0	0	0	0	0	0	0	0	0	0	0	0	
Eng Techn %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Civil Engineering															
Civil Engineering #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Civil Engineering %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table B7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - PERMANENT - Distribution by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Schedule A														
Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applications %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntarily Identified (outside of Schedule A Applicants)														
Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applications %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

*NO DATA AVAILABLE

Table B7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - TEMPORARY - Distribution by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
Schedule A																
Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applications %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hires %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Voluntarily Identified (outside of Schedule A Applicants)																
Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applications %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

*NO DATA AVAILABLE

Table B8: NEW HIRES - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent #	890	837	8	45	10	2	1	0	4	0	0	0	3	0
Permanent %	100.0	94.04	0.9	5.06	1.12	0.22	0.11	0.0	0.45	0.0	0.0	0.0	0.34	0.0
Temporary #	572	537	3	32	11	1	1	1	1	0	1	0	3	0
Temporary %	100.0	94.04	0.9	5.06	1.12	0.22	0.11	0.0	0.45	0.0	0.0	0.0	0.34	0.0
Non-Appropriated #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Appropriated %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total workforce #	12188	11122	181	885	137	19	9	9	27	10	14	5	25	2
Total workforce %	100.0	91.25	1.49	7.26	1.12	0.16	0.07	0.07	0.22	0.08	0.11	0.04	0.21	0.02
FY 2005 %	100.0	91.24	1.54	7.21	1.14	0.14	0.1	0.07	0.23	0.08	0.12	0.03	0.2	0.04

*Highlighted boxes in reflect the disparity between those employees who have a disability versus those with a targeted disability.

Table B9: SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY 2006 Personnel Data

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Job Title of Vacancy (Occ 1)														
Total Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Relevant Applicant Pool %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

***NO DATA AVAILABLE**
 Relevant Applicant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[04] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees eligible for Career Ladder Promotions #	12,281	11,177	186	918	123	18	11	7	30	9	15	5	26	2
Total Employees eligible for Career Ladder Promotions %	100.0	91.01	1.51	7.47	1.0	0.15	0.09	0.06	0.24	0.07	0.12	0.04	0.21	0.02
Time in grade in excess of minimum														
1 - 12 Months #	2,464	2,282	25	157	17	2	0	2	4	1	1	0	7	0
1 - 12 Months %	100.0	92.61	1.01	6.37	0.69	0.08	0.0	0.08	0.16	0.04	0.04	0.0	0.28	0.0
13 - 24 Months #	1,347	1,243	15	89	11	3	0	1	3	0	2	0	2	0
13 - 24 Months %	100.0	92.28	1.11	6.61	0.82	0.22	0.0	0.07	0.22	0.0	0.15	0.0	0.15	0.0
25 + Months #	7,420	6,681	136	603	85	10	11	4	22	8	12	5	11	2
25 + Months %	100.0	90.04	1.83	8.13	1.15	0.13	0.15	0.05	0.3	0.11	0.16	0.07	0.15	0.03

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13-14, GS 15-SES) by Disability [OPM Form 256 Self-Identification Codes]

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limbs/Spine
Relevant Pool	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Total Applications	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected of those Identified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

***NO DATA AVAILABLE**
 Relevant Applicant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B12: PARTICIPATION IN CAREER DEVELOPMENT/TRAINING by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY2006 Personnel Final

Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Career Development Programs for GS 5 - 12:													
# Slots	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applied	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	0	0	0	0	0	0	0	0	0	0	0	0	0
% Participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 13-14:													
# Slots	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applied	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	0	0	0	0	0	0	0	0	0	0	0	0	0
% Participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 15 and SES:													
# Slots	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applied	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	0	0	0	0	0	0	0	0	0	0	0	0	0
% Participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Relevant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.
 *NO DATA AVAILABLE

Table B13: EMPLOYEE RECOGNITION AND AWARDS by Disability

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE
 Source of Data: FY 2006 Personnel Data

	TOTAL (All)	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Time-Off awards - 1-9 hours														
Total Time-Off Awards Given #	202	182	3	17	1	0	0	0	0	0	0	0	1	0
% Time-off awards	100	90	1	8	1	0	0	0	0	0	0	0	1	0
Total Hours	1273	1134	19	120	8	0	0	0	0	0	0	0	8	0
Average Hours	6.3	6.23	6.33	7.06	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.0	0.0
Time-Off awards - 9+ hours														
Total Time-Off Awards Given #	198	180	3	15	1	0	0	0	0	0	1	0	0	0
% Time-off awards	100.0	90.91	1.52	7.58	0.51	0.0	0.0	0.0	0.0	0.0	0.51	0.0	0.0	0.0
Total Hours	3232	2922	50	260	16	0	0	0	0	0	16	0	0	0
Average Hours	16.32	16.23	16.67	17.33	16.0	0.0	0.0	0.0	0.0	0.0	16.0	0.0	0.0	0.0
Cash awards - \$100-\$500														
Total Cash Awards Given #	3555	3205	55	295	38	6	3	2	7	2	5	0	12	1
% Cash Awards	100	90	2	8	1	0	0	0	0	0	0	0	0	0
Total Amount	1217683	1099801	19389	98493	12171	1644	1039	883	2245	641	2065	0	3354	300
Average Amount	342.53	343.15	352.53	333.87	320.29	274.0	346.33	441.5	320.71	320.5	413.0	0.0	279.5	300.0
Cash awards > \$501														
Total Cash Awards Given #	4515	4127	72	316	32	6	3	2	5	3	4	0	8	1
% Cash Awards	100.0	91.41	1.59	7.0	0.71	0.13	0.07	0.04	0.11	0.07	0.09	0.0	0.18	0.02
Total Amount	4385312	3998109	74716	312487	30114	5759	4750	2750	4331	2229	3034	0	6113	1148

Average Amount	971.28	968.77	1037.72	988.88	941.06	959.83	1583.33	1375.0	866.2	743.0	758.5	0.0	764.13	1148.0
Quality Step Increases:														
Total QSIs Awarded #	305	283	6	16	3	0	1	1	1	0	0	0	0	0
Total QSIs Awarded %	100.0	92.79	1.97	5.25	0.98	0.0	0.33	0.33	0.33	0.0	0.0	0.0	0.0	0.0
Total Benefit	305	283	6	16	3	0	1	1	1	0	0	0	0	0
Average Benefit	100.0	100.0	100.0	100.0	100.0	0.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0

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

Plan Level: NATURAL RESOURCES CONSV SERVICE
 Analysis Level: NATURAL RESOURCES CONSV SERVICE

Source of Data: FY 2006 Personnel Data

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] 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 #	787	703	11	73	8	0	2	0	4	0	1	0	3	0
Voluntary %	100.0	89.33	1.4	9.28	1.02	0.0	0.25	0.0	0.51	0.0	0.13	0.0	0.38	0.0
Involuntary (RIF) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Involuntary (RIF) %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary (Other) #	98	89	1	8	0	0	0	0	0	0	0	0	0	0
Involuntary (Other) %	100.0	90.82	1.02	8.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Separations #	883	791	12	80	8	0	2	0	4	0	1	0	3	0
Total Separations %	100.0	89.58	1.36	9.06	0.91	0.0	0.23	0.0	0.45	0.0	0.11	0.0	0.34	0.0
Total workforce #	12990	11828	196	961	118	19	11	7	30	10	16	5	27	4
Total workforce %	100.0	91.05	1.51	7.4	0.91	0.15	0.08	0.05	0.23	0.08	0.12	0.04	0.21	0.03

