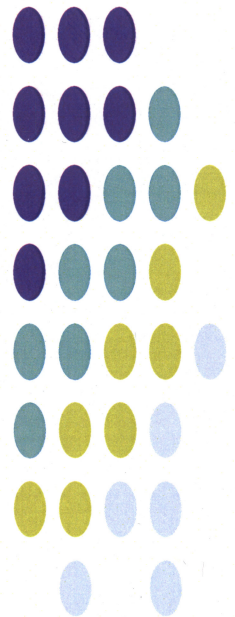




**Affirmative Employment Program  
Fiscal Year 2007**

**Civil Rights**

**Annual EEO Program Status Report  
MD - 715**



**Prepared by:  
Natural Resources Conservation Service  
Civil Rights Division  
5601 Sunnyside Avenue  
Beltsville, Maryland 20705**

United States Department of Agriculture



Natural Resources Conservation Service  
P.O. Box 2890  
Washington, D.C. 20013

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MAR 06 2008

SUBJECT: EOP - Fiscal Year 2007 Annual Equal Employment  
Opportunity Program Status Report

File Code: 230

TO: Michael Watts  
Deputy Director  
Office of the Assistant Secretary for Civil Rights

In accordance with the Equal Employment Opportunity Commission (EEOC), Management Directive-715 (MD-715), the Natural Resources Conservation Service (NRCS) provides the Fiscal Year 2007 Annual EEO Program Status Report for your review.

A handwritten signature in blue ink, appearing to read "A. Lancaster", written over a faint blue circular stamp.

Arlen L. Lancaster  
Chief

Attachment

cc:

Elaine Ho, Director, Deputy Director of Diversity, Office of Civil Rights, Washington, D.C.

*Helping People Help the Land*

An Equal Opportunity Provider and Employer



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

EEOC  
FORM  
715-01  
PARTS A - D

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

<b>PART A</b>  Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. U. S. Department of Agriculture</b>	
	1.a. 2 <sup>nd</sup> level reporting component		Natural Resources Conservation Service	
	1.b. 3 <sup>rd</sup> level reporting component			
	1.c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		<b>2. 5601 Sunnyside Ave. George Washington Carver Center</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Beltsville, Maryland 20705</b>	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4. DA</b>	<b>5. 16</b>
<b>PART B</b>  Total Employment	<b>1. Enter total number of permanent full-time and part-time employees</b>			<b>1. 12,015</b>
	<b>2. Enter total number of temporary employees</b>			<b>2. 738</b>
	<b>3. Enter total number employees paid from non-appropriated funds</b>			<b>3. 0</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 12,753</b>
<b>PART C</b>  Agency Official(s) Responsible For Oversight of EEO Program(s)	<b>1. Head of Agency Official Title</b>		<b>1. Arlen L. Lancaster Chief, Natural Resources Conservation Service</b>	
	<b>2. Agency Head Designee</b>		<b>2. Dana D. York Associate Chief, Natural Resources Conservation Service</b>	
	<b>3. Principal EEO Director/Official Official Title/series/grade</b>		<b>3. Joseph E. Hairston Director, Civil Rights Division</b>	
	<b>4. Title VII Affirmative EEO Program Official</b>		<b>4. Sharyn Alvarez, National FWPM Gilbert Guerrero, National HEPM Bennie Clark, National BEPM Gerald Rouse, National AI/AN PM Angela Biggs, National AA/PIPM</b>	
	<b>5. Section 501 Affirmative Action Program Official</b>		<b>5. Cliff Denshire, National DEPM/VEPM</b>	
	<b>6. Complaint Processing Program Manager</b>		<b>6. Michelle A. Cottom Branch Chief, Complaints Branch</b>	
	<b>7. Other Responsible EEO Staff</b>		<b>7. Alfred Roberts Branch Chief, Affirmative Employment and Compliance Branch</b>	

EEOC FORM  
715-01  
PARTS A - D

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

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**

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**U. S. Department of Agriculture**

**October 1, 2006 to September 30, 2007**

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**EXECUTIVE SUMMARY**

**MISSION AREA:** This is the Natural Resources Conservation Service (NRCS) Fiscal Year (FY) 2007 Federal Agency Annual EEO Program Status Report. This report is prepared in accordance with the Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715). This report provides an assessment of the progress made by NRCS in achieving objectives to identify and eliminate potential barriers to the equitable treatment and participation of all employees.

The NRCS (originally called the Soil Conservation Service) has provided leadership in a partnership effort to help America's private land owners and managers conserve their soil, water, and other natural resources. NRCS employees provide technical assistance based on sound science and suited to a customer's specific needs. We provide financial assistance for many conservation activities. Participation in our programs is voluntary. Our Conservation Technical Assistance (CTA) program provides voluntary conservation technical assistance to land-users, communities, units of state and local government, and other Federal agencies in planning and implementing conservation systems. We reach out to all segments of the agricultural community, including underserved and socially disadvantaged farmers and ranchers, to ensure that our programs and services are accessible to everyone. We manage natural resource conservation programs that provide environmental, societal, financial, and technical benefits. Our science and technology activities provide technical expertise in such areas as animal husbandry and clean water, ecological sciences, engineering, resource economics, and social sciences. We provide expertise in soil science and leadership for soil surveys and for the National Resources Inventory, which assesses natural resource conditions and trends in the United States. We provide technical assistance to foreign governments, and participate in international scientific and technical exchanges.

**ESSENTIAL ELEMENT A: Demonstrated Commitment from Agency Leadership**

The Chief of NRCS issues an annual civil rights policy statement that challenges all NRCS employees and customers 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. These policies and training will serve as a reminder to all employees that NRCS is committed to eliminate and prevent harassing conduct in the workplace, and to identify potential barriers 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, the Director of Civil Rights 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 CRD is updating the Civil Rights Policy for 2008. The anti-harassment policy has been signed by the Chief of NRCS. The Management Services Division (MSD) will email the policy to all employees.

The NRCS CRD provides 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 is included during orientation for new employees. All employees will complete the USDA mandatory training on reasonable accommodation and reprisal through AgLearn.

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. All nine (9) of the conducted Civil Rights Compliance reviews during FY 2007 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 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.

## **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. The CRD participates in 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 SEPM's assist with agency recruitment and outreach through career fairs and sharing resources through various databases.

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 (AA/PIEPM), the American Indian/Alaska Native Emphasis Program Manager (AI/ANEPM), and the Black Emphasis Program Manager (BEPM). NRCS is attracting, developing and retaining employees and applicants through:

1. Training – Title VI & VII (training library)
2. Established policy and guidelines for the agency reporting requirements (i.e. MD-715 and quarterly reports).

3. Resolving and reducing conflict early.
4. Continuously reviewing and updating performance standards to ensure that all employees' performance standards reflect USDA and the Agency's Civil Rights goals and objectives.
5. Participating in interviews
6. Using the CRD quarterly newsletter to educate and update employees on Civil Rights.

### **ESSENTIAL 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.

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 offered by the CRD during initial intake but may not be the appropriate solution in every instance.

NRCS is currently using a inform agency checklist when on compliance reviews to analyze the building accessibility.

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 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. Mentoring has been a long-standing tradition within NRCS to foster potential leaders.

#### **ELEMENT D: Proactive prevention**

During FY 2007, CRD conducted nine (9) 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.

In Fiscal Year 2007, good faith efforts were made repeatedly to resolve EEO complaints throughout the administrative process. One hundred percent of the complainants were offered Alternative Dispute Resolution (ADR) in the Pre-Complaint process and the Formal Complaint process when applicable. Of the 85 complainants, 50 elected to participate.

National Headquarters, Human Resources Management Division (HRMD) conducted Operations Management Reviews in New Mexico and Ohio during Fiscal Year 2007. 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. anti harassment, reasonable accommodations, etc.) are provided to all employees.

All new employees receive EEO training during employee orientation.

In FY 2007, State Conservationists were provided training on reasonable accommodations sexual orientation, the EEO process, the complaint process, workplace harassment, reprisal and retaliation.

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.

### **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 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 counselors and contract investigators receive the required 32 hours of training and the annual 8-hour refresher training.

In FY 2007, good faith efforts were made repeatedly to resolve the EEO complaints throughout the administrative process. One hundred percent of the complainants were offered ADR in the Pre Complaint process and the Formal Complaint process when applicable. Of the 85 complainants, 50 elected to participate.

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

### **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 833 employees during 2006, going from 12,848 to 12,150. By the end of FY 2007, 11,389 permanent full and part-time employees, as well as 738 temporary employees, made up the workforce.

#### **NRCS Permanent Workforce**

68.18% Male

31.82% Female



58.11% (+1.16%) are White Males  
25.9% (-1.57%) are White Females  
4.6% (+0.49%) are Black Males  
3.13% (+0.15%) are Black Females  
2.95 % (-0.11%) are Hispanic Males  
1.4% (-0.07%) are Hispanic Females  
0.66% (+0.02%) are Asian American/Pacific Islander Males  
0.47% (-0.02%) are Asian American/Pacific Islander Females  
1.86% (-0.02%) are American Indian/Alaska Native Males,  
0.83% (-0.03%) are American Indian/Alaska Native Females.

Of these groups, White males, American Indian/Alaska Native males, and American Indian/Alaska Native females are above the National Civilian Labor Force (CLF).

During FY 2007, 926 or 7.18% of NRCS permanent employees reported having a disability. The number of employees with targeted disabilities totaled 119 or 0.99%, compared to the Federal benchmark of 2.27%.

Twenty-two members of the NRCS workforce are serving in Senior Executive Service (SES) positions, consisting of 11 White males, 7 White females, 2 Black males, 0 Black female, 1 American Indian/Alaska Native male, and 1 Asian male. These figures show no representation among Hispanic males and females, Black females, American Indian/Alaska Native females, and Asian American/Pacific Islander females. There continues to be an overall under representation of women in leadership and higher-graded level positions. A review of grade levels indicates that the highest percentage (26.53%) of NRCS employees is at the GS-12 grade level. However, women hold positions primarily at the GS-11 (19.84%), GS-12 (18.52%), and GS-09 (18.07%) grade levels.

Hispanics are under-represented despite presidential directives, job programs, and targeted recruitment drives. States have been provided a database of Hispanic students to recruit from and this should be used to increase diversity within their staff. Overall Hispanics are not being selected for Leadership positions within states and National Headquarters. There is no representation of Hispanics at the Senior Executive Service level.

NRCS is working to increase the under representation of women, minorities and persons with disabilities by:

1. Educating managers and supervisors to go outside their usual routine and create partnerships and recruit from colleges and universities that have a high enrollment of women, minority and students with disabilities and offer student employment opportunities, whenever possible. Even if this means recruiting from outside of their state. **Note: We participated in several career fairs and hire students.**
2. Training and educating managers on the benefits and procedures of hiring students in the STEP program, including recruitment sources.
3. Training and educating applicants about our temporary positions and how to apply.
4. Our temporary workforce can be an effective feeder group for our permanent workforce.
5. Statistical data regarding total workforce, accessions, and separations will continue to be analyzed to develop new recruitment strategies.
6. NRCS will continue to develop the means to conduct in-depth analysis of the separations to identify trends that will assist management in determining reasons behind the separation rates of minorities in the states.

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

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

I, Joseph E. Hairston am the  
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**

<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b>				
<b>Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.</b>				
<b>Compliance Indicator</b>	<b>EEO policy statements are up-to-date.</b>	<b>Measure has been met</b>		<b>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</b>
<b>Measures</b>		Yes	No	
Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation. March 5, 2007.		✓		
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		✓		
Are new employees provided a copy of the EEO policy statement during orientation?		✓		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		✓		
<b>Compliance Indicator</b>	<b>EEO policy statements have been communicated to all employees.</b>	<b>Measure has been met</b>		<b>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</b>
<b>Measures</b>		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		✓		
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?		✓		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? <b>[see 29 CFR §1614.102(b)(5)]</b>		✓		
<b>Compliance Indicator</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or</b>

 <b>Measures</b>	Yes	No	<b>complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
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?	√		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	√		
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?	√		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	√		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	√		
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 ?	√		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	√		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	√		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	√		
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?	√		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	√		

**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.**







<b>Compliance Indicator</b>	<b>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.</b>	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	
<b>Measures</b>				
Is the EEO Director under the direct supervision of the agency head? <b>[see 29 CFR §1614.102(b)(4)]</b> 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 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		✓		
If the agency has 2 <sup>nd</sup> 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.				
<b>Compliance Indicator</b>	<b>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.</b>	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
<b>Measures</b>		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? <b>[see 29 C.F.R. §</b>		✓		



<b>1614.102(b)(3)]</b>				
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?		✓		
<b>→ Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>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</b>
<b>↓ Measures</b>		<b>Yes</b>	<b>No</b>	
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?		✓		
<b>→ Compliance Indicator</b>	<b>The agency has committed sufficient budget to support the success of its EEO Programs.</b>	<b>Measure has been met</b>		<b>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</b>
<b>↓ Measures</b>		<b>Yes</b>	<b>No</b>	
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? <b>[see 29 C.F.R. § 1614.102(b)(5)]</b>	✓		
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.**

 <b>Compliance Indicator</b>	<b>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.</b>	Measure has been met		<b>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</b>
		Yes	No	
 <b>Measures</b>				
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?		✓		
 <b>Compliance Indicator</b>	<b>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)]</b>	Measure has been met		<b>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</b>
		Yes	No	
 <b>Measures</b>				
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?		✓		
 <b>Compliance Indicator</b>	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	Measure has been met		<b>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</b>
		Yes	No	
 <b>Measures</b>				
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.?			
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**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.**

 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	Measure has been met		<b>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</b>
		Yes	No	
 <b>Measures</b>				
	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?	✓		
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	Measure has been met		<b>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</b>
 <b>Measures</b>		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.**

 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	Measure has been met		<b>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</b>
		Yes	No	
 <b>Measures</b>				
	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?	✓		
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	Measure has been met		<b>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</b>
 <b>Measures</b>		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?	✓		

<b>→ Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
<b>↓ Measures</b>		Yes	No	
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?		✓		
<b>→ Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
<b>↓ Measures</b>		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?		✓		
Does the responsible management official directly involved in the dispute have settlement authority?		✓		
<b>→ Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>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</b>
<b>↓ Measures</b>		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?		✓		
<b>Compliance ➔ Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
<b>↓ Measures</b>		<b>Yes</b>	<b>No</b>	
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.**

<p align="center"><b>→ Compliance Indicator</b></p>	<p align="center"><b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b></p>	<p align="center"><b>Measure has been met</b></p>		<p align="center"><b>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</b></p>
<p align="center"><b>↓ Measures</b></p>		<p align="center"><b>Yes</b></p>	<p align="center"><b>No</b></p>	
	<p>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?</p>	√		
<p align="center"><b>→ Compliance Indicator</b></p>	<p align="center"><b>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.</b></p>	<p align="center"><b>Measure has been met</b></p>		<p align="center"><b>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</b></p>
<p align="center"><b>↓ Measures</b></p>		<p align="center"><b>Yes</b></p>	<p align="center"><b>No</b></p>	
	<p>Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.</p>	√		
	<p>Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?</p>	√		
	<p>Are procedures in place to promptly process other forms of ordered relief?</p>	√		
<p align="center"><b>→ Compliance Indicator</b></p>	<p align="center"><b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b></p>	<p align="center"><b>Measure has been met</b></p>		<p align="center"><b>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</b></p>
<p align="center"><b>↓ Measures</b></p>		<p align="center"><b>Yes</b></p>	<p align="center"><b>No</b></p>	
	<p>Is compliance with EEOC orders encompassed in the performance standards of any agency employees?</p>	√		
	<p>If so, please identify the employees by title in the comments section, and state how performance is measured.</p>	CR Director		
	<p>Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?</p>	√		
	<p>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.</p>			
	<p>Have the involved employees received any formal training in EEO compliance?</p>	√		
	<p>Does the agency promptly provide to the EEOC the following documentation for completing compliance:</p>	√		
	<p>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?</p>	√		
	<p>Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?</p>	√		

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.



715-01 PART H  
*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
**EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY <u>2007</u>	
U. S. Department of Agriculture	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The total number of employees in NRCS has decreased from 12,848 in 2006 to 12,015 in 2007. This decrease represents a significant decrease in women, 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, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008

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.	August 1, 2008
Implement the Human Capital Strategic Plan for Recruitment and Retention as outlined in their report.	September 30, 2008
Train managers and supervisors on the MD-715.	September 30, 2008

## REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Participated in career fairs and created a database of 194 students for 2<sup>nd</sup> level agency heads (State Conservationists) to utilize to increase representation of Hispanics in the total workforce.

- New Mexico State University, 48 students were interviewed and 3 were hired.
- University of Texas at El Paso, 11 students were interviewed and 1 was hired.
- Texas A&M in Kingsville, 30 students were interviewed and 3 were hired.
- University of Puerto Rico at Mayaguez, 77 students were interviewed and 5 were hired.
- California Polytechnic University in Pomona, 28 students were interviewed and 1 student was hired but 4 others have been offered positions.

An agreement was signed with the University of Puerto Rico at Mayaguez to participate in the Cooperative State Research Education and Extension Service (CSREES). This agreement has been followed up by 6 State Offices: North Dakota, Nebraska, South Dakota, Alabama Ohio and Georgia.

Two detail opportunities for American Asian/Pacific Islander employees were completed under the Development Opportunity Placement Program (DOPP): Management Analyst (Data Quality Review Specialist), in the Strategic and Performance Planning Division, within the Strategic Planning and Accountability Deputy area, and Technical Guides Policy Analyst, GS-402/457-12, in the Ecological Services Division, in the Science and Technology Deputy area.

- ◆ Wyoming had two AA/PIs promoted within the last year.
- ◆ Wyoming hired eight new employees, of which two were AA/PIs.
- ◆ GS-Level of Wyoming AA/PIs are GS-9, GS-12, and GS-13.
- ◆ Delaware – 1 AA/PI male summer student
- ◆ Louisiana – 1 promotion to GS-11

In March 2007 information on accessing the Workplace Recruitment Program database was provided to all NRCS DEPMS and Human Resource Managers, providing detailed information on over 1800 students.

Resumes of persons with targeted disabilities were provided to all collateral duty Disability Emphasis Program Managers, Veteran Emphasis Program Managers (DEPM, VEPM) and the NRCS selective placement coordinator for consideration.

Training and specific information was provided to collateral duty DEPMS & VEPMs during teleconferences with the National DEPM on how to search for qualified individuals with targeted disabilities.

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

FY <u>2007</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.
OBJECTIVE:	Establish a national internal leadership program comprised of training and promotion opportunities designed to attract qualified women, minorities and people with disabilities. Retentions will improve as opportunities for advancement improve.
RESPONSIBLE OFFICIAL:	Civil Rights Director; Human Resources Management Division Director
DATE OBJECTIVE INITIATED:	January 1, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008
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, 2008
Determine the feasibility of establishing more developmental level positions (GS-7 and GS-9) 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.	September 30, 2008
Create a leadership development program for women, minorities and persons with disabilities that include participation in detail opportunities, to serve on core agency planning teams and committees in order to gain development experiences.	September 30, 2008
Continue to identify and allow qualified women, minorities and persons with disabilities to gain experience through participation in taskforces, committees and strategic working groups.	January 1, 2008
Continue to identify and allow qualified women, minorities and persons with disabilities to fill Acting positions to gain experience.	September 30, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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

FY <u>2007</u>	
U. S. Department of Agriculture	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The total number of employees in NRCS has decreased from 12,848 in 2006 to 12,015 in 2007. This decrease represents a significant decrease in women and minorities and persons with disabilities 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, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
National SEPMs partner with the Human Capital Officer to complete work on the Strategic Plan for Retention as outlined in the Human Capital Strategic Plan report.	March 1, 2008
Determine the feasibility of establishing more developmental level positions (GS-7 and GS-9) 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, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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**

U. S. Department of Agriculture

FY 2007

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>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. Managers, supervisors, Civil Rights Division and Human Resources Management staff are responsible for identifying and eliminating barriers to equal access to employment.</p>
<p><b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of the Total Workforce (Table A1), illustrating distribution by Race/Ethnicity and Sex.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Managers and supervisors have not been involved in the training and development of identifying barriers to equal employment opportunity.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>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. To ensure that managers, supervisors and human resources staff are included when barriers are being identified by civil rights division.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Civil Rights Director; Human Resources Management Division Director; Regional Assistant Chiefs</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 1, 2008</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2008</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Provide mandatory training to all leaders, supervisors and selecting officials on diversity and MD-175.	September 30 2008
National Headquarters should continue to review panels and assist in the selection of the Mid level managers to ensure that diversity is met throughout the agency.	January 1, 2008
Develop and create a leadership development program that consists of developmental assignments to women, minorities and persons with disabilities.	March 1, 2008
Strengthen partnerships with groups that can assist us in improving diversity in the agency	September 30, 2008

Use the applicant tracking feature of Quick-Hire to track and identify applicant pool to ensure that Hispanics are applying and being selected for positions throughout the agency

May 1, 2008

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

A list of Hispanics was given to the Regional Assistant Chiefs last year for details into NHQ. This list allowed several Hispanic employees the opportunity to come in and work in NHQ for several months.

Two Hispanics, one male and one female, were involved with pilot mentoring program, Earth Care Connection.

Two Hispanics males were selected into the USDA Senior Executive Service Program. One Hispanic male is currently eligible for the Senior Executive Service.

Three White women and one Black male were selected to into the USDA Senior Executive Service Program.

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**

U. S. Department of Agriculture

FY 2007

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The total number of employees in NRCS has decreased from 12,848 in 2006 to 12,015 in 2007. This decrease represents a significant decrease in women and minorities and persons with disabilities in all major job categories.</p>
<p><b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of the Total Workforce (Table A1), illustrating distribution by Race/Ethnicity and Sex.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>NRCS continues to focus on the technical and professional development of women, minorities, persons with disabilities. There is no national recruitment strategy.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop and implement a national recruitment policy, strategy and cadre. Development and implement accountability measures to track and report the progress of recruitment efforts.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Civil Rights Director; Human Resources Management Division Director</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 1, 2008</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2008</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Develop and implement a national recruitment policy, strategy and cadre.	June 30, 2008
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, 2008
Design and mass-produce media material aimed at women, minorities and persons with disabilities promoting NRCS major occupation positions.	September 30, 2008
Work to promote employment opportunities across the country by assisting states with travel costs for student trainee positions.	May 31, 2008
Continue to support women, minority and personal with disability professional organizations whose purpose is to identify, implement and promote appropriate and effective recruitment strategies affecting the entire agency.	March 1, 2008

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Recruiting activities were conducted by various States at the following locations: MANRRS, Cal-Poly Pomona, University of Guam, UC-Davis, University of Maryland, UC-Davis, University of Wisconsin – Madison, and University of Wisconsin – River Falls.

Summer Intern Program:

- Maine – 1 male
- Minnesota – 2 females

Career Intern Program

- Michigan – 1 female

Earth Team Volunteers:

- Minnesota – 4

Wisconsin – 1

The National HEPM:

- Attended 4 Career Fairs at Hispanic Serving Institutions
- Created an Excel Database
- Interviewed **107** Students
- Hired 19, of which 15 participated in the CSREES Grant program

The NRCS AISES Recruitment Team is functioning and effective. At the Career Fair in Phoenix, AZ, the team. The cadre handed out of 200 career opportunity folders with detailed information that included NRCS human resource contact information for every state, a list of current jobs and student opportunities with NRCS across the Nation. In addition, the cadre documented meaningful contacts with students as they distributed 400 career information bags and 500 NRCS American Indian Heritage Posters for 2007 to college students. Human resource specialists, members of the cadre, conducted 32 interviews with promising candidates for permanent positions and SCEP opportunities. NRCS was provided two interview booths during the career fair. NRCS was selected by the AISES planning committee to present a concurrent sessions. NRCS cadre members put together a presentation that allowed the cadre to tell our NRCS story, in more detail, to 40 college students.



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**EEO Plan To Eliminate Identified Barrier**

**U.S. Department of Agriculture**

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>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.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of the Total Workforce (Table A1).</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>NRCS practices requires 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 two-career couples and children in school make relocation less attractive.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Retain a diverse workforce by implementing a national retention plan. Increase outreach efforts, develop resume building, effective KSA writing, and effective interviewing techniques workshops</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Regional Assistant Chief, Director of Civil Rights and Director of Human Resources.</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 1, 2008</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2008</p>

**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**

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
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 30, 2008
Include in vacancy announcements advertised through USAJobs information that illustrates persons with a targeted disability are eligible to apply for the positions.	March 30, 2008

<b>EEOC FORM 715-01 PART J</b>	<b>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</b>
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<b>PART I Department or Agency Information</b>	1. Agency	1. U.S. Department of Agriculture
	1.a. 2 <sup>nd</sup> Level Component	1.a. Natural Resources Conservation Service
	1.b. 3 <sup>rd</sup> Level or lower	1.b.

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	12,888	100.00%	12,055	100.00%	-833	-605
	Reportable Disability	926	.99	830	.99	-96	-10.4
	Targeted Disability*	127	.99	119	.99	-8	-6.3
	* 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.					Not tracked	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					3		

**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	12,221	877	7.18	118	0.97	185	1.51	11,159	91.31
5. Employee Career Development Programs	0	0	0.00	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	0	0	0.0	0	0.0	0	0.0	0	0.0
6. Employee Recognition and Awards	0	0	0.0	0	0.0	0	0.0	0	0.0
6.a. Time-Off Awards (Total hrs awarded)	2,000	74	307	16	.8	0	0	1926	96.3
6.b. Cash Awards (total \$\$\$ awarded)	0	0	0	0	0	0	0	0	0
6.c. Quality-Step Increase	0	0	0.0	0	0.0	0	0.0	0	0.0

<p><b>EEOC FORM 715-01</b> Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p><b>Part IV</b> Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees <b>MUST</b> conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities <b>using FORM 715-01 PART I</b>. 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><b>Part V</b> 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: 2007 Personnel Data 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)
<b>Total</b>																	
FY 2006 #	12848	8554	4294	373	182	7299	3520	573	420	229	109	80	63	0	0	0	0
FY 2006 %	100.0	66.58	33.42	2.9	1.42	56.81	27.4	4.46	3.27	1.78	0.85	0.62	0.49	0.0	0.0	0.0	0.0
FY 2007 #	12015	8051	3964	350	175	6861	3240	544	392	219	101	77	56	0	0	0	0
FY 2007 %	100.0	67.01	32.99	2.91	1.46	57.1	26.97	4.53	3.26	1.82	0.84	0.64	0.47	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 #	-833	-503	-330	-23	-7	-438	-280	-29	-28	-10	-8	-3	-7	0	0	0	0
Ratio Change %	0.0	0.43	-0.43	0.01	0.04	0.29	-0.43	0.07	-0.01	0.04	-0.01	0.02	-0.02	0.0	0.0	0.0	0.0
Net Change %	-6.48	-5.88	-7.69	-6.17	-3.85	-6.0	-7.95	-5.06	-6.67	-4.37	-7.34	-3.75	-11.11	0.0	0.0	0.0	0.0
<b>Permanent</b>																	
FY 2006 #	12110	8232	3878	357	166	7030	3164	549	390	223	100	73	58	0	0	0	0
FY 2006 %	100.0	67.98	32.02	2.95	1.37	58.05	26.13	4.53	3.22	1.84	0.83	0.6	0.48	0.0	0.0	0.0	0.0
FY 2007 #	11389	7765	3624	336	159	6618	2950	524	366	212	95	75	54	0	0	0	0
FY 2007 %	100.0	68.18	31.82	2.95	1.4	58.11	25.9	4.6	3.21	1.86	0.83	0.66	0.47	0.0	0.0	0.0	0.0
Difference #	-721	-467	-254	-21	-7	-412	-214	-25	-24	-11	-5	2	-4	0	0	0	0
Ratio Change %	0.0	0.2	-0.2	0.0	0.03	0.06	-0.23	0.07	-0.01	0.02	0.0	0.06	-0.01	0.0	0.0	0.0	0.0
Net Change %	-5.95	-5.67	-6.55	-5.88	-4.22	-5.86	-6.76	-4.55	-6.15	-4.93	-5.0	2.74	-6.9	0.0	0.0	0.0	0.0
<b>Temporary</b>																	
FY 2006 #	2224	1081	1143	40	48	908	939	87	113	23	20	23	23	0	0	0	0
FY 2006 %	100.0	48.61	51.39	1.8	2.16	40.83	42.22	3.91	5.08	1.03	0.9	1.03	1.03	0.0	0.0	0.0	0.0
FY 2007 #	738	322	416	16	16	269	356	24	30	6	9	7	5	0	0	0	0

FY 2007 %	100.0	43.63	56.37	2.17	2.17	36.45	48.24	3.25	4.07	0.81	1.22	0.95	0.68	0.0	0.0	0.0	0.0
Difference #	-1486	-759	-727	-32	-24	-639	-583	-63	-83	-17	-11	-16	-18	0	0	0	0
Ratio Change %	0.0	-4.98	4.98	0.01	0.37	-4.38	6.02	-0.66	-1.01	-0.22	0.32	-0.08	-0.35	0.0	0.0	0.0	0.0
Net Change %	-66.82	-70.21	-63.6	-66.67	-60.0	-70.37	-62.09	-72.41	-73.45	-73.91	-55.0	-69.57	-78.26	0.0	0.0	0.0	0.0
<b>Non-Appropriated</b>																	
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
FY 2007 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FY 2007 %	0.0	0.0	0.0	0.0	0.0	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 %	-6.33	-6.01	-7.01	-4.4	-6.25	-6.23	-7.25	-4.77	-6.56	-5.19	-5.26	2.67	-7.41	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: 2007 Personnel Data 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 2007 #	11389	7765	3624	336	159	6618	2950	524	366	212	95	75	54	0	0	0	0
TOTAL - FY 2007 %	100.0	68.18	31.82	2.95	1.4	58.11	25.9	4.6	3.21	1.86	0.83	0.66	0.47	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
NATURAL RESOURCES CONSV SERVICE	11389	7765	3624	336	159	6618	2950	524	366	212	95	75	54	0	0	0	0
NATURAL RESOURCES CONSV SERVICE %	100.0	68.18	31.82	2.95	1.4	58.11	25.9	4.6	3.21	1.86	0.83	0.66	0.47	0.0	0.0	0.0	0.0

**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: 2007 Personnel Data 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 #	85	66	19	5	0	42	14	17	5	1	0	1	0	0	0	0	0
Executive/Senior Level Officials and Managers %	100.0	77.65	22.35	5.88	0.0	49.41	16.47	20.0	5.88	1.18	0.0	1.18	0.0	0.0	0.0	0.0	0.0
Mid-Level Officials and Managers #	321	248	73	11	5	192	47	34	18	9	3	2	0	0	0	0	0
Mid-Level Officials and Managers %	100.0	77.26	22.74	3.43	1.56	59.81	14.64	10.59	5.61	2.8	0.93	0.62	0.0	0.0	0.0	0.0	0.0
First-Level Officials and Managers #	566	449	117	21	2	390	97	22	10	11	7	5	1	0	0	0	0
First-Level Officials and Managers %	100.0	79.33	20.67	3.71	0.35	68.9	17.14	3.89	1.77	1.94	1.24	0.88	0.18	0.0	0.0	0.0	0.0
Other Officials and Managers #	453	165	288	11	10	118	181	30	84	4	6	2	7	0	0	0	0
Other Officials and Managers %	100	36	64	2	2	26	40	7	19	1	1	0	2	0	0	0	0
Total Officials and Managers #	1425	928	497	48	17	742	339	103	117	25	16	10	8	0	0	0	0
Total Officials and Managers %	100.0	65.12	34.88	3.37	1.19	52.07	23.79	7.23	8.21	1.75	1.12	0.7	0.56	0.0	0.0	0.0	0.0
Professionals #	7237	5221	2016	224	97	4474	1684	345	144	126	57	52	34	0	0	0	0
Professionals %	100.0	72.14	27.86	3.1	1.34	61.82	23.27	4.77	1.99	1.74	0.79	0.72	0.47	0.0	0.0	0.0	0.0
Technicians #	1956	1557	399	61	13	1362	365	67	10	58	10	9	1	0	0	0	0
Technicians %	100.0	79.6	20.4	3.12	0.66	69.63	18.66	3.43	0.51	2.97	0.51	0.46	0.05	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 #	765	53	712	2	32	36	562	8	95	3	12	4	11	0	0	0	0
Office and Clerical %	100.0	6.93	93.07	0.26	4.18	4.71	73.46	1.05	12.42	0.39	1.57	0.52	1.44	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: 2007 Personnel Data 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 #	85	66	19	5	0	42	14	17	5	1	0	1	0	0	0	0	0
Executive/Senior Level Officials and Managers %	0.75	0.85	0.52	1.49	0.0	0.63	0.47	3.24	1.37	0.47	0.0	1.33	0.0	0.0	0.0	0.0	0.0
Mid-Level Officials and Managers #	321	248	73	11	5	192	47	34	18	9	3	2	0	0	0	0	0
Mid-Level Officials and Managers %	2.82	3.19	2.01	3.27	3.14	2.9	1.59	6.49	4.92	4.25	3.16	2.67	0.0	0.0	0.0	0.0	0.0
First-Level Officials and Managers #	566	449	117	21	2	390	97	22	10	11	7	5	1	0	0	0	0
First-Level Officials and Managers %	4.97	5.78	3.23	6.25	1.26	5.89	3.29	4.2	2.73	5.19	7.37	6.67	1.85	0.0	0.0	0.0	0.0
Other Officials and Managers #	453	165	288	11	10	118	181	30	84	4	6	2	7	0	0	0	0
Other Officials and Managers %	3.98	2.12	7.95	3.27	6.29	1.78	6.14	5.73	22.95	1.89	6.32	2.67	12.96	0.0	0.0	0.0	0.0
Total Officials and Managers #	1425	928	497	48	17	742	339	103	117	25	16	10	8	0	0	0	0
Total Officials and Managers %	12.51	11.95	13.71	14.29	10.69	11.21	11.49	19.66	31.97	11.79	16.84	13.33	14.81	0.0	0.0	0.0	0.0
Professionals #	7237	5221	2016	224	97	4474	1684	345	144	126	57	52	34	0	0	0	0
Professionals %	63.54	67.24	55.63	66.67	61.01	67.6	57.08	65.84	39.34	59.43	60.0	69.33	62.96	0.0	0.0	0.0	0.0
Technicians #	1956	1557	399	61	13	1362	365	67	10	58	10	9	1	0	0	0	0
Technicians %	17.17	20.05	11.01	18.15	8.18	20.58	12.37	12.79	2.73	27.36	10.53	12.0	1.85	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 #	765	53	712	2	32	36	562	8	95	3	12	4	11	0	0	0	0
Office and Clerical %	6.72	0.68	19.65	0.6	20.13	0.54	19.05	1.53	25.96	1.42	12.63	5.33	20.37	0.0	0.0	0.0	0.0



**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: 2007 Personnel Data 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 #	54	19	35	1	2	11	27	6	5	1	1	0	0	0	0	0	0
GS - 01 %	100.0	35.19	64.81	1.85	3.7	20.37	50.0	11.11	9.26	1.85	1.85	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02 #	73	35	38	1	2	31	32	2	1	0	1	1	2	0	0	0	0
GS - 02 %	100.0	47.95	52.05	1.37	2.74	42.47	43.84	2.74	1.37	0.0	1.37	1.37	2.74	0.0	0.0	0.0	0.0
GS - 03 #	194	81	113	4	1	69	97	4	12	3	3	1	0	0	0	0	0
GS - 03 %	100.0	41.75	58.25	2.06	0.52	35.57	50.0	2.06	6.19	1.55	1.55	0.52	0.0	0.0	0.0	0.0	0.0
GS - 04 #	173	80	93	5	10	68	75	5	7	2	1	0	0	0	0	0	0
GS - 04 %	100.0	46.24	53.76	2.89	5.78	39.31	43.35	2.89	4.05	1.16	0.58	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05 #	92	50	42	2	1	45	41	2	0	1	0	0	0	0	0	0	0
GS - 05 %	100.0	54.35	45.65	2.17	1.09	48.91	44.57	2.17	0.0	1.09	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 06 #	8	4	4	0	0	4	4	0	0	0	0	0	0	0	0	0	0
GS - 06 %	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 - 07 #	18	11	7	0	0	11	7	0	0	0	0	0	0	0	0	0	0
GS - 07 %	100.0	61.11	38.89	0.0	0.0	61.11	38.89	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	3	3	0	0	3	3	0	0	0	0	0	0	0	0	0	0
GS - 09 %	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 - 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 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
GS - 11 %	100.0	0.0	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
GS - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 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
GS - 13 #	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 14 #	1	0	1	0	0	0	0	0	1	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: 2007 Personnel Data 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	5	7	0	0	3	4	2	2	0	1	0	0	0	0	0	0
GS - 02 %	0.11	0.06	0.19	0.0	0.0	0.05	0.14	0.38	0.55	0.0	1.05	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03 #	71	31	40	0	6	20	29	10	5	0	0	1	0	0	0	0	0
GS - 03 %	0.62	0.4	1.1	0.0	3.77	0.3	0.98	1.91	1.37	0.0	0.0	1.33	0.0	0.0	0.0	0.0	0.0
GS - 04 #	200	95	105	11	9	65	71	14	16	4	6	1	3	0	0	0	0
GS - 04 %	1.76	1.22	2.9	3.28	5.66	0.98	2.41	2.68	4.37	1.89	6.32	1.33	5.56	0.0	0.0	0.0	0.0
GS - 05 #	373	157	216	3	9	134	190	10	11	3	2	7	4	0	0	0	0
GS - 05 %	3.28	2.02	5.96	0.9	5.66	2.03	6.44	1.91	3.01	1.42	2.11	9.33	7.41	0.0	0.0	0.0	0.0
GS - 06 #	451	216	235	4	7	190	196	12	22	9	5	1	5	0	0	0	0
GS - 06 %	3.96	2.78	6.48	1.19	4.4	2.87	6.64	2.29	6.01	4.25	5.26	1.33	9.26	0.0	0.0	0.0	0.0
GS - 07 #	1495	875	620	34	33	756	506	57	58	25	16	3	7	0	0	0	0
GS - 07 %	13.13	11.28	17.11	10.15	20.75	11.43	17.15	10.9	15.85	11.79	16.84	4.0	12.96	0.0	0.0	0.0	0.0
GS - 08 #	479	373	106	21	4	315	86	13	15	20	0	4	1	0	0	0	0
GS - 08 %	4.21	4.81	2.92	6.27	2.52	4.76	2.92	2.49	4.1	9.43	0.0	5.33	1.85	0.0	0.0	0.0	0.0
GS - 09 #	1664	1009	655	71	32	835	526	72	69	21	14	10	14	0	0	0	0
GS - 09 %	14.62	13.01	18.07	21.19	20.13	12.63	17.83	13.77	18.85	9.91	14.74	13.33	25.93	0.0	0.0	0.0	0.0
GS - 10 #	26	23	3	3	0	19	2	0	1	1	0	0	0	0	0	0	0
GS - 10 %	0.23	0.3	0.08	0.9	0.0	0.29	0.07	0.0	0.27	0.47	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11 #	2602	1883	719	75	26	1645	608	94	53	53	23	16	9	0	0	0	0
GS - 11 %	22.86	24.27	19.84	22.39	16.35	24.88	20.61	17.97	14.48	25.0	24.21	21.33	16.67	0.0	0.0	0.0	0.0
GS - 12 #	3020	2349	671	75	25	2060	562	139	54	56	21	19	9	0	0	0	0
GS - 12 %	26.53	30.28	18.52	22.39	15.72	31.15	19.05	26.58	14.75	26.42	22.11	25.33	16.67	0.0	0.0	0.0	0.0
GS - 13 #	562	427	135	15	5	343	94	48	29	12	5	9	2	0	0	0	0

GS - 13 %	4.94	5.5	3.73	4.48	3.14	5.19	3.19	9.18	7.92	5.66	5.26	12.0	3.7	0.0	0.0	0.0	0.0
GS - 14 #	276	200	76	13	2	151	48	30	24	4	2	2	0	0	0	0	0
GS - 14 %	2.42	2.58	2.1	3.88	1.26	2.28	1.63	5.74	6.56	1.89	2.11	2.67	0.0	0.0	0.0	0.0	0.0
GS - 15 #	129	100	29	10	1	66	21	20	7	3	0	1	0	0	0	0	0
GS - 15 %	1.13	1.29	0.8	2.99	0.63	1.0	0.71	3.82	1.91	1.42	0.0	1.33	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 #	22	15	7	0	0	11	7	2	0	1	0	1	0	0	0	0	0
Senior Executive Service %	0.19	0.19	0.19	0.0	0.0	0.17	0.24	0.38	0.0	0.47	0.0	1.33	0.0	0.0	0.0	0.0	0.0
Total #	11382	7758	3624	335	159	6613	2950	523	366	212	95	75	54	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

**NOTE: Percentages compute down columns and NOT across rows.**

**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: 2007 Personnel Data Final

	TOTAL EMPLOYEES (All)	TOTAL EMPLOYEES (Male)	TOTAL EMPLOYEES (Female)	Hispanic (Male)	Hispanic (Female)	White (Male)	White (Female)	Black (Male)	Black (Female)	Asian (Male)	Asian (Female)	NHOPI (Male)	NHOPI (Female)	2/More (Male)	2/More (Female)
GS - 01 #	54	19	35	1	2	11	27	6	5	1	0	0	0	0	0
GS - 01 %	8.65	6.69	10.29	7.69	12.5	4.53	9.31	31.58	19.23	14.29	16.67	0.0	0.0	0.0	0.0
GS - 02 #	73	35	38	1	2	31	32	2	1	0	1	2	0	0	0
GS - 02 %	11.7	12.32	11.18	7.69	12.5	12.76	11.03	10.53	3.85	0.0	16.67	0.0	100.0	0.0	0.0
GS - 03 #	194	81	113	4	1	69	97	4	12	3	1	0	0	0	0
GS - 03 %	31.09	28.52	33.24	30.77	6.25	28.4	33.45	21.05	46.15	42.86	50.0	0.0	0.0	0.0	0.0
GS - 04 #	173	80	93	5	10	68	75	5	7	2	1	0	0	0	0
GS - 04 %	27.72	28.17	27.35	38.46	62.5	27.98	25.86	26.32	26.92	28.57	16.67	0.0	0.0	0.0	0.0
GS - 05 #	92	50	42	2	1	45	41	2	0	1	0	0	0	0	0
GS - 05 %	14.74	17.61	12.35	15.38	6.25	18.52	14.14	10.53	0.0	14.29	0.0	0.0	0.0	0.0	0.0
GS - 06 #	8	4	4	0	0	4	4	0	0	0	0	0	0	0	0
GS - 06 %	1.28	1.41	1.18	0.0	0.0	1.65	1.38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07 #	18	11	7	0	0	11	7	0	0	0	0	0	0	0	0
GS - 07 %	2.88	3.87	2.06	0.0	0.0	4.53	2.41	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
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
GS - 09 #	6	3	3	0	0	3	3	0	0	0	0	0	0	0	0
GS - 09 %	0.96	1.06	0.88	0.0	0.0	1.23	1.03	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
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
GS - 11 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0
GS - 11 %	0.32	0.0	0.59	0.0	0.0	0.0	0.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 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
GS - 13 #	0	0	0	0	0	0	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: 2007 Personnel Data 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 #	1	1	0	0	0	0	0	1	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	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	1	0	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



**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: 2007 Personnel Data 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 #	1	1	0	0	0	0	0	1	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	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 %	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 -	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: 2007 Personnel Data 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 %	16.67	16.67	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 %	16.67	16.67	0.0	0.0	0.0	25.0	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 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Grade - 07 %	16.67	16.67	0.0	0.0	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
Grade - 08 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	16.67	16.67	0.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade -	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: 2007 Personnel Data 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 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Grade - 01 %	50.0	50.0	0.0	0.0	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
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 %	50.0	50.0	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





**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: 2007 Personnel Data 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)
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 #	836	628	208	33	4	511	186	58	10	23	7	3	1	0	0	0	0
Gen Bio Sci %	100.0	75.12	24.88	3.95	0.48	61.12	22.25	6.94	1.2	2.75	0.84	0.36	0.12	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 #	4278	3141	1137	120	48	2690	960	229	77	83	35	19	17	0	0	0	0
Soil Conservation %	100.0	73.42	26.58	2.81	1.12	62.88	22.44	5.35	1.8	1.94	0.82	0.44	0.4	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 #	1357	1066	291	31	9	951	270	40	4	39	8	5	0	0	0	0	0
Soil Consv. Tech %	100.0	78.56	21.44	2.28	0.66	70.08	19.9	2.95	0.29	2.87	0.59	0.37	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 #	1357	1066	291	31	9	951	270	40	4	39	8	5	0	0	0	0	0
Soil Science %	100.0	78.56	21.44	2.28	0.66	70.08	19.9	2.95	0.29	2.87	0.59	0.37	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 #	1357	1066	291	31	9	951	270	40	4	39	8	5	0	0	0	0	0
Eng Techn %	100.0	78.56	21.44	2.28	0.66	70.08	19.9	2.95	0.29	2.87	0.59	0.37	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 #	451	400	51	20	0	345	49	16	0	16	1	3	1	0	0	0	0
Civil	100.0	88.69	11.31	4.43	0.0	76.5	10.86	3.55	0.0	3.55	0.22	0.67	0.22	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: 2007 Personnel Data 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)
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 #	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
Gen Bio Sci %	100.0	60.0	40.0	0.0	0.0	60.0	40.0	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	4	5	0	0	4	5	0	0	0	0	0	0	0	0	0	0
Soil Conservation %	100.0	44.44	55.56	0.0	0.0	44.44	55.56	0.0	0.0	0.0	0.0	0.0	0.0	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 #	363	167	196	8	4	149	182	6	6	4	4	0	0	0	0	0	0
Soil Consv. Tech %	100.0	46.01	53.99	2.2	1.1	41.05	50.14	1.65	1.65	1.1	1.1	0.0	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 #	363	167	196	8	4	149	182	6	6	4	4	0	0	0	0	0	0
Soil Science %	100.0	46.01	53.99	2.2	1.1	41.05	50.14	1.65	1.65	1.1	1.1	0.0	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 #	363	167	196	8	4	149	182	6	6	4	4	0	0	0	0	0	0
Eng Techn %	100.0	46.01	53.99	2.2	1.1	41.05	50.14	1.65	1.65	1.1	1.1	0.0	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 #	28	20	8	0	2	20	6	0	0	0	0	0	0	0	0	0	0
Civil	100.0	71.43	28.57	0.0	7.14	71.43	21.43	0.0	0.0	0.0	0.0	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**

Job Title/Series (Occ 1)	TOTAL		Hispanic (Male)		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)	
	(All)	(Male)	TOTAL (Male)	Hispanic (Male)	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	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
% 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	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	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	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	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	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	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: 2007 Personnel Data 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: 2007 Personnel Data 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)
Permanent #	276	154	122	7	5	131	93	13	13	0	5	3	6	0	0	0	0
Permanent %	100.0	55.8	44.2	2.54	1.81	47.46	33.7	4.71	4.71	0.0	1.81	1.09	2.17	0.0	0.0	0.0	0.0
Temporary #	349	168	181	12	9	132	147	16	18	4	6	4	1	0	0	0	0
Temporary %	100.0	48.14	51.86	3.44	2.58	37.82	42.12	4.58	5.16	1.15	1.72	1.15	0.29	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 #	12015	8051	3964	350	175	6861	3240	544	392	219	101	77	56	0	0	0	0
Total workforce %	100.0	67.01	32.99	2.91	1.46	57.1	26.97	4.53	3.26	1.82	0.84	0.64	0.47	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 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: 2007 Personnel Data 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)
<b>Job Title of Vacancy (Occ 1)</b>																	
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	68.13	31.87	2.96	1.38	58.05	25.79	4.62	3.31	1.84	0.87	0.67	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: 2007 Personnel Data 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 #	12179	8298	3881	360	168	7070	3141	563	403	224	106	81	63	0	0	0	0
Total Employees in Career Ladder %	100.0	68.13	31.87	2.96	1.38	58.05	25.79	4.62	3.31	1.84	0.87	0.67	0.52	0.0	0.0	0.0	0.0
<b>Time in grade in excess of minimum</b>																	
1 - 12 Months #	1982	1206	776	60	38	1006	622	90	83	33	16	17	17	0	0	0	0
1 - 12 Months %	100.0	60.85	39.15	3.03	1.92	50.76	31.38	4.54	4.19	1.66	0.81	0.86	0.86	0.0	0.0	0.0	0.0
13 - 24 Months #	1391	890	501	42	25	772	402	52	54	15	13	9	7	0	0	0	0
13 - 24 Months %	100.0	63.98	36.02	3.02	1.8	55.5	28.9	3.74	3.88	1.08	0.93	0.65	0.5	0.0	0.0	0.0	0.0
25 + Months #	8090	5772	2318	241	95	4933	1891	383	240	168	66	47	26	0	0	0	0
25 + Months %	100.0	71.35	28.65	2.98	1.17	60.98	23.37	4.73	2.97	2.08	0.82	0.58	0.32	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: 2007 Personnel Data 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

**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: 2007 Personnel Data Final

	TOTAL (All)	TOTAL (Male)	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)
<b>Career Development Programs for GS 5 - 12:</b>																
# Slots	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
# Applied	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
# Participants	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
<b>Career Development Programs for GS 13-14:</b>																
# Slots	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
# Applied	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
# Participants	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
<b>Career Development Programs for GS 15 and SES:</b>																
# Slots	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
# Applied	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
# Participants	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

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: 2007 Personnel Data 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)
<b>Time-Off awards - 1-9 hours</b>																	
Total Time-Off Awards Given #	150	87	63	0	4	80	55	3	3	3	1	1	0	0	0	0	0
% Time-off awards	100	58	42	0	3	53	37	2	2	2	1	1	0	0	0	0	0
Total Hours	877.0	519.0	358.0	0.0	31.0	469.0	295.0	22.0	24.0	20.0	8.0	8.0	0.0	0.0	0.0	0.0	0.0
Average Hours	5.85	5.97	5.68	0.0	7.75	5.86	5.36	7.33	8.0	6.67	8.0	8.0	0.0	0.0	0.0	0.0	0.0
<b>Time-Off awards - 9+ hours</b>																	
Total Time-Off Awards Given #	116	68	48	0	2	63	41	2	4	3	0	0	1	0	0	0	0
% Time-off awards	100.0	58.62	41.38	0.0	1.72	54.31	35.34	1.72	3.45	2.59	0.0	0.0	0.86	0.0	0.0	0.0	0.0
Total Hours	2000	1148	852	0	28	1057	736	43	74	48	0	0	14	0	0	0	0
Average Hours	17.24	16.88	17.75	0.0	14.0	16.78	17.95	21.5	18.5	16.0	0.0	0.0	14.0	0.0	0.0	0.0	0.0
<b>Cash awards - \$100-\$500</b>																	
Total Cash Awards Given #	761	479	282	9	16	430	225	26	27	12	9	2	5	0	0	0	0
% Cash Awards	100	63	37	1	2	57	30	3	4	2	1	0	1	0	0	0	0
Total Amount	277974	178818	99156	3511	5681	160892	79199	9404	9770	4399	2630	612	1876	0	0	0	0
Average Amount	365.27	373.32	351.62	390.11	355.06	374.17	352.0	361.69	361.85	366.58	292.22	306.0	375.2	0.0	0.0	0.0	0.0
<b>Cash awards &gt; \$501</b>																	
Total Cash Awards Given #	1493	972	521	27	23	845	425	60	56	26	9	14	8	0	0	0	0
% Cash	100.0	65.1	34.9	1.81	1.54	56.6	28.47	4.02	3.75	1.74	0.6	0.94	0.54	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: 2007 Personnel Data 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)
Voluntary #	161	97	64	2	2	88	45	4	10	3	5	0	2	0	0	0	0
Voluntary %	100.0	60.25	39.75	1.24	1.24	54.66	27.95	2.48	6.21	1.86	3.11	0.0	1.24	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) #	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
Involuntary (Other) %	100.0	0.0	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
Total Separations #	177	107	70	4	2	95	51	5	10	3	5	0	2	0	0	0	0
Total Separations %	100.0	60.45	39.55	2.26	1.13	53.67	28.81	2.82	5.65	1.69	2.82	0.0	1.13	0.0	0.0	0.0	0.0
Total workforce #	12179	8298	3881	360	168	7070	3141	563	403	224	106	81	63	0	0	0	0
Total workforce %	100.0	68.13	31.87	2.96	1.38	58.05	25.79	4.62	3.31	1.84	0.87	0.67	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: 2007 Personnel Data 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
<b>Total</b>														
FY 2006 #	12888	11771	191	926	127	20	9	9	28	11	15	5	26	4
FY 2006 %	100.0	91.33	1.48	7.18	0.99	0.16	0.07	0.07	0.22	0.09	0.12	0.04	0.2	0.03
FY 2007 #	12055	11049	176	830	119	20	9	8	26	9	15	5	23	4
FY 2007 %	100.0	91.65	1.46	6.89	0.99	0.17	0.07	0.07	0.22	0.07	0.12	0.04	0.19	0.03
Difference #	-833	-722	-15	-96	-8	0	0	-1	-2	-2	0	0	-3	0
Ratio Change %	0.0	0.32	-0.02	-0.29	0.0	0.01	0.0	0.0	0.0	-0.02	0.0	0.0	-0.01	0.0
Net Change %	-6.46	-6.13	-7.85	-10.37	-6.3	0.0	0.0	-11.11	-7.14	-18.18	0.0	0.0	-11.54	0.0
<b>Federal High for Targeted Disabilities: 2.27%</b>														
<b>Permanent</b>														
FY 2006 #	12150	11081	186	883	119	19	9	7	26	10	15	5	24	4
FY 2006 %	100.0	91.2	1.53	7.27	0.98	0.16	0.07	0.06	0.21	0.08	0.12	0.04	0.2	0.03
FY 2007 #	11429	10460	172	797	113	18	9	7	24	9	15	5	22	4
FY 2007 %	100.0	91.52	1.5	6.97	0.99	0.16	0.08	0.06	0.21	0.08	0.13	0.04	0.19	0.03
Difference #	-721	-621	-14	-86	-6	-1	0	0	-2	-1	0	0	-2	0
Ratio Change %	0.0	0.32	-0.03	-0.3	0.01	0.0	0.01	0.0	0.0	0.0	0.01	0.0	-0.01	0.0
Net Change %	-5.93	-5.6	-7.53	-9.74	-5.04	-5.26	0.0	0.0	-7.69	-10.0	0.0	0.0	-8.33	0.0
<b>Temporary</b>														
FY 2006 #	738	690	5	43	8	1	0	2	2	1	0	0	2	0
FY 2006 %	100.0	93.5	0.68	5.83	1.08	0.14	0.0	0.27	0.27	0.14	0.0	0.0	0.27	0.0
FY 2007 #	626	589	4	33	6	2	0	1	2	0	0	0	1	0
FY 2007 %	100.0	94.09	0.64	5.27	0.96	0.32	0.0	0.16	0.32	0.0	0.0	0.0	0.16	0.0



Difference #	-112	-101	-1	-10	-2	1	0	-1	0	-1	0	0	-1	0	0	0
Ratio Change %	0.0	0.59	-0.04	-0.56	-0.12	0.18	0.0	-0.11	0.05	-0.14	0.0	0.0	-0.11	0.0	0.0	0.0
Net Change %	-	-14.64	-20.0	-23.26	-25.0	100.0	0.0	-50.0	0.0	-100.0	0.0	0.0	-50.0	0.0	0.0	0.0
	15.18															
<b>Non-Appropriated</b>																
FY 2006 #	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
FY 2007 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FY 2007 %	0.0	0.0	0.0	0.0	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
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
Net Change %	-6.31	-5.94	-8.14	-10.79	-5.31	-5.56	0.0	0.0	-8.33	-11.11	0.0	0.0	-9.09	0.0	0.0	0.0

**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: 2007 Personnel Data Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-36] 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 #	11429	10460	172	797	113	18	9	7	24	9	15	5	22	4	
Total Work Force %	100.0	91.52	1.5	6.97	0.99	0.16	0.08	0.06	0.21	0.08	0.13	0.04	0.19	0.03	
<b>Federal High for Targeted Disabilities: 2.27%</b>															
Office of The Secretary #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Office of The Secretary %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AGR. Marketing Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AGR. Marketing Service %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AGR. Research Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AGR. Research Service %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Rural Housing Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Rural Housing Service %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Risk Management Agency #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Risk Management Agency %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Foreign AGR. Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Foreign AGR. Service %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Forest Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Forest Service %	0.0	0.0	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 of Communications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Office of	0.0	0.0	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 B3-1: OCCUPATIONAL GROUPS - Distribution by Disability**

Plan Level: NATURAL RESOURCES CONSV SERVICE  
 Analysis Level: NATURAL RESOURCES CONSV SERVICE  
 Source of Data: 2007 Personnel Data 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 #	85	82	3	0	0	0	0	0	0	0	0	0	0	0
Executive/Senior Level Officials and Managers %	100.0	96.47	3.53	0.0	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 #	323	292	6	25	3	0	0	0	2	0	1	0	0	0
Mid-Level Officials and Managers %	100.0	90.4	1.86	7.74	0.93	0.0	0.0	0.0	0.62	0.0	0.31	0.0	0.0	0.0
First-Level Officials and Managers #	569	529	10	30	3	0	0	1	1	0	1	0	0	0
First-Level Officials and Managers %	100.0	92.97	1.76	5.27	0.53	0.0	0.0	0.18	0.18	0.0	0.18	0.0	0.0	0.0
Other #	458	411	5	42	8	2	2	1	1	0	1	0	1	0
Other %	100.0	89.74	1.09	9.17	1.75	0.44	0.44	0.22	0.22	0.0	0.22	0.0	0.22	0.0
Total Officials and Managers #	1435	1314	24	97	14	2	2	2	4	0	3	0	1	0
Total Officials and Managers %	100.0	91.57	1.67	6.76	0.98	0.14	0.14	0.14	0.28	0.0	0.21	0.0	0.07	0.0
Professionals #	7259	6718	105	436	56	4	5	4	10	4	9	0	17	3
Professionals %	100.0	92.55	1.45	6.01	0.77	0.06	0.07	0.06	0.14	0.06	0.12	0.0	0.23	0.04
Technicians #	1960	1767	32	161	22	5	1	1	6	3	2	2	1	1
Technicians %	100.0	90.15	1.63	8.21	1.12	0.26	0.05	0.05	0.31	0.15	0.1	0.1	0.05	0.05
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 #	769	655	11	103	21	7	1	0	4	2	1	3	3	0
Office and Clerical %	100.0	85.18	1.43	13.39	2.73	0.91	0.13	0.0	0.52	0.26	0.13	0.39	0.39	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 #	1	1	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



**Table B3-2: OCCUPATIONAL GROUPS - Distribution by Disability**

Plan Level: NATURAL RESOURCES CONSV SERVICE  
 Analysis Level: NATURAL RESOURCES CONSV SERVICE  
 Source of Data: 2007 Personnel Data 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 #	85	82	3	0	0	0	0	0	0	0	0	0	0	0
Executive/Senior Level Officials and Managers %	0.74	0.78	1.74	0.0	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 #	323	292	6	25	3	0	0	0	2	0	1	0	0	0
Mid-Level Officials and Managers %	2.83	2.79	3.49	3.14	2.65	0.0	0.0	0.0	8.33	0.0	6.67	0.0	0.0	0.0
First-Level Officials and Managers #	569	529	10	30	3	0	0	1	1	0	1	0	0	0
First-Level Officials and Managers %	4.98	5.06	5.81	3.76	2.65	0.0	0.0	14.29	4.17	0.0	6.67	0.0	0.0	0.0
Other #	458	411	5	42	8	2	2	1	1	0	1	0	1	0
Other %	4.01	3.93	2.91	5.27	7.08	11.11	22.22	14.29	4.17	0.0	6.67	0.0	4.55	0.0
Total Officials and Managers #	1435	1314	24	97	14	2	2	2	4	0	3	0	1	0
Total Officials and Managers %	12.56	12.56	13.95	12.17	12.39	11.11	22.22	28.57	16.67	0.0	20.0	0.0	4.55	0.0
Professionals #	7259	6718	105	436	56	4	5	4	10	4	9	0	17	3
Professionals %	63.51	64.23	61.05	54.71	49.56	22.22	55.56	57.14	41.67	44.44	60.0	0.0	77.27	75.0
Technicians #	1960	1767	32	161	22	5	1	1	6	3	2	2	1	1
Technicians %	17.15	16.89	18.6	20.2	19.47	27.78	11.11	14.29	25.0	33.33	13.33	40.0	4.55	25.0
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 #	769	655	11	103	21	7	1	0	4	2	1	3	3	0
Office and Clerical %	6.73	6.26	6.4	12.92	18.58	38.89	11.11	0.0	16.67	22.22	6.67	60.0	13.64	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





**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: 2007 Personnel Data 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 #	12	11	0	1	1	0	0	0	0	0	0	1	0	0
GS - 02 %	100.0	91.67	0.0	8.33	8.33	0.0	0.0	0.0	0.0	0.0	0.0	8.33	0.0	0.0
GS - 03 #	74	67	1	6	3	0	0	0	1	0	0	2	0	0
GS - 03 %	100.0	90.54	1.35	8.11	4.05	0.0	0.0	0.0	1.35	0.0	0.0	2.7	0.0	0.0
GS - 04 #	203	181	1	21	3	0	0	0	1	1	0	0	1	0
GS - 04 %	100.0	89.16	0.49	10.34	1.48	0.0	0.0	0.0	0.49	0.49	0.0	0.0	0.49	0.0
GS - 05 #	374	323	7	44	15	6	0	0	3	1	0	2	3	0
GS - 05 %	100.0	86.36	1.87	11.76	4.01	1.6	0.0	0.0	0.8	0.27	0.0	0.53	0.8	0.0
GS - 06 #	452	402	2	48	7	1	0	1	1	2	0	0	2	0
GS - 06 %	100.0	88.94	0.44	10.62	1.55	0.22	0.0	0.22	0.22	0.44	0.0	0.0	0.44	0.0
GS - 07 #	1499	1364	26	109	14	3	2	0	5	2	2	1	0	1
GS - 07 %	100.0	90.99	1.73	7.27	0.93	0.2	0.13	0.0	0.33	0.13	0.07	0.0	0.0	0.07
GS - 08 #	479	434	3	42	3	1	0	0	1	0	1	0	0	0
GS - 08 %	100.0	90.61	0.63	8.77	0.63	0.21	0.0	0.0	0.21	0.0	0.21	0.0	0.0	0.0
GS - 09 #	1671	1553	16	102	17	2	0	2	3	2	3	0	5	0
GS - 09 %	100.0	92.94	0.96	6.1	1.02	0.12	0.0	0.12	0.18	0.12	0.18	0.0	0.3	0.0
GS - 10 #	26	23	0	3	1	0	0	0	0	0	1	0	0	0
GS - 10 %	100.0	88.46	0.0	11.54	3.85	0.0	0.0	0.0	0.0	0.0	3.85	0.0	0.0	0.0
GS - 11 #	2609	2400	37	172	22	3	3	3	2	1	4	0	5	1
GS - 11 %	100.0	91.99	1.42	6.59	0.84	0.11	0.11	0.11	0.08	0.04	0.15	0.0	0.19	0.04
GS - 12 #	3031	2791	54	186	17	1	1	1	4	0	3	0	5	2
GS - 12 %	100.0	92.08	1.78	6.14	0.56	0.03	0.03	0.03	0.13	0.0	0.1	0.0	0.16	0.07
GS - 13 #	564	512	13	39	8	1	1	0	3	0	2	0	1	0
GS - 13 %	100.0	90.78	2.3	6.91	1.42	0.18	0.18	0.0	0.53	0.0	0.35	0.0	0.18	0.0
GS - 14 #	276	248	7	21	2	0	2	0	0	0	0	0	0	0

GS - 14 %	100.0	89.86	2.54	7.61	0.72	0.0	0.0	0.72	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15 #	130	123	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15 %	100.0	94.62	3.08	2.31	0.0	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	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 #	22	21	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100.0	95.45	4.55	0.0	0.0	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 B4-1: 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: 2007 Personnel Data 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
GS - 01 #	55	50	1	4	2	0	0	0	1	0	0	0	1	0
GS - 01 %	100.0	90.91	1.82	7.27	3.64	0.0	0.0	0.0	1.82	0.0	0.0	0.0	1.82	0.0
GS - 02 #	73	70	1	2	0	0	0	0	0	0	0	0	0	0
GS - 02 %	100.0	95.89	1.37	2.74	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03 #	194	184	2	8	2	0	0	1	1	0	0	0	0	0
GS - 03 %	100.0	94.85	1.03	4.12	1.03	0.0	0.0	0.52	0.52	0.0	0.0	0.0	0.0	0.0
GS - 04 #	173	167	0	6	0	0	0	0	0	0	0	0	0	0
GS - 04 %	100.0	96.53	0.0	3.47	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05 #	91	81	0	10	1	1	0	0	0	0	0	0	0	0
GS - 05 %	100.0	89.01	0.0	10.99	1.1	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 06 #	8	8	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	16	0	2	0	0	0	0	0	0	0	0	0	0
GS - 07 %	100.0	88.89	0.0	11.11	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 #	2	2	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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 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
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
GS - 14 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0



**Table B4-2: 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: 2007 Personnel Data 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 #	12	11	0	1	1	0	0	0	0	0	0	1	0	0
GS - 02 %	0.11	0.11	0.0	0.13	0.88	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	0.0
GS - 03 #	74	67	1	6	3	0	0	0	1	0	0	2	0	0
GS - 03 %	0.65	0.64	0.58	0.75	2.65	0.0	0.0	0.0	4.17	0.0	0.0	40.0	0.0	0.0
GS - 04 #	203	181	1	21	3	0	0	0	1	1	0	0	1	0
GS - 04 %	1.78	1.73	0.58	2.63	2.65	0.0	0.0	0.0	4.17	11.11	0.0	0.0	4.55	0.0
GS - 05 #	374	323	7	44	15	6	0	0	3	1	0	2	3	0
GS - 05 %	3.27	3.09	4.07	5.52	13.27	33.33	0.0	0.0	12.5	11.11	0.0	40.0	13.64	0.0
GS - 06 #	452	402	2	48	7	1	0	1	1	2	0	0	2	0
GS - 06 %	3.96	3.85	1.16	6.02	6.19	5.56	0.0	14.29	4.17	22.22	0.0	0.0	9.09	0.0
GS - 07 #	1499	1364	26	109	14	3	2	0	5	2	1	0	0	1
GS - 07 %	13.12	13.05	15.12	13.68	12.39	16.67	22.22	0.0	20.83	22.22	6.67	0.0	0.0	25.0
GS - 08 #	479	434	3	42	3	1	0	0	1	0	1	0	0	0
GS - 08 %	4.19	4.15	1.74	5.27	2.65	5.56	0.0	0.0	4.17	0.0	6.67	0.0	0.0	0.0
GS - 09 #	1671	1553	16	102	17	2	0	2	3	2	3	0	5	0
GS - 09 %	14.63	14.86	9.3	12.8	15.04	11.11	0.0	28.57	12.5	22.22	20.0	0.0	22.73	0.0
GS - 10 #	26	23	0	3	1	0	0	0	0	0	1	0	0	0
GS - 10 %	0.23	0.22	0.0	0.38	0.88	0.0	0.0	0.0	0.0	0.0	6.67	0.0	0.0	0.0
GS - 11 #	2609	2400	37	172	22	3	3	3	2	1	4	0	5	1
GS - 11 %	22.84	22.96	21.51	21.58	19.47	16.67	33.33	42.86	8.33	11.11	26.67	0.0	22.73	25.0
GS - 12 #	3031	2791	54	186	17	1	1	1	4	0	3	0	5	2
GS - 12 %	26.54	26.7	31.4	23.34	15.04	5.56	11.11	14.29	16.67	0.0	20.0	0.0	22.73	50.0
GS - 13 #	564	512	13	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	0.13	0.0	0.13	0.0	0.05	0.0
GS - 14 #	276	248	7	21	2	0	2	0	0	0	0	0	0	0
GS - 14 %	0.02	0.02	0.04	0.03	0.02	0.0	0.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15 #	130	123	4	3	0	0	0	0	0	0	0	0	0	0
GS - 15 %	0.01	0.01	0.02	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 #	22	21	1	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	0.19	0.2	0.58	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total #	11422	10453	172	797	113	18	9	7	24	9	15	5	22	4
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

**NOTE: Percentages compute down columns and NOT across rows.**

**Table B4-2: 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: 2007 Personnel Data 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
GS - 01 #	55	50	1	4	2	0	0	0	1	0	0	0	1	0
GS - 01 %	8.81	8.52	25.0	12.12	33.33	0.0	0.0	0.0	50.0	0.0	0.0	0.0	100.0	0.0
GS - 02 #	73	70	1	2	0	0	0	0	0	0	0	0	0	0
GS - 02 %	11.7	11.93	25.0	6.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03 #	194	184	2	8	2	0	0	1	1	0	0	0	0	0
GS - 03 %	31.09	31.35	50.0	24.24	33.33	0.0	0.0	100.0	50.0	0.0	0.0	0.0	0.0	0.0
GS - 04 #	173	167	0	6	0	0	0	0	0	0	0	0	0	0
GS - 04 %	27.72	28.45	0.0	18.18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05 #	91	81	0	10	1	1	0	0	0	0	0	0	0	0
GS - 05 %	14.58	13.8	0.0	30.3	16.67	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 06 #	8	8	0	0	0	0	0	0	0	0	0	0	0	0
GS - 06 %	1.28	1.36	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	16	0	2	0	0	0	0	0	0	0	0	0	0
GS - 07 %	2.88	2.73	0.0	6.06	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 %	0.96	0.85	0.0	3.03	16.67	50.0	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 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11 %	0.32	0.34	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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 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
GS - 13 #	1	1	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
GS - 14 #	1	1	0	0	0	0	0	0	0	0	0	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: 2007 Personnel Data 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 #	1	1	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



**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: 2007 Personnel Data 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 #	1	1	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 #	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 #	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 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 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
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 #	2	2	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 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0



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

Plan Level: NATURAL RESOURCES CONSV SERVICE  
 Analysis Level: NATURAL RESOURCES CONSV SERVICE  
 Source of Data: 2007 Personnel Data Final

	Total	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-28] Missing Limbs	[64-66] 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 %	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
Grade - 05 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05 %	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
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 %	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
Grade - 08 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08 %	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
Grade - 09 #	0	0	0	0	0	0	0	0	0	0	0	0	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: 2007 Personnel Data 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 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 01 %	50.0	50.0	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 %	50.0	50.0	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





**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: 2007 Personnel Data 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
<b>Gen Bio Sci</b>														
Gen Bio Sci #	841	771	21	49	6	0	0	0	2	0	2	0	2	0
Gen Bio Sci %	100.0	91.68	2.5	5.83	0.71	0.0	0.0	0.0	0.24	0.0	0.24	0.0	0.24	0.0
<b>Soil Conservation</b>														
Soil Conservation #	4287	3972	52	263	29	0	2	5	5	1	6	0	9	1
Soil Conservation %	100.0	92.65	1.21	6.13	0.68	0.0	0.05	0.12	0.12	0.02	0.14	0.0	0.21	0.02
<b>Soil Consv. Tech</b>														
Soil Consv. Tech #	1361	1237	22	102	8	2	1	1	1	0	0	1	1	1
Soil Consv. Tech %	100.0	90.89	1.62	7.49	0.59	0.15	0.07	0.07	0.07	0.0	0.0	0.07	0.07	0.07
<b>Soil Science</b>														
Soil Science #	851	795	21	35	7	1	0	0	2	0	2	0	0	2
Soil Science %	100.0	93.42	2.47	4.11	0.82	0.12	0.0	0.0	0.24	0.0	0.24	0.0	0.0	0.24
<b>Eng Techn</b>														
Eng Techn #	451	408	5	38	7	0	0	0	0	3	3	1	0	0
Eng Techn %	100.0	90.47	1.11	8.43	1.55	0.0	0.0	0.0	0.0	0.67	0.67	0.22	0.0	0.0
<b>Civil Engineering</b>														
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: 2007 Personnel Data 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
<b>Gen Bio Sci</b>														
Gen Bio Sci #	5	5	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
<b>Soil Conservation</b>														
Soil Conservation #	9	7	0	2	1	1	0	0	0	0	0	0	0	0
Soil Conservation %	100.0	77.78	0.0	22.22	11.11	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Soil Consv. Tech</b>														
Soil Consv. Tech #	361	342	2	17	1	1	0	0	0	0	0	0	0	0
Soil Consv. Tech %	100.0	94.74	0.55	4.71	0.28	0.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Soil Science</b>														
Soil Science #	1	1	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
<b>Eng Techn</b>														
Eng Techn #	28	27	0	1	0	0	0	0	0	0	0	0	0	0
Eng Techn %	100.0	96.43	0.0	3.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Civil Engineering</b>														
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: 2007 Personnel Data 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
<b>Schedule A</b>														
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
<b>Voluntarily Identified (outside of Schedule A Applicants)</b>														
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

**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: 2007 Personnel Data 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
<b>Schedule A</b>														
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
<b>Voluntarily Identified (outside of Schedule A Applicants)</b>														
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

**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: 2007 Personnel Data 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 #	277	264	2	11	3	0	0	0	0	0	0	0	3	0
Permanent %	100.0	95.31	0.72	3.97	1.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.08	0.0
Temporary #	349	334	1	14	4	1	0	0	0	0	0	0	2	0
Temporary %	100.0	95.31	0.72	3.97	1.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.08	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 #	12055	11049	176	830	133	20	9	8	26	9	15	5	23	4
Total workforce %	100.0	91.65	1.46	6.89	1.1	0.17	0.07	0.07	0.22	0.07	0.12	0.04	0.19	0.03
FY 2006 %	100.0	91.29	1.46	7.25	1.17	0.15	0.08	0.06	0.22	0.08	0.13	0.04	0.22	0.04

# 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: 2007 Personnel Data 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/Spline	
<b>Job Title of Vacancy (Occ 1)</b>															
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	

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: 2007 Personnel Data 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 Employees eligible for Career Ladder Promotions #	12221	11159	185	877	118	18	9	7	25	10	15	5	25	4	
Total Employees eligible for Career Ladder Promotions %	100.0	91.31	1.51	7.18	0.97	0.15	0.07	0.06	0.2	0.08	0.12	0.04	0.2	0.03	
<b>Time in grade in excess of minimum</b>															
1 - 12 Months #	1987	1849	20	118	19	3	0	0	3	3	2	0	8	0	
1 - 12 Months %	100.0	93.05	1.01	5.94	0.96	0.15	0.0	0.0	0.15	0.15	0.1	0.0	0.4	0.0	
13 - 24 Months #	1395	1282	19	94	8	0	0	2	2	0	0	0	4	0	
13 - 24 Months %	100.0	91.9	1.36	6.74	0.57	0.0	0.0	0.14	0.14	0.0	0.0	0.0	0.29	0.0	
25 + Months #	8117	7347	140	630	86	14	9	5	19	6	13	5	11	4	
25 + Months %	100.0	90.51	1.72	7.76	1.06	0.17	0.11	0.06	0.23	0.07	0.16	0.06	0.14	0.05	



**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: 2007 Personnel Data 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
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

**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: 2007 Personnel Data 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
<b>Career Development Programs for GS 5 - 12:</b>														
# Slots	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
# Applied	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
# Participants	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
<b>Career Development Programs for GS 13-14:</b>														
# Slots	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
# Applied	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
# Participants	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
<b>Career Development Programs for GS 15 and SES:</b>														
# Slots	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
# Applied	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
# Participants	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

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

**Table B13: EMPLOYEE RECOGNITION AND AWARDS by Disability**

Plan Level: NATURAL RESOURCES CONSV SERVICE  
 Analysis Level: NATURAL RESOURCES CONSV SERVICE  
 Source of Data: 2007 Personnel Data Final

	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
<b>Time-Off awards - 1-9 hours</b>														
Total Time-Off Awards Given #	150	137	2	11	1	1	0	0	0	0	0	0	0	0
% Time-off awards	100	91	1	7	1	1	0	0	0	0	0	0	0	0
Total Hours	877	802	12	63	8	8	0	0	0	0	0	0	0	0
Average Hours	5.85	5.85	6.0	5.73	8.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Time-Off awards - 9+ hours</b>														
Total Time-Off Awards Given #	116	111	0	5	1	1	0	0	0	0	0	0	0	0
% Time-off awards	100.0	95.69	0.0	4.31	0.86	0.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Hours	2000	1926	0	74	16	16	0	0	0	0	0	0	0	0
Average Hours	17.24	17.35	0.0	14.8	16.0	16.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Cash awards - \$100-\$500</b>														
Total Cash Awards Given #	767	702	13	52	12	0	1	0	3	3	2	1	2	0
% Cash Awards	100	92	2	7	2	0	0	0	0	0	0	0	0	0
Total Amount	280770	256936	4211	19623	4311	0	349	0	1138	1418	659	223	524	0
Average Amount	366.06	366.01	323.92	377.37	359.25	0.0	349.0	0.0	379.33	472.67	329.5	223.0	262.0	0.0
<b>Cash awards &gt; \$501</b>														
Total Cash Awards Given #	1510	1368	28	114	16	2	2	1	3	1	4	0	3	0
% Cash Awards	100.0	90.6	1.85	7.55	1.06	0.13	0.13	0.07	0.2	0.07	0.26	0.0	0.2	0.0

Total Amount	1566536	1425614	26045	114877	13363	2765	1765	800	2280	765	2517	0	2471	0
Average Amount	1037.44	1042.12	930.18	1007.69	835.19	1382.5	882.5	800.0	760.0	765.0	629.25	0.0	823.67	0.0
<b>Quality Step Increases:</b>														
Total OSIs Awarded #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total OSIs Awarded %	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
Total Benefit	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit	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 B14: SEPARATIONS by Type of Separation - Distribution by Disability**

Plan Level: NATURAL RESOURCES CONSV SERVICE

Analysis Level: NATURAL RESOURCES CONSV SERVICE

Source of Data: 2007 Personnel Data 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	[71-79] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary #	161	145	1	15	0	0	0	0	0	0	0	0	0	0
Voluntary %	100.0	90.06	0.62	9.32	0.0	0.0	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
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) #	16	14	0	2	0	0	0	0	0	0	0	0	0	0
Involuntary (Other) %	100.0	87.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Separations #	177	159	1	17	0	0	0	0	0	0	0	0	0	0
Total Separations %	100.0	89.83	0.56	9.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total workforce #	12223	11159	185	877	109	18	9	7	25	10	15	5	25	4
Total workforce %	100.0	91.3	1.51	7.17	0.89	0.15	0.07	0.06	0.2	0.08	0.12	0.04	0.2	0.03