

National Oceanic and Atmospheric Administration's

National Weather Service



FY 2007 Management Directive – 715

Equal Employment Opportunity Program Status Report

**National Weather Service
FY 2007 MD-715**

EEO PROGRAM STATUS REPORT

Table of Contents

Equal Employment Opportunity Policy Statement.....3

Sexual Harassment Policy Statement.....4

Parts A-D: Agency Identifying Information.....5

Part E: Executive Summary8

Part F: Certification.....14

Part G: Agency Self-Assessment Checklist15

Part H: Plan to Attain the Essential Elements of a Model EEO Program.....33

Part I: Plan to Eliminate Identified Barriers.....37

Appendix

 1. Required Data Tables.....45



U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

FEB 27 2008

MEMORANDUM FOR: All NWS Employees

FROM:

John L. Hayes

SUBJECT:

Equal Employment Opportunity Policy Statement

The National Oceanic and Atmospheric Administration's (NOAA) National Weather Service (NWS) is the best weather service in the world. The Nation depends on the high quality of our services, especially in our role as the sole official voice for issuing warnings during life-threatening weather situations.

The strength of the NWS is our workforce, a workforce that needs an environment where everyone can contribute to the maximum of their ability. Therefore, it is the policy of NOAA's NWS to provide equal access to employment regardless of race, color, religion, sex, national origin, age, sexual orientation, or physical or mental disability.

As the Assistant Administrator for the NWS, I am dedicated to carrying out and supporting the goals of Equal Employment Opportunity (EEO). I am committed to enforcing a zero tolerance policy for any form of discrimination or harassment.

As an employee, it is important for you to understand and utilize, if necessary, the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. Should you believe you have been a victim of unlawful discrimination, you should seek guidance from the NWS Office of Equal Opportunity and Diversity Management (OEODM) at 301-713-0692 or contact an EEO Counselor in the NOAA Civil Rights Office at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

For more information on what constitutes a violation of EEO, visit the NOAA Civil Rights Office's web site at <http://www.ofa.noaa.gov/~civilr/eeopol.htm>. The OEODM is available to provide EEO training for managers, supervisors, and employees upon request. Interested parties may contact any OEODM staff member to schedule training.



Printed on Recycled Paper

THE ASSISTANT ADMINISTRATOR
FOR WEATHER SERVICES





U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

FEB 27 2008

MEMORANDUM FOR: All NWS Employees

FROM:

John L. Hayes

SUBJECT:

Sexual Harassment Policy Statement

The National Oceanic and Atmospheric Administration's (NOAA) National Weather Service (NWS) is committed to creating an environment where everyone has the opportunity to reach their full potential. Sexual harassment endangers the environment of tolerance, civility, and mutual respect that must prevail if the NWS is to fulfill its mission. Therefore, it is the policy of the NWS to provide a work environment free of sexual harassment where all employees are treated with respect.

Sexual harassment is defined as deliberate or repeated unsolicited and unwelcome verbal comments, gestures, or physical contact of a sexual nature. Any type of harassment which leads to a hostile work environment will not be tolerated. NWS maintains a zero tolerance against inappropriate behavior and harassment in the workplace. NWS managers and supervisors are required to take immediate corrective actions in support of the zero tolerance policy for any behavior which contributes to an uncomfortable work environment for NWS employees.

I am committed to creating a work environment free of sexual harassment. If you believe you are a victim of sexual harassment, seek guidance from the NWS Office of Equal Opportunity and Diversity Management (OEODM) at 301-713-0692, or contact an EEO Counselor in the NOAA Civil Rights Office at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

You can exercise your rights through the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. For more information on what constitutes sexual harassment, visit the NOAA Civil Rights Office web site at: <http://www.ofa.noaa.gov/civilr/eeopol.htm>. OEODM is also available to provide Prevention of Sexual Harassment training for managers, supervisors, and employees upon request. Interested parties may contact any OEODM staff member to schedule training.



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

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

PART A Department or Agency Identifying Information	1. Agency		1. Department of Commerce	
	1.a. 2nd level reporting component		National Oceanic and Atmospheric Administration (NOAA)	
	1.b. 3rd level reporting component		National Weather Service (NWS)	
	1.c. 4th level reporting component			
	2. Address		2. 1325 East-West Hwy	
	3. City, State, Zip Code		3. Silver Spring, MD 20910	
	4. CPDF Code	5. FIPS code(s)	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 4825	
	2. Enter total number of temporary employees		2.	
	3. Enter total number employees paid from non-appropriated funds		3.	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 4825	
PART C Agency Official(s) Responsible For	1. Head of Agency Official Title		1. John L. Hayes Assistant Administrator for Weather Services	
	2. Agency Head Designee		2. Vickie L. Nadolski Deputy Assistant Administrator for Weather Services	

Oversight of EEO Program(s)	3. Principal EEO Director/Official Official Title/series/grade	3. Charly L. Wells Director, Office of Equal Opportunity and Diversity Management GS 260/14
	4. Title VII Affirmative EEO Program Official	4. N/A
	5. Section 501 Affirmative Action Program Official	5. N/A
	6. Complaint Processing Program Manager	6. N/A
	7. Other Responsible EEO Staff	7. N/A

**EEOC FORM
715-01 PART 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	NWS Headquarters Offices		
	NWS Eastern Region		
	NWS Western Region		
	NWS Southern Region		
	NWS Central Region		
	NWS Alaska Region		
	NWS Pacific Region		
	NWS National Centers for Environmental Prediction		

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

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

Name of Agency or Reporting Component:

National Weather Service (NWS)

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

EXECUTIVE SUMMARY

The National Oceanic and Atmospheric Administration's (NOAA) National Weather Service (NWS) serves the people of the United States every day. The NWS provides weather, water, and climate forecasts and warnings for the United States, its territories, adjacent waters, and ocean areas for the protection of life and property and the enhancement of the national economy. NWS data and products form a national information data base and infrastructure which can be used by other government agencies, the private sector, and the global community.

Approximately 4,800 dedicated NWS employees in 122 Weather Forecast Offices, 21 Center Weather Service Units, 13 River Forecast Centers, 9 National Centers, and other support offices around the country carry out the NWS mission. Our highly trained and skilled workforce maintains our infrastructure and uses powerful workstations to analyze data and issue forecasts and warnings.

The Office of Equal Opportunity and Diversity Management (OEODM) develops national Equal Employment Opportunity (EEO) policy and program guidance, as well as annual EEO reports. NWS OEODM has a full-time staff of 4 individuals at the headquarters offices in Silver Spring, MD, as well as full-time regional EEO managers at all but one regional headquarters office.

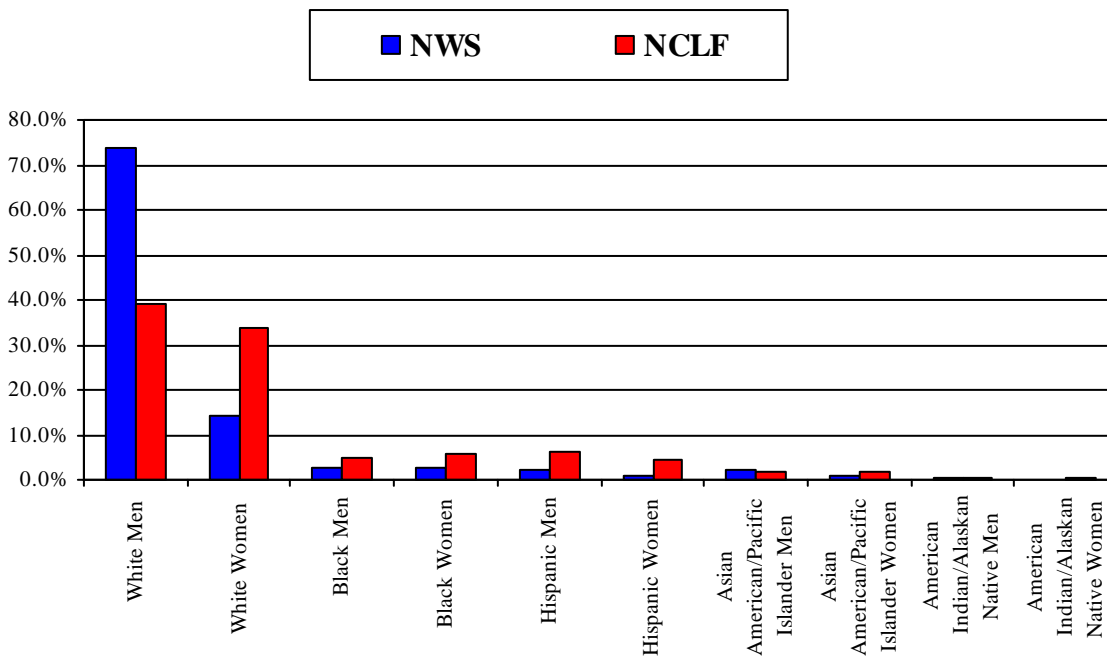
This report addresses management support of the Affirmative Employment Program; the EEO critical element in employee performance plans; activities for hiring, retaining, and promoting minorities, women, and people with disabilities; and the development of minority and women initiatives and activities. It is a compilation of the progress and effectiveness of the Affirmative Employment Program at NWS. It has been prepared for inclusion into a consolidated NOAA report in response to a request from the Equal Employment Opportunity Commission.

NWS WORKFORCE ANALYSIS

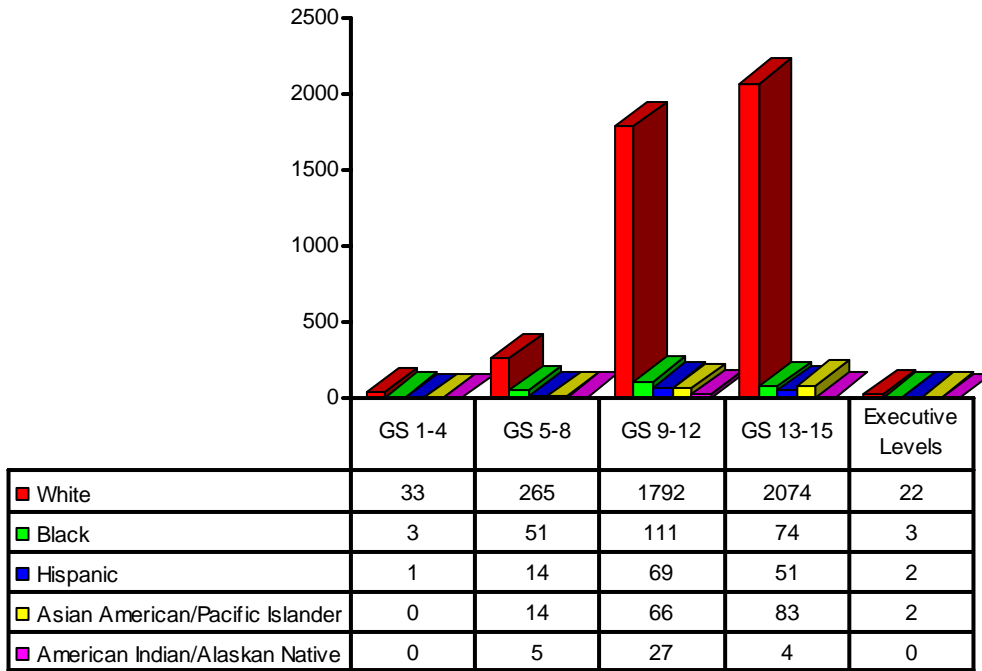
During FY 2007, underrepresentation persisted in the NWS workforce. There are several methods used to determine underrepresentation. The NWS OEODM simply compares the NWS workforce to the National Civilian Labor Force (NCLF). Underrepresentation is determined by comparing the NWS workforce percentage of a particular group to the appropriate NCLF. If the NWS workforce percentage for a certain group is less than the same group within the NCLF, then the NWS group is deemed to be under-represented. For example, if 30 percent of the NWS workforce is women, but 45 percent of the NCLF are women, then women are underrepresented in the NWS workforce.

Women and minorities are still significantly underrepresented in the NWS workforce. Below are graphs which show where under-representation exists. The analysis is done by the entire NWS workforce, by grade and by mission-related occupations. In the graphs, WM means White men; WW means White women; BM means Black men; BW means Black women; HM means Hispanic men; HW means Hispanic women; AA/PIM means Asian American/Pacific Islander men; AA/PIW means Asian American/Pacific Islander women; AI/ANM means American Indian/Alaskan Native men; and AI/ANW means American Indian/Alaskan Native women.

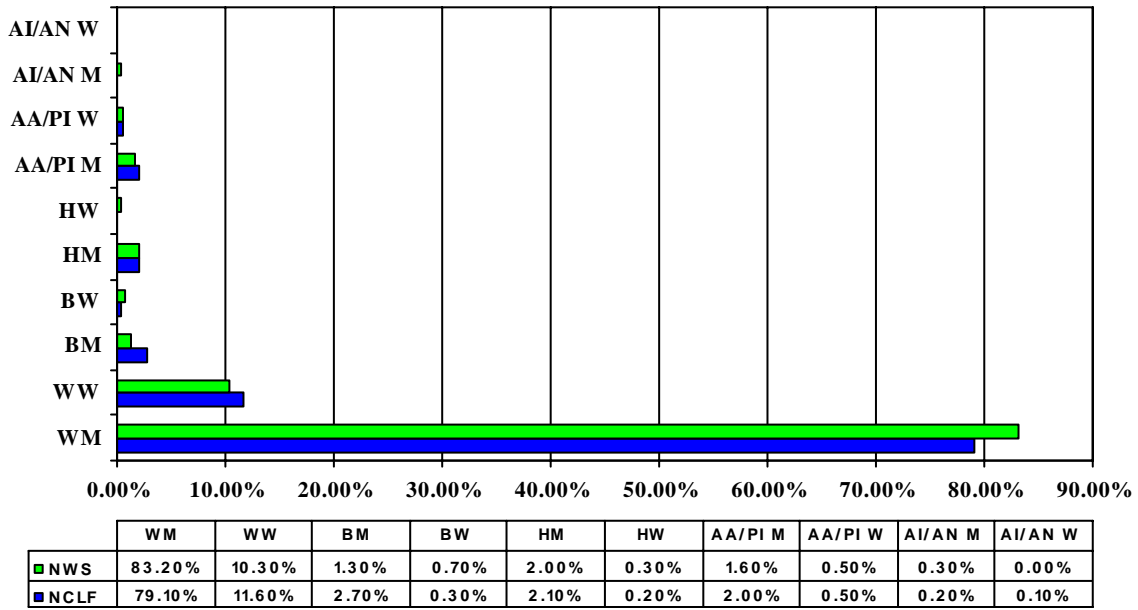
NWS Workforce by Race, National Origin, and Gender
September 30, 2007



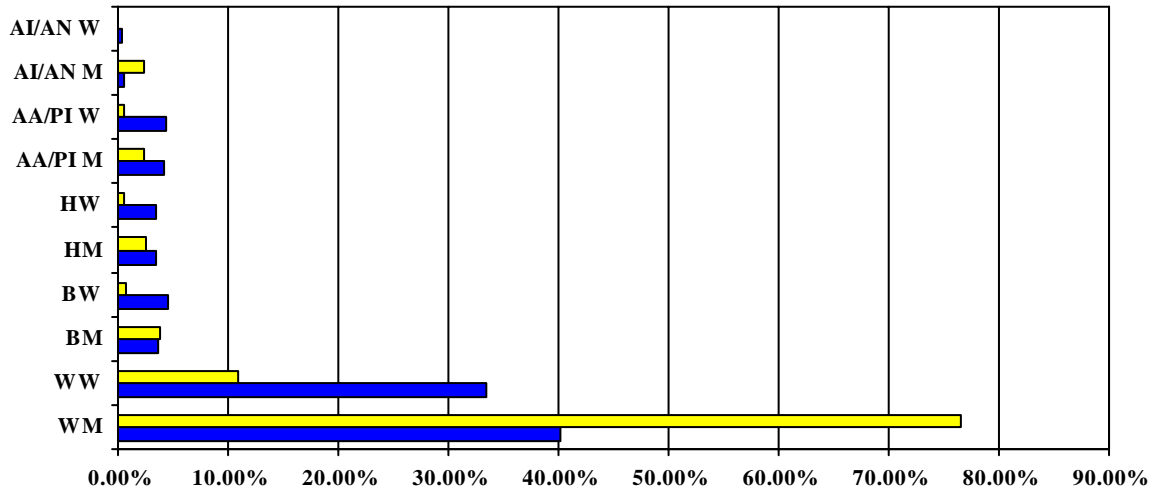
Grade Groupings



Meteorologist Series 1340 NWS vs. NCLF

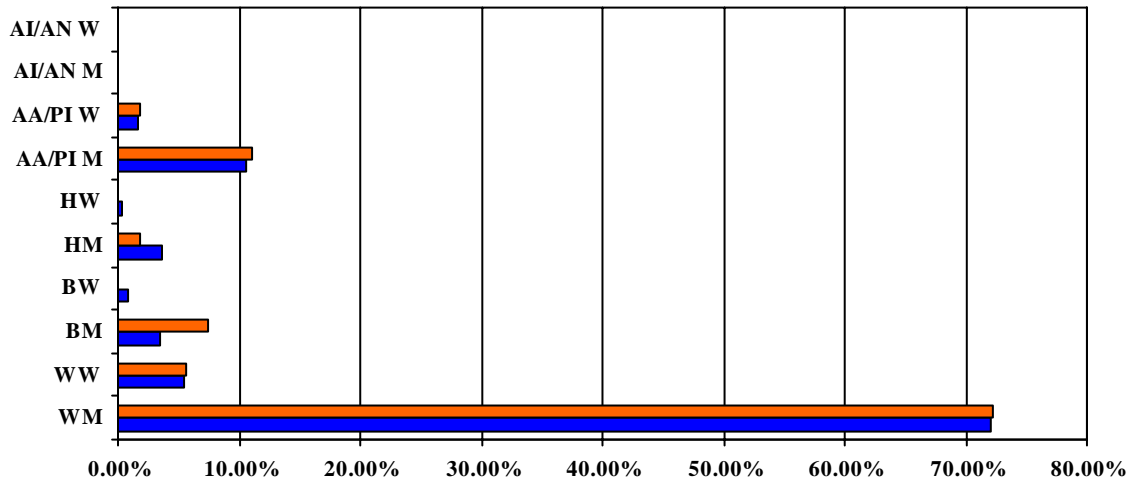


Meteorological Technician 1341
NWS vs. NCLF



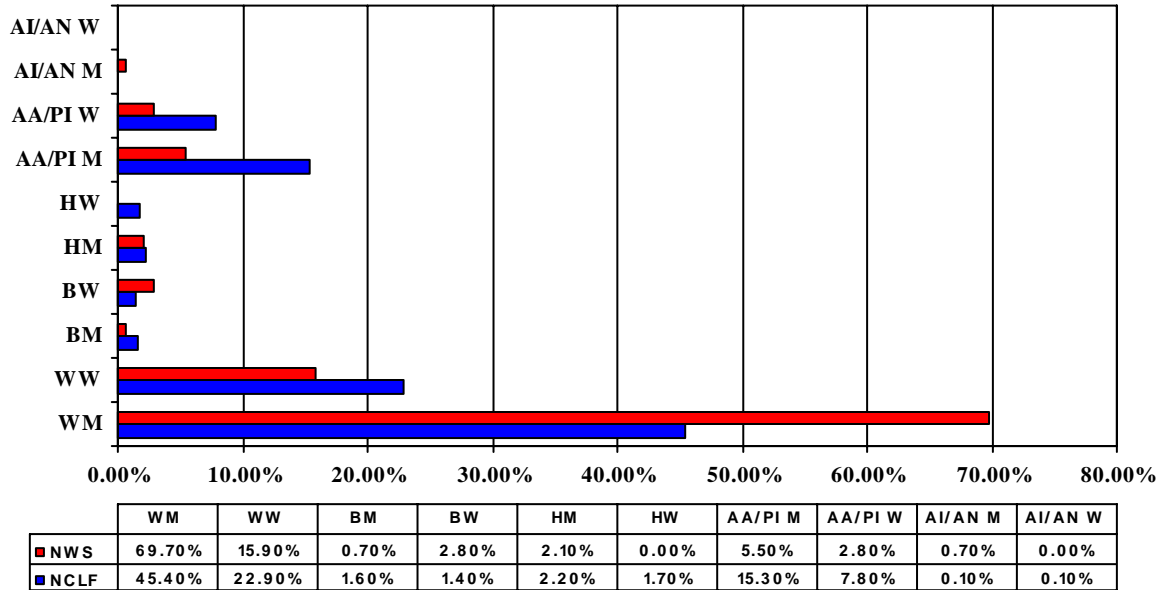
	WM	WW	BM	BW	HM	HW	AA/PI M	AA/PI W	AI/AN M	AI/AN W
NWS	76.60%	10.90%	3.90%	0.70%	2.50%	0.50%	2.30%	0.50%	2.30%	0.00%
NCLF	40.20%	33.40%	3.70%	4.50%	3.40%	3.40%	4.10%	4.30%	0.50%	0.30%

Electronic Engineer 855
NWS vs. NCLF

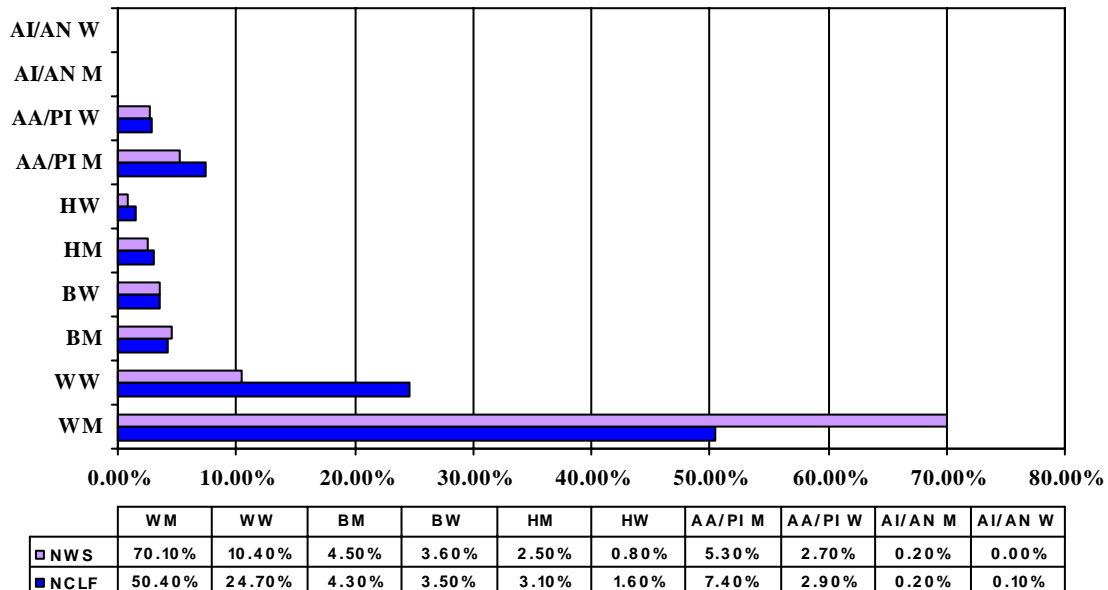


	WM	WW	BM	BW	HM	HW	AA/PI M	AA/PI W	AI/AN M	AI/AN W
NWS	72.20%	5.60%	7.40%	0.00%	1.90%	0.00%	11.10%	1.90%	0.00%	0.00%
NCLF	72.10%	5.50%	3.50%	0.90%	3.60%	0.40%	10.50%	1.60%	0.20%	0.00%

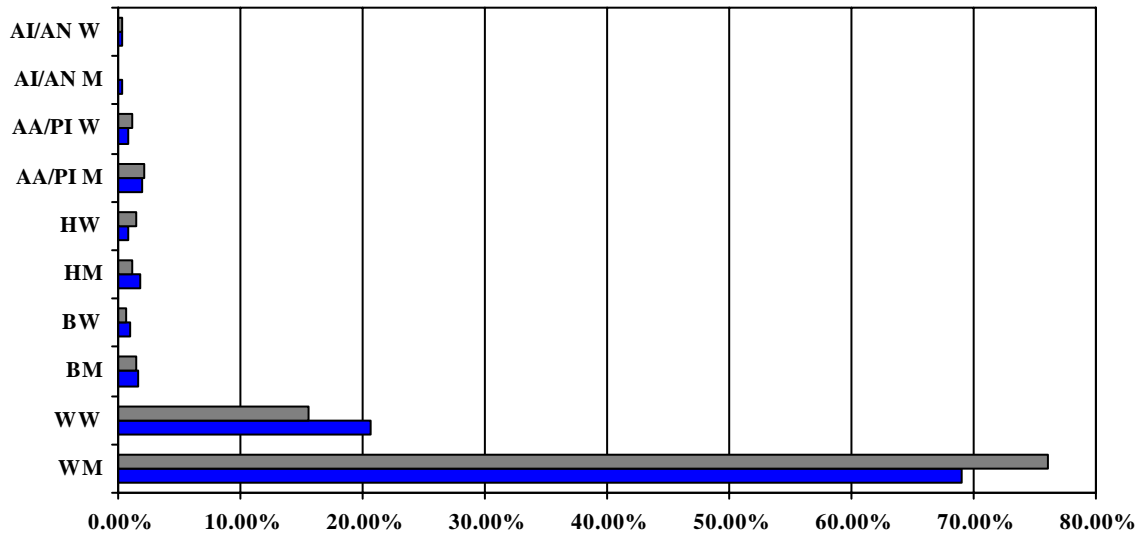
Physical Scientist Series 1301
NWS vs. NCLF



Information Technologist Series 2210
NWS vs. NCLF



Hydrologist Series 1315
NWS vs. NCLF



	WM	WW	BM	BW	HM	HW	AA/PI M	AA/PI W	AI/AN M	AI/AN W
■ NWS	76.00%	15.60%	1.50%	0.70%	1.10%	1.50%	2.20%	1.10%	0.00%	0.30%
■ NCLF	69.00%	20.60%	1.70%	1.00%	1.80%	0.90%	2.00%	0.90%	0.40%	0.30%

**EEOC FORM
715-01 PART F
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Charly L. Wells am the
Principal EEO Director/Official for NOAA's National Weather 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.

Charly L. Wells

Charly Wells

3/26/08

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

Date

John L. Hayes




John L. Hayes




4/27/08

Signature of Agency Head or Agency Head Designee



Date



**EEOC FORM
715-01 PART G
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS**




Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures	EEO policy statements are up-to-date.			
	The Agency Head was installed on <u>September 2007</u> . The <u>most recent</u> EEO policy statement was issued on <u>02/27/2008</u> . Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head?	X		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
	Are new employees provided a copy of the EEO policy statement during orientation?	X		
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a


 Measures		Yes	No	brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
	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?	X		
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [See 29 CFR §1614.102(b)(5)]	X		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		
	- resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
	- address concerns, whether perceived or real, raised by	X		

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?	X		
- ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
- ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
- 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 ?	X		
- ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
- ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		EEO and Prevention of Sexual Harassment policy statements are distributed annually. Other policies are also disseminated annually, such as those on email abuse.
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?	X		

Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X			
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [See 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Manager under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Manager report to the Regional Administrator?)		X	Does not report to the agency head, but reports to the deputy.	
Are the duties and responsibilities of EEO officials clearly defined?	X			
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X			
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	X			
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X	The subordinate components report to the head of their units, i.e., Regional Directors. There is no structural connectivity to field components.	
If not, please describe how EEO program authority is delegated to subordinate reporting components.				





 Compliance Indicator	<p>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.</p>	Measure has been met		<p>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</p>
 Measures		Yes	No	
	Does the EEO Director/Manager 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?	X		
	Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Manager 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?	X		
	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?		X	In most instances, EEO officials are not present during agency deliberations on these issues.
	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?	X		
	Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	X		
	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?	X		



 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Due to budget constraints, a key position has been held in abeyance for 7 months.
	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	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?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the



 Measures		Yes	No	space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
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		X		
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)?		X		
Has funding been secured for publication and distribution of EEO materials (e.g., harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?			X	Most equipment is provided by the Dept. of Defense through the Computer/Electronic Accommodations Program. Otherwise, each office is responsible for its own purchases.
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [See 29 C.F.R. § 1614.102(b)(5)]		X		
Is there sufficient funding to ensure that all employees have access to this training and information?		X		

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

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
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?		X		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and		X		

Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?				
Have timetables 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?		X		
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?		X		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
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?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?			X	The agency has sanctioned managers/supervisors in the past; however, there haven't been any violations in 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?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends,		X		



problems, etc.?				
Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
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?		X		
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?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?		X		
Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?			X	The OEODM is working with Workforce Management and the NWS CFO to gain access to this information.



→ Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are all employees encouraged to use ADR?	X			
Is the participation of supervisors and managers in the ADR process required?		X	It is strongly encouraged, but not required.	





Essential Element E: EFFICIENCY



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

→ Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X			
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	X	X	Most of the data required by MD-715 is tracked by NOAA; however, NOAA does not track the new race/national origin categories, applicant flow data, and certain employee development	

			courses.
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?		X	Technical Assistance Visits not supported due to budget constraints.
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?	X		
Are 90 percent of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X	We now have a system in place to review accommodations. In the FY2008 report, we should be able to answer yes to this question.
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.		Measure has been met
 Measures			
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?			N/A Complaints are handled by NOAA and the Department of Commerce
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?			N/A





Does the agency hold contractors accountable for delay in counseling and investigation processing times?				N/A
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?				N/A
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?				N/A
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?				N/A
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?				N/A
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?				N/A
Does the agency complete the investigations within the applicable prescribed time frame?				N/A
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?				N/A
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				N/A



Office?				
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?				N/A
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?				N/A
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
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?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	
Does the responsible management official directly involved in the dispute have settlement authority?				N/A
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent				N/A

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)?				N/A
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?				N/A
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
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?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?				N/A
Does the agency discrimination complaint process ensure a neutral adjudication function?				N/A
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?				N/A

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> Compliance Indicator</p>	<p>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</p>	<p>Measure has been met</p>		<p>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</p>
<p> Measures</p>		<p>Yes</p>	<p>No</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>N/A</p>
<p> Compliance Indicator</p>	<p>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.</p>	<p>Measure has been met</p>		<p>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</p>
<p> Measures</p>		<p>Yes</p>	<p>No</p>	
	<p>Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.</p>			<p>N/A</p>
	<p>Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?</p>			<p>N/A</p>

Are procedures in place to promptly process other forms of ordered relief?				N/A
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?				N/A
If so, please identify the employees by title in the comments section, and state how performance is measured.				
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?				N/A
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?				N/A
Does the agency promptly provide to the EEOC the following documentation for completing compliance:				N/A
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?				N/A
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?				N/A

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?			N/A
Compensatory Damages: The final agency decision and evidence of payment, if made?			N/A
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?			N/A
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s			N/A
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.			N/A
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).			N/A
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.			N/A
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.			N/A
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.			N/A
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.			N/A

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.

**EEOC FORM
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 2007	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Women and minorities are underrepresented in the NWS workforce when compared to the NCLF.
OBJECTIVE:	Increase the representation of the women and minorities in the NWS workforce.
RESPONSIBLE OFFICIAL:	NWS Assistant Administrator (AA); Deputy Assistant Administrator (DAA); Director of OEODM
DATE OBJECTIVE INITIATED:	January 31, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop a specific recruitment and retention plan for increasing the number of women and minorities in the NWS workforce	March 2008
Identify employees in NWS who will carry out the recruitment plan	March 2008
Promote the use of upward mobility/training programs to improve NWS women and minority employee promotional opportunities and their representation in leadership positions	Throughout the Year
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
Several times during FY 2007, representatives from NWS met to discuss EEO in the NWS. EEO representatives continue to believe that the best way to increase the representation of women and minorities in the NWS is through student programs. There is an initiative currently in the works through the NWS Workforce Human Capital Committee to try and obtain centralized funding for the Student Career Experience and Student Temporary Employment Programs. The goal is to develop a pipeline of potential future employees without stretching the overtaxed field managers' budgets.	

**EEOC FORM
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 2007	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The National Weather Service does not conduct Technical Assistance Visits (TAV) in accordance with MD 715.
OBJECTIVE:	The OEODM will conduct at least two Technical Assistance Visits per year.
RESPONSIBLE OFFICIAL:	NWS Assistant Administrator (AA); Deputy Assistant Administrator (DAA); Director of OEODM
DATE OBJECTIVE INITIATED:	January 31, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop Standard Operating Procedures for conducting Technical Assistance Visits	Completed
Conduct at least two Technical Assistance Visits per fiscal year	September 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>During FY 2007, the OEODM planned to conduct two visits; however, because of shortages in staffing and changes in senior management the visits were canceled. The visits were re-scheduled for the 1st and 2nd quarter of FY 2008, but because of budget constraints the visits were again canceled. The OEODM is exploring conducting the audits via teleconferencing; however, we are not absolutely sure this vehicle will provide an opportunity to accurately assess the EEO Program and Diversity Management Initiative in each region. The OEODM is also exploring online TAVs as an option.</p>	

**EEOC FORM
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 2007	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	HRMO Database provides inconsistent information to track training for the EEO community and to verify disciplinary actions resulting from findings of discrimination.
OBJECTIVE:	Update employee records and find a way to track all training and disciplinary actions to ensure nondiscrimination.
RESPONSIBLE OFFICIAL:	NWS Assistant Administrator (AA); Deputy Assistant Administrator (DAA); Director of OEODM
DATE OBJECTIVE INITIATED:	October 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Require that all training will be entered into the database of record	Completed
Identify required EEO and scientific training requirements, to ensure that employees have equal access to training	September 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>During FY 2007, NOAA asked that managers, supervisors and employees keep track of all of their training by completing a SF-182. This information is to be kept in the employee's personnel folder. The OEODM has asked NWS EEO Managers to track the number of employees in their regions who attended EEO and Diversity Management training.</p> <p>The NOAA Office of Civil Rights (OCR) has consented to provide the OEODM data on disciplinary actions. The OCR is currently working with the NOAA Workforce Management Office to pull this information.</p>	

**EEOC FORM
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 2007	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	There is a lack of representation of women and minorities in leadership positions. Women and minorities represent only 31 percent of the NWS SES positions.
OBJECTIVE:	Increase women and minority representation in leadership positions.
RESPONSIBLE OFFICIAL:	Director of OEODM and NWS Senior Managers
DATE OBJECTIVE INITIATED:	October 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Identify and allow qualified women and minority employees to fill acting position to gain experience	September 2008
Recruit and place women and minority employees on teams and committees	September 2008
Encourage through management officials, women and minority participation in detail opportunities	September 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**

FY 2007

Name of Agency of Reporting Component: National Weather Service

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

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

The NWS OEODM and the NOAA Workforce Management Office do not work together on recruitment, hiring, or retention issues.

**BARRIER
ANALYSIS:**

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

Analyzed statistics from prior EEO Quarterly and Affirmative Employment Plan Reports. Reviewed five years of demographic workforce data.

**STATEMENT OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

The Directors of OEODM and the NOAA Workforce Management Office have not been meeting regularly to review and assess personnel programs to determine if personnel information regarding NWS employment practices were in accordance with EEO management directives.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To develop a more comprehensive working relationship between the OEODM and Workforce Management.
RESPONSIBLE OFFICIAL:	OEODM Director, NWS Workforce Management Office, other relevant NWS officials
DATE OBJECTIVE INITIATED:	October 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Set up regular meeting between the OEODM and Workforce Management	October 2007
Develop a plan to address recruitment, hiring and retention in NWS	March 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>During the last two quarters of FY 2007, a representative from the NOAA Workforce Management Office met several times with NOAA EEO Program Managers to talk about recruitment and underrepresentation. With assistance from the NOAA EEO community, the Director of the NOAA Office of Civil Rights was tasked with developing a National Recruitment Strategy. He was scheduled to present this strategy to the NOAA Deputy Directors in January 2008. The NWS national recruitment strategy will be based upon the one developed by NOAA.</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**

FY 2007	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The workforce age demographics show that more than 30 percent of the workforce is currently eligible for retirement.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Information obtained from a draft of the NWS Human Resource Strategic Plan and a retirement analysis done by the NOAA Human Resource Data System.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	There aren't enough opportunities to hire student interns, thus not enough women and minorities in the pipeline to fill vacant positions. Also, when interns complete their training, placement opportunities may not be available and if they are available, they may not be in the office or region where the student is located. Some students are not willing to move.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Greater emphasis should be placed on succession planning. When appropriate, vacancies should be announced at multiple grades. NWS should use its corporate recruiters, who were trained by the Department of Commerce, to visit schools and organizations with significant numbers of women and minorities.
RESPONSIBLE OFFICIAL:	DAA, CFO, OEODM Director

DATE OBJECTIVE INITIATED:	October 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2008

EEOC FORM 715-01 PART I EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Assist Strategic Planning Office in developing the NWS Human Capital Strategic Plan	Completed
Develop a national recruitment strategy	March 2008
Discuss with DAA possibility of making more internship positions available	October 2007
Discuss with managers and supervisors the possibility of offering more career ladder/upward mobility positions	January 2008

R EPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Through the training given by the OEODM, managers and supervisors are encouraged to offer career ladder and upward mobility positions. The OEODM plans to offer at least two training courses in FY 2008 specifically on hiring, placement, recruitment, and career management.

There is an initiative currently in the works through the NWS Workforce Human Capital Committee to try and obtain centralized funding for the Student Career Experience and Student Temporary Employment Programs.

**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**

FY 2007	
Name of Agency of Reporting Component: National Weather Service	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	NWS is lacking representation of employees with targeted disabilities.
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	Reviewed workforce statistics for NWS employees with disabilities.
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	Lack of comprehensive management plan to recruit and retain individuals with disabilities in the NWS workforce.
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Increase the recruitment efforts and the representation of individuals with disabilities in the NWS workforce.
<p>RESPONSIBLE OFFICIAL:</p>	Disability Employment Program Managers throughout NWS and OEODM

DATE OBJECTIVE INITIATED:	October 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2008

EEOC FORM 715-01 PART I EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Provide training to NWS managers and supervisors on incorporating special hiring authorities into their hiring practices. This will assist the NWS in increasing the representation of employees with targeted disabilities	September 2008
Identify team members to develop and implement recruitment programs, upward mobility and career development training programs to increase the representation and retention of individuals with disabilities in the NWS workforce	June 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
The NWS Disability Program Manager has had several informal discussions with NWS managers and supervisors concerning hiring students with disabilities. Through these discussions we were able to place two students with disabilities in FY 2007. The Disability Program Manager plans to have a training session in FY 2008 on making Schedule A appointments.	

**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**

FY 2007	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The organization is underrepresented in women and minorities, especially in the professional field and higher-grade levels. Hispanics are especially underrepresented throughout the organization.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The NWS EEO office reviewed workforce statistical data, including major occupational data.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	NWS does not have a centralized recruitment program.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To develop a more centralized recruitment program. Create outreach programs that will generate a diverse pool of applicants.
RESPONSIBLE OFFICIAL:	Hispanic Employment Program Managers, OEODM Director, and NWS Workforce Management Office

DATE OBJECTIVE INITIATED:	October 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2008

EEOC FORM 715-01 PART I EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop a national recruitment strategy	March 2008
Encourage offices to participate in outreach activities, such as, career fairs	Completed
Develop programs with institutions with significant populations of women and minorities	Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2007, representative from the NWS visited the University of Puerto Rico to solidify our relationship with the university. During the year, the NWS continued to provide funding to two Minority Serving Institutions (MSIs): University of Puerto Rico and the University of Texas San Antonio. Both have predominantly Hispanic student populations. In FY 2008, a representative from the OEODM and the NOAA Civil Rights Office will provide a presentation to the University of Puerto Rico students on improving their applications for job and internships.

As of April 2008, the OEODM has not developed the NWS National Recruitment Strategy. NOAA is currently working on a recruitment strategy, which has not been completed. We look to incorporate some of the ideas from the NOAA recruitment strategy into our plan. We are currently working with the NOAA Civil Rights Office on this effort. We hope to have a plan ready for review by the AA and DAA by the 4th quarter.

Table A1: NOAA's National Weather Service TOTAL WORKFORCE B Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino								Two or more races			
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female

TOTAL

FY 2006	#	4831	3947	884	105	36	3577	676	118	117	118	47	NA	NA	29	8	NA	NA
	%	100.0%	81.7%	18.3%	2.2%	0.7%	74.0%	14.0%	2.4%	2.4%	2.4%	1.0%			0.6%	0.2%		
FY 2007	#	4825	3925	900	104	35	3556	687	120	119	116	51	NA	NA	29	8	NA	NA
	%	100.0%	81.3%	18.7%	2.2%	0.7%	73.7%	14.2%	2.5%	2.5%	2.4%	1.1%			0.6%	0.2%		
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference	#	-6	-22	16	-1	-1	-21	11	2	2	-2	4			0	0		
	%	0.0%	-0.4%	0.4%	0.0%	0.0%	-0.3%	0.2%	0.0%	0.0%	0.0%	0.1%	NA	NA	0.0%	0.0%	NA	NA
Net	%	-0.1%	-0.6%	1.8%	-1.0%	-2.8%	-0.6%	1.6%	1.7%	1.7%	-1.7%	8.5%			0.0%	0.0%		

Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		TOTAL EMPLOYEES			RACE/ETHNICITY															
					Hispanic or Latino		Non-Hispanic or Latino								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							White		Black or African American		Asian									
							male	female	male	female	male	female	male	female						
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
GS - 01	#	0	0	0	0	0	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
GS - 02	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0			
	%	100%	0.0%	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%			
GS - 03	#	5	2	3	0	0	2	3	0	0	0	0	0	0	0	0	0			
	%	100%	40.0%	60.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
GS - 04	#	31	18	13	0	1	18	10	0	2	0	0	0	0	0	0	0			
	%	100%	58.1%	41.9%	0.0%	3.2%	58.1%	32.3%	0.0%	6.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
GS - 05	#	34	18	16	0	0	17	11	1	3	0	1	0	0	1	0	0			
	%	100%	52.9%	47.1%	0.0%	0.0%	50.0%	32.4%	2.9%	8.8%	0.0%	2.9%	0.0%	0.0%	2.9%	0.0%	0.0%			
GS - 06	#	31	3	28	0	1	2	17	0	10	1	0	0	0	0	0	0			
	%	100%	9.7%	90.3%	0.0%	3.2%	6.5%	54.8%	0.0%	32.3%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
GS - 07	#	256	67	189	1	12	59	139	6	25	1	10	0	0	3	0	0			
	%	100%	26.2%	73.8%	0.4%	4.7%	23.0%	54.3%	2.3%	9.8%	0.4%	3.9%	0.0%	0.0%	1.2%	0.0%	0.0%			
GS - 08	#	28	11	17	0	0	8	12	1	5	1	0	0	0	1	0	0			
	%	100%	39.3%	60.7%	0.0%	0.0%	28.6%	42.9%	3.6%	17.9%	3.6%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%			
GS - 09	#	142	93	49	4	1	80	31	3	11	5	5	0	0	1	1	0			
	%	100%	65.5%	34.5%	2.8%	0.7%	56.3%	21.8%	2.1%	7.7%	3.5%	3.5%	0.0%	0.0%	0.7%	0.7%	0.0%			
GS - 10	#	70	57	13	1	1	47	9	1	2	3	1	0	0	5	0	0			
	%	100%	81.4%	18.6%	1.4%	1.4%	67.1%	12.9%	1.4%	2.9%	4.3%	1.4%	0.0%	0.0%	7.1%	0.0%	0.0%			

GS - 11	#	736	638	98	24	3	566	76	29	14	9	5			10	0		
	%	100%	86.7%	13.3%	3.3%	0.4%	76.9%	10.3%	3.9%	1.9%	1.2%	0.7%			1.4%	0.0%		
GS - 12	#	1113	906	207	26	9	813	170	33	14	27	11			7	3		
	%	100%	81.4%	18.6%	2.3%	0.8%	73.0%	15.3%	3.0%	1.3%	2.4%	1.0%			0.6%	0.3%		
GS - 13	#	1588	1420	168	25	4	1316	133	26	21	50	10			3	0		
	%	100%	89.4%	10.6%	1.6%	0.3%	82.9%	8.4%	1.6%	1.3%	3.1%	0.6%			0.2%	0.0%		
GS - 14	#	497	438	59	14	2	397	44	14	6	12	7			1	0		
	%	100%	88.1%	11.9%	2.8%	0.4%	79.9%	8.9%	2.8%	1.2%	2.4%	1.4%			0.2%	0.0%		
GS - 15	#	201	180	21	5	1	168	16	3	4	4	0			0	0		
	%	100%	89.6%	10.4%	2.5%	0.5%	83.6%	8.0%	1.5%	2.0%	2.0%	0.0%			0.0%	0.0%		
Senior Executive Service	#	29	25	4	2	0	20	2	2	1	1	1			0	0		
	%	100%	86.2%	13.8%	6.9%	0.0%	69.0%	6.9%	6.9%	3.4%	3.4%	3.4%			0.0%	0.0%		

Table A5-1: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex

WD/WG, WL/WS & Other Wage		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
WG - 06	#	11	9	2	1	0	6	2	1	0	1	0	N/A	N/A	0	0	N/A	N/A
	%	100%	81.8%	18.2%	9.1%	0.0%	54.5%	18.2%	9.1%	0.0%	9.1%	0.0%			0.0%	0.0%		
WG - 09	#	1	1	0	0	0	1	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
WG - 10	#	2	2	0	0	0	2	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
WL - 06	#	2	2	0	0	0	2	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
WS - 06	#	1	1	0	0	0	1	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
WS - 10	#	1	1	0	0	0	1	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
Totals	#	18	16	2	1	0	13	2	1	0	1	0	N/A	N/A	0	0	N/A	N/A
	%	100%	88.9%	11.1%	5.6%	0.0%	72.2%	11.1%	5.6%	0.0%	5.6%	0.0%			0.0%	0.0%		

Table A5-1: PARTICIPATION RATES FOR PAY BAND LEVELS by Race/Ethnicity and Sex

ZA, ZP, & ZS		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Non- Hispanic or Latino														
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
ZA - 02	#	1	0	1	0	0	0	0	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A
	%	100%	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%		
ZA - 04	#	2	2	0	0	0	0	2	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A
	%	100%	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%		
ZP - 02	#	9	6	3	0	0	5	3	0	0	1	0	N/A	N/A	0	0	N/A	N/A	
	%	100%	66.7%	33.3%	0.0%	0.0%	55.6%	33.3%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%			
ZP - 03	#	7	6	1	0	0	5	1	0	0	0	0	N/A	N/A	1	0	N/A	N/A	
	%	100%	85.7%	14.3%	0.0%	0.0%	71.4%	14.3%	0.0%	0.0%	0.0%	0.0%			14.3%	0.0%			
ZP - 04	#	19	14	5	1	0	13	5	0	0	0	0	N/A	N/A	0	0	N/A	N/A	
	%	100%	73.7%	26.3%	5.3%	0.0%	68.4%	26.3%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%			
ZP - 05	#	5	5	0	0	0	5	0	0	0	0	0	N/A	N/A	0	0	N/A	N/A	
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%			
ZS - 04	#	2	0	2	0	0	0	2	0	0	0	0	N/A	N/A	0	0	N/A	N/A	
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%			
Totals	#	45	33	12	1	0	30	12	0	0	1	0	N/A	N/A	1	0	N/A	N/A	
	%	100%	73.3%	26.7%	2.2%	0.0%	66.7%	26.7%	0.0%	0.0%	2.2%	0.0%			2.2%	0.0%			

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS B Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Meteorologist	#	2384	2103	281	47	8	1983	246	30	16	37	11			6	0		
Series 1340	%	100%	88.2%	11.8%	2.0%	0.3%	83.2%	10.3%	1.3%	0.7%	1.6%	0.5%			0.3%	0.0%		
Occupational CLF			87.10%	12.90%	2.10%	0.20%	79.10%	11.60%	2.70%	0.30%	2%	0.50%			0.20%	0.10%		
Meteorologist Technician	#	440	385	55	11	2	337	48	17	3	10	2			10	0		
Series 1341	%	100%	87.5%	12.5%	2.5%	0.5%	76.6%	10.9%	3.9%	0.7%	2.3%	0.5%			2.3%	0.0%		
Occupational CLF			53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.7%	4.5%	4.1%	4.3%			0.5%	0.3%		
Electronics Engineer	#	54	50	4	1	0	39	3	4	0	6	1			0	0		
Series 855	%	100%	92.6%	7.4%	1.9%	0.0%	72.2%	5.6%	7.4%	0.0%	11.1%	1.9%			0.0%	0.0%		
Occupational CLF			91.3%	8.7%	3.6%	0.4%	72.1%	5.5%	3.5%	0.9%	10.5%	1.6%			0.2%	0.0%		
Electronics Technician	#	368	356	12	19	1	307	9	14	1	6	1			10	0		
Series 856	%	100%	96.7%	3.3%	5.2%	0.3%	83.4%	2.4%	3.8%	0.3%	1.6%	0.3%			2.7%	0.0%		
Occupational CLF			80.9%	19.1%	6.1%	1.6%	62.3%	13.0%	5.7%	2.2%	5.1%	1.8%			0.4%	0.1%		
Physical Scientist	#	145	114	31	3	0	101	23	1	4	8	4			1	0		
Series 1301	%	100%	78.6%	21.4%	2.1%	0.0%	69.7%	15.9%	0.7%	2.8%	5.5%	2.8%			0.7%	0.0%		
Occupational CLF			65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.6%	1.4%	15.3%	7.8%			0.1%	0.1%		
Information Technologist	#	528	436	92	13	4	370	55	24	19	28	14			1	0		
Series 2210	%	100%	82.6%	17.4%	2.5%	0.8%	70.1%	10.4%	4.5%	3.6%	5.3%	2.7%			0.2%	0.0%		
Occupational CLF			66.8%	33.2%	3.1%	1.6%	50.4%	24.7%	4.3%	3.5%	7.4%	2.9%			0.2%	0.1%		
Hydrologist	#	275	222	53	3	4	209	43	4	2	6	3			0	1		
Series 1315	%	100%	80.7%	19.3%	1.1%	1.5%	76.0%	15.6%	1.5%	0.7%	2.2%	1.1%			0.0%	0.4%		
Occupational CLF			75.8%	24.1%	1.8%	0.9%	69.0%	20.6%	1.7%	1.0%	2.0%	0.9%			0.4%	0.3%		

Table A9: PROMOTIONS by Type of Promotion - Distribution by Race/Ethnicity and Sex

		TOTAL			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino										Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
		White		Black			Asian		male		female		male		female				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Promotions	#	534	406	128	10	1	372	108	9	12	10	3			5	4			
	%	100%	76.03%	23.97%	1.87%	0.19%	69.66%	20.22%	1.69%	2.25%	1.87%	0.56%			0.94%	0.75%			
Promotions Not-to-Exceed	#	116	90	26	2	0	87	18	0	5	1	2			0	1			
	%	100%	77.59%	22.41%	1.72%	0.00%	75.00%	15.52%	0.00%	4.31%	0.86%	1.76%			0.00%	0.86%			
Totals	#	650	496	154	12	1	459	126	9	17	11	5			5	5			
	%	100%	76.31%	23.69%	1.85%	0.15%	70.62%	19.38%	1.39%	2.62%	1.69%	0.77%			0.77%	0.77%			

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

		TOTAL			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Retirement: Disability	#	8	5	3	0	0	3	2	1	1	1	0			0	0		
	%	100%	62.50%	37.50%	0.00%	0.00%	37.50%	25.00%	12.50%	12.50%	12.50%	0.00%			0.00%	0.00%		
Retirement: Voluntary	#	161	139	22	3	2	130	17	5	3	1	0			0	0		
	%	100%	86.34%	13.66%	1.86%	1.24%	80.75%	10.56%	3.11%	1.86%	0.62%	0.00%			0.00%	0.00%		
Retirement: In Lieu of Involuntary Action	#	2	2	0	0	0	2	0	0	0	0	0			0	0		
	%	100%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%		
Resignation	#	40	21	19	0	0	19	17	1	0	1	1			0	1		
	%	100%	52.50%	47.50%	0.00%	0.00%	47.50%	42.50%	2.50%	0.00%	2.50%	2.50%			0.00%	2.50%		
Removal	#	3	3	0	0	0	3	0	0	0	0	0			0	0		
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%		
Death	#	7	6	1	1	0	4	1	1	0	0	0			0	0		
	%	100%	85.71%	14.29%	14.29%	0.00%	57.14%	14.29%	14.29%	0.00%	0.00%	0.00%			0.00%	0.00%		
Termination: Appointment in (agency)	#	36	14	22	1	1	10	16	1	3	2	0			0	2		
	%	100%	38.69%	61.11%	2.78%	2.78%	27.78%	44.44%	2.78%	8.33%	5.56%	0.00%			0.00%	5.56%		
Discharge During Probation	#	3	1	2	0	0	1	1	0	1	0	0			0	0		
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%			0.00%	0.00%		
Total Separations	#	260	191	69	5	3	172	54	9	8	5	1			0	3		
	%	100%	73.46%	26.54%	1.92%	1.15%	66.15%	20.77%	3.46%	3.08%	1.92%	0.38%			0.00%	1.15%		

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

Employment Tenure		TOTAL	Total by Disability Status				Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Work Force	#	4825	4551	78	196	30	3	7	1	4	3	6	2	4	0
	%	100.0%	94.3%	1.6%	4.1%	0.6%	0.1%	0.2%	0.0%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%
Federal High						2.27%									

Table B4-1: Employees with Disabilities: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES, WAGE GRADES, & PAY BANDS by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		TOTAL EMPLOYEES						RACE/ETHNICITY											
								Hispanic or Latino						Non-Hispanic or Latino					
		White		Black or African American		Asian								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS - 01-04	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%	50.0%	50.0%	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 - 05	#	7	3	4	0	0	3	2	0	1	0	1	0	0	0	0	0		
	%	100%	42.9%	57.1%	0.0%	0.0%	42.9%	28.6%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%		
GS - 06	#	6	0	6	0	0	0	5	0	1	0	0	0	0	0	0	0		
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
GS - 07	#	14	4	10	0	0	3	9	1	0	0	1	0	0	0	0	0		
	%	100%	28.6%	71.4%	0.0%	0.0%	21.4%	64.3%	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%		
GS - 08	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0		
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
GS - 09	#	8	5	3	1	0	4	1	0	2	0	0	0	0	0	0	0		
	%	100%	62.5%	37.5%	12.5%	0.0%	50.0%	12.5%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
GS - 10	#	8	7	1	0	0	5	1	0	0	1	0	0	0	1	0	0		
	%	100%	87.5%	12.5%	0.0%	0.0%	62.5%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%		
GS - 11	#	28	22	6	1	0	16	5	3	0	1	1	0	0	1	0	0		
	%	100%	78.6%	21.4%	3.6%	0.0%	57.1%	17.9%	10.7%	0.0%	3.6%	3.6%	0.0%	0.0%	3.6%	0.0%	0.0%		
GS - 12	#	48	39	9	1	0	37	8	1	1	0	0	0	0	0	0	0		
	%	100%	81.3%	18.8%	2.1%	0.0%	77.1%	16.7%	2.1%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

GS - 13	#	55	48	7	0	0	47	7	0	0	1	0			0	0		
	%	100%	87.3%	12.7%	0.0%	0.0%	85.5%	12.7%	0.0%	0.0%	1.8%	0.0%			0.0%	0.0%		
GS - 14	#	11	9	2	0	0	7	2	2	0	0	0			0	0		
	%	100%	81.8%	18.2%	0.0%	0.0%	63.6%	18.2%	18.2%	0.0%	0.0%	0.0%			0.0%	0.0%		
GS - 15	#	5	5	0	1	0	4	0	0	0	0	0			0	0		
	%	100%	100.0%	0.0%	20.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
ZA-04	#	1	1	0	0	0	1	0	0	0	0	0			0	0		
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
WG-09	#	1	1	0	0	0	1	0	0	0	0	0			0	0		
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		
Senior Executive Service	#	1	1	0	1	0	0	0	0	0	0	0			0	0		
	%	100%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%		

Table B9: Employees with Disabilities PROMOTIONS by Type of Promotion - Distribution by Race/Ethnicity and Sex

		TOTAL			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino										Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
		White		Black or African American			Asian		male		female								
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Promotions	#	26	14	12	0	0	11	8	2	2	0	2			1	0			
	%	100%	53.85%	46.15%	0.00%	0.00%	42.31%	30.77%	7.96%	7.69%	0.00%	7.69%			3.85%	0.00%			
Promotions Not-to-Exceed	#	2	1	1	0	0	1	1	0	0	0	0			0	0			
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%			
Totals	#	28	15	13	0	0	12	9	2	2	0	2			1	0			
	%	100%	53.57%	46.43%	0.00%	0.00%	42.86%	32.14%	7.14%	7.14%	0.00%	7.14%			3.57%	0.00%			