Animal and Plant Health Inspection Service

Washington, DC

20250

SUBJECT:

APHIS FY 2008 EEO Program Status Report

Civil Rights Enforcement and Compliance

TO: Sherie Hinton Henry

FY 2007 Management Directive 715 report.

Associate Assistant Secretary for Civil Rights

Enclosed is a copy of the Animal and Plant Health Inspection Service Annual EEO Program Status Report. The report includes an update on the status of the agency and accomplishments on the action items proposed in the APHIS

If you have questions or require additional information, please contact me at (202) 720-0009 or Njeri K. Mwalimu, Deputy Director, Civil Rights Enforcement and Compliance on (202) 720-7830.

Anna P. Grayson, Director

Civil Rights Enforcement and Compliance

**Enclosure** 

# EEOC FORM 715-01 EEO Program Status Report

# Section 1 - APHIS Organization Chart and Civil Rights Policy Statement

# Section 2 - Parts A - J

- Part A Agency's Identifying Information
- Part B Total Employment
- Part C Agency Officials Responsible for Oversight of EEO Programs
- Part D List of Subordinate Components Covered in this report
- Part E Executive Summary
- Part F Certification of Establishment of Continuing Equal Employment Opportunity Programs
- Part G Self-Assessment Checklist Not Required for Submission
- Part H EEO Plan to Attain the Essential Elements of a model EEO Program
- Part I EEO Plan to Eliminate Identified Barriers and FY 2007 List of Accomplishments
- Part J Special Program for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities

# Section 3 – Tables A and B

A Tables - Total Employment

B Tables - Individuals with Disabilities Employment

# **APHIS Administrator**

Civil Rights Enforcement & Compliance Staff

Office of Emergency Management & Homeland Security Animal Care

Biotechnology Regulatory Services

International Services

Plant Protection & Quarantine

Veterinary Services

Wildlife Services

Legislative and Public Affairs

**MRP Business Services** 

Policy and Program Development



United States Department of Agriculture

Animal and Plant Health Inspection Service

Washington, DC 20250

## **APHIS Civil Rights Policy Statement**

I am very pleased and excited to serve as the most recently appointed Administrator for the Animal and Plant Health Inspection Service. As Administrator, I am bringing the same intense commitment to the APHIS mission as my predecessors demonstrated. My view is that it is the Administrator's job to ensure that you have the support you need to accomplish the mission and every opportunity to succeed as part of our team. At this time, I also take the opportunity to reiterate my commitment to Civil Rights and Equal Employment Opportunity in the workplace, and in the communities for which we provide a variety of services. We will continue our efforts to ensure that APHIS maintains a workplace free of discrimination and promotes diversity throughout the work force.

All APHIS employees, applicants for employment and outside constituents regardless of age, race, color, national origin, gender, sexual orientation, disability, religion, political affiliations, and marital or familial status deserve to be treated fairly and equitably and with dignity and respect.

This means that all APHIS managers, supervisors, and employees are responsible for maintaining positive workplace operations to ensure that APHIS continues to function as a model civil rights organization. All managers, supervisors and employees will be held accountable for engaging in any actions that result in any infractions of this policy.

This Civil Rights Policy Statement must be prominently displayed in all work areas to ensure that the APHIS workforce is reminded of their Civil Rights responsibilities. I am confident and optimistic about our future because of the talented and dedicated personnel who contribute to the success of our Agency.

Cindy J. Smith Administrator

Cindy J. Smith

NOV 2 6 2007



United States
Department of
Agriculture

Animal and Plant Health Inspection Service

Washington, DC 20250

#### Animal and Plant Health Inspection Service Anti-Harassment Policy Statement

As APHIS Administrator, I want to express my strong commitment to continuing to prohibit sexual and other types of harassment in the workplace. I encourage managers, supervisors, and employees to remain cognizant of this policy and refrain from and take steps to prevent acts of harassment of any nature.

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual; has the purpose or effect of creating an intimidating, hostile, or offensive work environment; unreasonably interferes with work performance; or otherwise adversely affects employment opportunities. Harassing conduct includes, but is not limited to, epithets, slurs, negative stereotyping, threatening, intimidating, or hostile acts, written or verbal comments, or graphic material to denigrate or show hostility or aversion toward an individual or group.

Employees seeking relief from harassment based on sex (with or without sexual conduct), race, color, religion, national origin, age, disability, sexual orientation, marital or parental status must contact the Civil Rights Enforcement and Compliance (CREC) Alternative Dispute Resolution Center (1-800-372-7231) within 45 days of an alleged incident. All other allegations of harassment should be reported to supervisors, managers, or the Workplace Violence Prevention and Response Hotline (1-866-234-3174).

All claims of harassment must be resolved before they become severe or pervasive. APHIS employees, applicants, and service recipients may express harassment complaints without fear of retaliation. All acts of retaliation must be reported immediately through the appropriate forum. All allegations will be investigated, and any individual(s) determined to have perpetuated harassment will be subject to disciplinary action. Upon resolution of harassment claims, program area managers must ensure that such acts do not recur. APHIS managers are encouraged to participate in the Agency's annual training about unlawful harassment.

Enforcement guidance from the Equal Employment Opportunity Commission on employer liability for acts of harassment states that "An employer is always liable for harassment by a supervisor on a prohibited basis that culminates in a tangible employment action." Tangible employment actions include: hiring and firing; promotion and failure to promote; demotion; undesirable reassignment; a decision causing significant change in benefits; compensation decisions; and work assignment. The guidance also provides that "in some circumstances, an employer may be subject to vicarious liability for harassment by a supervisor who does not have actual authority over the employee."

Managers must disseminate this policy statement to all supervisors and provide copies to employees. This policy and the *EEOC Enforcement Guidance, Notice 915.002 Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors* are located on the CREC website at www.aphis.usda.gov/civil\_rights. Prevention is the most effective tool to successfully eliminate harassment in the workplace.

Cindy J. Smith Administrator NOV 2 6 2007

# **EEOC FORM**

# 715-01 PART A – F U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STAUS REPORT

# For period covering October 1, 2007, to September 30, 2008

	1 of period covering occober 1, 20		
PART A	1. Agency	United States Department of Agriculture  Animal and Plant Health Inspection Service	
Department or Agency Identifying Information	1.a. 2 <sup>nd</sup> level reporting component		
Tillormation	1.b. 3 <sup>rd</sup> level reporting component		
	1.c. 4 <sup>th</sup> level reporting component		
	2. Address	2. 1400 Independence Avenue, SW	
	3. City, State, Zip Code	3. Washington, DC 20250	
	4. CPDF Code 5. FIPS code(s)	4. AG 34 24 5. 11001	
PART B	Enter total number of permanent part-time employees	full-time and 1. 6,031	
Employment	2. Enter total number of temporary	employees 2. 1,664	
	3. Enter total number employees pa appropriated funds	id from non- 3. N/A	
	4. TOTAL EMPLOYMENT [add lines B	1 through 3] 4. 8,847*	
PART C	1. Head of Agency Official Title	Edward T. Schafer     Secretary of Agriculture	
Agency Official(s) Responsible For Oversight	2. Agency Head Designee	2. Cindy J. Smith Administrator	
of EEO Program(s)	3. Principal EEO Director Official Title/Series/Grade	3. Anna P. Grayson, Director Civil Rights Enforcement and Compliance (CREC) 0260-15	
	4. Title VII Affirmative EEO Program Official	4. Njeri K. Mwalimu, Deputy Director CREC	
,	5. Section 501 Affirmative Action Program Official	5. Sophia L. Kirby, Disability Employment Program Manager	
	6. Complaint Processing Program Manager	Anna P. Grayson, Director Civil Rights Enforcement and Compliance	

7. Other Responsible EEO	Staff	Myra P. Young, Manager Alternative Dispute Resolution Center Steve Shelor, Assistant Director Program Delivery and Evaluations

<sup>\*</sup> The APHIS employment database maintained by the National Finance Center (NFC) contains a third category of employees in addition to permanent and temporary. They are classified as "indefinite" employees who are on a "when actually employed" status. In FY 2008 APHIS had 1,152 indefinite employees in its personnel database. With the exception of tables A1, A8, B1, and B8 which specifically categorize the indefinite employees, those employees are not included as a separate personnel group in the analytical discussions contained in this report.

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes
List of bordinate mponents overed in is Report	Office of the Administrator Washington, D. C. (Civil Rights Enforcement and Compliance; and Office of Emergency Management & Homeland Security)	
	Office of the Deputy Administrator Policy and Program Development Riverdale, Maryland Raleigh, North Carolina	
	Office of the Deputy Administrator <b>Legislative and Public Affairs</b> Washington, D. C.  Riverdale, Maryland	
	Office of the Deputy Administrator  Marketing and Regulatory Programs Business Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado Minneapolis, Minnesota	
	Office of the Deputy Administrator International Services Washington, D. C. Riverdale, Maryland International Locations	
	Office of the Deputy Administrator  Plant Protection and Quarantine  Washington, D. C.  Riverdale, Maryland  Raleigh, North Carolina  Ft. Collins, Colorado	
	Office of the Deputy Administrator  Veterinary Services  Washington, D. C.  Riverdale, Maryland  Raleigh, North Carolina  Ft. Collins, Colorado	

Office of the Deputy Administrator  Animal Care Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado	
Office of the Deputy Administrator Wildlife Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado	
Office of the Deputy Administrator <b>Biotechnology and Regulatory Services</b> Riverdale, Maryland	

#### **EEOC FORM 715-01 PART E**

# U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Animal and Plant Health Inspection Service

For Period Covering October 1, 2007 to September 30, 2008

# **EXECUTIVE SUMMARY**

"Protecting American Agriculture" is the basic charge of the Animal and Plant Health Inspection Service (APHIS). APHIS provides leadership in ensuring the health and care of animals and plants. The agency improves agricultural productivity and competitiveness and contributes to the national economy and the public health. The APHIS mission is an integral part of USDA's efforts to provide the nation with safe and affordable food.

The Fiscal Year 2008 EEO Program Status Report reflects feedback from 355 managers and supervisors who were required to complete and submit to the civil rights staff, the APHIS EEO Program Survey. The survey along with input from the APHIS FEORP Plan, EEO Compliance Reviews, the APHIS Outreach Report and the APHIS Annual Civil Rights Performance Report are used to measure civil rights and equal employment opportunity accomplishments. This information is also used to measure our Agencies progress towards the implementation of EEOC's Management Directive 715 as provided with the following Six Essential Elements of a model EEO Program.

Demonstrated Commitment from Agency Leadership: The Annual Civil Rights Policy Statement and the Anti-Harassment Policy Statement covering fiscal year 2008 were signed and issued by our Agency Administrator, Cindy J. Smith on November 26, 2007. These policy statements demonstrate and affirm that the APHIS EEO program requirements will be enforced and that APHIS will maintain a workplace free from discrimination. The policy statements are provided both electronically and hard copy to all employees and are prominently posted for viewing by employees and visitors. During fiscal year 2008 APHIS was the recipient of the Office of General Counsel (OGC) Civil Rights Program of the Year Award, and also received the USDA's 1st Agency Diversity Award presented by ASCR.

Integration of EEO into the Agency's Strategic Mission: The first Organizational Priority in the APHIS Strategic Plan (2007-2012) is to become a model civil rights organization. APHIS continues to successfully implement its 3 Civil Rights Strategic Plan Goals which are aligned with the APHIS Strategic Plan and with the broader direction provided by the Department's Civil Rights Strategic Plan.

The APHIS Civil Rights Director is a member of the Administrator's Management Team and meets regularly with the Administrator and the team to discuss the implementation and progress of the Agency's Civil Rights Program and it's compliance with Management Directive 715 and the Title VII Civil Rights and Rehabilitation Programs. The Civil Rights Director provides quarterly briefings to the Administrator and other senior officials on the "Status of the Agency". The most recent briefing was held on January 24, 2008. Also, APHIS has provided sufficient resources to ensure adequate staffing and funding to operate the agencies EEO program in an effective manner. The Civil Rights Director is the fund holder and manages those resources. This includes the staffing of trained personnel to conduct data collection and the barrier analysis and elimination that are required by MD-715.

Management and Program Accountability: Summary EEO feedback status reports are provided to Agency managers and supervisors annually. In addition to the mandatory civil rights training, annual EEO – Civil Rights training is provided to senior management officials. Quarterly EEO updates are provided to management officials through the Civil Rights Enforcement and Compliance Operational Plan and the Annual EEO Program Status Report. The Human Capital Reports are also submitted to the Human Resources Director on a quarterly basis. Mid-Year and End-of-Year Special Emphasis Program Analysis are also distributed throughout the agency and posted on the civil rights website. On-site and desk civil rights compliance reviews were conducted annually to assess the effectiveness and efficiency of the EEO program.

**Proactive Prevention of Unlawful Discrimination:** APHIS performance plans include requirements to accomplish civil rights program objectives, integrate civil rights policies, and ensure a discrimination free work environment at all levels. APHIS continues to use Web-based training to assist executives, managers, and supervisors develop credible measures to accurately assess employee performance and align performance plans with organizational goals.

The Civil Rights and Human Resources Directors continue to provide training and briefings for managers and supervisors on the Alternative Dispute Resolution and Conflict Prevention processes. In FY 2008, there were a total of 3 Fundamentals of APHIS Human Resources Managers Presentations, 19 Webinars and 7 Civil Rights Information Academy Presentations. The Management Help Line continues to be an available resource for complaint prevention.

Efficiency: APHIS maintains an efficient, fair, accessible and impartial complaint process that is frequently audited to measure efficiency. The Agency continues to use the MicropPact iComplaints System which enables staff to create, track, manage, and report on EEO complaint cases at any stage in the EEO process up to resolution and closure. Civil Rights Enforcement and Compliance actively participates in the iComplaints User Advisory Board meetings which are convened by the Department on a monthly basis. In FY 2008, APHIS crossed the threshold of closing more than 1,000 complaints since the beginning of the Complaints Reduction Initiative which started in

1998.

Responsiveness and Legal Compliance: APHIS has a system in place for ensuring timely compliance of any orders or directives issued by EEOC. The Civil Rights Compliance Reviews, which include desk and on-site reviews, are conducted according to an annual schedule. During the period July 1, 2007 thru July 30, 2008 APHIS completed the following on-site civil rights compliance reviews: Plant Protection and Quarantine – all employees, Animal Care Western Region, Veterinary Services Fort Collins, Colorado, Wildlife Services Colorado, Marketing and Regulatory Business Services Fort Collins, Colorado. In addition, there were 3 desk audits: APHIS Ag-Discovery, Recruitment, Relocation and Retention Incentives, and Veterinary Services Eastern Region. The Assistant Director for Program Delivery and Compliance provides written analyses of all Compliance Reviews to the heads of all units that participated in the reviews. All recommendations and corrective actions are monitored until fully implemented.

### EEOC FORM 715-01 PART F

# U.S. EQUAL EMPLOYMENT OPPORTUNTY COMMISSION

# FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

1,	Anna P. Grayson, Equ	ual Employment Manager, 02	.60-15	am the
Prin for	ncipal EEO Director	Animal and Plant Health In Enforcement and Compliand		- Civil Rights
the star	essential elements presondards outlined in EEO M	of Section 717 and Section 501 ribed by EEO MD-715. If an ess D-715, further evaluation was coincluded in with this report.	sential element did r	not meet the
pers	sonnel policies, procedure	er analyses focused on detectin es or practices that may be oper te these barriers are also includ	ating to the disadva	
I ce EEC	rtify that proper docume OC review upon request.	ntation of this assessment is in	place and is being n $ /2/2/$	•
Civi Sigi Cer	na P. Grayson, Director I Rights Enforcement an nature of Principal EEO tifies that this Federal A tus Report is in complia	Director Igency Annual EEO Program	Date	
	dy J. Smith, Administra	Ca /For		08

# EEOC FORM 715 - 01

**EEO Program Status Report** 

PART H

**EEO Plan to Attain the Essential Elements of a Model Program** 

# EEOC FORM 715-01 PART H

# EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2008 USDA Animal and Plan	t Health Inspection Service
Statement of Model Program Essential Element Deficiency:	In the past years, the Agency has not had 100% compliance with permanent employees completing civil rights training.
Objective:	To ensure the total permanent workforce completes civil rights training.
Responsible Official(s):	Training and Development Division – Human Resources APHIS Managers and Supervisors
Date Objective Initiated:	October 1, 2008
Target Date for Completion of Objective:	September 30, 2009
Planned Activities Toward Completion of Objective:	Monitor the Agency's AgLearn System to ensure that Mandatory Civil Rights Training is available to all permanent employees.
	Improve reporting capability to ensure accurate and comprehensive results
	Enter the module in all permanent employee' learning plan with a due date as soon as it is available,
	Provide status reports of those employees who have not taken the training at APHIS AMT Meetings
	Require that managers' civil rights elements include ensuring that all permanent employees on their staffs have taken the mandatory civil rights training.
Target Date(s):	September 2009

Accomplishment of	
Objectives:	
Results:	
	·

# EEOC FORM 715-01 PART H

# EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2008		
	t Health Inspection Service	
Statement of Model	Does the agency EEO office have management controls in place to	
Program Essential	monitor and ensure that the data collected from Human Resources is	
Element Deficiency:	accurate, timely received, and contains all the required data elements for	
	submitting annual reports to the EEOC.	
Objective:	Implement a data collection system that permits tracking of the	
	information required by MD-715 and its instructions.	
Daamawathla	Director CDEC	
Responsible	Director, CREC	
Official(s):	Deputy Director, CREC	
	Director, Human Resources	
Date Objective	December 1, 2008	
Initiated:	Beeliner 1, 2000	
initiated.		
Target Date for	September 30, 2008	
Completion of		
Objective:		
Planned Activities	Review current NFC data elements accessible via "FOCUS" reports, to	
Toward Completion	ensure EEOC MD 715 requirements can be met. Monitor the results of	
of Objective:	the new USDA Applicant Flow system and the system created to	
	document RSNO data in the require MD 715 format.	
	•	
Target Date(s):	NFC data element review to be completed by July 1, 2008	
	Meeting/Conference with HR on RSNO data collection and Applicant	
	Flow data collection by July 31, 2008.	
Accomplishment of	A meeting was held on September 16, 2008 with APHIS HR to discuss	
Objectives:	the RSNO data collection system. The system does not have the	
	capability to report on EEO data for applicants.	
Desertes	ODEC	
Results:	CREC met with APHIS HR to discuss the collection of EEO data. HR	
	currently uses the Quick Hire System. The existing National Finance	
	System allows for required data collection for the MD-715 reports with	
	the exception of certain data pertaining to the applicant's race/ethnicity,	
	gender, and disability. There is no approved format to collect EEO data	
	for applicants for employment within APHIS. The Office of Personnel	
	Management and the Office of Management and Budget must approve a	

format to collect the applicant flow data via the USDA Applicant flow System. Upon approval, APHIS Human Resources has indicated that they will be able to incorporate that format into the current data system and provide the applicant information for required MD-715 reports.

Until a formal system for collecting EEO data on applicants is approved, APHIS will be unable to complete all data tables required by MD-715. Once approved, APHIS could move quickly to incorporate this data into the hiring process.

# EEOC FORM 715 - 01

**EEO Program Status Report** 

PART I

EEO Plan to Eliminate Identified Barriers and FY 2008 List of Accomplishments

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	200	0
ГТ.	200	0

USDA, Animal and Plant Health Inspection Service

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

# Establish and Meet Hiring and Retention Goals for Employees with Targeted Disabilities

Provide a brief narrative describing the condition at issue.

A review of the workforce statistics shows APHIS' total workforce at the end of FY 2008 was made up of 8,847 employees. Of this number 63 or 0.74 percent were persons with TD. APHIS does not meet the Federal standard of employing 2.37 percent of employees with a TD, however, APHIS has established a 3-Year hiring goal to increase the number of employees with a TD by 5 employees for 3 Years (FY 2007 – FY 2009). APHIS has increased the number of persons with TD by 7 bringing the participation rate close to .79% goal for FY 2008.

FY 2006 Employees with Targeted Disabilities 67 or.78%	3-Year Hiring Goal	Fiscal Year Increase
Fiscal Year 2007	72 or.84%	+5
Fiscal Year 2008	77 or.90%	+5
Fiscal Year 2009	82 or .96%	+5

How was the condition recognized as a potential barrier?

In Fiscal Year 2008, APHIS' separation rate for persons with TD is .78 percent which was less than the APHIS' overall separation rate of 4.35 percent.

In FY 2008 there were 62 APHIS employees with a TD. Of the 62 employees most are concentrated in Grades GS-5 through GS-12 with 35 or 56 percent. Of the 35 employees with TD disabilities in this grade range, 19 or 31 percent are in the GS-5 and GS-8 grade range. APHIS also employs 11 employees with TD in the GS 13 and 14 grade ranges. The majority of the employees with TD are in the GS pay plan, however, APHIS does employ 2 persons in the GM and AD pay plans with targeted disabilities.

#### **BARRIER ANALYSIS:**

Provide a description of the steps taken and data analyzed to determine cause of the condition. In FY 2008, the APHIS total permanent workforce increased by 162 employees, reflecting a net change of 2.76 percent. (FY2008 APHIS employed 62 persons with a TD compared to the FY 2007 total of 64 employees with a TD, a net change of -3.13 percent).

# 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.

Lack of hiring goals for increasing the number of Persons with Targeted Disabilities.

OBJECTIVE:	
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired	Assist APHIS HR and hiring officials in meeting the established APHIS 3-year hiring goal of increasing the number of persons with targeted disabilities by 5 employees for the next 3-years (FY 2007 – FY 2009).
condition.	Increase disability employment program managers' communication with managers and supervisors through the use of conference calls, newsletters and email.
	Provide managers and supervisors with practical working information and step-by- step details to utilize the Schedule A Hiring Authority.
	Review job series not traditionally viewed as accessible to persons with targeted disabilities. Analyze the most prevalent job series in each APHIS program area and research possible technologies for accommodations.
	Establish recruitment objectives in each program area for employment of persons with targeted disabilities.
	Quarterly reporting to the APHIS Management Team and managers and supervisors on the progress in hiring and retaining persons with targeted disabilities and resources for consideration.
	Assist APHIS HR and hiring officials in establishing and maintaining goals for hiring and retaining persons with targeted disabilities. Encourage hiring officials to recruit and retain persons with targeted disabilities by utilizing such organizations as the WRP for College Students with Disabilities, the Job Accommodation Network (JAN) and other organizations specializing in identifying qualified individuals with TD for employment with APHIS.
	Utilize the Quick Hire system in locating and recruiting persons with TD in the APHIS workforce.
	Continue to circulate résumé's of persons with TD to various USDA and APHIS offices in headquarters and field locations.
	Require annual reasonable accommodation procedures and sensitivity training to managers and supervisors to alleviate the separation of persons with targeted disabilities due to the lack of resources or knowledge.
RESPONSIBLE OFFICIAL:	APHIS Administrator
DATE OBJECTIVE INITIATED:	October 1, 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009

### EEOC FORM 715-01 PART I

# **EEO Plan To Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities by 5 employees each year.	September 30, 2009
Increase Disability Employment Program Managers' communication with managers and supervisors through the use of conference calls, newsletters, and email.	October 2008 – September 2009
Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.	October 2008 – September 2009
Review job series not traditionally viewed as accessible to persons with disabilities. Analyze the most prevelant job series in each APHIS program area and research possible technologies for accommodations.	October 2008 – September 2009
APHIS will utilize internal and external resources to identify qualified individuals with reported and targeted disabilities.	October 2008 – September 2009
Monitoring of the hiring and retention patterns of APHIS headquarter and field locations to determine progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with TD.	March 2009 and September 2009
Promote and encourage the use of career development programs for persons with TD disabilities.	September 2009
Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.	October 2008 – September 2009
Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.	September 2009
Promote the use of the Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.	October 2008 – September 2009
Greater participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent appointments of persons with TD.	March 2008 – September 2009
Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD.	September 2009
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

# EEOC FORM 715-01, PART I

# Accomplishment Report For

# **EEO Plan to Eliminate Identified Barriers**

# FY 2008

Target Date:

USDA, Animal and Plant H	ealth Inspection Service
Planned Activities Toward Completion of Objective:	Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities.
Objective:	In order to reach the Federal High of 2.37%, APHIS has to increase the number of new hires with a targeted disability by 5 individuals each year.
Responsible Official(s):	Director, CREC Deputy Director, CREC APHIS Recruitment Manager APHIS Disability Employment Program Managers
Date Objective Initiated:	January 23, 2007
Target Date for Completion of Objective:	September 30, 2009
Planned Activities Toward Completion of Objective:	Increase Disability Employment Program Manager's communication with managers and supervisors through the use of conference calls, newsletters and email.
Target Date(s):	October 2007 - September 2008
Accomplishment of Objectives:	Quarterly meetings were held with APHIS Program Disability Program Managers (Headquarter and Field). Departmental Meetings were attended and information on training/conferences/job vacancies were distributed widely. The APHIS National DEPM provided data upon request on the status of program areas.
Planned Activities Toward Completion of Objective:	Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.
Target Date:	September 2008
Accomplishment of Objective:	Managers and Supervisors were provided information on the 2008 Workforce Recruitment Program (March 2008) which included information of the Special Hiring Authorities. Information was also made available from the Recruitment Division of Human Resources. the USDA Target Center and the Departmental DEPM.
Planned Activities Toward Completion of Objective:	Review job series not traditionally viewed as accessible to persons with disabilities.  Analyze the most prevalent job series in each program area and research possible technologies for accommodations.

September 2008

# Accomplishment of Objective:

APHIS is recognized by the Department as having 10 major occupations that are crucial to the overall mission of the agency. An analysis was competed of the total employment of the mission critical occupations and the report revealed that 5% of the employees had a reported disability and .39% had a targeted disability. The National Disability Employment Program Manager is working with the Reasonable Accommodations Specialist and the Recruitment Manager to increase the numbers. Reasonable Accommodations was also given to APHIS Managers and Employees.

#### Planned Activities Toward Completion of Objective:

Utilize internal and external resources to identify qualified individuals with reported and targeted disabilities.

#### Target Date(s):

October 2007 - September 2008

# Accomplishment of Objective:

APHIS participated in the following activities to promote the employment of persons with disabilities:

The 2008 Workforce Recruitment Program USDA Career Fair Corporate Gray Veterans Career Fair The Hiring Heroes Career Fair Careers for the Disabled Job Fair Columbia Lighthouse for the Blind Career Fair The Veterans Rehabilitation Program Workshop

#### Planned Activities Toward Completion of Objective:

Monitoring the hiring and retention patterns of APHIS headquarters and field locations to determine the progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with targeted disabilities.

#### Target Date(s):

March 2008 and September 2008

# Accomplishment of Objective:

Mid-Year and End-of-Year Analysis on the Disability Employment Program and trends were discussed with program DEPMs and recommendations were made to the management officials.

#### Planned Activities Toward Completion of Objective:

Promote and encourage the use of career development programs for people with targeted disabilities.

#### Target Date(s):

September 2008

# Accomplishment of Objective:

The following programs were distributed to encourage career development within the Agency:

Workforce Recruitment Program

Vocational Rehabilitation and Employment Program

#### Planned Activities Toward Completion of Objective:

Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.

#### Target Date(s):

October 2007 - September 2008

# Accomplishment of Objectives:

APHIS approved a total of 22 full reasonable accommodations cases and 34 accommodations cases were granted under "employee assistance". In addition, there were 25 cases withdrawn by the employee or closed for failure to pursue, 12 denials and 4 currently in processing.

#### Planned Activities Toward Completion of Objective:

Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.

Target Date(s):

September 2008

Accomplishment of Objective:

The mandatory disability training for fiscal year 2008 was made available November 5, 2008 and will close on January 31, 2009. Activities for Disability Employment Awareness Month included a Job Fair at Gallaudet University on October 24, 2007 and 4 reasonable accommodations workshops.

Planned Activities Toward Completion of Objective: Promote the use of Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.

Target Date(s):

October 2007 - September 2008

Accomplishment of Objective:

Management survey responses showed that APHIS hired 7 employees under the Schedule A hiring authority.

Planned Activities Toward Completion of Objective: Greater Participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent employment.

Target Date:

March 2008 - September 2008

Accomplishment of Objective:

The National DEPM met with the program managers and distributed information on the 2008 WRP.

Planned Activities Toward Completion of Objective: Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD

Target Date:

September 2008

Accomplishment of Objective:

Information was distributed by Training and Development – Human Resources to complete the required FY 2007Civil Rights Training Course – Disability Rights. Other training included:

Perspectives Conference on Persons with Disabilities

Job Accommodation Network

Interagency Disability Educational Awareness Showcase (IDEAS) Conference Reasonable Accommodations Training

Planned Activities Toward Completion of Objective: Monitor the participation rates of under-represented groups that fall below the Civilian Labor Force.

**Target Date:** 

October 2007 - September 2008

Accomplishment of Objective:

APHIS Workforce Profile Updates were published and representatives from CREC and the Recruitment Division met to discuss recruitment strategies to bring the underrepresented groups to parity. Also, the following Career Fairs and Conferences were attended to assist in the recruitment efforts: The under-represented groups are as

follows: White Females

Black Females Hispanic Females

Black Males

(See Total Workforce Table A1)

The following job fairs were attended during FY 2008 to assist with the under representation:

NCLR Annual Conference and Latino Expo

**HACU** Federal Job Fair

National Association for the Advancement of Colored People National Convention

Thurgood Marshall Leadership Institute Recruitment Conference

League of United Latin American Citizens National Convention and Career Fair

University of Georgia Career Fair

USDA Career Fair

MANRRS Annual Conference NAACP Diversity Career Fair

# EEOC FORM 715-01 PART J

# U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

PART I Department	1. Agency		1. A	nimal and P	Plant Health In	spection S	ervice								
or Agency Information	1.a. 2 <sup>nd</sup> Level Compo	onent	1.a. (	1.a. Office of the Administrator											
	1.b. 3 <sup>rd</sup> Level or low	er	1.b. (	Civil Rights	Enforcement a	ance									
PART II Employment	Enter Actual Number at the	b	eginnin	g of FY.	end o	f FY.	Ne	et Change							
Trend and Special Recruitment		Num	ber	%	Number	%	Number	Rate of Change							
for Individuals With	Total Work Force		8755	100%	8847	100%	92	1.04%							
Targeted Disabilities	Reportable Disability		540	6.0	578	6.0	38	6.5%							
	Targeted Disability*		63	1.0	62	1.0	-1	-1.6%							
	* If the rate of chan of change for the tot														
	Total Number of Targeted Disabilities					s With	Approx. received	75 applications by HR.							
	Total Number of Selections of Individuals with Targeted     Disabilities during the reporting period.														

#### PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Repor Disat			Targeted Disability		entified	No Disability		
	,	#	%	#	%	#	%	#	%	
3. Competitive Promotions	144	8	6%	2	1%	2	1%	134	93%	
4. Non-Competitive Promotions	952	49	5%	3	0%	19	2%	900	95%	

				_						
5. Employee Career Development Progration DATA COULD BE PROVIDED HR.	ms <b>NOT</b>							And the second of the second o		
5.a. Grades 5 – 12										
5.b. Grades 13 – 14										
5.c. Grade 15/SES						***				-
6. Employee Recognand Awards	ition									
6.a. Time-Off Award (Total hrs awarded)	s	5409	446	8%	82	1%	69	2%	4,812	91%
6.b. Cash Awards (t \$\$\$ awarded)	otal	1,114,580	140,18	6%	7,000	1%	15,450	2%	951,941	94%
6.c. Quality-Step Inc	crease	302	18	6%	4	1%	0	0	280	93%
EEOC FORM <b>715-</b> <b>01</b> Part J	Sp	ecial Program	Plan for the	e Recruit Ta	ment, Hiri rgeted Disa	ng, and A abilities	Advancemen	t of Indiv	iduals With	
Part IV  Identification and Elimination of Barriers	addres with to recruit	ies with 1,000 is any barriers argeted disabil iment, hiring, ities in order t	to increasi ities <b>using</b> career deve	ing empl FORM 7 elopment	oyment op 715-01 PA :, promotio	portunitie I <b>RT I</b> . Ag n, and re	es for emplo encies shou etention of ir	yees and ld review	applicants	
Part V  Goals for Targeted Disabilities	descrii mainta establ purpos accom year. disabil report emplo Goals, source with ta	ies with 1,000 be the strategion a special reish specific gorses, targeted conflicted in such Agencies are elities that is at ing period, with yees with disates of candidates argeted disabililities for career potential that	es and active ruitment als for the edisabilities of a manner nacouraged least as high the object bilities.  d strategies and incluities who car development active results and incluities who car development also car development also car and incluities who car also car and incluities who car also car and incluities who car also ca	vities the program employmmay be considered as will end to set and ghost as the citive of a set of a s	at will be u for individ lent and ad onsidered effect meas goal for the e anticipate voiding a co ed below s sssions of as ) hired; (2) d (3) advai	ndertake uals with lvanceme as a grou surable pr e hiring o ed losses decrease hould foo ctivities u ) placed i nced to a	n during the targeted disent of such in p. Agency grogerss from findividuals from this grin the total cus on interrundertaken to such a wa	e coming is sabilities andividuals should be preceded in the preceded in the preceded in the participation of the participation identify as to in	fiscal year to and to s. For these ald be set and teding fiscal geted ag the next ion rate of	

# EEOC FORM 715 - 01

A Tables

**Total Employment Data** 

# **APHIS Mission Critical Occupations**

Mission Critical Occupations are job series which are crucial to the overall mission of the Agency. APHIS is recognized by the Department as having 10 major occupation job series. At the end of FY 2008, the total number of APHIS employees (males/females) in each major job category is as follows:

#### Males

Job Series	WM	BM	НМ	AM	NAM	Total	FY 2008 New Hires
Personnel Mgmt.	19	8	0	0	1	28	3
(0201)	18.4	7.8	0.0	0.0	1.0	27.2	3
Misc. Admn. and Prog.	42	11	1	0	2	56	10
(0301)	19.6	5.1	0.5	0.0	0.9	26.2	10
Mgmt. Prog. Analysis	39	11	4	1	0	55	3
(0343)	21.7	6.1	2.2	0.6	0.0	30.6	3
Gen Biolcl Sci	655	46	119	95	6	931	43
(0401)	49.9	3.4	8.9	7.1	0.4	69.8	43
Biolcl Tech	954	12	45	70	10	1091	291
(0404)	71.1	0.9	3.4	5.2	0.7	81.4	291
Plt. Protection Tech.	433	24	131	208	6	804	258
(0421)	35.4	2.0	10.7	17.0	0.5	65.7	236
Wildlife Biology	315	2	11	9	3	341	12
(0486)	82.0	0.5	2.9	2.3	0.8	88.8	12
Vet Med Sci	354	23	18	17	4	416	17
(0701)	52.8	3.4	2.7	2.5	0.6	62.1	17
Animal Health Tech	228	8	95	2	5	339	43
(0704)	47.7	1.7	17.5	0.4	1.0	70.9	45
Info. Tech Spec	143	24	10	5	3	185	27
(2210)	50.7	8.5	3.5	1.8	1.1	65.6	

## **Females**

Job Series	WF	BF	HF	AF	NAF	Total	FY 2008 New Hires
Personnel Mgmt.	43	30	0	2	0	75	6
(0201)	41.7	29.1	0.0	1.9	0.0	72.8	
Misc. Admn. and Prog.	104	49	1	3	1	158	. 10
(0301)	48.6	22.9	0.5	1.4	0.5	73.8	. 10
Mgmt. Prog. Analysis	95	23	5	1	1	125	3
(0343)	52.8	12.8	2.8	0.6	0.6	69.4	3
Gen Biolcl Sci	285	17	58	38	5	403	16
(0401)	21.4	1.3	4.3	2.8	0.4	30.2	10
Biolcl Tech	225	1	10	10	4	250	77
(0404)	16.8	0.1	0.7	0.7	0.3	18.6	//
Plt. Protection Tech.	241	15	86	73	4	420	150
(0421	19.7	1.2	7.0	6.0	0.4	34.3	150
Wildlife Biology	40	1	1_	0	0	43	14
(0486)	10.4	0.3	0.3	0.0	0.0	11.2	14
Vet Med Sci	202	31	7	10	2	254	38
(0701)	30.1	6.0	1.0	1.5	0.3	37.9	36
Animal Health Tech	121	7.	8	1	2	139	70
(0704)	25.3	1.5	1.7	0.2	0.4	29.1	/0
Info. Tech Spec	72	17	5	3	0	97	35
(2210)	25.5	6.0	1.8	1.1	0.0	34.4	33

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex - FY 2008

					<u> </u>			RACE/ETHNICITY												
			mor: -							KAC.		lispanic		tino	_					
Employme Tenure	ent	W	TOTAL ORKFOR	CE	Hispa Lat	nic or tino	Wh	ite		r African rican		sian	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		ı	or more aces		
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<u>TOTAL</u>																				
Prior FY -	#	8514	5052	3462	589	319	. 3719	2475	242	450	452	183	0	0	44	32	0	0		
2007	%	100%	59.34%	40.66%	6.92%	3.75%	43.68%	29.07%	2.84%	5.29%	5.31%	2.15%	0.00%	0.00%	0.52%	0.38%	0.00%	0.00%		
Current FY -	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0		
2008	%	100%	59.72%	40.28%	6.82%	3.67%	43.99%	28.61%	3.01%	5.30%	5.30%	2.29%	0.00%	0.00%	0.54%	0.37%	0.00%	0.00%		
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	#	333	231	102	14	6	173	56	24	19	17	20	0	0	4	1	0	0		
Ratio Change	%	0.00%	0.38%	-0.38%	-0.10%	-0.07%	0.31%	-0.46%	0.16%	0.02%	-0.01%	0.15%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%		
Net Change	%	3.91%	4.57%	2.95%	2.38%	1.88%	4.65%	2.26%	9.92%	4.22%	3.76%	10.93%	0.00%	0.00%	9.09%	3.13%	0.00%	0.00%		
PERMANEN	T							•												
Prior FY -	#	5869	3217	2652	368	197	2395	1946	204	385	225	100	0	0	22	22	0	0		
2007	%	100%	54.81%	45.19%	6.27%	3.36%	40.81%	33.16%	3.48%	6.56%	3.83%	1.70%	0.00%	0.00%	0.37%	0.37%	0.00%	0.00%		
Current FY -	#	6031	3289	2742	370	201	2433	1991	220	408	236	118	0	0	28	21	0	0		
2008	%	100%	54.53%	45.47%	6.13%	3.33%	40.34%	33.01%	3.65%	6.77%	3.91%	1.96%	0.00%	0.00%	0.46%	0.35%	0.00%	0.00%		
Difference	#	162	72	90	2	4	38	45	16	23	11	18	0	0	6	-1	0	0		
Ratio Change	%	0.00%	-0.28%	0.28%	-0.14%	-0.02%	-0.47%	-0.14%	0.17%	0.21%	0.08%	0.25%	0.00%	0.00%	0.09%	-0.03%	0.00%	0.00%		
Net Change	%	2.76%	2.24%	3.39%	0.54%	2.03%	1.59%	2.31%	7.84%	5.97%	4.89%	18.00%	0.00%	0.00%	27.27%	-4.55%	0.00%	0.00%		
TEMPORAF	<u>RY</u>							_												
Prior FY -	#	1516	982	534	156	91	610	310	22	49	184	76	0	0	8	7	0	0		
2007	%	100%	64.78%	35.22%	10.29%	6.00%	40.24%	20.45%	1.45%	3.23%	12.14%	5.01%	0.00%	0.00%	0.53%	0.46%	0.00%	0.00%		
Current FY -	#	1664	1119	545	165	87	736	326	29	43	178	79	0	0	9	10	0	0		
2008	%	100%	67.25%	32.75%	9.92%	5.23%	44.23%	19.59%	1.74%	2.58%	10.70%	4.75%	0.00%	0.00%	0.54%	0.60%	0.00%	0.00%		
Difference	#	148	137	11	9	-4	126	16	7	-6	-6	3	0	0	1	3	0	0		
Ratio Change	%	0.00%	2.47%	-2.47%	-0.37%	-0.77%	3.99%	-0.86%	0.29%	-0.65%	-1.44%	-0.27%	0.00%	0.00%	0.01%	0.14%	0.00%	0.00%		
Net Change	%	9.76%	13.95%	2.06%	5.77%	-4.40%	20.66%	5.16%	31.82%	-12.24%	-3.26%	3.95%	0.00%	0.00%	12.50%	42.86%	0.00%	0.00%		
NON-APPRO	OPR	LIATEI	<u> </u>	<u> </u>		<u> </u>					<u> </u>									
Prior FY -	#	1129	853	276	65	31	714	219	16	16	43	7	0	0	14	3	0	0		
2007	%	100%	75.55%	24.45%	5.76%	2.75%	63.24%	19.40%	1.42%	1.42%	3.81%	0.62%	0.00%	0.00%	1.24%	0.27%	0.00%	0.00%		
Current FY -	#	1152	875	277	68	37	723	214	17	18	55	6	0	0	11	2	0	0		
2008	%	100%	75.95%	24.05%	5.90%	3.21%	62.76%	18.58%	1.48%	1.56%	4.77%	0.52%	0.00%	0.00%	0.95%	0.17%	0.00%	0.00%		
Difference	#	23	22	1	3	6	9	-5	1	2	12	-1	0	0	-3	-1	0	0		
Ratio Change	%	0.00%	0.40%	-0.40%	0.15%	0.47%	-0.48%	-0.82%	0.06%	0.15%	0.97%	-0.10%	0.00%	0.00%	-0.29%	-0.09%	0.00%	0.00%		
Net Change	%	2.04%	2.58%	0.36%	4.62%	19.35%	1.26%	-2.28%	6.25%	12.50%	27.91%	-14.29%	0.00%	0.00%	-21.43%	-33.33%	0.00%	0.00%		

					RACE/ETHNICITY													
										RAC								
Employmen	4		TOTA	L							Non- I	Hispanic						
Employme Tenure	nt	EN	<b>IPLOY</b>	EES		inic or tino	White			African rican	As	sian	Native Hawaiian or Other Pacific Islander		Indi	rican an or Native		or more ices
		All	male	female	male	male female		female	male	female	male	female	male	female	male	female	male	female
TOTAL FY -	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0
2008	%	100%	59.72%	40.28%	6.82%	3.67%	43.99%	28.61%	3.01%	5.30%	5.30%	2.29%	0.00%	0.00%	0.54%	0.37%	0.00%	0.00%
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%
Office of the Administrator	#	50	17	33	0	1	9	16	6	16	2	0	0	0	0	0	0	0
Administrator	%	100%	34.00%	66.00%	0.00%	2.00%	18.00%	32.00%	12.00%	32.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Policy and Program	#	120	43	77	0	1	35	61	7	12	1	3	0	0	0	0	0.	0
Development	%	100%	35.83%	64.17%	0.00%	0.83%	29.17%	50.83%	5.83%	10.00%	0.83%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legislative and Public Affairs	#	69	15	54	1	0	10	36	4	18	0	0	0	0	0	0	0	0
Public Allairs	%	100%	21.74%	78.26%	1.45%	0.00%	14.49%	52.17%	5.80%	26.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Marketing and	#	733	296,	437	22	8	204	293	61	122	7	13	0	0	2	1	0	0
Regulatory Programs BS	%	100%	40.38%	59.62%	3.00%	1.09%	27.83%	39.97%	8.32%	16.64%	0.95%	1.77%	0.00%	0.00%	0.27%	0.14%	0.00%	0.00%
International	#	119	64	55	13	7	41	27	6	18	4	3	0	0	0	0	0	0
Services	%	100%	53.78%	46.22%	10.92%	5.88%	34.45%	22.69%	5.04%	15.13%	3.36%	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plant Protection and	#	3690	2293	1397	403	238	1405	874	103	118	363	144	0	0	16	21	0	0
Quarantine	%	100%	62.14%	37.86%	10.92%	6.45%	38.08%	23.69%	2.79%	3.20%	9.84%	3.90%	0.00%	0.00%	0.43%	0.57%	0.00%	0.00%
Veterinary Services	#	2064	1034	1030	132	58	798	818	66	123	22	24	0	0	15	6	0	0
	%	100%	50.10%	49.90%	6.40%	2.81%	38.66%	39.63%	3.20%	5.96%	1.07%	1.16%	0.00%	0.00%	0.73%	0.29%	0.00%	0.00%
Animal Care	#	173	70	103	1	0	61	81	4	18	2	1	0	0	2	3	0	0
	%	100%	40.46%	59.54%	0.58%	0.00%	35.26%	46.82%	2.31%	10.40%	1.16%	0.58%	0.00%	0.00%	1.16%	1.73%	0.00%	0.00%
Wildlife Services	#	1762	1424	338	30	11	1308	303	7	12	66	10	0	0	12	2	0	0
	%	100%	80.82%	19.18%	1.70%	0.62%	74.23%	17.20%	0.40%	0.68%	3.75%	0.57%	0.00%	0.00%	0.68%	0.11%	0.00%	0.00%
Biotechnology and	#	67	27	40	1	1	21	22	2	12	2	5	0	0	1	0	0	0
Regulatory Services	%	100%	40.30%	59.70%	1.49%	1.49%	31.34%	32.84%	2.99%	17.91%	2.99%	7.46%	0.00%	0.00%	1.49%	0.00%	0.00%	0.00%

										RACE	E/ETH	NICIT	$\mathbf{Y}$					
Occupational			TOTAL	L							Non- H	ispanic		tino tive				
Categories		EN	<b>IPLOY</b>	EES	•	nnic or tino	WI	nite		r African rican	Asi	ian	Hawa Other	tive iian or Pacific nder		n Indian a Native		or more ices
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive/Senior Level	#	164	119	45	6	1	104	36	5	7.	4	1	0	0	0	0	0	
(Grades 15 and Above)	%	100%	72.56%	27.44%	3.66%	0.61%	63.41%	21.95%	3.05%	4.27%	2.44%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1328	788	540	33	20	671	408	48	89	26	17	0	0	10	5	0	
Mid-level (Grades 13-14)	%	100%	59.34%	40.66%	2.48%	1.51%	50.53%	30.72%	3.61%	6.70%	1.96%	1.28%	0.00%	0.00%	0.75%	0.38%	0.00%	0.00%
First-Level (Grades 12	#	7391	4402	2989	568	305	3137	2096	214	373	440	185	0	0	38	28	0	
and Below)	%	100%	59.56%	40.44%	7.69%	4.13%	42.44%	28.36%	2.90%	5.05%	5.95%	2.50%	0.00%	0.00%	0.51%	0.38%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	o	0	
- Other	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers -	#	819	244	575	19	21.	183	402	36	134	3	14	0	0	3	4	0	
<b>FOTAL</b>	%	100%	29.79%	70.21%	2.32%	2.56%	22.34%	49.08%	4.40%	16.36%	0.37%	1.71%	0.00%	0.00%	0.37%	0.49%	0.00%	0.00%
2. Professionals	#	3329	2212	1117	175	88	1756	845	115	104	145	69	0	0	19	9	0	
	%	100%	66.45%	33.55%	5.26%	2.64%	52.75%	25.38%	3.45%	3.12%	4.36%	2.07%	0.00%	0.00%	0.57%	0.27%	0.00%	0.00%
3. Technicians	#	3109	2273	836	272	103	1641	604	53	33	283	85	0	0	21	11	0	
	%	100%	73.11%	26.89%	8.75%	3.31%	52.78%	19.43%	1.70%	1.06%	9.10%	2.73%	0.00%	0.00%	0.68%	0.35%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative	#	1006	196	810	31	66	119	554	34	156	12	28	0	0	0	5	0	
Support Workers	%	100%	19.48%	80.52%	3.08%	6.56%	11.83%	55.07%	3.38%	15.51%	1.19%	2.78%	0.00%	0.00%	0.00%	0.50%	0.00%	0.00%
6. Craft Workers	#	31	31	0	6	0	25	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	19.35%	0.00%	80.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	28	26	2	3	o	20	1	2	0	1	0	0	0	0	1	0	
•	%	100%	92.86%	7.14%	10.71%	0.00%	71.43%	3.57%	7.14%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%	0.00%
8. Laborers and	#	112	. 63	49	32	19	16	24	7	3	7	1	0	0	1	2	0	_
Helpers	%	100%	56.25%	43.75%	28.57%	16.96%	14.29%	21.43%	6.25%	2.68%	6.25%	0.89%	0.00%	0.00%	0.89%	1.79%	0.00%	0.00%
-																		

30.66%

100% 69.34%

9.49%

1.46%

51.82%

27.01%

7.30%

1.46%

0.73%

0.00% 0.00% 0.00% 0.00%

0.73%

0.00%

Tab	le A	3-2: O	CCUP	ATIO	NAL C	CATE	GORIE	S - Dist	tributi	on by R	ace/Et	hnicity	y and S	Sex - F	Y 200	8		
										RAC	CE/ET							
		1	TOTA	L					,		Non-	Hispani	c or La	tino				
Occupational Categor	ies	EN	MPLOY	EES		nic or tino	w	hite		r African erican	As	ian	or Othe	Hawaiian er Pacific nder	Americ	an Indian ka Native		or more aces
		Ati	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive/Senior Level (Grades 15	#	164	119	45	6	1	104	36	5	7	4	1	0	0	0	0	0	0
and Above)	%	1.85%	2.25%	1.26%	1.00%	0.31%	2.67%	1.42%	1.88%	1.49%	0.85%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1328	788	540	33	20	671	408	48	89	26	17	0.0076	0.0076	10	5	0.0078	0.0076
- Mid-Level (Grades 13-14)	%	15.01%	14.92%	15.15%	5.47%	6.15%	17.24%	16.12%	18.05%	18.98%	5.54%	8.37%	0.00%	0.00%	20.83%	15.15%	0.00%	0.00%
	#	7391	4402	2989	568	305	3137	2096	214	373	440	185	0.0070	0.00%	38	28	0.00%	0.00%
<ul> <li>First-Level (Grades 12 and Below)</li> </ul>	%	83.54%	83.32%	83.87%	94.20%	93.85%	80.60%	82.81%	80.45%	79.53%	93.82%	91.13%	0.00%	0.00%	79.17%	84.85%	0.00%	0.00%
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers -TOTAL	#	819	244	575	19	21	183	402	36	134	3	14	0	0	3	4	0	0
	%	9.26%	4.62%	16.13%	3.15%	6.46%	4.70%	15.88%	13.53%	28.57%	0.64%	6.90%	0.00%	0.00%	6.25%	12.12%	0.00%	0.00%
2. Professionals	#	3329	2212	1117	175	88	1756	845	115	104	145	69	0	0	19	9	0	0
	%	37.63%	41.87%	31.34%	29.02%	27.08%	45.12%	33.39%	43.23%	22.17%	30.92%	33.99%	0.00%	0.00%	39.58%	27.27%	0.00%	0.00%
3. Technicians	#	3109	2273	836	272	103	1641	604	53	33	283	85	0	0	21	11	0	0
	%	35.14%	43.02%	23.46%	45.11%	31.69%	42.16%	23.86%	19.92%	7.04%	60.34%	41.87%	0.00%	0.00%	43.75%	33.33%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support	#	1006	196	810	31	66	119	554	34	156	12	28	0	0	0	5	0	0
Workers	%	11.37%	3.71%	22.73%	5.14%	20.31%	3.06%	21.89%	12.78%	33.26%	2.56%	13.79%	0.00%	0.00%	0.00%	15.15%	0.00%	0.00%
6. Craft Workers	#	31	31	0	6	0	25	0	0	0	0	0	0	0	0	0	0	0
	%	0.35%	0.59%	0.00%	1.00%	0.00%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	28	26	2	3	0	20	1	2	0	1	0	0	0	. 0	1	0	0
	%	0.32%	0.49%	0.06%	0.50%	0.00%	0.51%	0.04%	0.75%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%
8. Laborers and Helpers	#	112	63	49	32	19	16	24	7	3	7	1	0	0	1	2	0	0
	%	1.27%	1.19%	1.37%	5.31%	5.85%	0.41%	0.95%	2.63%	0.64%	1.49%	0.49%	0.00%	0.00%	2.08%	6.06%	0.00%	0.00%
9. Service Workers	#	137	95	42	13	2	71	37	10	2	1	0	0	0	0	1	0	0
	%	1.55%	1.80%	1.18%	2.16%	0.62%	1.82%	1.46%	3.76%	0.43%	0.21%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%
Total Workforce	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
NOTE: Percentages comp	oute	d dowr	ı colum	ns and	NOT a	cross	rows.											

Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex - FY 2008

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES PERMANENT			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	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	8	3	5	0	0	2	0	1	5	0	0	0	0	0	0	0	0
	%	100%	37.50%	62.50%	0.00%	0.00%	25.00%	0.00%	12.50%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	9	3	6	0	1	3	5	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	11.11%	33.33%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	149	93	56	15	9	20	25	5	9	53	12	0	0	0	1	0	0
	%	100%	62.42%	37.58%	10.07%	6.04%	13.42%	16.78%	3.36%	6.04%	35.57%	8.05%	0.00%	0.00%	0.00%	0.67%	0.00%	0.00%
GS-05	#	309	117	192	33	35	55	122	16	27	13	8	0	0	0	0	0	0
	%	100%	37.86%	62.14%	10.68%	11.33%	17.80%	39.48%	5.18%	8.74%	4.21%	2.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	350	85	265	10	26	64	184	7	41	4	10	0	0	0	3	0	0
	%	100%	24.29%	75.71%	2.86%	7.43%	18.29%	52.57%	2.00%	11.71%	1.14%	2.86%	0.00%	0.00%	0.00%	0.86%	0.00%	0.00%
GS-07	#	608	243	365	32	24	168	271	27	57	13	10	0	0	3	. 3	0	0
	%	100%	39.97%	60.03%	5.26%	3.95%	27.63%	44.57%	4.44%	9.38%	2.14%	1.64%	0.00%	0.00%	0.49%	0.49%	0.00%	0.00%
GS-08	#	293	170	123	50	3	116	101	3	16	0	2	0	0	1	1	0	0
	%	100%	58.02%	41.98%	17.06%	1.02%	39.59%	34.47%	1.02%	5.46%	0.00%	0.68%	0.00%	0.00%	0.34%	0.34%	0.00%	0.00%
GS-09	#	605	317	288	25	9	246	216	18	50	21	11	0	0	6	2	0	0
GS-09	%	100%	52.40%	47.60%	4.13%	1.49%	40.66%	35.70%	2.98%	8.26%	3.47%	1.82%	0.00%	0.00%	0.99%	0.33%	0.00%	0.00%
GS-10	#	11	6	5	4	0	2	3	0	1	0	0	0	0	0	1	0	0
GS-10	%	100%	54.55%	45.45%	36.36%	0.00%	18.18%	27.27%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%
GS-11	#	978	598	380	86	42	411	281	42	32	56	25	0	0	3	0	0	0
	%	100%	61.15%	38.85%	8.79%	4.29%	42.02%	28.73%	4.29%	3.27%	5.73%	2.56%	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%
GS-12	#	1082	633	449	51	26	497	325	39	71	40	22	0.	0	5	4	0	0
	%	100%	58.50%	41.50%	4.71%	2.40%	45.93%	30.04%	3.60%	6.56%	3.70%	2.03%	0.00%	0.00%	0.46%	0.37%	0.00%	0.00%
GS-13	#	749	430	319	17	9	366	240	27	59	14	7	0	0	6	3	0	0
	%	100%	57.41%	42.59%	2.27%	1.20%	48.87%	32.04%	3.60%	7.88%	1.87%	0.93%	0.00%	0.00%	0.80%	0.40%	0.00%	0.00%
GS-14	#	568	349	218	15	11	298	166	20	30	12	10	. 0	0	4	2	0	0
	%	100%	61.44%	38.38%	2.64%	1.94%	52.46%	29.23%	3.52%	5.28%	2.11%	1.76%	0.00%	0.00%	0.70%	0.35%	0.00%	0.00%
GS-15	#	127	93	34	2	0	84	26	4	7	3	1	0	0	0	0	0	0
	%	100%	73.23%	26.77%	1.57%	0.00%	66.14%	20.47%	3.15%	5.51%	2.36%	0.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other	#	0	0	0	0	0	0	0	0	0	. 0	0	0	0	0	0	0	0
(unspecified GS)	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service	#	36	26	10	4	1	20	9	1	0	1	0	0	0	0	0	0	0
	%	100%	72.22%	27.78%	11.11%	2.78%	55.56%	25.00%	2.78%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

GS/GM, SES, AND RELATED GRADES		TOTAL			RACE/ETHNICITY													
											Non-	Hispan	c or Lat	tino				
		EMPLOYEES TEMPORARY		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	#	50	41	9	22	1	18	3	0	3	1	2	0	0	0	0	0	0
	%	100%	82.00%	18.00%	44.00%	2.00%	36.00%	6.00%	0.00%	6.00%	2.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	51	29	22	2	1	23	15	2	3	0	2	0	0	2	1	0	0
	%	100%	56.86%	43.14%	3.92%	1.96%	45.10%	29.41%	3.92%	5.88%	0.00%	3.92%	0.00%	0.00%	3.92%	1.96%	0.00%	0.00%
GS-03	#	660	423	237	33	17	234	147	9	12	144	60	0	0	2	1	0	0
	%	100%	64.09%	35.91%	5.00%	2.58%	35.45%	22.27%	1.36%	1.82%	21.82%	9.09%	0.00%	0.00%	0.30%	0.15%	0.00%	0.00%
GS-04	#	228	122	106	19	11	88	62	12	20	1	9	0	0	1	4	0	0
	%	100%	53.51%	46.49%	8.33%	4.82%	38.60%	27.19%	5.26%	8.77%	0.44%	3.95%	0.00%	0.00%	0.44%	1.75%	0.00%	0.00%
GS-05	#	173	111	62	24	18	81	40	2	1	3	1	0	0	1	2	0	0
	%	100%	64.16%	35.84%	13.87%	10.40%	46.82%	23.12%	1.16%	0.58%	1.73%	0.58%	0.00%	0.00%	0.58%	1.16%	0.00%	0.00%
GS-06	#	19	15	4	2	0	. 12	4	0	0	1	0	0	0	0	0	0	0
	%	100%	78.95%	21.05%	10.53%	0.00%	63.16%	21.05%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	40	24	16	2	1	21	14	1	1	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	5.00%	2.50%	52.50%	35.00%	2.50%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	1	1	0	0	0	1	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%
GC 40	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
GS-09	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CC 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	3	3	0	0	0	3	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%
GS-12	#	4	2	2	0	0	2	2	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%
GS-13	#	3	3	0	0	0	3	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%
GS-14	#	2	. 2	0	0	0	2	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(unspecified GS)	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex - FY 2008

			<b>TOT</b> ::							RAC	CE/ET	HNICI	TY					
GS/GM, SI	cs,		TOTA								Non-	Hispani						
AND RELATE GRADES			IPLOY!		Hispa Lat	nic or tino	W	hite		r African erican	As	ian female	Hawa Other	tive iian or Pacific nder female		an Indian ka Native		or more
																-		
GS-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.04%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
GS-02	#	8	3	5	0	0.00%	0.09%	0.00%	0.48%	5 1.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
	%	100%	0.09%	0.18%	0.00%	1	3	5	0.48%	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
GS-03	#	9	0.09%	6 0.22%	0.00%	0.51%	0.13%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
<u> </u>	%	100%		56	15	9	20	25	5	9	53	12	0.00%	0.00%	0.00%	1	0.00%	0.00
GS-04	#	149	93 2.94%	2.06%	4.36%	4.59%	0.85%	1.27%	2.38%	2.22%	23.04%	10.17%	0.00%	0.00%	0.00%	5.00%	0.00%	0.009
	% #	100% 309	117	192	33	35	55	122	16	27	13	8	0.0070	0.0070	0.0070	0	0.0070	0.00
GS-05	%	100%	3,70%	7.07%	9.59%	17.86%	2.34%	6.18%	7.62%	6.67%	5.65%	6.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
	#	350	85	265	10	26	64	184	7.0270	41	4	10	0	0	0	3	0	0
GS-06	# %	100%	2.68%	9.75%	2.91%	13.27%	2.72%	9.32%	3.33%	10.12%	1.74%	8.47%	0.00%	0.00%	0.00%	15.00%	0.00%	0.009
	#	608	243	365	32	24	168	271	27	57	13	10	0	0	3	3	0	0
GS-07	<b>%</b>	100%	7.68%	13.43%	9.30%	12.24%	7.14%	13.72%	12.86%	14.07%	5.65%	8.47%	0.00%	0.00%	10.71%	15.00%	0.00%	0.00
	#	293	170	123	50	3	116	101	3	16	0	2	0	0	1	1	0	0
GS-08	%	100%	5.37%	4.53%	14.53%	1.53%	4.93%	5.11%	1.43%	3.95%	0.00%	1.69%	0.00%	0.00%	3.57%	5.00%	0.00%	0.009
	#	605	317	288	25	9	246	216	18	50	21	11	0	0	6	2	0	0
GS-09	%	100%	10.01%	10.60%	7.27%	4.59%	10.46%	10.94%	8.57%	12.35%	9.13%	9.32%	0.00%	0.00%	21.43%	10.00%	0.00%	0.00%
	#	11	6	5	4	0	2	3	0	1	0	0	0	0	0	1	0	0
GS-10	%	100%	0.19%	0.18%	1.16%	0.00%	0.09%	0.15%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.009
	#	978	598	380	86	42	411	281	42	32	56	25	0	0	3	0	0	0
GS-11	%	100%	18.89%	13.99%	25.00%	21.43%	17.47%	14.23%	20.00%	7.90%	24.35%	21.19%	0.00%	0.00%	10.71%	0.00%	0.00%	0.00%
CC 12	#	1082	633	449	51	26	497	325	39	71	40	22	0	0	5	4	0	0
GS-12	%	100%	19.99%	16.53%	14.83%	13.27%	21.13%	16.46%	18.57%	17.53%	17.39%	18.64%	0.00%	0.00%	17.86%	20.00%	0.00%	0.009
GS-13	#	749	430	319	17	9	366	240	27	59	14	7	0	0	6	3	0	0
GS-13	%	100%	13.58%	11.74%	4.94%	4.59%	15.56%	12.15%	12.86%	14.57%	6.09%	5.93%	0.00%	0.00%	21.43%	15.00%	0.00%	0.009
GS-14	#	568	349	219	15	11	298	166	20	30	12	10	0	0	4	2	0	0
G5-14	%	100%	11.02%	6.92%	0.47%	0.35%	9.41%	5.24%	0.63%	0.95%	0.38%	0.32%	0.00%	0.00%	0.13%	0.06%	0.00%	0.009
GS-15	#	127	93	34	2	0	84	26	4	7	3	1	0	0	0	0	0	0
	%	100%	2.94%	1.25%	0.58%	0.00%	3.57%	1.32%	1.90%	1.73%	1.30%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
dl other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
unspecified SS)	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
enior Ex.	#	36	26	10	4	1	20	9	1	0	1	0	0	0	0	0	0	0
ervice	%	100%	0.82%	0.37%	1.16%	0.51%	0.85%	0.46%	0.48%	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
OTAL	#	5883	3166	2717	344	196	2352	1975	210	405	230	118	0	0	28	20	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	1009

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex - FY 2008

00/07/			mom (	-						RAC	CE/ET	HNICI	TY					
GS/GM, SE	S,		TOTA								Non-	Hispani				_		
AND RELATEI GRADES			IPLOY			inic or	W	hite female		r African erican	As male	ian female	Hawa Other	tive iian or Pacific nder female		an Indian ka Native		or more
							<u> </u>					_						
GS-01	#	50	41	9	22	1	18	3	0	3	1.	2	0	0	0	0	0	0
	%	100%	5.26%	1.96%	21.15%	2.04%	3.67%	1.04%	0.00%	7.50%	0.67%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
GS-02	#	51	29	22	2	2.0404	23	15	2 7 6000	3	0	2 700/	0	0	2 22 2204	12.500/	0	0
	%	100%	3.72%	4.79%	1.92%	2.04%	4.68%	5.21%	7.69% 9	7.50%	0.00%	2.70%	0.00%	0.00%	33.33%	12.50%	0.00%	0.00
GS-03	#	1000/	423	237	33 31.73%	17 34.69%	234 47.66%	147 51.04%	34.62%	30.00%	96.00%	60 81.08%	0.00%	0.00%	33.33%	1 12.50%	0.00%	0.00
-	%	100%	54.30%	51.63% 106	19			62	12	20	90.00%	9	0.00%	0.00%	33.33%	4	0.00%	0.00
GS-04	# %	100%	122	23.09%	18.27%	22.45%	88 17.92%	21.53%	46.15%	50.00%	0.67%	12.16%	0.00%	0.00%	16.67%	50.00%	0.00%	0.00
	70 #	173	111	62	24	18	81	40	2	1	3	12.10%	0.00%	0.00%	10.07%	2	0.00%	0.007
GS-05	%	100%	14.25%	13.51%	23.08%	36.73%	16.50%	13.89%	7.69%	2.50%	2.00%	1.35%	0.00%	0.00%	16.67%	25.00%	0.00%	0.009
	#	19	15	4	2	0	12	4	0	0	1	0	0.0070	0.5570	0	0	0.0070	0.00
GS-06	%	100%	1.93%	0.87%	1.92%	0.00%	2.44%	1.39%	0.00%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
	#	40	24	16	2	1	21	14	1	1	0	0	0	0	0	0	0	0
GS-07	%	100%	3.08%	3.49%	1.92%	2.04%	4.28%	4.86%	3.85%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-08	%	100%	0.13%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
GS-09	%	100%	0.39%	0.22%	0.00%	0.00%	0.61%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
GG 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
CC 11	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
GS-11	%	100%	0.39%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
GS-12	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
GS-12	%	100%	0.26%	0.44%	0.00%	0.00%	0.41%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
GS-13	#	3	3	0	0	0	3	0	0	0	0	0	0	0	. 0	0	0	0
	%	100%	0.39%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
GS-14	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.26%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
all other unspecified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
unspecified GS)	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
Senior Ex.	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ervice	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
OTAL	#	1238	779	459	104	49	491	288	26	40	150	74	0	0	6	8	0	0
OTAL	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

		Table	A5-1:	PARTI	CIPAT	ION R	RATES	FOR W	AGE G	RADE	S by F	Race/E	thnicit	y and	Sex - FY	Z <b>2008</b>		
WD/WG										RAC		HNICI						
WL/WS	•	TOTA	L EMPI	LOYEES					_		Non-	<u>Hispani</u>	c or La	tino			_	
OTHER W Grades		Pl	ERMAN	ENT	Hispa Lat		W	hite	l .	· African rican	A	sian	or Othe	Iawaiian r Pacific nder	America or Alask		1	or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-O1	#	0	0	0	0	0	1 0	1 0	0	. (		) o	0 0	0		<u> </u>	) (	, ,
0	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	5	3	2	1	1	2	1	0	(	0	0	0	0	(	0	(	, 0
	%	100%	60.00%	40.00%	20.00%	20.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	7	7	0	3	0	4	0	0	(	0	0	0	0	-	0		d
	%	100%	100.00%	0.00%	42.86%	0.00%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	8	4	4	1	0	3	3	0	1	0	0	0	0	0	0		, 0
	%	100%	50.00%	50.00%	12.50%	0.00%	37.50%	37.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	39	33	6	4	1	22	4	5	0	2	0	0	0	0	1	(	, o
	%	100%	84.62%	15.38%	10.26%	2.56%	56.41%	10.26%	12.82%	0.00%	5.13%	0.00%	0.00%	0.00%	0.00%	2.56%	0.00%	0.00%
Grade-06	#	17	11	6	2	0	9	4	0	1	Ö	0	0	0		0	C	q
	%	100%	64.71%	35.29%	11.76%	0.00%	52.94%	23.53%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	7	7	0	0	. 0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	6	6	0	8	0	4	0	0	0	0	0	0	0	0	0	0	q
	%	100%	100.00%	0.00%	133.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	2	· 2	0	1	0	1	0	0	0	0	0	0	0	0	0	C	O
	%	100%	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	18	18	0	5	0	12	0	0	0	1	0	0	0	0	0	0	q
	%	100%	100.00%	0.00%	27.78%	0.00%	66.67%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-1 1	#	2	2	0	0	0	2	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	0	- 0	0.0007	0.0007	0 000/	0 000/	0 000/	0 000/	0.000/	0 000/	0 000/	0 000/	0 000/	0.0007	0 000/	0 000/	0 000/
Condo 12	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	0	0.000/	0.000/	0.000	0.000/	0.000/	0.000/	0.000/	0.000	0.000/	0.000/	0.000/	0.000/	0.000/	0.000	0.0004	0.000
Grade-14	<b>%</b>	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0.0097	0.00%	0.00%	0.009/	0.000/	0.00%	0.00%	0.00%	0.000/	0.000/	0.009/	0.009/	0.000/	0.000/	0.000/	0.000
Grade-15	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	# %	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.000/
All Oak ar War	$\blacksquare$	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%
All Other Wage Grades	#	11	72.73%	27.27%	36.36%	0.00%	36.36%	18.18%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0007
	%	100%	12.13%	21.21%	30.30%	0.00%	30.30%	18.18%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		Table	A5-1:	PARTI	CIPAT	ION F	RATES	FOR W	AGE G					y and S	Sex - FY	Y 2008		
WD/W0	7									RAC	E/ETI	HNICI	TY					
WL/WS	-	TOTA	L EMPI	LOYEES		_					Non-	Hispani	c or La	tino				
OTHER V Grades	age	T	EMPOR.	ARY	Hispa Lat	nic or tino	w	hite		r African rican	A	sian	or Othe	Iawaiian r Pacific nder	America or Alask		1	or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-O1	#	T 0	0	0	0	0			0 0				i	0		ol o	) (	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-O2	#	11	4	7	3	5	O	)	1 1	1	0	0	0	0	(	0 0		) (
	%	100%	36.36%	63.64%	27.27%	45.45%	0.00%	9.09%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	146	95	51	54	33	15	9	1	2	23	5	0	0	2	2 2	. (	
	%	100%	65.07%	34.93%	36.99%	22.60%	10.27%	6.16%	0.68%	1.37%	15.75%	3.42%	0.00%	0.00%	1.37%	1.37%	0.00%	0.00%
Grade-04	#	5	1	4	0	0	1	4	1 0	Ö	0	0	0	0	(	0	) (	) (
	%	100%	20.00%	80.00%	0.00%	0.00%	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	12	11	1	4	0	7	1	0	0	0	0	0	0	Č	0	0	0
	%	100%	91.67%	8.33%	33.33%	0.00%	58.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	1	1	0	0	0	1	(	0	0	0	0	0	ō	- 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%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	0	0	0	0	0	0	C	0	0	0	0	0	0		0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G 1 10	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	0	0 0007	0 0004	0	0	0 000/	0.000/	0	0	0	0	0	0	0	0	0	0
Cuada 11	<b>%</b>	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-11	# %	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.000/	0.009/	0.000/	0 000/	0.000/	0 000/	0.0004	0.000
Grade-12	#	100%	0.00%	0.00%	0.00%	0.0076	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	0	0.0070	0.0070	0.0070	0.0078	0.0070	0.5076	0.5070	0.0078	0.0070	0.0070	0.0070	0.0070	0.0070	0.0078	0.0078	0.0076
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0070	0.5570	0.5070	0.0070
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	Õ	0	o	. 0	0	0	0	0	0	0	0	0.0070
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage	#	0	0	0	Ō	0	0	0	0	0	0	0	Ó	0	0	0	0	0
Grades	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	~									RAC	E/ET	HNIC	TY					
WD/W(	_				$\vdash$								ic or Lati					
WL/WS OTHEI Wage Grades	R		L EMPL CRMANE		Hispa Lat		W	hite		· African rican		sian	Native H		America or Alask			or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	.0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	# %	5 100%	3.22%	11.09%	1 5.25%	1 50.00%	3.08%	1 8.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#		7	0	3.2376	0		0.5270	0.0078	0.0078	0.0078	0.0070	0.0070	0.0070	0.0078	0.0070	0.0070	0.0070
J. 840-00	%	7				_	6 150/							_				0.00%
Grade-04	#	100%	7.52%	0.00%	15.76%	0.00%	6.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Graue-04	<i>"</i>	8	4	4	1 5 2504		3	3	0	1 40.750/								
Grade-05	#	100%	4.30%	22.19%	5.25%	0.00%	4.61%	24.96%	0.00%	49.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	%	39	33	6	4	50,000/	22	32 200/	5	0	2		0			1		
Grade-06	#	100%	35.45%	33.28%	21.01%	50.00%	33.83%	33.28%	83.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Graue-vo	// %	17	11	6	2	0	9	4	0	1 10.750/	_				0	0		
Grade-07	#	100%	11.82%	33.28%	10.50%	0.00%	13.84%	33.28%	0.00%	49.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	%	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
Grade-08	#	100%	7.52%	0.00%	0.00%	0.00%	9.23%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Graue-vo	%	6	6	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0
Constant	$\vdash$	100%	6.45%	0.00%	10.50%	0.00%	6.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Cond. 10	% #	100%	2.15%	0.00%	5.25%	0.00%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	%	18	18	0	5	0	12	0	0	0	1	0	0	0	0	0	0	0
Grade-11	/° #	100%	19.34%	0.00%	26.26%	0.00%	18.45%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-11	%	2	2	0	0	0	2 000/	0	0	0 000/	0	0 000/		0	0 0000	0	0 000/	0 000/
Grade-12	#	100%	2.15%	0.00%	0.00%	0.00%	3.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
G	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J. 1100 10	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0.0070	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ali Other	#	11	0.0070	0.0070	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wage Grades	%	100%	0.09%	0.17%	0.21%	0.00%	0.06%	0.17%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>FOTAL</b>	#	122	93	18	19	2	65	12	6	2	3	0	0	0	0	1	0	0
NOTE: P												_			_			<u> </u>

			Table	e A5-2: P	ARTIC	PATIC	ON RATI	ES FOR	WAGE (	GRADES	by Ra	ce/Ethn	icity an	d Sex - H	Y 2008			
WD/W	٠									RAC	E/ETI	HNICI	TY					
WL/WS	,	TOTA	T EMDI	OVEEC							Non-	Hispani	c or Latir	10				
OTHE Wage Grade	R	T	EMPOR		Hispa Lat	ino		hite	Ame	African rican		ian	or Othe Isla	Iawaiian r Pacific nder	America or Alask	a Native	ra	or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	11	4	7	3	5	0.0070	1	1	1	0.0070	0.0070	0.0078	0.0078	0.0078	0.0078	0.0078	0.0078
	%	100%	3.57%	11.11%	4.92%	13.16%	0.00%	6.67%	50.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	146	95	51	54	33	15	9	1	2	23	5	0.0070	0.0070	2	2	0.0070	0.0078
	%	100%	84.82%	80.95%	88.52%	86.84%	62.50%	60.00%	50.00%	66.67%	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%
Grade-04	#	5	1	4	0	0	1	4	0	0	0	0	0.0078	0.00%	0	0	0.00%	0.00%
	%	100%	0.89%	6.35%	0.00%	0.00%	4.17%	26,67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	12	11	1	4	0	7	1	0	0.0070	0.0070	0	0.0070	0.0070	0.0070	0.0070	0.0070	0.0078
	%	100%	9.82%	1.59%	6.56%	0.00%	29.17%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0.0070	0	0.0070
	%	100%	0.89%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0 .	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wage Grades	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	175	112	63	61	38	24	15	2	3	23	5	0	0	2	2	0	0
NOTE: P	erc	entage	s compi	ited dow	n colu	nns an	d NOT	across r	ows.									
1,012,1	J. U		- compa			wii				_								

Table A6	: PA	ARTIC	CIPAT	ION RA	ATES 1	FOR M	<b>IAJOR</b>	OCCU	J <b>PATIC</b>	NS - D	istribu	tion by	Race/	Ethnicit	y and S	Sex - F	Y 2008	3
				_						RA	CE/ET	HNIC	TY					
Job Title/Serie Agency Rate	S	EN	TOTAI MPLOY		Hispa	nic or		-	1		Non-	Hispan		tino Iawaiian or				
Occupational CI	LF		RMAN		Lat	ino	W	hite		· African rican	As	ian	Othe	r Pacific ander		n Indian a Native		or more ices
	- 4	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Gen Biolcl Sci	#	1257	871		120	56			45					) 0	5	5	0	
401	%	100%	69.29%	30.71%	9.55%	4.46%	48.45%	21.48%	3.58%	1.27%	7.32%	3.10%	0.00%	0.00%	0.40%	0.40%	0.00%	0.00%
Biolcl Techn 404	#	294	165	129	12	3	133	122	5	1	13	3	C	) 0	2	0	0	(
·	%	100%	56.12%	43.88%	4.08%	1.02%	45.24%	41.50%	1.70%	0.34%	4.42%	1.02%	0.00%	0.00%	0.68%	0.00%	0.00%	0.00%
Occupational CLF																		
PPQ	#	253	185	68	47	28	65	24	11	3	62	13	0	0	0	0	0	Č
421	%	100%	73.12%	26.88%	18.58%	11.07%	25.69%	9.49%	4.35%	1.19%	24.51%	5.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		•																
Wildlife Bio	#	329	297	32	11	0	272	31	2	1	9	0	0	0	2	ő	0	O
486	%	100%	90.27%	9.73%	3.34%	0.00%	82.67%	9.42%	0.61%	0.30%	2.74%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%
Occupational CLF													,					
Vet Med Sci	#	659	407	252	16	9	348	198	22	31	17	10	0	0	4	2	0	C
701	%	100%	61.76%	38.24%	2.43%	1.37%	52.81%	30.05%	3.34%	4.70%	2.58%	1.52%	0.00%	0.00%	0.61%	0.30%	0.00%	0.00%
Occupational CLF														,				
Animal Hlth Tech	#	364	251	113	64	3	176	101	7	7	1.	0	0	0	3	2	0	O
704	%	100%	68.96%	31.04%	17.58%	0.82%	48.35%	27.75%	1.92%	1.92%	0.27%	0.00%	0.00%	0.00%	0.82%	0.55%	0.00%	0.00%
Occupational CLF																		
Info. Tech Spec	#	277	181	96	9	5	142	71	22	17	5	3	0	0	3	0	0	O
2210	%	100%	65.34%	34.66%	3.25%	1.81%	51.26%	25.63%	7.94%	6.14%	1.81%	1.08%	0.00%	0.00%	1.08%	0.00%	0.00%	0.00%
Occupational CLF																		
Personnel Mgmt	#	102	28	74	0	0	19	43	8	29	0	2	0	0	1	0	0	0
0201	%	100%	27.45%	72.55%	0.00%	0.00%	18.63%	42.16%	7.84%	28.43%	0.00%	1.96%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%
Occupational CLF																		
Msc Admn & Pgm 0301	#	210 100%	55 26.19%	155 73.81%	0.48%	0.48%	41 19.52%	101 48.10%	5.24%	23.33%	0.00%	1.43%	0.00%	0.00%	0.95%	0.48%	0.00%	0.00%
Occupational CLF	,0	10070	20.1970	73.0170	0.4070	0.70/0	17.52/0	40.1070	J.2470	25.5570	0.0070	1.73/0	0.0070	0.0070	0.2376	0.4070	0.0070	0.0070
Mgmt Pgm Anal	#	177 100%	54 30.51%	123 69.49%	4 2.26%	2.26%	38 21.47%	94 53.11%	11 6.21%	23 12.99%	0.56%	0.56%	0.00%	0.00%	0.00%	1	0 000/	0 000/
0343 Occupational CLF	/0	100%	30.3170	U7.4370	2.2076	2.2076	21.4/70	33.1170	0.2170	12.3370	0.30%	0.30%	0.0076	0.00%	0.00%	0.56%	0.00%	0.00%

Table A6	: <b>P</b>	ARTIC	CIPATI	ION RA	ATES I	FOR M	IAJOR	OCCU	PATIC	NS - D	istribu	tion by	Race/	Ethnicit	y and S	Sex - F	Y 2008	
			TOTAI							RA	CE/ET							
Job Title/Serie	S										Non-	Hispan	ic or La	tino				
Agency Rate Occupational CI	LF.	ı	MPORA		Hispa Lat		W	hite	Black or Ame	African rican	As	ian	Other	awaiian or Pacific ander	America or Alask	n Indian a Native		or more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Gen Biolcl Sci	#	21	19	2	0	0	19	2	0	0	0	0	0	0	0	0	0	0
401	%	100%	90.48%	9.52%	0.00%	0.00%	90.48%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T T	#		349	72	24	2	312	62			- 8	Δ				3	0	
Biolel Techn 404		421							0.050/	0.000/	1.000/	0.050/	0.000/	0.000/	0.240/	0.71%	0.00%	0.0007
_	%	100%	82.90%	17.10%	5.70%	0.71%	74.11%	14.73%	0.95%	0.00%	1.90%	0.95%	0.00%	0.00%	0.24%	0.71%	0.00%	0.00%
Occupational CLF				_														
PPQ	#	775	513	262	57	37	295	159	10	_	144	60	0	0	5	5	0	0
421	%	100%	66.19%	33.81%	7.35%	4.77%	38.06%	20.52%	1.29%	0.13%	18.58%	7.74%	0.00%	0.00%	0.65%	0.65%	0.00%	0.00%
Occupational CLF														_				
Wildlife Bio	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
486	%	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%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
Vet Med Sci	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	O
701	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF				_														
Animal Hith Tech	#	84	60	24	17	4	35	12	5	7	2	1	0	0	1	0	0	0
704	%	100%	71.43%	28.57%	20.24%	4.76%	41.67%	14.29%	5.95%	8.33%	2.38%	1.19%	0.00%	0.00%	1.19%	0.00%	0.00%	0.00%
Occupational CLF										_								
Info. Tech Spec	#	0	0	0	0	0	0	0	0	0	0	0	0	C	0	0	0	0
2210	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
Personnel Mgmt	#	0	0	0	0	0	0	0	0	0	0	0	0	C	Ö	0	0	0
0201	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
Msc Admn & Pgm	#	0	0 0007	0 0000	0 000/	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 Occupational CLF	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0076	0.00%
Mgmt Pgm Anal	#	0	0	0	0	0	0	0	0	0	0	. 0	0		0	0	0	0
0343	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF													L			L		

		T	able A	7: AP	PLIC	ANTS	AND HI	RES FO	R MAJ(	OR OCC	UPATIC	ONS by R	Race/Eth	nicity and	l Sex			
											RACE/	ETHNIC	CITY			_		
		Т	OTAL								· No	on- Hispai	nic or Lati	no				
Employment Tenu	re	WOR	RKFOR	RCE		anic or tino	w	hite		r African erican	As	sian		awaiian or ific Islander		n Indian or a Native	Two or r	more races
		ΑIJ	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#												<b>.</b>					
	%	100%						NOT AV					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those	#							aintained by										
Identified	%	100%						the information for OME		•			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#		1 ~~	Sources	is currer	iny deve		the Quick I			cet the nea	ica data						
	%	100%	L	0.0070	V-0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	H															<del>                                     </del>		
	ш		1						<u> </u>									
Job Title/Series: Total Received	#																	
Voluntarily Identified	#	•																
Voluntarily ruchtified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	/°		0.0070	0.0070	0.0070	0.0070		0.0070	0,0070	0.0070		1	0.0070					10070
Qualified of those Identified	" %	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	$\vdash$	10070	0.0070	0.0076	0.0076	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0076
Selected of those Identified	${f \sqcup}$	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF															_			
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those	#						5											
Identified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF																		
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
•	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those	#																	
Identified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	${} ightarrow$																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF																		

		Ta	ble A8: N	NEW HI	RES BY	ТҮРЕ (	OF APP	OINTMI	ENT - D	istributio	n by Ra	ce/Ethn	icity and	d Sex - 1	FY 2008	3				
										RAC	E/ETH	NICIT	'Y	_						
Employmo	nt		TOTAL	ı							Non- H	lispanic	or Lati	no						
Employmen Tenure	ш	WO	ORKFOF	RCE	Hispanic o															
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
	#	397	177	220	14	8	124	150	23	41	14	17	0	0	2	3	0	0		
Permanent	%	100%	44.58%	55.42%	3.53%	2.02%	31.23%	37.78%	5.79%	10.33%	3.53%	4.28%	0.00%	0.00%	0.50%	0.76%	0.00%	0.00%		
T	#	861	548	313	74	32	418	221	16	33	32	23	0	0	7	4	0	0		
Temporary	%	100%	63.65%	36.35%	8.59%	3.72%	48.55%	25.67%	1.86%	3.83%	3.72%	2.67%	0.00%	0.00%	0.81%	0.46%	0.00%	0.00%		
NON-	#	195	128	67	8	8	104	53	5	4	11	2	0	0	0	0	0	0		
Appropriated	%	100%	65.64%	34.36%	4.10%	4.10%	53.33%	27.18%	2.56%	2.05%	5.64%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
CLF	%	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%		

	T	adie A9: S	SELECTION CONTRACTOR	JNS FUR	INTERN	AL COMP	EIIIVI	PROMO	TIONS F					Æthnicity	and Sex			
										RA		THNIC						
			TOTAL	,							Nor	ı- Hispaı						
Employment Tent	ıre	wo	ORKFOI	RCE	Hispanic	or Latino	w	hite		r African rican	As	sian	or Othe	Hawaiian er Pacific inder		an Indian ka Native	Two or n	nore races
		Ali	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Series of Vacancy:																		
Total Applications	#																	
Received	<u> </u>		H The	ISDA dos	ta collecti	on system		NOT AV			e not coll	ect the rec	mested					
Qualified	#					ovides the												
	%	100%	Curre	ently deve	loping a f	orm for O				the need	ed data th	rough the	Quick	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# %	100%	Н				J	Hire syste	m.				}	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	100%	6,0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.00%	0.00%	.0.00%	0.00%	0.00%
	/*		<u> </u>										İ	<u></u>	· ·			
Job Series of Vacancy:			1						Π			1	ı		1	ı		
Total Applications Received	#																	
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# %	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
	#																	
Qualified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Colontad	#																	
Selected	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%		,								,							
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																	
Selected	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
"Relevant Applicant	Pool	" = all	emplove	ees in th	ne next l	ower pa	v grade	and in	all serie	es that o	ualify t	hem for	the pos	sition an	nounce	d.		

										RA		HNICI						
Employment '	Tenure	l	TOTAL ORKFOI		Hispanic	or Latino	WI	nite		· African rican		i- Hispan ian	Native F or Othe	tino Iawaiian r Pacific nder		n Indian a Native		r more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	femal
Total Employees	#																	
Cligible for Career Ladder Promotions	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Time in grade in e	xcess of m	inimum					_							_				
- 12 months	#																	
	%	100%			D	ATA NO	T AVAI	LABLE			0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
3 - 24 months	#					•		-		al Finance								
	%	100%	Cer	nter does		t the reque			_	ovides the	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
5+ months	#				morma	non neede	a w com	piete tilis	101111.									
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

.

Table A11:	INTERN	AL SE	LECTI	ONS F	OR SE	NIOR I	LEVEL	POSIT	TIONS	(GS 13/	/14, GS	15, AN	D SES	) by Ra	ce/Eth	nicity a	nd Sex	
										RA	CE/ET	THNIC:	ITY					
			TOTAL	,							Nor	ı- Hispaı	nic or La	atino				
Employment Te	enure	Wo	ORKFOI	RCE		anic or tino	w	hite		r African erican	As	sian	or Othe	Hawaiian er Pacific ınder		an Indian ka Native	Two or 1	nore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade(s) of Vacancy:	_																	
Total Applications	#	-	L <sub>.</sub>									<u> </u>						
Received	%	Ħ			1	DATA N	OT AVA	AILABLE	<b>E</b>				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
-	#							National C										
Qualified	%							to comple					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Quaimeu	#	H curren	ntiy devel	oping a io	ini ior Oi		var mat w Iire syster	rill collect	me neede	a data inr	ougn me	Quick						1
	<b>%</b> .	H					ine syster						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected Relevant Applicant Pool		1 200 %	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0076		0.0076	0.00%	0.0076	0.0070	0.0078	0.0070
Relevant Applicant 1 ooi											•							
Grade(s) of Vacancy:			٠															
Total Applications	#																	
Received	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																	
Onalified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#											<u> </u>						
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected Relevant Applicant Pool		100%	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0074	0.0070	0.0076	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070
Relevant Applicant 1 001																		
Grade(s) of Vacancy:																		
Total Applications	#																	
Received	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#									,								
Oualified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Quannicu	#																	
0-14	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected Relevant Applicant Pool	· · · · ·													-	-			
																İ		
Grade(s) of Vacancy:		,																
Total Applications	#																<u> </u>	<u>L</u> [
Received	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																	
Qualified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Calcatad	#	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected Relevant Applicant Pool	/0	10070	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076	0.0076
	1"	11 1	<u> </u>	41	. 1		1 1	. 11	• ,1	1110	1	<u>C 41</u>	•,•			<u> </u>		<u> </u>
"Relevant Applicant l	Pool'' = a	II emplo	oyees in	the nex	t lower	pay gra	ide and	ın all se	ries tha	t qualif	y them	tor the p	position	announ	iced.			

,		Ta	ble A12:	PARTI	CIPATI	ON IN C	AREER	R DEVE	LOPME	NT - Dis	tributi	on by Ra	ce/Ethn	icity ar	d Sex	_		
										RACI	E/ETI	HNICIT	Ϋ́					
			TOTAL								Non-	Hispanio	or Lati	no				
Employmer Tenure	nt		PRKFO		Hispanic	or Latino	W	hite		· African rican		Asian	Hawa Other	tive iian or Pacific pder	or Alasl	an Indian ka Native	ra	or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Career Develop	me	nt Progr	rams for	GS 5 - 1	2:													
Slots	#																	
Relevant Pool	%		1															
Applied	#			LICDA		ATA NO			h a NTadian	al Einana								
	%	100%				ction syste at the requ		•			11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#			nici does		tion need			_									
	%	100%	П					_			D%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Develop	me	nt Progr	ams for	GS 13 -	14:													
Slots	#																	
Relevant Pool	%					*												
Applied	# %	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																	
<b></b>	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Develop	me	nt Progr	ams for	GS 15 a	nd SES:													
Slots	#																	
Relevant Pool	%																	
Applied	#								-									
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	Table	A13: E	MPLO?	YEE RI	ECOGI	NITIO	N AND	AWAR	DS - D	istribut	ion by	Race/E	thnicity	and S	ex		
									RA	CE/ET	HNICI	TY					
Elaa.d		TOTAL						_		Non-	- Hispan	ic or Lat	tino				
Employment Tenure	wo	RKFOF		Hispanic	or Latino	Wi	nite		· African rican	As	ian	or Othe	Iawaiian r Pacific nder		n Indian a Native	Two o	r more ces
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awards	- 1-9 ho	urs															
Total Time-Off #	242	111	131	16	1	75	79	12	32	3	7	4	5	1	0	0	0
Awards Given %	100%	45.87%	54.13%	6.61%	0.41%	30.99%	32.64%	4.96%	13.22%	1.24%	2.89%	1.65%	2.07%	0.41%	0.00%	0.00%	0.00%
Total Hours	1641	821	820	125	8	542	439	96	256	18	41	32	40	8	0	0	0
Average Hours	7	7	6	8	8	7	6	8	8	6	6	8	8	8	0	0	0
Time-Off awards	- 9+ ho	urs															
Total Time-Off #	158	54	104	7	11	41	70	6	20	0	0	0	1	0	2	0	0
Awards Given %	100%	34.18%	65.82%	4.43%	6.96%	25.95%	44.30%	3.80%	12.66%	0.00%	0.00%	0.00%	0.63%	0.00%	1.27%	0.00%	0.00%
Total Hours	3699	1476	2573	174	230	1102	1787	200	506	0	0	0	10	0	50	0	0
Average Hours	23	27	25	25	21	27	26	33	25				10		25		
Cash Awards - \$1	00 - \$50	0														•	
Total Cash Awards #	111	77	34	7	5	31	21	3	4	4	0	32	4	0	0	0	0
Given %	100%	69.37%	30.63%	6.31%	4.50%	27.93%	18.92%	2.70%	3.60%	3.60%	0.00%	28.83%	3.60%	0.00%	0.00%	0.00%	0.00%
Total Amount	\$48,550	\$32,350	\$16,200	\$3,500	\$2,500	\$14,450	\$10,300	\$1,100	\$2,000	\$1,900	\$0	\$11,400	\$1,400	\$0	\$0	<b>\$</b> 0	\$0
Average Amount	437	420	476	500	500	466	490	367	500	475		356	350				
Cash Awards \$50	1+																
Total Cash Awards #	692	412	280	51	28	296	203	34	23	12	13	17	7	2	4	0	0
Given %	100%	59.54%	40.46%	7.37%	4.05%	42.77%	29.34%	4.91%	3.32%	1.73%	1.88%	2.46%	1.01%	0.29%	0.58%	0.00%	0.00%
Total Amount	\$961,230	\$575,051	\$386,179	\$60,300	\$34,452	\$419,325	\$278,800	\$53,150	\$37,433	\$17,675	\$17,550	\$22,201	\$8,594	\$2,350	\$6,850	\$0	\$0
Average Amount	1389	1396	1379	1182	1230	1417	1373	1563	1628	1473	1350	1306	1228	1175	1713		
<b>Quality Step Incr</b>	eases (Q	SI)													_		
Total QSIs Awarded #	302	153	149	26	15	93	111	7	11	5	3	20	6	2	3	0	0
%	100%	50.66%	49.34%	8.61%	4.97%	30.79%	36.75%	2.32%	3.64%	1.66%	0.99%	6.62%	1.99%	0.66%	0.99%	0.00%	0.00%
Total Benefit	302	153	149	26	15	93	111	7	11	5	3	20	6	2	3	0	0
Average Benefit	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		

		Table	A14: SE	PARAT	IONS B	Y TYPE	OF SE	PARATI	ON - Di	stributio	n by Rac	e/Ethnic	city and	Sex - FY	2008			
										RA	CE/ET	HNICI	TY					
			TOTAL	,				·			No	n- Hispar	ic or Lati	no		-		
Employment To	enure	WO	RKFOF	RCE	Hispanic	or Latino	W	hite		· African rican	As	an	or Othe	Iawaiian r Pacific nder	America or Alask	n Indian a Native	Two or m	ore races
	_	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntory	#	370	178	192	20	9	133	144	14	32	10	3	0	0	0	4	0	0
Voluntary	%	100%	48.11%	51.89%	5.41%	2.43%	35.95%	38.92%	3.78%	8.65%	2.70%	0.81%	0.00%	0.00%	0.00%	1.08%	0.00%	0.00%
											•							
	#	15	6	9	1	1	4	5	1	3	0	0	0	0	0	0	0	0
Involuntary	%	100%	40.00%	60.00%	6.67%	6.67%	26.67%	33.33%	6.67%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
															·	_		
	#	385	184	201	21	10	137	149	15	35	10	3	0	0	0	4	0	0
Total Separations	%	100%	47.79%	52.21%	5.45%	2.60%	35.58%	38.70%	3.90%	9.09%	2.60%	0.78%	0.00%	0.00%	0.00%	1.04%	0.00%	0.00%
	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0
Total Workforce	%	100%	59.72%	40.28%	6.82%	3.67%	43.99%	28.61%	3.01%	5.30%	5.30%	2.29%	0.00%	0.00%	0.54%	0.37%	0.00%	0.00%

#### Analysis of Workforce Profiles FY 2008- A Tables

Participation Rates – A comparison of FY 07 and FY 08 shows a net change in the total APHIS workforce of 3.91%, a difference of +333 employees, with FY 08 total employment at 8847 and FY 07 total employment of 8514. The participation rate for women was lower in FY 08 (40.28%) than in FY 07 (40.66%), and lower than the comparable U.S. Civilian Labor Force (CLF) rate of 46.8%. The participation rate for Hispanic or Latino men (6.82%) is above the CLF rate of 6.20%. However, the participation rate of Hispanic women is 3.67% which is well below the CLF of 4.5%. The participation rate of African American men is 3.01% which is below the CLF rate of 4.8%; for African American women the rate is 5.30% compared with the CLF rate of 5.70%. The participation rate for Asian men and women is above the CLF rate with Asian men showing a participation rate of 5.30% compared with a CLF of 1.90%. The participation rate for Native American men and women is .54% and .37% respectively. The comparable CLF rate is .30% for both Native American men and women. See the FY 2009 APHIS Federal Equal Opportunity Program Plan posted on the CREC website: www.aphis.usda.gov/civil rights/

Occupational Categories – The majority of APHIS permanent employees 2,676 are at the GS-9 through GS-12 grade level, followed by 1,560 employees at the GS-5 through GS-8 grade level. At the GS-13 & 14 grade level there are 1,317 permanent employees, and 127 at the GS-15 and above grade level. In Executive/Senior Level positions there are 36 employees (26 men and 10 women). White men and White women represent 55.5% and 25% respectively of this level of employment. At the GS 13 & 14 grade level totaling 1,317 employees, men out number the women 779 to 538. White men (664) and White women (406) collectively represent 81% of this category. See Table A6 for a breakdown of the Agency's Mission Critical Occupations by Race and Gender.

New Hires – There were 397 employees hired to permanent positions in FY 2008, 861 to temporary positions and 195 to indefinite positions. Women out numbered men in permanent hires with 220 hires compared to 177 for men. Of the total number of permanent hires White women had the highest participation rate at 37.8% followed by White men with 31.2%. There were a total of 64 African Americans hired to permanent positions (23 males and 41 females); and 22 permanent Hispanic employees (14 males and 8 females). Of the 861 temporary employees hired 74% were White, 12.3% Hispanic and 5.7% African American. Of the 195 indefinite employees hired 128 or 66% were male and 67 or 34% were female.

The USDA data collection system maintained by the National Finance Center reports a category identified as "Undisclosed" for both male and female employees. Numbers from this category, where applicable, are not reported separately, but are included in the total amounts listed in the "All" column on charts A1 - A14.

# EEOC FORM 715 - 01

**B** Tables

**Total Employment Data** 

## Analysis of Workforce Profile - FY 2008 - Targeted Disabilities

<u>Participation Rates</u> – APHIS improved its participation rate for persons with targeted disabilities. With a total workforce of **8,847** employees, APHIS had a total employment of **62** employees with targeted disabilities. This was a participation rate of .70%. The following chart shows the Agency's 3-Year Hiring Goal for Persons with Targeted Disabilities:

FY 2006 APHIS Employees With Targeted Disabilities 67 or .78%	3 –Year Hiring Goal	Projected Fiscal Year Increase	Actual Fiscal Year Increase
Fiscal Year 2007	72 or .84%	+5	+6
Fiscal Year 2008	77 or .90%	+5	+7
Fiscal Year 2009	82 or .96%	+5	

Occupational Categories - APHIS has a total of 62 employees with TD, including 37 males and 25 females. The majority of persons with TD (62) are concentrated in grades GS-5 through GS-8 with 19 or 30%, followed by GS-9 through GS-12 with 14 or 22% and GS-13 through 14 with 11 or 17%. The majority of the employees with TD are in the GS pay plan. However, APHIS does employ 2 people in the Administratively Determined (AD) and 1 person in the General Manager (GM) category with a targeted disability.

<u>New Hires -</u> In FY 2008, there were a total of **1,453** new hires for APHIS. Of this number **7 (0.5%)** were persons with a targeted disability.

### Narrative for Individuals with Disabilities Employment

#### Table B-1: Total Workforce – Distribution by Disability

This chart shows the total population of the Animal and Plant Health Inspection Service, APHIS (8,847 employees) divided into three components: Permanent (6,031 employees); Temporary (1,664 employees); and Indefinite (1,152 employees). Of these totals there is a breakdown of the disability status as well as detailed coding for targeted disabilities.

#### Table B-2: Total Workforce by Component

APHIS is comprised of 10 subcomponents, and of the total workforce each component shows the total breakdown by disability status and detailed coding for targeted disabilities.

# Tables B4-1 and B4-2: Participation Rates for General Schedule (GS) Grades by Disability (Permanent, Temporary and Indefinite Employees)

These charts show the total representation of employees and percentages by grade distribution and disability status in GS/GM/SES positions.

## Table B5-1 and B5-2: Participation Rates for Wage Grade (WG) Grades by Disability (Permanent, Temporary and Indefinite Employees)

These charts show the total representation of employees and percentages by grade distribution and disability status in WD/WG/WL/WS positions.

## Table B-6: Participation Rates for major Occupations (Permanent, Temporary and Indefinite Employees)

Mission Critical Occupations are job series which are crucial to the overall mission of the Agency. APHIS is recognized by the Department as having 10 major occupational series:

Job Title	Series
Pers. Mgmt.	0201
Misc. Admn and Program	0301
Mgmt. Program Analyst	0343
Gen Bio Sci	0401
Bio Techn	0404
PPQ	0421
Wildlife Bio	0486
Vet Med Sci	0701
Animal Plt. Tech	0704
Info. Tech Spec	2210

Data Source for All Table: NFC On-Line Reporting Center as 10/15/08

7	Гаb	le B1: 1	TOTAL	WORKF	ORCE -	Distrib	ution by	Disabi	lity [OPM	l Form	256 Self	-Identif	ication Co	odes]	
Employme	nt		Tot	al by Disa	ability St	atus			Det	ail for 1	Γargete	d Disabil	ities		
Tenure	, i,c	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
<u>TOTAL</u>					-		_								
Prior FY 2007	#	8,514	7,755	145	614	64	6	3	1	12	4	7	3	25	2
PIIOI PT 2007	%	100%	91.09%	1.70%	7.21%	0.75%	0.07%	0.04%	0.01%	0.14%	0.05%	0.08%	0.04%	0.29%	0.02%
Current FY	#	8,847	8,054	153	640	62	6	4	· 1	12	3	8	3	23	2
2008	%	100%	91.04%	1.73%	7.23%	0.70%	0.07%	0.05%	0.01%	0.14%	0.03%	0.09%	0.03%	0.26%	0.02%
Difference	#	333	299	8	26	-2	0	1	0	0	-1	1	0	-2	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	3.91%	3.86%	5.52%	4.23%	-3.13%	0.00%	33.33%	0.00%	0.00%	-25.00%	14.29%	0.00%	-8.00%	0.00%
Federal High	%					2.37%		!						į	
<u>PERMANE</u>	NT												_		
<b>D.</b> 1. DV 0007	#	5,869	5,302	105	462	53	5	3	0	11	3	6	2	22	1
Prior FY 2007	%	100%	90.34%	1.79%	7.87%	0.90%	0.09%	0.05%	0.00%	0.19%	0.05%	0.10%	0.03%	0.37%	0.02%
Current	#	6031	5454	107	470	51	5	3	0	10	3	6	2	21	1
FY 2008	%	100%	90.43%	1.77%	7.79%	0.85%	0.08%	0.05%	0.00%	0.17%	0.05%	0.10%	0.03%	0.35%	0.02%
Difference	#	162	152	2	8	-2	0	0	0	-1	0	0	0	-1	0
Ratio Change	%	0%	0%	0%	0%	. 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	2.76%	2.87%	1.90%	1.73%	-3.77%	0.00%	0.00%	0.00%	-9.09%	0.00%	0.00%	0.00%	-4.55%	0.00%
TEMPORA	RY														
	#	1,516	1,398	26	92	5	1	0	0	1	1	0	0	2	0 .
Prior FY 2007	%	100%	92.22%	1.72%	6.07%	0.33%	0.07%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.13%	0.00%
Current	#	1,664	1,519	31	114	6	1	1	0	1	0	1	0	2	0
<b>FY</b> 2008	%	100%	91.29%	1.86%	6.85%	0.36%	0.06%	0.06%	0.00%	0.06%	0.00%	0.06%	0.00%	0.12%	0.00%
Difference	#	148	121	5	22	1	0	1	0	0	-1	1	0	0	0
Ratio Change	%	0%	-1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	9.76%	8.66%	19.23%	23.91%	20.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%
INDEFINIT	ΓΕ														
Prior FY 2007	#	1,129	1,055	14	60	5	0	0	1	0	0	1	1	1	1
	%	100%	93.45%	1.24%	5.31%	0.44%	0.00%	0.00%	0.09%	0.00%	0.00%	0.09%	0.09%	0.09%	0.09%
Current	#	1,152	1,081	15	56	5	0	0	1	1	0	1	1	0	1
FY 2008	%	100%	93.84%	1.30%	4.86%	0.43%	0.00%	0.00%	0.09%	0.09%	0.00%	0.09%	0.09%	0.00%	0.09%
Difference	#	23	26	1	-4	0	0	0	0	1	0	0	0	-1	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	2.04%	2.46%	7.14%	-6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#####	0.00%

Table B2: T	<u> </u>	- 11 0101						D D 130						ouesi	
			Tota	l by Disa	bility St	atus			D	etail fo	r Targe	ted Disa	bilities		
Employment Te	nure	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Work	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	2
Force	%	100%	91.04%	1.73%	7.23%	0.70%	0.07%	0.05%	0.01%	0.14%	0.03%	0.09%	0.03%	0.26%	0.02%
Federal High						2.37%									
 OA	#	50	48	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	96.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PPD	#	120	116	2	2	1	0	0	0	0	0	0	0	1	0
FFD	%	100%	96.67%	1.67%	1.67%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.83%	0.00%
LPA	#	69	68	0	1	0	0	0	0	0	0	0	0	0	0
LPA	%	100%	98.55%	0.00%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MRPBS	#	733	649	15	664	· 7	1	1	0	2	1	0	1	0	1
MRPDS	%	100%	88.54%	2.05%	90.59%	0.95%	0.14%	0.14%	0.00%	0.27%	0.14%	0.00%	0.14%	0.00%	0.14%
ıs	#	119	107	5	7	2	0	0	0	1	0	1	0	0	0
15	%	100%	89.92%	4.20%	5.88%	1.68%	0.00%	0.00%	0.00%	0.84%	0.00%	0.84%	0.00%	0.00%	0.00%
PPQ	#	3690	3319	78	293	23	2	2	0	6	1	2	0	10	0
PQ	%	100%	89.95%	2.11%	7.94%	0.62%	0.05%	0.05%	0.00%	0.16%	0.03%	0.05%	0.00%	0.27%	0.00%
	#	2064	1870	38	156	21	3	1	0	3	1	2	2	9	0
<b>V</b> 5	%	100%	90.60%	1.84%	7.56%	1.02%	0.15%	0.05%	0.00%	0.15%	0.05%	0.10%	0.10%	0.44%	0.00%
AC	#	173	154	3	16	1	0	0	0	0	0	0	0	0	1
AC .	%	100%	89.02%	1.73%	9.25%	0.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.58%
 NS	#	1762	1659	12	91	7	0	0	1	0	0	3	0	3	0
W5	%	100%	94.15%	0.68%	5.16%	0.40%	0.00%	0.00%	0.06%	0.00%	0.00%	0.17%	0.00%	0.17%	0.00%
200	67	64	0	3	0	0	0	0	0	0	0	0	Ò	0	0
3RS	%	100%	0.00%	4.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	T	able B	3-1: 00	CUPAT	IONAL	CATEG	ORIES -	- Distrib	oution b	y Disal	oility Er	nployees	5		
		Total	Tota	al by Disa	ability St	atus			Det	tail for	Targete	ed Disabi	ilities		
Occupational Category		WF	[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
163	154	3	6	0	0	0	0	0	Ō	0	0	0	0	0	0
	%	100%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Mid-Level (Grades 13-	#	1332	1234	26	72	11	0	0	0	1	3	0	0	7	0
14)	%	100%	92.64%	1.95%	5.41%	0.83%	0.00%	0.00%	0.00%	0.08%	0.23%	0.00%	0.00%	0.53%	0.00%
- First-Level (Grades 12	#	6792	6141	114	537	49	6	4	0	11	0	7	3	16	2
and Below)	%	100%	90.42%	1.68%	7.91%	0.72%	0.09%	0.06%	0.00%	0.16%	0.00%	0.10%	0.04%	0.24%	0.03%
- Other Officials and	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers	#	819	744	16	59	6	0	0	0	1	0	1	0	3	1
TOTAL	%	100%	90.84%	1.95%	7.20%	0.73%	0.00%	0.00%	0.00%	0.12%	0.00%	0.12%	0.00%	0.37%	0.12%
2. Professionals	#	3329	3045	65	219	20	1	1	0	3	2	2	0	10	1
2. Professionals	%	100%	91.47%	1.95%	6.58%	0.60%	0.03%	0.03%	0.00%	0.09%	0.06%	0.06%	0.00%	0.30%	0.03%
3. Technicians	#	3109	2863	42	204	10	0	0	1	0	0	3	0	6	0
J. Technicians	%	100%	92.09%	1.35%	6.56%	0.32%	0.00%	0.00%	0.03%	0.00%	0.00%	0.10%	0.00%	0.19%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative	#	1006	872	14	120	21	4	3	0	7	0	2	2	3	0
Support Workers	%	100%	86.68%	1.39%	11.93%	2.09%	0.40%	0.30%	0.00%	0.70%	0.00%	0.20%	0.20%	0.30%	0.00%
6. Craft Workers	#	31	30	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	96.77%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	28	25	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	89.29%	3.57%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Labors and Helpers	#	112	98	7	7	7	1	0	0	0	1	0	0	0	0
	%	100%	87.50%	6.25%	6.25%	6.25%	0.89%	0.00%	0.00%	0.00%	0.89%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	137	120	2	15	3	0	0	0	0	1	0	1	1	0
2. Jei vice vvoi keis	%	100%	87.59%	1.46%	10.95%	2.19%	0.00%	0.00%	0.00%	0.00%	0.73%	0.00%	0.73%	0.73%	0.00%

Occupational Category  1. Officials and Managers - # Executive/Senior Level (Grades %	163 1.84%	Tota [05] No Disability	[01] Not	[06-94] Disability				De	tail for	Targete	ed Disabi	lities		
1. Officials and Managers - # Executive/Senior Level (Grades	163	Disability												
Executive/Senior Level (Grades		154		,	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
. 10/	1.84%		3	6	0	0	0	0	0	0	0	0	0	0
15 and Above		1.91%	1.96%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Mid-Level (Grades 13- #	1332	1234	26	72	11	0	0	0	1	3	0	0	7	0
14)	15.06%	15.32%	16.99%	11.25%	17.74%	0.00%	0.00%	0.00%	8.33%	100.00%	0.00%	0.00%	30.43%	0.00%
- First-Level (Grades 12 #	6792	6141	114	537	49	6	4	0	11	0	7	3	16	2
and Below) %	76.77%	76.25%	74.51%	83.91%	79.03%	100.00%	100.00%	0.00%	91.67%	0.00%	87.50%	100.00%	69.57%	100.00%
- Other Officials and #	0	0	0	0	0	0	0	0	0	0	0	0	0.	0
Managers %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers $^{\#}$	819	744	16	59	6	0	0	0	1	0	1	0	3	1
- TOTAL %	9.26%	9.24%	10.46%	9.22%	9.68%	0.00%	0.00%	0.00%	8.33%	0.00%	12.50%	0.00%	13.04%	50.00%
2. Professionals	3329	3045	65	219	20	1	1	0	3	2	2	0	10	1
<b>%</b>	37.63%	37.81%	42.48%	34.22%	32.26%	16.67%	25.00%	0.00%	25.00%	66.67%	25.00%	0.00%	43.48%	50.00%
3. Technicians	3109	2863	42	204	10	0	0	1	0	0	3	0	6	0
	35.14%	35.55%	27.45%	31.88%	16.13%	0.00%	0.00%	100.00%	0.00%	0.00%	37.50%	0.00%	26.09%	0.00%
4. Sales Workers	0	0	0	0	0	0	Ò	0	0	0	0	0	0	0
90	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative	1006	872	14	120	21	4	3	0	7	0	2	2	3	0
Support Workers %	11.37%	10.83%	9.15%	18.75%	33.87%	66.67%	75.00%	0.00%	58.33%	0.00%	25.00%	66.67%	13.04%	0.00%
6. Craft Workers	31	30	1	0	0	0	0	0	0	0	0	0	0	0
<b>%</b>	0.35%	0.37%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	28	25	1	2	0	0	0	0	0	0	0	0	0	0
96	0.32%	0.31%	0.65%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Labors and Helpers	112	98	7	7	1	0	0	0	1	0	0	0	0	0
- %	1.27%	1.22%	4.58%	1.09%	1.61%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	137	120	2	15	3	0	0	0	0	1	0	1	1	0
	1.55%	1.49%	1.31%	2.34%	4.84%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	33.33%	4.35%	0.00%
TOTAL WORKFORCE	8847	8054	153	640	62	6	4	1	12	3	8	3	23	2
TOTAL WORKFORCE %	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
NOTE: Percentages compu	uted down	n columr	ns and No	OT acros	ss rows.									

	Т	able E	34-1: P	ARTICI	PATION	RATE	S FOR G	ENERA	L SCHE	DULE (	(GS) GF	RADES by	/ Disabili	ity	
			Tota	l by Disa	bility St	atus			De	tail for	Target	ed Disab	ilities		
GS/GM, SES, ar Related Grade		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	#	51	49	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	96.08%	0.00%	3.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#	59	50	1	8	2	0	1	0	0	0	0	0	1	0
	%	100%	84.75%	1.69%	13.56%	3.39%	0.00%	1.69%	0.00%	0.00%	0.00%	0.00%	0.00%	1.69%	0.00%
GS - 03	#	671	598	12	61	1	0	0	0	0	0	0	0	1	0
	%	100%	89.12%	1.79%	9.09%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%
GS - 04	#	413	365	6	42	3	0	1	0	0	0	0	1	1	0
	%	100%	88.38%	1.45%	10.17%	0.73%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.24%	0.24%	0.00%
GS - 05	#	729	661	7	61	6	0	1	0	2	0	2	1	0	0
	%	100%	90.67%	0.96%	8.37%	0.82%	0.00%	0.14%	0.00%	0.27%	0.00%	0.27%	0.14%	0.00%	0.00%
GS - 06	#	587	533	11	43	5	0	0	0	2	0	1	0	2	0
	%	100%	90.80%	1.87%	7.33%	0.85%	0.00%	0.00%	0.00%	0.34%	0.00%	0.17%	0.00%	0.34%	0.00%
GS - 07	#	835	755	15	65	6	1	0	0	2	0	0	0	3	0
	%	100%	90.42%	1.80%	7.78%	0.72%	0.12%	0.00%	0.00%	0.24%	0.00%	0.00%	0.00%	0.36%	0.00%
GS - 08	#	302	280	3	19	2	0	0	0	1	0	0	0	1	0
	%	100%	92.72%	0.99%	6.29%	0.66%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.33%	0.00%
GS- 09	#	669	616	12	41	2	0	0	0	0	0	1	0	1	0
	%	100%	92.08%	1.79%	6.13%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	0.15%	0.00%
GS - 10	#	12	11	0	1	0	0	0	0	0	0	0	0	0	1
	%	100%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%
GS - 11	#	998	890	22	106	8	0	1	0	0	. 0	3	0	4	0
	%	100%	89.18%	2.20%	10.62%	0.80%	0.00%	0.10%	0.00%	0.00%	0.00%	0.30%	0.00%	0.40%	0.00%
GS - 12	#	1103	995	19	89	4	1	0	0	2	0	0	0	1	1
	%	100%	90.21%	1.72%	8.07%	0.36%	0.09%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.09%	0.09%
GS - 13	#	757	704	14	39	6	0	0	0	1	11	0	0	4	0
	%	100%	93.00%	1.85%	5.15%	0.79%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.00%_	0.53%	0.00%
GS - 14	#	571	526	12	33	5	0	0	0	0	2	0	0	3	0
	%	100%	92.12%	2.10%	5.78%	0.88%	0.00%	0.00%	0.00%	0.00%	0.35%	0.00%	0.00%	0.53%	0.00%
GS - 15	#	128	22_	2	4	0	0	0	0	0	0	0	0	0	0
	%	100%	17.19%	1.56%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (00)	#	586	553	6	27	2	0	0	1	0	0	1	0	0	0
	%	100%	94.37%	1.02%	4.61%	0.34%	0.00%	0.00%	0.17%	0.00%	0.00%	0.17%	0.00%	0.00%	0.00%
SES	#	36	33	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	91.67%	2.78%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	2
Workforce	%	100%	91.04%	1.73%	7.23%	0.70%	0.07%	0.05%	0.01%	0.14%	0.03%	0.09%	0.03%	0.26%	0.02%

		Table E	4-2: PA	RTICIP	ATION I	RATES F	OR GEN	ERAL S	CHEDULI	E (GS) G	RADES	by Disab	ility		
GS/GM SES	and		Tot	al by Dis	ability Sta	atus			De	etail for	Targete	d Disabi	lities		
GS/GM, SES Related Gr		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	#	51	49	0	2		0	C	0	Ō	0	0	C	0	C
	%	0.58%	0.61%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#	59	50	1	8	2	0	1	0	0	0	0	0	1	0
	%	0.67%	0.62%	0.65%	1.25%	3.23%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
GS - 03	#	671	598	12	61	1	0	0	0	0	0	0	0	1	0
	%	7.58%	7.42%	7.84%	9.53%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
GS - 04	#	413	365	6	42	3	0	1	0	0	0	0	1	1	0
	%	4.67%	4.53%	3.92%	6.56%	4.84%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	33.33%	4.35%	0.00%
GS - 05	#	729	661	7	61	6	0	1	0	2	0	2	1	0	0
	%	8.24%	8.21%	4.58%	9.53%	9.68%	0.00%	25.00%	0.00%	16.67%	0.00%	25.00%	33.33%	0.00%	0.00%
GS - 06	#	587	533	11	43	5	0	0	0	2	0	1	0	2	0
	%	6.64%	6.62%	7.19%	6.72%	8.06%	0.00%	0.00%	0.00%	16.67%	0.00%	12.50%	0.00%	8.70%	0.00%
GS - 07	#	835	755	15	65	6	1	0	0	2	0	0	0	3	0
	%	9.44%	9.37%	9.80%	10.16%	9.68%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	13.04%	0.00%
GS - 08	#	302	280	3	19	2	0	0	0	1	0	0	0	1	0
	%	3.41%	3.48%	1.96%	2.97%	3.23%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	4.35%	0.00%
GS- 09	#	669	616	12	41	2	0	0	0	0	0	1	0	1	0
	%	7.56%	7.65%	7.84%	6.41%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	4.35%	0.00%
GS - 10	#	12	11	0	1	0	0	0	0	0	0	0	0	0	1
	%	0.14%	0.14%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
GS - 11	#	998	890	22	106	8	0	1	0	0	0	3	0	4	0
	%	11.28%	11.05%	14.38%	16.56%	12.90%	0.00%	25.00%	0.00%	0.00%	0.00%	37.50%	0.00%	17.39%	0.00%
GS - 12	#	1103	995	19	89	4	1	0	0	2	0	0	0	1	1
	%	12.47%	12.35%	12.42%	13.91%	6.45%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	4.35%	50.00%
GS - 13	#	757	704	14	39	6	0	0	0	1	1	0	0	4	0
	%	8.56%	8.74%	9.15%	6.09%	9.68%	0.00%	0.00%	0.00%	8.33%	33.33%	0.00%	0.00%	17.39%	0.00%
GS - 14	#	571	526	12	33	7	0	0	0	. 0	2	0	0	3	0
	%	6.45%	6.53%	7.84%	5.16%	11.29%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	13.04%	0.00%
GS - 15	#	128	122	2	4	0	0	0	0	0	0	0	0	0	0
	%	1.45%	1.51%	1.31%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other	#	586	553	6	27	2	0	0	1	0	0	1	0	0	0
(Unspecified GS)	%	6.62%	6.87%	3.92%	4.22%	3.23%	0.00%	0.00%	100.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%
Senior Executive	#	36	33	1	2	0	0	0	0	0	0	0	0	0	0
Service	%	0.41%	0.41%	0.65%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	2
TOTAL WORKTORCE	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

			1	able B5	-1: PAF	RTICIPA	ATION I	RATES F	OR WAGE	GRADE	S by Disa	bility			
			Tota	l by Disa	bility St	atus			De	etail for	Targeted	Disabilit	ies		
WD/WG, WL Other Wage Gr	-	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
	#	0	0	0	0	0	0	0	0	0	0	0	0	(	9 0
Grade - 01	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	27	24	0	3	0	0	0	0	0	0	0	0	(	0
Grade - 02	%	100%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	168	158	1	9	4	1	0	0	1	0	0	1	1	. 0
Grade - 03	%	100%	94.05%	0.60%	5.36%	2.38%	0.60%	0.00%	0.00%	0.60%	0.00%	0.00%	0.60%	0.60%	0.00%
	#	22	18	3	1	0	0	0	0	0	0	0	0	(	0
Grade - 04	%	100%	81.82%	13.64%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	51	46	4	1	0	0	0	0	0	0	0	0	(	9
Grade - 05	%	100%	90.20%	7.84%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	19	18	1	0	0	0	0	0	0	0	0	0	(	0
Grade - 06	%	100%	94.74%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	7	7	0	0	0	0	0	0	0	0	0	0	.(	0
Grade - 07	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	6	5	0	1	O	Ō	0	0	0	0	0	0	(	0
Grade - 08	%	100%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	2	2	0	0	0	0	0	0	0	0	Ö	0	(	0
Grade - 09	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	18	18	0	0	0	0	0	0	0	0	0	0	(	0
Grade - 10	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	2	1	1	0	0	0	0	0	0	0	0	0	(	0
Grade - 11	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	. 0	0	0	0	0	0	(	0
Grade - 12	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	Ō	0	0	0	0	0	0	0	(	0
Grade - 13	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	# .	0	0	0	ō	0	0	0	0	0	0	0	0	(	9
Grade - 14	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	(	0
Grade - 15	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage	#	0	0	0	0	0	0	0	0	0	0	0	0	(	0
Grades	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

			1	Table B5	-2: PAI	RTICIPA	TION R	ATES I	OR WAG	E GRADE	S by Dis	ability			
WD/WG, WL	/ws		Tot	al by Dis	ability St	atus			D	etail for	Targete	d Disabil	ities		
Other Wage Gr		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
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 01	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Crado 03	#	27	24	0	3	0	0	0	0	0	0	0	0	0	0
Grade - 02	%	8.39%	8.08%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Overde 02	#	168	158	1	9	4	1	0	0	1	0	0	1	1	0
Grade - 03	%	52.17%	53.20%	10.00%	60.00%	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%
0.4	#	22	18	3	1	0	0	0	. 0	0	0	0	0	0	0
Grade - 04	%	6.83%	6.06%	30.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0.010.05	#	51	46	4	1	0	0	0	. 0	0	0	0	0	0	0
Grade - 05	%	15.84%	15.49%	40.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Consider OC	#	19	18	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	%	5.90%	6.06%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	%	2.17%	2.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0 1- 00	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
Grade - 08	%	1.86%	1.68%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0 1 - 00	#	2	2	0	0	. 0	0	0	0	0	0	0	0	0	0
Grade - 09	%	0.62%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
G do 10	#	18	18	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10	%	5.59%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Overde 11	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	%	0.62%	0.34%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Crade 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 13	#	0	0	0	0	0	0	0	0	0 .	0	0	0	0	0
Graue ~ 13	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 14	#	0	0	. 0	0	. 0	0	0	0	0	0	0	0	0	0
Graue - 14	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade 15	#	0	0	0	. 0	0	0	0	0	0	0	0	0	0	0
Grade - 15	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wage Grades	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	322	297	10	15	4	1	0	0	1	0	0	1	1	0
TOTAL	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

			Table B	6: PARTI	CIPATIO	N RATES	FOR MAJ	OR OCCUI	PATIONS -	Distribu	tion by D	sability			
			Tot	al by Disa	bility Sta	itus			De	tail for	Targete	d Disabil	lities		
Job Title/Series		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
Pers. Mgmt.	#	103	93	2	8	0_	0_	0	0	0	0	0	0	0	0
020 <b>1</b>	%	100%	90.29%	1.94%	7.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Misc. Admn &	#	213	200	2	11	2	0	0	0	1	0	0	0	1	0
Program 0301	%	100%	93.90%	0.94%	5.16%	0.94%	0.00%	0.00%	0.00%	0.47%	0.00%	0.00%	0.00%	0.47%	0.00%
Mgmt. Prog.	#	180	162	3	15	2	0	0	0	1	0_	0	0	1	0
Analyst 0343	%	100%	90.00%	1.67%	8.33%	1.11%	0.00%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.56%	0.00%
Gen Bio Sci	#	1329	1,215	28	86	9	0	0	0	3	1	1	0	4	0
0401	%	100%	91.42%	2.11%	6.47%	0.68%	0.00%	0.00%	0.00%	0.23%	0.08%	0.08%	0.00%	0.30%	0.00%
Bio Techn 0404	#	1345	1,258	13	74	9	0	0	1	0	0	3	0	5	0
Bio Tecini 0404	%	100%	93.53%	0.97%	5.50%	0.67%	0.00%	0.00%	0.07%	0.00%	0.00%	0.22%	0.00%	0.37%	0.00%
PPQ 0421	#	1229	1,113	17	99	1	0	0	0	0	0	0_	0	1	0
PPQ 0421	%	100%	90.56%	1.38%	8.06%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%_	0.08%	0.00%
Wildlife Bio 0486	#	384	370	1	13	0	0	0	0	0	0	0	0	0	0
Wildlife Bio 0400	%	100%	96.35%	0.26%	3.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Vet Med Sci	#	672	602	16	54	5	1	0	0	0	0	0	0	3	1_
0701	%	100%	89.58%	2.38%	8.04%	0.74%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.45%	0.15%
Animal Plt. Tech	#	491	451	12	28	0	0	0	0	0	0	0	0	0	0
0704	%	100%	91.85%	2.44%	5.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Info Tech Spec	#	282	248	5	29	1	0	1	0	0	0	0	0	0	0
2210	%	100%	87.94%	1.77%	10.28%	0.35%	0.00%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

					Table	B7: APF	PLICATIO	NS AND	HIRES by	y Disabili	ty						
			Tota	l by Disa	bility Sta	atus			De	etail for	Target	ed Disab	ilities				
		TOTAL	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32- 38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine		
Schedule A																	
•	#						П					<del>_</del>					
Applications	%		0.00%	0.00%	0.00%	0.00%	DATA NOT AVAILABLE  The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the										
	#									needed to co		•	rides the				
Hires	%		0.00%	0.00%	0.00%	0.00%								0.00%	0.00%		
Voluntarily	Id	entifi	ed (Ou	ıtside	of Sch	edule	A App	licants	)								
	#												-		_		
Applications	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
	#																
Hires	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

			T	able B8:	NEW H	RES By	Type of A	ppointm	ent - Dis	tribution	by Disa	bility			
			Tot	al by Disa	bility Sta	tus			De	etail for	Target	ed Disab	ilities		
Type of Appointmen	t	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	#	397	349	13	35	2	0	0	0	0	0	0	0	2	0
Permanent	%	100%	87.91%	3.27%	8.82%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%	0.00%
Tomporary	#	861	785	17	59	4	0	2	0	0	0	1	0	1	0
Temporary	%	100%	91.17%	1.97%	6.85%	0.46%	0.00%	0.23%	0.00%	0.00%	0.00%	0.12%	0.00%	0.12%	0.00%
Indefinite	#	195	181	3	11	1	0	1	0	0	0	0	0	0	0
Indefinite	%	100%	92.82%	1.54%	5.64%	0.51%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1,453	1,315	33	105	7	0	3	0	0	0	1	0	3	0
lutai	%	100%	90.50%	2.27%	7.23%	0.48%	0.00%	0.21%	0.00%	0.00%	0.00%	0.07%	0.00%	0.21%	0.00%
Prior Year	%	100%	90.50%	2.27%	7.23%	0.48%	0.00%	0.21%	0.00%	0.00%	0.00%	0.07%	0.00%	0.21%	0.00%

Tal	ole B	9: SEL	ECTIONS	FOR INT	ERNAL C	OMPETII	IVE PRO	MOTIONS	S FOR MA	JOR OCC	UPATIO	NS by Disa	ability		
			Tota	al by Disa	bility Sta	atus			De	tail for	Target	ed Disab	ilities		
		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 o Limb/Spine
Job Series:									•						<u> </u>
Total Applications Received	#							NOT AV	AIL ADLE						
Total Applications Received	%		0.00%	0.00%	The I	USDA data			ntained by ti	he Nationa	l Finance	0.00%	0.00%	0.00%	0.00%
Constitution of the consti	#								ata in a forn						
Qualified	%		0.00%	0.00%		in	formation n	eeded to co	mplete this	form.		0.00%	0.00%	0.00%	0.00%
Colonted	#			_	Ĭ										
Selected	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	i		_										-	
Job Series:															
Matel Applications 2	#														
Total Applications Received	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#														<del></del>
Qualified	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#						_				·				_
Selected	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%												7		
Job Series:															
	#														
Total Applications Received	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#														
Qualified	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#					i		,							
Selected	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%									-					
Job Series:															
	#								T		Ī				
Total Applications Received	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#		j		i						<del></del>				
Qualified	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#			İ			***								
Selected	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
"Relevant Applicant Pool" =		emplo	vees in the	he next lo	wer nav	grade ar	nd in all e	eries the							

			Table	B10: NO	N-COMP	ETITIVE	PROMOT	IONS - T	IME IN G	RADE by	Disabilit	у			
			Tota	al by Disa	ability St	atus			D	etail for	Target	ed Disabi	lities		
		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 in Career	#					DAT		VAII ADI							
Ladder	%		0.00%	The	LISDA da			VAILABL	- <b>⊏</b> y the Natior	al Finance	0%	0.00%	0.00%	0.00%	0.00%
Time in Grade in excess of							-	complete the	format that p						
minimum	_														
1-12 months	#	ļ													
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-24 months	#														
13-2-7 months	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%_	0.00%	0.00%	0.00%	0.00%	0.00%
25+ months	#														
25+ months	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	Tab	le B11:	INTERN	AL SELEC	CTIONS F	OR SENI	OR LEVEL	(GS 13/	14, GS 1	5, SES) P	OSITION	IS by Disat	oility		
			Total b	y Disabil	ity Status	3			D	etail for	Target	ed Disab	ilities		
		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 Iliness	(92) Distortion of Limb/Spine
Job Series/Grade(s)	of Va	cancy				•		•							
Relevant Pool						DATA	NOT AVA	UI ABI E			$\overline{1}$				
Total Applications	#				JSDA data	collection s	ystem main	tained by th							
Received	%	100%	0.00%	[] Cente	er does not c					rides the	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#				inf	ormation n	eeded to cor	nplete this	form.			_			
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) (	of Va	cancy													
Relevant Pool															
Total Applications	#														
Received	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) o	f Va	cancy:	}												
Relevant Pool															
Total Applications	#														
Received	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
- Ciccica	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) o	f Va	cancy:													
Relevant Pool															
Total Applications	#														
Received	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
"Relevant Applicant Pool	"= al	l emplo	yees in	the next	t lower p	ay grade	e and in	all series	that qu	alify the	m for th	e position	announc	ed.	

		٦	Γable B12	: PARTI	CIPATIO	IN CAR	EER DEV	/ELOPME	NT - Distri	ibution b	y Disabil	ity			
		Т	otal by	Disabili	ty Statu	ıs			Deta	il for	Target	ed Disa	bilities		
		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 Iliness	(92) Distortion o Limb/Spine
Career Developn	ent Prog	rams fo	or GS 5-	12											
Slots	#														
Relevant Pool	%		0.00%	-0.000/	0.000				4015	0.000	2.000	0.00%	0.00%	0.00%	0.00%
-	#			The	LICDA do			T AVAIL	ABLE ned by the 1	National 1	Finance				
Applied	%		0.00%	•			•		n a format			0.00%	0.00%	0.00%	0.00%
Doutlainanta	#						-		ete this for	-					
Participants	%		0.00%	, 010010	010070	0.00.0	010070	0.0070	010070	0.0070	0,00,0	D.00%	0.00%	0.00%	0.00%
Career Developm	ent Prog	rams fo	or GS 13	3-14											
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#														
Applied	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#										,				
Participants	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Developm	ent Prog	rams fo	or GS 15	and SE	ES										
Slots	#														
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Pool	%		0.0070	0.0070											
Relevant Pool	#		0.0070	0.0070											
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied Participants	#				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		Та	ble B13	EMPLO	YEE RECO	GNITIO	N AND A	WARDS	- Distribu	ition by	Disabil	ity			
Recognition or			Tot	al by Dis	ability St	atus			Detail	for Ta	rgete	l Disabi	ilities		
Award Program # Awards Giver Total Cash		TOTAL	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	. , ,	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retarda- tion	(91) Mental Illness	(92) Distortion of Limb/Spine
Time-Off Awards, 1	-9 I	hours											,		
Total Time-Off Awards Given	#	242 100.00%	220 90.91%	0.41%	18 7.44%	3 1.24%	0.41%	1 0.41%	0.00%	1 0.41%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours	٦	1641	1499	8	116	8	8	8	0	2	0	0	0	0	0
Average Hours		7	7	8	6	3	8	8		2					
Time-Off Awards - 9	)+ I	hours								-					-
Total Time-Off Awards	#	149	132	3	12	2	1	1	0	0	0	. 0	0	0	0
Given	%	100.00%	88.59%	2.01%	8.05%	1.34%	0.67%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		3699	3244	61	330	64	24	24	0	0	0	0	0	0	0
Average Hours		25	25	20	28	32	24	24							
Cash Awards: \$100	- \$	500						•							
Total Cash Awards Given	#	111	100	2	8	1	0	0	0	0	0	0	0	1	0
	%		90.09%	1.80%	7.21%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%
Total <b>A</b> mount		16150	11050	1000	3600	500	0	0	0	0	0	0	0	500	0
Average Amount		145	111	500	450	500								500	
Cash Awards: \$501-	ŀ					-		_							
Total Cash Awards Given	#	692	638	11	37	6	0	0	0	2	1	1	0	1	0
	%		92.20%	1.72%	336.36%	16.22%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	50.00%	100.00%	0.00%	#DIV/0!	0.00%
Total Amount	_	961180	893041 1400	14450 1314	47189	6500	0	0	0	1750	1500	1000	0	2250	0
Average Amount	erage Amount 13				1275	1083				875	1500	1000		2250	
Quality Step Increas			277	2	10	ا ۾ ا	0	0	0			,	_		
Total QSI Award	# %	302	277 91.72%	1.08%	18 600.00%	4 22.22%	0.00%	0 #DIV/0!	0 #DIV/0!	1 #DIV/0!	100.00%	100.00%	0.00%	1 #DIV/0!	0.00%
Total Benefit	┪	302	277	3	18	4	0	0	0	1	1	1	0	1	0
Average Benefit		1	1	1	1	1				1	1	1		1	

			Ta	able B14:	SEPAR	ATIONS	Ву Туре	of Separa	ation- Dis	tribution	by Disab	ility			
			Tota	l by Disa	bility St	atus			De	tail for	Targete	d Disabi	lities		
Type of Separatio	n	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
Voluntary	#	297	257	13	27	2	0	1	0	0	0	0	0	1	0
Voidittal y	% 100% 86.53% 4.38% 9.09% 0.						0.00%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%	0.00%
Involuntary	#	13	11	0	2	1	0	0	0	0	0	0	0	1	0
	%	100%	84.62%	0.00%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Tatal Computions	#	310	268	13	29	3	0	1	0	0	0	0	0	2	0
Total Separations	%	100%	86.45%	4.21%	9.38%	0.97%	0.00%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%
Total Workforce	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	2
Total Workforce	%	100%	91.04%	1.73%	7.23%	0.70%	0.07%	0.05%	0.01%	0.14%	0.03%	0.09%	0.03%	0.26%	0.02%