

**U.S. DEPARTMENT OF VETERANS AFFAIRS
FY 2004 MD-715**



EEO Program Status Report

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U.S. Department of Veterans Affairs
FY 2004 MD-715

EEO Program Status Report

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EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, <u>2003</u>, to September 30, <u>2004</u>.				
PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., N.W.	
	3. City, State, Zip Code		3. Washington, DC 20420	
	4. CPDF Code	5. FIPS code(s)	4. VA	5. 11 DC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 213,054
	2. Enter total number of temporary employees			2. 20,604
	3. Enter total number employees paid from non-appropriated funds			3. 1,388
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 235,046
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Anthony J. Principi, Secretary of Veterans Affairs	
	2. Agency Head Designee		2. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	3. Principal EEO Director/Official Official Title/series/grade		3. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	4. Title VII Affirmative EEO Program Official		4. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	5. Section 501 Affirmative Action Program Official		5. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	6. Complaint Processing Program Manager		6. James S. Jones, Deputy Assistant Secretary for Resolution Management	
	7. Other Responsible EEO Staff		7. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management & Equal Employment Opportunity	

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Veterans Health Administration (Washington, DC)	VATA	11 DC
	Veterans Benefits Administration (Washington, DC)	VALA	11 DC
	National Cemetery Administration (Washington, DC)	VAPA	11 DC

EEOC FORMS and Documents Included With This Report

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

EXECUTIVE SUMMARY

The Department of Veterans Affairs (VA) provides medical assistance, benefits, and memorial services for approximately 25 million veterans. VA has a workforce of approximately 235,000 employees¹ working at 158 medical centers, 57 benefits centers, 120 cemeteries, and numerous other installations. VA is comprised of the Veterans Health Administration (VHA), the Veterans Benefits Administration (VBA), the National Cemetery Administration (NCA), and Staff Offices. (See App. 1, Table A2.)

The Office of Resolution Management (ORM) processes Equal Employment Opportunity (EEO) complaints nationally. The Office of Diversity Management and EEO (DM&EEO) develops national EEO policy and program guidance, as well as yearly EEO reports such as this. VHA, VBA, and NCA maintain full-time EEO staff at VA Central Office and collateral-duty EEO staff at field levels; VHA also has permanent EEO staff in the field. In total, these EEO staff provide about 94 work years² of service, largely devoted to complaints-related activities. In addition, ORM maintains a staff of 249 employees exclusively devoted to complaints-related activities.

VA has been at the forefront of the Federal Government in supporting and implementing Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715). VA has automated all applicable parts of MD-715, instituted an active EEO audit program, and developed numerous other automated reports for in-depth diversity analysis. VA has actively incorporated diversity issues in its Strategic Plan and workforce planning efforts.

From October 2002 to April 2003, VA conducted an in-depth self-assessment of staffing practices for the Secretary's Task Force on the Employment and Advancement of Women (expanded to cover all minority and disability groups). Concurrently, VA also conducted an in-depth review of EEO and diversity practices. These assessments led to remedial efforts addressing recruitment, retention, training, and corporate culture issues which were well underway as EEOC was issuing the final MD-715 implementing instructions. Automation of the EEOC Facility Self Assessment (Part G) was completed by VA in December 2004.

VA's EEO plan has three phases for FY 2005:

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

² 2001 Survey of Diversity-Related Work, conducted by DM&EEO.
VA FY04 EEO Program Status Report, page 3

1. During the first quarter, VA finished automating the required MD-715 Tables and Parts G-J. (EEOC has been unable to suggest a means for VA to respond to Tables 9 and 10 with the existing personnel data fields. Table 12 cannot be completed until a system to track training applications has been constructed.)
2. In the second and third quarters, VA will conduct in-depth reviews of facilities, using the Facility Self Assessment (Part G) to supplement the earlier assessments and to identify the remaining program deficiencies and barriers to full participation.
3. By the end of the fourth quarter, VA will develop multi-year plans to eliminate the deficiencies (Part H) and barriers (Part I). These plans, which will begin in FY 2006, will be described in detail in the FY 2005 EEO Program Status Report.

Concurrently, VA will continue implementing the recommendations from previous self-assessments by completing the systems foundation needed for implementing the EEO plans. Major tasks include:

1. VA Directive 5975, Diversity Management and EEO, now in near-final draft, which will bring the VA EEO policy into full compliance with MD-715.
2. Guidance to strengthen the Special Emphasis Program and encourage community partnerships.
3. A policy foundation facilitating EEO and Human Resources cooperation in recruitment and a system to track the recruitment results.
4. One-VA training modules, for all managers and EEO staff, regarding their new responsibilities under MD-715.

VA has already developed plans to resurvey employees regarding their race and national origin (RNO) and their disability status within a year of receiving guidance from the Office of Personnel Management (OPM) on the correct codes to use for submitting this information. VA will begin work on a system to collect applicant flow data within the same period.

During FY 2004, VA's workforce increased by approximately 6,000. Most of these new positions were permanent positions in VHA (already 90% of VA staff), while positions in VBA and NCA decreased slightly (App. 1, Table A1). There were approximately 31,600 new hires (App. 1, Table A8) and 25,400 separations (App. 1, Table A14), as well as some changes in pay status. This turnover resulted in only a small change in representation of RNO/gender groups. Women gained about one-third of one percent (with the largest gains in Asian women), while men (primarily White men) lost a similar amount. In permanent positions, only White men and women lost representation. In temporary positions, there were declines in Hispanic women, White men, Black men and women, and American Indian men and women.

Compared to the Relevant Civilian Labor Force (RCLF)³, each of the major occupations identified by the Administrations (App. 1, Table A6) has underrepresentation in one or more RNO/gender groups. Totaling all of the occupations, the representation of White women, Hispanic men, Hispanic women, Asian men, and American Indian women in VA is a lower proportion than in the corresponding occupations in the RCLF. The representation of Blacks is about double the RCLF. Hispanic and Asian men are gaining representation; White, Hispanic, and American Indian women are not. As noted above, the Administrations and VA Central Office will have determined by the end of FY 2005 whether these trends indicate barriers to full participation and, if so, how to eliminate the barriers.

There is a correlation between RNO/gender and grade level (App.1, Table A4). In the Senior Executive Service, 19 of 20 new appointments were filled by White men and women (App. 1, Table A11); none had a targeted disability (App. 1, Table B11). Awards were given without significant differences by RNO/gender or disability (App. 1, Tables A13 and B13).

The representation of veterans in VA declined by one half of 1%, to 27.0%. Veterans comprise approximately 65% of the workforce in NCA, 43% in VBA, 26% in VHA, and 20% in the Staff Offices; however, their representation declined in each case. Based on OPM policy of veterans preference and VA's mission, veteran status is included with RNO/gender and disabilities to produce a consolidated plan.

The representation of disabled veterans increased slightly to 7.72%, with gains in all but VHA. Disabled veterans are approximately 21% of the workforce in VBA, 17% in NCA, 7% in VHA, and 6% in the Staff Offices.

The number of employees with targeted disabilities increased by almost 70 (App. 1, Table B1). This increase was not proportionate to the total workforce gains, and the representation of targeted disabilities declined slightly to 1.62%—still almost double the Government average. The decline is not driven by separations (App. 1, Table B14) but by relatively low rates of hires (App. 1, Table B8). About 1.2% of the approximate 31,000 new hires outside Schedule A, and 5.5% of the approximate 640 hires within Schedule A, report a targeted disability (App. 1, Table B7). Individuals with targeted disabilities have the highest representation in the occupational categories of Office and Clerical, Operatives, Laborers, and Service Workers, and have the lowest representation in Professionals (App. 1, Table B3). The goals to improve the representation of people with disabilities, including those with targeted disabilities, are included in Part I rather than in Part J, sub-part 5, for a more integrated approach. VA has agreed to partner with EEOC to develop electronic training in disabilities issues for managers Government-wide.

³ The proportion of RNO/gender groups employed or seeking employment in America in that specific occupation. Summary RCLF figures in this report are calculated by adding the expected representation for the relevant VA occupations, and thus may change slightly depending on the occupation mix and staffing level of each occupation.

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

I, R. Allen Pittman, Assistant Secretary for Human Resources and Administration am the

(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official
for

Department of Veterans Affairs

(Insert Agency/Component Name above)

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

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

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

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

Date

Signature of Agency Head or Agency Head Designee

Date

VA has automated Parts G, H, and I so that the reviews conducted by the Administrations during FY 2005 will reflect the circumstances in all VA facilities, and so that the various EEO plans can be pulled together into a logical framework for national management. Templates for Parts G, H, and I are available at a VA intranet site. Authorized users at each facility can input data. Their input is automatically rolled up to the next organizational level. Parts H and I provide a structure for all possible activities, however, the only activities automatically printed out on the report are those which have been assigned a target date. This limits the reports to relevant activities. The reports are public documents and can be generated at the intranet site by any employee.

EEOC FORM
715-01 PART H
VA-National

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

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Policy statements up to date, communicated to all employees (1-7)	
OBJECTIVE 1:	Current EEO policies and endorsements provided to all employees	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO policy signed and distributed to employees yearly, widely posted. ** An EEO endorsement message is signed by the Secretary annually. We believe this message is widely distributed and posted, but we will not know for certain until June 2005, when the Administrations complete a detailed review of the EEO program using the automated Facility Self Assessment (Part G). If trends or specific locations of deficiencies are identified, the Administrations will develop multi-year remediation plans by September to reach "model EEO program" status. The findings and plans will be the basis of the FY 2005 EEO Program Status Report (EEO-PSR). Based on this new information, the current plan will be updated as needed. As		09/30/2005

noted in the Executive Summary, the objectives in the FY 2004 EEO plans are based on careful self assessments of staffing and program activities conducted last year.	
Subordinate managers communicate endorsement of EEO policy. ** DM&EEO maintains Diversity@Work newsletter, NewsLink, Web Site and ListServ, which keep active communication with subordinate managers. DM&EEO will, in addition, resume production of the Diversity News program on VA's internal TV network to further enhance the direct communication link with employees regarding diversity policies and issues.	09/30/2005
Applicants and new employees given EEO policy and materials on remedial procedures. ** Written materials with information on the various EEO programs as well as administrative and judicial remedial procedures are given to new employees, posted in all personnel offices, EEO offices, and on VA's intranet site. As noted above, performance will be monitored by the Facility Self Assessment. The validity of these documents will be confirmed by the EEO audits conducted in conjunction with the HR program evaluations.	09/30/2005
Other ** VA Directive 5975, EEO and Diversity Management, will be issued, bringing VA EEO policy into full compliance with MD-715. An updated Special Emphasis Program (SEP) handbook will be issued placing more emphasis on data analysis and partnering with local affinity groups.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors evaluated on EEO performance (8-19)
OBJECTIVE 2:	EEO policy is vigorously enforced by facility management.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Managers and supervisors evaluated on implementation of EEO policies and principles, including resolving problems, addressing concerns, and ensuring workplace free of all forms of discrimination. ** EEO performance is reviewed by the Deputy Secretary with the senior managers at least quarterly. As noted above, the Facility Self Assessment will verify that managers and supervisors in the field are evaluated on EEO performance.	09/30/2005
Staff resources provided for Special Emphasis Program (SEP), community outreach, and EEO audits. ** Most offices have had active SEP managers for many years, but partnerships and collaboration with community groups will receive	09/30/2005

more emphasis with VA Directive 5975. The EEO Audit program is already underway.	
Ensure accommodations provided when possible. ** Administrations are responsible for reviewing the implementation. DM&EEO will develop a new program to evaluate their performance.	09/30/2005
Other ** VA has long held managers accountable for diversity management. DM&EEO will review the Facility Self Assessments and other data to determine if this is currently effective, or what is needed to strengthen the accountability.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager has appropriate authority and training (20-30)
OBJECTIVE 3:	Reporting structure gives EEO Program appropriate authority and resources.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO manager under immediate supervision of the facility head, and participates in decisions regarding human capital. ** This is true for DM&EEO and the Administrations. As noted above, the Facility Self Assessment will determine if this is the case in the field as well. Any needed remediation will be noted in FY 2005 EEO Program Status Report.	09/30/2005
Duties and responsibilities of EEO staff clearly defined, staff trained. ** One-VA training modules (applicable to all three Administrations and the VA Central Office [VACO]) will be developed in conjunction with the VA Learning University (VALU) to impart the new responsibilities under MD-715. These modules will be in an electronic media allowing easy access at any station. Modules will first be developed for EEO Managers and for supervisors regarding disability issues (in conjunction with EEOC).	09/30/2005
EEO Manager conducts periodic review of HR policies, procedures, practices, and outcomes. ** VA Directive 5975 will require this review, and accomplishment will be verified as noted above. DM&EEO is currently coordinating closely with HR in developing HR policies, and will be part of the HR policy concurrence process.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program fully staffed (31-37)	
OBJECTIVE 4:	Sufficient staff and budget resources for successful EEO program.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO and Special Emphasis programs are sufficiently staffed, including FEW, Hispanic Employment, People with Disabilities, Veterans, Blacks, American Indian, Asian, and Pacific Islander programs. ** As noted above, most facilities have SEP managers. Administration EEO plans will ensure that any remaining vacancies are filled this year. There is some turnover, so this is an ongoing issue.		09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO fully funded for program effectiveness (38-51)	
OBJECTIVE 5:	Sufficient budget to support the success of the EEO Program.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Sufficient resources for barrier analysis, data collection and tracking, materials, and accommodation supplies. ** As noted above, barrier analysis will be conducted during FY 2005. Work will start on resurveying staff RNO upon receipt of guidance from OPM on how the new data should be entered into the Central Personnel Data File (CPDF). Work will start on applicant		09/30/2005

flow data at the same time. Current budgets are sufficient for accommodation supplies.	
Sufficient funding to provide EEO training to managers, EEO staff, and employees. ** It is not feasible to provide face-to-face training at all our facilities, so DM&EEO will develop One-VA EEO training in conjunction with VALU, available electronically at all facilities. During FY 2005 a module will be developed on the responsibilities of EEO Managers under MD-715 and a module will be started with EEOC on the responsibilities of supervisors on disability issues.	09/30/2005
Other ** VA will review the programs for upward mobility and professional training for staff to ensure diversity in the leadership pipeline.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager coordinates with facility management (52-53) and HR Manager (54-56).	
OBJECTIVE 6:	EEO staff regularly advises supervisors and managers about their area.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Regular (monthly to semi-annual) updates provided to managers and supervisors. ** Quarterly EEO briefings have been provided to the Deputy Secretary and senior managers since 2003. VA Directive 5975 will require similar briefings in facilities; implementation will be verified as noted above. VA's senior managers will be organized as a Diversity Council, responsible for receiving diversity analysis and directing solutions to identified problems.	09/30/2005	
EEO staff coordinate EEO Plans with all appropriate facility managers, including legal, HR, finance, and information technology. ** DM&EEO will coordinate with HR to develop a systematic approach to planning, conducting, tracking, and evaluating targeted recruitment.	09/30/2005	
Other ** VA Strategic Plans and succession planning currently incorporate diversity issues, which will be strengthened this year.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Discipline for findings of discrimination (57-61)	
OBJECTIVE 7:	Discipline backs up findings of discrimination when appropriate.	
RESPONSIBLE OFFICIAL:	Secretary	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Facility timely complies with orders from EEOC, MSPB, FLRA, arbitrators, and the Court. ** ORM's compliance officer has the responsibility of ensuring all orders from EEOC are complied with in a timely manner. When orders are not acted upon in a timely manner, follow-up action is taken.	09/30/2005	
Facility tracks disability accommodations to ensure compliance. ** Directive 5975 will require Administrations to track these accommodations.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers meet with EEO to solve barriers and implement plans (62-69)	
OBJECTIVE 8:	Management and EEO cooperate to identify and solve barriers.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Senior managers meet with EEO staff to identify barriers to EEO. ** Deputy Assistant Secretaries for DM&EEO and ORM routinely address the Deputy Secretary and senior managers. As noted above,	06/30/2005	

field compliance will be assessed during FY 2005.	
When barriers identified, plans to solve developed and implemented. ** The Administrations and VACO will have developed multi-year plans to solve the identified issues by September 2005. VA will incorporate OPM's new standards for non-traditional internships.	09/30/2005
Workforce trend analysis conducted of major variables. ** VA has automated the production of the data tables required by MD-715 as well as Parts G, H, I and J. In addition, we have a large number of online diversity reports for more in-depth analysis, which have been in use for several years.	09/30/2005

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

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers encourage and participate in ADR (70-71)	
OBJECTIVE 10:	ADR is effective.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Participation of supervisors and managers in ADR is required. ** The Administrations will have issued a policy requiring participation by the end of this fiscal year.		09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Sufficient staffing for data collection, analysis, audits, and reasonable accommodations (72-76)	
OBJECTIVE 11:	Data collection for EEO is adequate.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO staff has sufficient training in data analysis and adequate data is collected for the required analysis. ** VA has been training the EEO staff on the use of our automated diversity data system for several years. A training module on the data analysis required by MD-715 will be developed by the end of this fiscal year for electronic distribution.		09/30/2005
A facility official is designated to coordinate accommodations.		09/30/2005

** Most facilities have designated an official. As noted above, field performance will be assessed during FY 2005.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective complaint tracking (77-87, 89)	
OBJECTIVE 12:	Facility has system to track complaints and ensure timely compliance.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Required training is timely provided. ** ORM has systematically provided the necessary training to the complaints staff. As noted above, the Administrations will assess whether additional needs exist in other staff.		09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective ADR system (90-93)	
OBJECTIVE 13:	Efficient and fair ADR system.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A, and Chair, Board of Contract Appeals	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy

Facility has established an ADR system. ** The Dispute Resolution Specialist issues the VA-wide policies and tracks all ADR activity. ORM offers mediation in the complaint process and provides training to employees and managers. The Administrations are responsible for ensuring they have an ADR program. When an employee in the complaint process elects ADR, the case is referred to the facility ADR coordinator for follow-through.	09/30/2005
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Systems for evaluation of EEO program (94-100)	
OBJECTIVE 14:	EEO system is evaluated for impact and effectiveness.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
The facility monitors complaint processing to ensure meeting obligations under Title VII and the Rehabilitation Act. ** ORM closely monitors these obligations. As noted above, an assessment will be made during FY 2005 of whether there are unmet local needs.		09/30/2005
Facility tracks recruitment to identify potential barriers. ** As noted above, DM&EEO will begin coordination with HR to develop a system to track targeted recruitment.		09/30/2005
Other ** ORM plans to conduct facility climate surveys. DM&EEO is coordinating with HR to conduct EEO audits. VA will evaluate MOUs with affinity groups to determine how to best meet mutual needs. VA will contract for an evaluation of the disabilities program .		09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Timely compliance (88, 101-123)	
OBJECTIVE 15:	Corrective actions are timely and accountable.	

RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Facility has a system to ensure timely compliance with EEOC orders and directives. ** ORM has a system to ensure timely compliance with EEOC orders and directives. ORM's compliance officer works closely with facility program managers and EEOC's compliance officer to ensure timely compliance.	09/30/2005	
Timely compliance is in performance standards. ** Timely compliance is in the ORM compliance officer standards.	09/30/2005	
Full compliance documentation is provided. ** Upon receipt of EEOC orders, the compliance officer sends the correspondence to the facility outlining what documentation is necessary to demonstrate full compliance. The compliance officer then sends all documentation to EEOC's compliance officer who confirms that the order has been fulfilled.	09/30/2005	

EEOC FORM
715-01 PART I
VA-National

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

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	There is not a systems approach to identifying and eliminating factors that could reduce equal opportunity.	
BARRIER ANALYSIS 1:	Administrations and VACO will analyze (1) EEO policies, guidance, procedures, planning, and monitoring; (2) cooperation between EEO, HR, and managers; (3) EEO training; (4) climate issues (e.g., identified in complaints, surveys, and audits); and (5) other potential barriers.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The barrier statement will appear in the FY 2005 EEO-PSR based on the review being conducted during FY 2005.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	As noted in Part H, until the barrier analysis is completed at the end of FY 2005, DM&EEO will focus on completing the systems foundation for EEO and diversity work, including correcting the barriers identified in the 2003 self assessment.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
** DM&EEO will publish VA Directive 5975, bringing VA EEO policy into full compliance with EEOC MD-715.		09/30/2005

** DM&EEO will seek agreement on a One-VA approach to EEO and diversity training, and undertake two training modules.	09/30/2005
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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Each major occupation has underrepresentation of at least one RNO/gender group. White, Hispanic, and American Indian women not making progress.
BARRIER ANALYSIS 2:	Administrations and VACO will analyze (1) outreach and recruitment; (2) special hiring authorities; (3) intern programs; and (4) other potential barriers.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The barrier statement will appear in the FY 2005 EEO-PSR based on the review being conducted during FY 2005.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Until the barrier analysis is completed at the end of FY 2005, DM&EEO will focus on developing a systems foundation to targeted recruitment, including the use of intern programs and special hiring authorities.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
** DM&EEO will work together with HR to develop a systematic approach to planning, implementing, and tracking targeted recruitment.	09/30/2005
** DM&EEO will work together with HR to develop a handbook on the effective use of special hiring authorities.	09/30/2005
** DM&EEO will review partnership agreements with RNO affinity groups to determine if mutual needs are being met.	09/30/2005

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Representation of employees with a targeted disability continues to decline (Part J).
BARRIER ANALYSIS 3:	Administrations and VACO will analyze (1) outreach and recruitment; (2) special hiring authorities; (3) intern programs; (4) workplace barriers; (5) job standards; (6) support (e.g., Special Placement Coordinator); and (7) other potential barriers.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The barrier statement will appear in the FY 2005 EEO-PSR based on the review being conducted during FY 2005.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Until the barrier analysis is completed at the end of FY 2005, DM&EEO will focus on completing the systems foundation for disabilities issues.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
** Designate a disabilities service representative in each Administration and VACO to assist disabled applicants.	09/30/2005

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Representation of veterans continues to decline, and is below VA average in VHA and VACO.
BARRIER ANALYSIS 4:	Administrations and VACO will analyze (1) outreach and recruitment; (2) veterans preference and related authorities; and (3) other potential barriers.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The barrier statement will appear in the FY 2005 EEO-PSR based on the review being conducted during FY 2005.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Until the barrier analysis is completed at the end of FY 2005, DM&EEO will focus on completing the systems foundation for improving veterans' employment.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
	TARGET DATE (Must be specific) example: mm/dd/yyyy
** Establish a more effective process for tracking VRA hires.	09/30/2005
** Develop partnership agreements with veteran and disabled veteran affinity groups, and with the military.	09/30/2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	There appears to be a correlation between RNO/gender group and grade level; women and minorities are underrepresented in the leadership pipeline and in SES.
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BARRIER ANALYSIS 5:	Administrations and VACO will analyze (1) upward mobility programs; (2) career and management training; (3) education for degrees or certificates; (4) succession planning; (5) details and special projects; and (6) other potential barriers.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The barrier statement will appear in the FY 2005 EEO-PSR based on the review being conducted during FY 2005.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Until the barrier analysis is completed at the end of FY 2005, DM&EEO will focus on completing the systems foundation for upward mobility.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
** DM&EEO will develop an automated report on VSSC to track promotion rates by RNO/gender and disability.	09/30/2005
** DM&EEO will coordinate with the Administrations to identify field training programs similar to Leadership VA for developing leaders.	09/30/2005
** DM&EEO will coordinate with the Administrations to publicize the policy on VA payment of education expenses related to VA jobs.	09/30/2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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
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PART I Department or Agency Information	1. Agency	1. Department of Veterans Affairs
	1.a. 2 nd Level Component	1.a.
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change		
		Number	%	Number	%	Number	Rate of Change	
	Total Work Force	229,018	100.00%	235,046	100.00%	6,028	02.63%	
	Reportable Disability	16,696	07.29%	17,477	07.44%	781	04.68%	
	Targeted Disability*	3,622	01.58%	3,690	01.57%	68	01.88%	
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					***		
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					409			

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	6,975	590	08.46%	126	01.81%	1,217	17.45%	5,042	72.29%
4. Non-Competitive Promotions	8,120	877	10.81%	123	01.52%	660	08.13%	6,460	79.56%
5. Employee Career Development Programs	***	***	***	***	***	***	***	***	***
5.a. Grades 5 - 12	***	***	***	***	***	***	***	***	***
5.b. Grades 13 - 14	***	***	***	***	***	***	***	***	***
5.c. Grade 15/SES	***	***	***	***	***	***	***	***	***
6. Employee Recognition and Awards	***	***	***	***	***	***	***	***	***
6.a. Time-Off Awards (Total hrs awarded)	278,154	21,926	07.88%	4,381	01.58%	79,689	28.65%	172,158	61.89%

6.b. Cash Awards (total \$\$\$ awarded)	\$92,865,657	\$6,411,449	06.90%	\$1,193,054	01.28%	\$27,764,625	29.90%	\$57,496,529	61.91%
6.c. Quality-Step Increase	2,173	174	08.01%	18	00.83%	563	25.91%	1,418	65.26%

*** = Data is not currently being collected.

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

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

Appendix: 1. Required Data Tables

Table A1: TOTAL WORKFORCE - by Race/Ethnicity and Sex FY 2004

Table A2: TOTAL WORKFORCE BY COMPONENT - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

Table A3-1: OCCUPATIONAL GROUPS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

Table A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

Table B1: Total Workforce - by Disability FY 2004

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent and Temporary Workforce - by Disability FY 2004

Table B3-1: OCCUPATIONAL GROUPS - Permanent and Temporary Workforce - Distribution by Disability FY 2004

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Disability FY 2004

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Disability FY 2004

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Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Disability FY 2004

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Disability FY 2004

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2004

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent and Temporary Workforce - Distribution by Disability FY 2004

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent and Temporary Workforce - by Disability FY 2004

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent and Temporary Workforce - by Disability FY 2004

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2004

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL																		
FY 2003	#	229,017	95,968	133,049	7,290	7,733	60,993	81,660	21,134	33,506	5,687	8,885	0	0	831	1,223	33	42
	%	99.99%	41.89%	58.10%	03.18%	03.38%	26.63%	35.66%	09.23%	14.63%	02.48%	03.88%	00.00%	00.00%	00.36%	00.53%	00.01%	00.02%
FY 2004	#	235,046	97,673	137,373	7,731	8,198	61,575	83,897	21,525	34,572	5,956	9,439	0	0	865	1,241	21	26
	%	100.01%	41.56%	58.45%	03.29%	03.49%	26.20%	35.69%	09.16%	14.71%	02.53%	04.02%	00.00%	00.00%	00.37%	00.53%	00.01%	00.01%
RCLF (2000)	%	99.02%	35.13%	63.89%	03.42%	04.38%	25.35%	46.95%	03.29%	08.17%	02.40%	03.23%	***	***	00.32%	00.62%	00.35%	00.54%
Difference	#	6,029	1,705	4,324	441	465	582	2,237	391	1,066	269	554	0	0	34	18	-12	-16
	%	0.02%	-0.33%	0.35%	0.11%	0.11%	-0.43%	0.03%	-0.07%	0.08%	0.05%	0.14%	0.00%	0.00%	0.01%	0.00%	0.00%	-0.01%
Net Change	%	2.63%	1.78%	3.25%	6.05%	6.01%	0.95%	2.74%	1.85%	3.18%	4.73%	6.24%	0.00%	0.00%	4.09%	1.47%	-6.36%	-8.10%
PERMANENT																		
FY 2003	#	206,069	86,861	119,208	6,529	6,673	55,763	73,727	19,416	30,385	4,380	7,311	0	0	744	1,071	29	41
	%	100.01%	42.15%	57.86%	03.17%	03.24%	27.06%	35.78%	09.42%	14.75%	02.13%	03.55%	00.00%	00.00%	00.36%	00.52%	00.01%	00.02%
FY 2004	#	211,819	88,613	123,206	6,864	7,168	56,335	75,664	20,020	31,474	4,595	7,779	0	0	780	1,095	19	26
	%	100.00%	41.84%	58.16%	03.24%	03.38%	26.60%	35.72%	09.45%	14.86%	02.17%	03.67%	00.00%	00.00%	00.37%	00.52%	00.01%	00.01%
Difference	#	5,750	1,752	3,998	335	495	572	1,937	604	1,089	215	468	0	0	36	24	-10	-15
	%	-0.01%	-0.31%	0.30%	0.07%	0.14%	-0.46%	-0.06%	0.03%	0.11%	0.04%	0.12%	0.00%	0.00%	0.01%	0.00%	0.00%	-0.01%
Net Change	%	2.79%	2.02%	3.35%	5.13%	7.42%	1.03%	2.63%	3.11%	3.58%	4.91%	6.40%	0.00%	0.00%	4.84%	2.24%	-4.48%	-6.59%
TEMPORARY																		
FY 2003	#	19,787	8,179	11,608	644	835	4,805	6,868	1,388	2,335	1,260	1,455	0	0	79	114	3	1
	%	100.00%	41.33%	58.67%	03.25%	04.22%	24.28%	34.71%	07.01%	11.80%	06.37%	07.35%	00.00%	00.00%	00.40%	00.58%	00.02%	00.01%

FY 2004	#	19,989	8,090	11,899	732	797	4,829	7,182	1,136	2,290	1,318	1,529	0	0	74	101	1	0
	%	100.01%	40.47%	59.54%	03.66%	03.99%	24.16%	35.93%	05.68%	11.46%	06.59%	07.65%	00.00%	00.00%	00.37%	00.51%	00.01%	00.00%
Difference	#	202	-89	291	88	-38	24	314	-252	-45	58	74	0	0	-5	-13	-2	-1
Ratio Change	%	0.01%	-0.86%	0.87%	0.41%	-0.23%	-0.12%	1.22%	-1.33%	-0.34%	0.22%	0.30%	0.00%	0.00%	-0.03%	-0.07%	-0.01%	-0.01%
Net Change	%	1.02%	-1.09%	2.51%	13.66%	-4.55%	0.50%	4.57%	-8.16%	-1.93%	4.60%	5.09%	0.00%	0.00%	-6.33%	-1.40%	-6.67%	-0.00%
<u>NON-APPROPRIATED</u>																		
FY 2003	#	3,161	928	2,233	117	225	425	1,065	330	786	47	119	0	0	8	38	1	0
	%	100.00%	29.36%	70.64%	03.70%	07.12%	13.45%	33.69%	10.44%	24.87%	01.49%	03.76%	00.00%	00.00%	00.25%	01.20%	00.03%	00.00%
FY 2004	#	3,238	970	2,268	135	233	411	1,051	369	808	43	131	0	0	11	45	1	0
	%	100.01%	29.96%	70.05%	04.17%	07.20%	12.69%	32.46%	11.40%	24.95%	01.33%	04.05%	00.00%	00.00%	00.34%	01.39%	00.03%	00.00%
Difference	#	77	42	35	18	8	-14	-14	39	22	-4	12	0	0	3	7	0	0
Ratio Change	%	0.01%	0.60%	-0.59%	0.47%	0.08%	-0.76%	-1.23%	0.96%	0.08%	-0.16%	0.29%	0.00%	0.00%	0.09%	0.19%	0.00%	0.00%
Net Change	%	2.44%	4.53%	1.57%	15.38%	3.56%	-3.29%	-1.31%	11.82%	2.80%	-8.51%	10.08%	0.00%	0.00%	37.50%	18.42%	0.00%	0.00%

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

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

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

Table A2: TOTAL WORKFORCE BY COMPONENT - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

All VA By Administration		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	235,046	97,673	137,373	7,731	8,198	61,575	83,897	21,525	34,572	5,956	9,439	0	0	865	1,241	21	26
	%	100.01%	41.56%	58.45%	03.29%	03.49%	26.20%	35.69%	09.16%	14.71%	02.53%	04.02%	00.00%	00.00%	00.37%	00.53%	00.01%	00.01%
RCLF (2000)	%	99.02%	35.13%	63.89%	03.42%	04.38%	25.35%	46.95%	03.29%	08.17%	02.40%	03.23%	***	***	00.32%	00.62%	00.35%	00.54%
VHA	#	213,286	87,207	126,079	6,942	7,443	54,536	77,545	19,300	30,926	5,651	9,054	0	0	764	1,089	14	22
	%	100.01%	40.89%	59.12%	03.25%	03.49%	25.57%	36.36%	09.05%	14.50%	02.65%	04.25%	00.00%	00.00%	00.36%	00.51%	00.01%	00.01%
VBA	#	12,844	6,241	6,603	384	365	4,364	4,000	1,257	1,972	168	175	0	0	64	87	4	4
	%	100.00%	48.60%	51.40%	02.99%	02.84%	33.98%	31.14%	09.79%	15.35%	01.31%	01.36%	00.00%	00.00%	00.50%	00.68%	00.03%	00.03%
NCA	#	1,542	1,215	327	130	28	809	209	217	79	45	7	0	0	12	4	2	0
	%	99.99%	78.79%	21.20%	08.43%	01.82%	52.46%	13.55%	14.07%	05.12%	02.92%	00.45%	00.00%	00.00%	00.78%	00.26%	00.13%	00.00%
STAFF OFFICES	#	7,374	3,010	4,364	275	362	1,866	2,143	751	1,595	92	203	0	0	25	61	1	0
	%	100.00%	40.82%	59.18%	03.73%	04.91%	25.31%	29.06%	10.18%	21.63%	01.25%	02.75%	00.00%	00.00%	00.34%	00.83%	00.01%	00.00%

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

RCLF comparisons are based on 2000 Census National data.

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

Table A3-1: OCCUPATIONAL GROUPS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

All VA		TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More/Other Races	
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	836	598	238	18	9	524	190	38	30	9	1	9	8	***	***	0	0
	%	100.00%	71.54%	28.48%	02.15%	01.08%	62.68%	22.73%	04.55%	03.59%	01.08%	00.12%	01.08%	00.96%	***	***	00.00%	00.00%
Mid-Level Officials and Managers	#	4,242	2,132	2,110	74	94	1,755	1,538	237	415	16	14	46	48	***	***	4	1
	%	100.00%	50.25%	49.74%	01.74%	02.22%	41.37%	36.26%	05.59%	09.78%	00.38%	00.33%	01.08%	01.13%	***	***	00.09%	00.02%
First-Level Officials and Managers	#	15,987	6,259	9,728	466	534	4,341	6,444	1,205	2,365	60	116	185	268	***	***	2	1
	%	100.00%	39.15%	60.86%	02.91%	03.34%	27.15%	40.31%	07.54%	14.79%	00.38%	00.73%	01.16%	01.68%	***	***	00.01%	00.01%
TOTAL Officials and Managers	#	21,065	8,989	12,076	558	637	6,620	8,172	1,480	2,810	85	131	240	324	***	***	6	2
	%	100.00%	42.68%	57.32%	02.65%	03.02%	31.43%	38.79%	07.03%	13.34%	00.40%	00.62%	01.14%	01.54%	***	***	00.03%	00.01%
Officials and Managers RCLF		100%	45.31%	54.55%	03.09%	03.93%	35.81%	39.97%	03.67%	07.61%	00.32%	00.49%	02.05%	02.07%	00.03%	00.05%	00.34%	00.43%
Professionals	#	94,251	36,084	58,167	2,184	3,296	27,130	39,505	2,722	8,470	236	355	3,806	6,526	***	***	6	15
	%	100.00%	38.29%	61.72%	02.32%	03.50%	28.78%	41.91%	02.89%	08.99%	00.25%	00.38%	04.04%	06.92%	***	***	00.01%	00.02%
Professionals RCLF		100%	33.64%	65.70%	01.61%	02.64%	26.05%	51.49%	01.83%	05.87%	00.21%	00.48%	03.60%	04.68%	00.02%	00.04%	00.32%	00.50%
Technicians	#	31,254	9,361	21,893	945	1,364	5,896	13,413	1,761	5,647	97	230	661	1,236	***	***	1	3
	%	100.00%	29.93%	70.05%	03.02%	04.36%	18.86%	42.92%	05.63%	18.07%	00.31%	00.74%	02.11%	03.95%	***	***	00.00%	00.01%
Technicians RCLF		100%	21.20%	75.36%	01.87%	04.41%	14.49%	54.37%	02.60%	11.90%	00.22%	00.87%	01.73%	03.13%	00.03%	00.05%	00.26%	00.63%
Sales Workers	#	923	173	750	29	66	79	406	56	230	1	13	8	35	***	***	0	0
	%	100.00%	18.75%	81.26%	03.14%	07.15%	08.56%	43.99%	06.07%	24.92%	00.11%	01.41%	00.87%	03.79%	***	***	00.00%	00.00%
Sales Workers RCLF		100%	39.01%	60.57%	04.12%	06.72%	28.71%	42.04%	03.58%	07.91%	00.33%	00.76%	01.73%	02.49%	00.00%	00.00%	00.54%	00.65%
Office and Clerical	#	38,794	11,882	26,912	1,359	1,695	5,979	15,373	3,942	8,840	119	318	478	681	***	***	5	5
	%	100.00%	30.62%	69.38%	03.50%	04.37%	15.41%	39.63%	10.16%	22.79%	00.31%	00.82%	01.23%	01.76%	***	***	00.01%	00.01%
Office and Clerical RCLF		100%	23.19%	76.39%	02.25%	06.38%	16.58%	56.75%	02.79%	09.35%	00.25%	00.81%	01.06%	02.41%	00.03%	00.09%	00.23%	00.60%
Craft Workers	#	6,769	6,615	154	578	13	4,777	102	1,031	34	67	2	161	3	***	***	1	0

	%	100.00%	97.72%	02.27%	08.54%	00.19%	70.57%	01.51%	15.23%	00.50%	00.99%	00.03%	02.38%	00.04%	***	***	00.01%	00.00%
Craft Workers RCLF		100%	89.33%	05.40%	10.24%	00.47%	68.93%	04.06%	06.49%	00.56%	01.12%	00.04%	01.76%	00.24%	00.04%	00.00%	00.75%	00.03%
Operatives	#	3,711	3,190	521	233	49	1,700	233	1,161	226	38	3	57	10	***	***	1	0
	%	100.00%	85.97%	14.04%	06.28%	01.32%	45.81%	06.28%	31.29%	06.09%	01.02%	00.08%	01.54%	00.27%	***	***	00.03%	00.00%
Operatives RCLF		100%	70.26%	28.22%	09.89%	05.23%	47.35%	15.44%	09.43%	05.69%	00.92%	00.40%	01.89%	01.16%	00.11%	00.03%	00.67%	00.27%
Laborers	#	1,283	1,224	59	141	4	702	38	340	15	16	1	25	1	***	***	0	0
	%	100.00%	95.41%	04.60%	10.99%	00.31%	54.72%	02.96%	26.50%	01.17%	01.25%	00.08%	01.95%	00.08%	***	***	00.00%	00.00%
Laborers RCLF		100%	81.62%	17.23%	22.53%	03.20%	46.69%	11.85%	09.28%	01.56%	01.01%	00.23%	01.25%	00.31%	00.16%	00.00%	00.70%	00.08%
Service Workers	#	36,996	20,155	16,841	1,704	1,074	8,692	6,655	9,032	8,300	206	188	520	623	***	***	1	1
	%	100.00%	54.48%	45.51%	04.61%	02.90%	23.49%	17.99%	24.41%	22.43%	00.56%	00.51%	01.41%	01.68%	***	***	00.00%	00.00%
Service Workers RCLF		100%	42.21%	57.75%	08.17%	07.55%	24.97%	35.17%	06.45%	11.83%	00.54%	00.75%	01.49%	01.68%	00.07%	00.08%	00.52%	00.69%
TOTAL WORKFORCE	#	235,046	97,673	137,373	7,731	8,198	61,575	83,897	21,525	34,572	865	1,241	5,956	9,439	***	***	21	26
	%	100.00%	41.56%	58.45%	03.29%	03.49%	26.20%	35.69%	09.16%	14.71%	00.37%	00.53%	02.53%	04.02%	***	***	00.01%	00.01%
TOTAL RCLF		100%	35.12%	63.89%	03.42%	04.38%	25.35%	46.95%	03.29%	08.17%	00.32%	00.62%	02.36%	03.18%	00.03%	00.05%	00.35%	00.54%

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

RCLF comparisons are based on 2000 Census National data.

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

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

*** VA is not yet collecting this data.

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS - 1	#	177	56	121	10	7	26	59	15	47	4	7	0	0	1	1	0	0
	%	99.97%	31.63%	68.34%	05.65%	03.95%	14.69%	33.33%	08.47%	26.55%	02.26%	03.95%	00.00%	00.00%	00.56%	00.56%	00.00%	00.00%
GS - 2	#	309	128	181	7	14	71	101	41	56	9	10	0	0	0	0	0	0
	%	100.01%	41.43%	58.58%	02.27%	04.53%	22.98%	32.69%	13.27%	18.12%	02.91%	03.24%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	1,655	714	941	103	92	348	421	240	383	14	34	0	0	8	11	1	0
	%	99.99%	43.14%	56.85%	06.22%	05.56%	21.03%	25.44%	14.50%	23.14%	00.85%	02.05%	00.00%	00.00%	00.48%	00.66%	00.06%	00.00%
GS - 4	#	9,005	3,293	5,712	398	418	1,552	2,545	1,195	2,495	110	190	0	0	37	64	1	0
	%	99.99%	36.56%	63.43%	04.42%	04.64%	17.23%	28.26%	13.27%	27.71%	01.22%	02.11%	00.00%	00.00%	00.41%	00.71%	00.01%	00.00%
GS - 5	#	27,512	8,326	19,186	950	1,189	4,046	9,888	2,916	7,228	340	662	0	0	72	216	2	3
	%	100.01%	30.27%	69.74%	03.45%	04.32%	14.71%	35.94%	10.60%	26.27%	01.24%	02.41%	00.00%	00.00%	00.26%	00.79%	00.01%	00.01%
GS - 6	#	26,343	7,736	18,607	819	1,096	4,257	10,397	2,187	6,160	397	733	0	0	74	219	2	2
	%	100.00%	29.37%	70.63%	03.11%	04.16%	16.16%	39.47%	08.30%	23.38%	01.51%	02.78%	00.00%	00.00%	00.28%	00.83%	00.01%	00.01%
GS - 7	#	13,511	4,710	8,801	446	565	2,734	5,507	1,235	2,389	248	256	0	0	47	84	0	0
	%	100.00%	34.87%	65.13%	03.30%	04.18%	20.24%	40.76%	09.14%	17.68%	01.84%	01.89%	00.00%	00.00%	00.35%	00.62%	00.00%	00.00%
GS - 8	#	11,897	3,096	8,801	328	575	1,983	5,611	547	1,890	204	641	0	0	33	84	1	0
	%	100.01%	26.03%	73.98%	02.76%	04.83%	16.67%	47.16%	04.60%	15.89%	01.71%	05.39%	00.00%	00.00%	00.28%	00.71%	00.01%	00.00%
GS - 9	#	12,163	4,764	7,399	366	426	3,133	4,963	921	1,495	298	436	0	0	46	75	0	4
	%	99.99%	39.17%	60.82%	03.01%	03.50%	25.76%	40.80%	07.57%	12.29%	02.45%	03.58%	00.00%	00.00%	00.38%	00.62%	00.00%	00.03%
GS - 10	#	5,163	2,495	2,668	165	145	1,775	1,805	437	600	93	96	0	0	24	22	1	0
	%	100.00%	48.32%	51.68%	03.20%	02.81%	34.38%	34.96%	08.46%	11.62%	01.80%	01.86%	00.00%	00.00%	00.46%	00.43%	00.02%	00.00%
GS - 11	#	38,428	10,423	28,005	778	1,733	7,787	18,095	1,129	4,536	648	3,448	0	0	79	189	2	4
	%	100.00%	27.13%	72.87%	02.02%	04.51%	20.26%	47.09%	02.94%	11.80%	01.69%	08.97%	00.00%	00.00%	00.21%	00.49%	00.01%	00.01%

GS - 12	#	13,773	6,569	7,204	338	378	5,198	5,211	642	1,086	321	464	0	0	69	60	1	5
	%	99.99%	47.69%	52.30%	02.45%	02.74%	37.74%	37.83%	04.66%	07.88%	02.33%	03.37%	00.00%	00.00%	00.50%	00.44%	00.01%	00.04%
GS - 13	#	20,631	7,028	13,603	289	545	5,826	10,423	565	1,893	295	669	0	0	48	68	5	5
	%	99.99%	34.06%	65.93%	01.40%	02.64%	28.24%	50.52%	02.74%	09.18%	01.43%	03.24%	00.00%	00.00%	00.23%	00.33%	00.02%	00.02%
GS - 14	#	4,442	2,408	2,034	87	79	1,982	1,494	157	307	170	141	0	0	11	12	1	1
	%	99.99%	54.21%	45.78%	01.96%	01.78%	44.62%	33.63%	03.53%	06.91%	03.83%	03.17%	00.00%	00.00%	00.25%	00.27%	00.02%	00.02%
GS - 15	#	16,134	11,539	4,595	663	277	8,270	2,830	374	283	2,190	1,189	0	0	41	14	1	2
	%	100.00%	71.52%	28.48%	04.11%	01.72%	51.26%	17.54%	02.32%	01.75%	13.57%	07.37%	00.00%	00.00%	00.25%	00.09%	00.01%	00.01%
All Other GS	#	3,444	1,058	2,386	68	145	789	1,640	78	339	113	245	0	0	10	17	0	0
	%	99.98%	30.71%	69.27%	01.97%	04.21%	22.91%	47.62%	02.26%	09.84%	03.28%	07.11%	00.00%	00.00%	00.29%	00.49%	00.00%	00.00%
SES	#	285	224	61	7	1	200	52	12	7	2	1	0	0	3	0	0	0
	%	100.01%	78.60%	21.41%	02.46%	00.35%	70.18%	18.25%	04.21%	02.46%	00.70%	00.35%	00.00%	00.00%	01.05%	00.00%	00.00%	00.00%
TOTAL	#	204,872	74,567	130,305	5,822	7,685	49,977	81,042	12,691	31,194	5,456	9,222	0	0	603	1,136	18	26
	%	99.98%	36.38%	63.60%	02.84%	03.75%	24.39%	39.56%	06.19%	15.23%	02.66%	04.50%	00.00%	00.00%	00.29%	00.55%	00.01%	00.01%

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

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

Percentages are based on row totals.

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
	All	male	female	male	female	White		Black or African American		male	female	male	female	male	female	male	female	male	female
						male	female	male	female										
GS - 1	#	177	56	121	10	7	26	59	15	47	4	7	0	0	1	1	0	0	
	%	0.09%	0.08%	0.09%	0.17%	0.09%	0.05%	0.07%	0.12%	0.15%	0.07%	0.08%	0.00%	0.00%	0.17%	0.09%	0.00%	0.00%	
GS - 2	#	309	128	181	7	14	71	101	41	56	9	10	0	0	0	0	0	0	
	%	0.15%	0.17%	0.14%	0.12%	0.18%	0.14%	0.12%	0.32%	0.18%	0.16%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 3	#	1,655	714	941	103	92	348	421	240	383	14	34	0	0	8	11	1	0	
	%	0.81%	0.96%	0.72%	1.77%	1.20%	0.70%	0.52%	1.89%	1.23%	0.26%	0.37%	0.00%	0.00%	1.33%	0.97%	5.56%	0.00%	
GS - 4	#	9,005	3,293	5,712	398	418	1,552	2,545	1,195	2,495	110	190	0	0	37	64	1	0	
	%	4.40%	4.42%	4.38%	6.84%	5.44%	3.11%	3.14%	9.42%	8.00%	2.02%	2.06%	0.00%	0.00%	6.14%	5.63%	5.56%	0.00%	
GS - 5	#	27,512	8,326	19,186	950	1,189	4,046	9,888	2,916	7,228	340	662	0	0	72	216	2	3	
	%	13.43%	11.17%	14.72%	16.32%	15.47%	8.10%	12.20%	22.98%	23.17%	6.23%	7.18%	0.00%	0.00%	11.94%	19.01%	11.11%	11.54%	
GS - 6	#	26,343	7,736	18,607	819	1,096	4,257	10,397	2,187	6,160	397	733	0	0	74	219	2	2	
	%	12.86%	10.37%	14.28%	14.07%	14.26%	8.52%	12.83%	17.23%	19.75%	7.28%	7.95%	0.00%	0.00%	12.27%	19.28%	11.11%	7.69%	
GS - 7	#	13,511	4,710	8,801	446	565	2,734	5,507	1,235	2,389	248	256	0	0	47	84	0	0	
	%	6.59%	6.32%	6.75%	7.66%	7.35%	5.47%	6.80%	9.73%	7.66%	4.55%	2.78%	0.00%	0.00%	7.79%	7.39%	0.00%	0.00%	
GS - 8	#	11,897	3,096	8,801	328	575	1,983	5,611	547	1,890	204	641	0	0	33	84	1	0	
	%	5.81%	4.15%	6.75%	5.63%	7.48%	3.97%	6.92%	4.31%	6.06%	3.74%	6.95%	0.00%	0.00%	5.47%	7.39%	5.56%	0.00%	
GS - 9	#	12,163	4,764	7,399	366	426	3,133	4,963	921	1,495	298	436	0	0	46	75	0	4	
	%	5.94%	6.39%	5.68%	6.29%	5.54%	6.27%	6.12%	7.26%	4.79%	5.46%	4.73%	0.00%	0.00%	7.63%	6.60%	0.00%	15.38%	
GS - 10	#	5,163	2,495	2,668	165	145	1,775	1,805	437	600	93	96	0	0	24	22	1	0	
	%	2.52%	3.35%	2.05%	2.83%	1.89%	3.55%	2.23%	3.44%	1.92%	1.70%	1.04%	0.00%	0.00%	3.98%	1.94%	5.56%	0.00%	
GS - 11	#	38,428	10,423	28,005	778	1,733	7,787	18,095	1,129	4,536	648	3,448	0	0	79	189	2	4	
	%	18.76%	13.98%	21.49%	13.36%	22.55%	15.58%	22.33%	8.90%	14.54%	11.88%	37.39%	0.00%	0.00%	13.10%	16.64%	11.11%	15.38%	

GS - 12	#	13,773	6,569	7,204	338	378	5,198	5,211	642	1,086	321	464	0	0	69	60	1	5
	%	6.72%	8.81%	5.53%	5.81%	4.92%	10.40%	6.43%	5.06%	3.48%	5.88%	5.03%	0.00%	0.00%	11.44%	5.28%	5.56%	19.23%
GS - 13	#	20,631	7,028	13,603	289	545	5,826	10,423	565	1,893	295	669	0	0	48	68	5	5
	%	10.07%	9.43%	10.44%	4.96%	7.09%	11.66%	12.86%	4.45%	6.07%	5.41%	7.25%	0.00%	0.00%	7.96%	5.99%	27.78%	19.23%
GS - 14	#	4,442	2,408	2,034	87	79	1,982	1,494	157	307	170	141	0	0	11	12	1	1
	%	2.17%	3.23%	1.56%	1.49%	1.03%	3.97%	1.84%	1.24%	0.98%	3.12%	1.53%	0.00%	0.00%	1.82%	1.06%	5.56%	3.85%
GS - 15	#	16,134	11,539	4,595	663	277	8,270	2,830	374	283	2,190	1,189	0	0	41	14	1	2
	%	7.88%	15.47%	3.53%	11.39%	3.60%	16.55%	3.49%	2.95%	0.91%	40.14%	12.89%	0.00%	0.00%	6.80%	1.23%	5.56%	7.69%
All Other GS	#	3,444	1,058	2,386	68	145	789	1,640	78	339	113	245	0	0	10	17	0	0
	%	1.68%	1.42%	1.83%	1.17%	1.89%	1.58%	2.02%	0.61%	1.09%	2.07%	2.66%	0.00%	0.00%	1.66%	1.50%	0.00%	0.00%
SES	#	285	224	61	7	1	200	52	12	7	2	1	0	0	3	0	0	0
	%	0.14%	0.30%	0.05%	0.12%	0.01%	0.40%	0.06%	0.09%	0.02%	0.04%	0.01%	0.00%	0.00%	0.50%	0.00%	0.00%	0.00%
TOTAL	#	204,872	74,567	130,305	5,822	7,685	49,977	81,042	12,691	31,194	5,456	9,222	0	0	603	1,136	18	26
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%

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

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

Percentages are based on row totals.

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	1,600	1,248	352	90	24	406	120	707	190	32	11	0	0	13	7	0	0
	%	100.02%	78.01%	22.01%	05.63%	01.50%	25.38%	07.50%	44.19%	11.88%	02.00%	00.69%	00.00%	00.00%	00.81%	00.44%	00.00%	00.00%
Grade - 2	#	9,262	7,033	2,229	456	137	2,714	862	3,652	1,158	127	42	0	0	83	30	1	0
	%	99.99%	75.93%	24.06%	04.92%	01.48%	29.30%	09.31%	39.43%	12.50%	01.37%	00.45%	00.00%	00.00%	00.90%	00.32%	00.01%	00.00%
Grade - 3	#	2,862	1,986	876	232	62	717	294	983	486	30	22	0	0	24	12	0	0
	%	100.01%	69.40%	30.61%	08.11%	02.17%	25.05%	10.27%	34.35%	16.98%	01.05%	00.77%	00.00%	00.00%	00.84%	00.42%	00.00%	00.00%
Grade - 4	#	1,314	747	567	54	18	304	236	342	304	34	4	0	0	13	5	0	0
	%	100.01%	56.86%	43.15%	04.11%	01.37%	23.14%	17.96%	26.03%	23.14%	02.59%	00.30%	00.00%	00.00%	00.99%	00.38%	00.00%	00.00%
Grade - 5	#	1,313	1,216	97	122	10	640	45	416	38	27	4	0	0	11	0	0	0
	%	99.99%	92.61%	07.38%	09.29%	00.76%	48.74%	03.43%	31.68%	02.89%	02.06%	00.30%	00.00%	00.00%	00.84%	00.00%	00.00%	00.00%
Grade - 6	#	1,354	1,207	147	93	4	654	68	419	72	28	2	0	0	13	1	0	0
	%	100.01%	89.15%	10.86%	06.87%	00.30%	48.30%	05.02%	30.95%	05.32%	02.07%	00.15%	00.00%	00.00%	00.96%	00.07%	00.00%	00.00%
Grade - 7	#	642	615	27	65	4	333	15	196	8	10	0	0	0	11	0	0	0
	%	100.00%	95.79%	04.21%	10.12%	00.62%	51.87%	02.34%	30.53%	01.25%	01.56%	00.00%	00.00%	00.00%	01.71%	00.00%	00.00%	00.00%
Grade - 8	#	814	756	58	67	3	443	26	220	29	21	0	0	0	5	0	0	0
	%	99.99%	92.87%	07.12%	08.23%	00.37%	54.42%	03.19%	27.03%	03.56%	02.58%	00.00%	00.00%	00.00%	00.61%	00.00%	00.00%	00.00%
Grade - 9	#	1,166	1,137	29	135	4	761	18	209	7	19	0	0	0	12	0	1	0
	%	100.00%	97.52%	02.48%	11.58%	00.34%	65.27%	01.54%	17.92%	00.60%	01.63%	00.00%	00.00%	00.00%	01.03%	00.00%	00.09%	00.00%
Grade - 10	#	2,608	2,593	15	189	2	1,989	8	323	4	61	0	0	0	31	1	0	0
	%	100.01%	99.43%	00.58%	07.25%	00.08%	76.27%	00.31%	12.38%	00.15%	02.34%	00.00%	00.00%	00.00%	01.19%	00.04%	00.00%	00.00%
Grade - 11	#	966	950	16	47	1	717	11	144	3	32	1	0	0	10	0	0	0
	%	100.00%	98.35%	01.65%	04.87%	00.10%	74.22%	01.14%	14.91%	00.31%	03.31%	00.10%	00.00%	00.00%	01.04%	00.00%	00.00%	00.00%

Grade - 12	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	23,907	19,494	4,413	1,550	269	9,684	1,703	7,611	2,299	421	86	0	0	226	56	2	0
	%	100.01%	81.55%	18.46%	06.48%	01.13%	40.51%	07.12%	31.84%	09.62%	01.76%	00.36%	00.00%	00.00%	00.95%	00.23%	00.01%	00.00%

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

Percentages are based on row totals.

Table A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
							male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	1,600	1,248	352	90	24	406	120	707	190	32	11	0	0	13	7	0	0
	%	6.69%	6.40%	7.98%	5.81%	8.92%	4.19%	7.05%	9.29%	8.26%	7.60%	12.79%	0.00%	0.00%	5.75%	12.50%	0.00%	0.00%
Grade - 2	#	9,262	7,033	2,229	456	137	2,714	862	3,652	1,158	127	42	0	0	83	30	1	0
	%	38.74%	36.08%	50.51%	29.42%	50.93%	28.03%	50.62%	47.98%	50.37%	30.17%	48.84%	0.00%	0.00%	36.73%	53.57%	50.00%	0.00%
Grade - 3	#	2,862	1,986	876	232	62	717	294	983	486	30	22	0	0	24	12	0	0
	%	11.97%	10.19%	19.85%	14.97%	23.05%	7.40%	17.26%	12.92%	21.14%	7.13%	25.58%	0.00%	0.00%	10.62%	21.43%	0.00%	0.00%
Grade - 4	#	1,314	747	567	54	18	304	236	342	304	34	4	0	0	13	5	0	0
	%	5.50%	3.83%	12.85%	3.48%	6.69%	3.14%	13.86%	4.49%	13.22%	8.08%	4.65%	0.00%	0.00%	5.75%	8.93%	0.00%	0.00%
Grade - 5	#	1,313	1,216	97	122	10	640	45	416	38	27	4	0	0	11	0	0	0
	%	5.49%	6.24%	2.20%	7.87%	3.72%	6.61%	2.64%	5.47%	1.65%	6.41%	4.65%	0.00%	0.00%	4.87%	0.00%	0.00%	0.00%
Grade - 6	#	1,354	1,207	147	93	4	654	68	419	72	28	2	0	0	13	1	0	0
	%	5.66%	6.19%	3.33%	6.00%	1.49%	6.75%	3.99%	5.51%	3.13%	6.65%	2.33%	0.00%	0.00%	5.75%	1.79%	0.00%	0.00%
Grade - 7	#	642	615	27	65	4	333	15	196	8	10	0	0	0	11	0	0	0
	%	2.69%	3.15%	0.61%	4.19%	1.49%	3.44%	0.88%	2.58%	0.35%	2.38%	0.00%	0.00%	0.00%	4.87%	0.00%	0.00%	0.00%
Grade - 8	#	814	756	58	67	3	443	26	220	29	21	0	0	0	5	0	0	0
	%	3.40%	3.88%	1.31%	4.32%	1.12%	4.57%	1.53%	2.89%	1.26%	4.99%	0.00%	0.00%	0.00%	2.21%	0.00%	0.00%	0.00%
Grade - 9	#	1,166	1,137	29	135	4	761	18	209	7	19	0	0	0	12	0	1	0
	%	4.88%	5.83%	0.66%	8.71%	1.49%	7.86%	1.06%	2.75%	0.30%	4.51%	0.00%	0.00%	0.00%	5.31%	0.00%	50.00%	0.00%
Grade - 10	#	2,608	2,593	15	189	2	1,989	8	323	4	61	0	0	0	31	1	0	0
	%	10.91%	13.30%	0.34%	12.19%	0.74%	20.54%	0.47%	4.24%	0.17%	14.49%	0.00%	0.00%	0.00%	13.72%	1.79%	0.00%	0.00%
Grade - 11	#	966	950	16	47	1	717	11	144	3	32	1	0	0	10	0	0	0
	%	4.04%	4.87%	0.36%	3.03%	0.37%	7.40%	0.65%	1.89%	0.13%	7.60%	1.16%	0.00%	0.00%	4.42%	0.00%	0.00%	0.00%

Grade - 12	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.03%	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%	0.00%	0.00%
Grade - 13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	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
	%	0.00%	0.00%	0.00%	0.00%	0.00%	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
	%	0.00%	0.00%	0.00%	0.00%	0.00%	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	#	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%
TOTAL	#	23,907	19,494	4,413	1,550	269	9,684	1,703	7,611	2,299	421	86	0	0	226	56	2	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	100.00%	0.00%

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

Percentages are based on row totals.

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police	#	2,517	2,344	173	215	20	1,475	80	579	68	52	3	0	0	23	2	0	0
	%	100.00%	93.12%	06.87%	08.54%	00.79%	58.60%	03.18%	23.00%	02.70%	02.07%	00.12%	00.00%	00.00%	00.91%	00.08%	00.00%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science	#	1,541	934	607	42	34	653	427	206	123	12	15	0	0	21	8	0	0
	%	100.00%	60.62%	39.39%	02.73%	02.21%	42.38%	27.71%	13.37%	07.98%	00.78%	00.97%	00.00%	00.00%	01.36%	00.52%	00.00%	00.00%
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management	#	1,550	453	1,097	39	76	325	708	77	283	10	19	0	0	2	11	0	0
	%	100.00%	29.24%	70.78%	02.52%	04.90%	20.97%	45.68%	04.97%	18.26%	00.65%	01.23%	00.00%	00.00%	00.13%	00.71%	00.00%	00.00%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity	#	245	79	166	7	15	27	53	42	94	2	4	0	0	1	0	0	0
	%	100.00%	32.25%	67.75%	02.86%	06.12%	11.02%	21.63%	17.14%	38.37%	00.82%	01.63%	00.00%	00.00%	00.41%	00.00%	00.00%	00.00%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program	#	4,248	1,520	2,728	115	130	1,050	1,855	313	659	32	66	0	0	9	18	1	0
	%	100.00%	35.78%	64.21%	02.71%	03.06%	24.72%	43.67%	07.37%	15.51%	00.75%	01.55%	00.00%	00.00%	00.21%	00.42%	00.02%	00.00%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management	#	514	291	223	11	18	247	174	22	25	5	5	0	0	6	1	0	0
	%	100.00%	56.61%	43.37%	02.14%	03.50%	48.05%	33.85%	04.28%	04.86%	00.97%	00.97%	00.00%	00.00%	01.17%	00.19%	00.00%	00.00%
0340 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0343 Management and Program Analysis	#	2,302	762	1,540	32	68	603	1,094	92	328	29	34	0	0	5	16	1	0
	%	100.00%	33.10%	66.90%	01.39%	02.95%	26.19%	47.52%	04.00%	14.25%	01.26%	01.48%	00.00%	00.00%	00.22%	00.70%	00.04%	00.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial	#	253	100	153	4	9	86	113	10	27	0	4	0	0	0	0	0	0

	%	100.00%	39.52%	60.47%	01.58%	03.56%	33.99%	44.66%	03.95%	10.67%	00.00%	01.58%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing	#	227	150	77	10	1	114	45	19	24	5	6	0	0	2	1	0	0
	%	100.00%	66.08%	33.91%	04.41%	00.44%	50.22%	19.82%	08.37%	10.57%	02.20%	02.64%	00.00%	00.00%	00.88%	00.44%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer	#	15,003	10,700	4,303	658	292	7,377	2,530	355	219	2,275	1,248	0	0	35	13	0	1
	%	100.00%	71.32%	28.69%	04.39%	01.95%	49.17%	16.86%	02.37%	01.46%	15.16%	08.32%	00.00%	00.00%	00.23%	00.09%	00.00%	00.01%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse	#	39,628	5,691	33,937	548	1,957	4,210	22,378	479	5,507	397	3,873	0	0	56	214	1	8
	%	100.00%	14.35%	85.64%	01.38%	04.94%	10.62%	56.47%	01.21%	13.90%	01.00%	09.77%	00.00%	00.00%	00.14%	00.54%	00.00%	00.02%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse	#	10,905	1,722	9,183	232	522	1,007	5,180	357	2,944	102	429	0	0	23	108	1	0
	%	100.00%	15.79%	84.21%	02.13%	04.79%	09.23%	47.50%	03.27%	27.00%	00.94%	03.93%	00.00%	00.00%	00.21%	00.99%	00.01%	00.00%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant	#	9,357	2,801	6,556	270	378	1,170	2,164	1,242	3,620	100	329	0	0	19	64	0	1
	%	100.00%	29.93%	70.07%	02.89%	04.04%	12.50%	23.13%	13.27%	38.69%	01.07%	03.52%	00.00%	00.00%	00.20%	00.68%	00.00%	00.01%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0642 Nuclear Medicine Technician	#	31	16	15	2	0	11	13	0	0	3	2	0	0	0	0	0	0
	%	100.00%	51.61%	48.39%	06.45%	00.00%	35.48%	41.94%	00.00%	00.00%	09.68%	06.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0642 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0644 Medical Technologist	#	4,129	1,264	2,865	92	196	855	1,942	132	336	177	376	0	0	8	14	0	1
	%	100.00%	30.62%	69.39%	02.23%	04.75%	20.71%	47.03%	03.20%	08.14%	04.29%	09.11%	00.00%	00.00%	00.19%	00.34%	00.00%	00.02%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist	#	2,405	1,122	1,283	116	59	726	942	211	249	60	21	0	0	9	12	0	0
	%	100.00%	46.64%	53.34%	04.82%	02.45%	30.19%	39.17%	08.77%	10.35%	02.49%	00.87%	00.00%	00.00%	00.37%	00.50%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist	#	5,319	2,456	2,863	86	183	1,982	1,801	110	273	268	591	0	0	10	13	0	2
	%	100.00%	46.18%	53.82%	01.62%	03.44%	37.26%	33.86%	02.07%	05.13%	05.04%	11.11%	00.00%	00.00%	00.19%	00.24%	00.00%	00.04%

0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician	#	1,978	329	1,649	24	105	174	1,027	105	455	20	34	0	0	6	28	0	0
	%	100.00%	16.63%	83.37%	01.21%	05.31%	08.80%	51.92%	05.31%	23.00%	01.01%	01.72%	00.00%	00.00%	00.30%	01.42%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney	#	715	395	320	7	10	352	236	23	60	12	12	0	0	1	2	0	0
	%	100.00%	55.25%	44.76%	00.98%	01.40%	49.23%	33.01%	03.22%	08.39%	01.68%	01.68%	00.00%	00.00%	00.14%	00.28%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance	#	165	30	135	0	7	13	58	17	67	0	1	0	0	0	2	0	0
	%	100.00%	18.18%	81.82%	00.00%	04.24%	07.88%	35.15%	10.30%	40.61%	00.00%	00.61%	00.00%	00.00%	00.00%	01.21%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans Claims Examining	#	6,161	2,746	3,415	187	180	1,947	2,181	500	903	74	91	0	0	37	59	1	1
	%	100.00%	44.58%	55.44%	03.04%	02.92%	31.60%	35.40%	08.12%	14.66%	01.20%	01.48%	00.00%	00.00%	00.60%	00.96%	00.02%	00.02%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining	#	1,135	401	734	31	39	216	389	131	275	16	21	0	0	7	10	0	0
	%	100.00%	35.33%	64.67%	02.73%	03.44%	19.03%	34.27%	11.54%	24.23%	01.41%	01.85%	00.00%	00.00%	00.62%	00.88%	00.00%	00.00%
0998 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1101 General Business and Industry	#	367	229	138	16	10	182	101	25	23	4	3	0	0	2	1	0	0
	%	100.00%	62.39%	37.60%	04.36%	02.72%	49.59%	27.52%	06.81%	06.27%	01.09%	00.82%	00.00%	00.00%	00.54%	00.27%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1102 Contracting	#	784	319	465	23	35	236	276	49	134	9	16	0	0	2	3	0	1
	%	100.00%	40.69%	59.30%	02.93%	04.46%	30.10%	35.20%	06.25%	17.09%	01.15%	02.04%	00.00%	00.00%	00.26%	00.38%	00.00%	00.13%
1102 RCLF		100.00%	46.96%	53.04%	02.86%	03.16%	39.80%	42.73%	02.57%	04.76%	01.11%	01.36%	00.05%	00.06%	00.31%	00.53%	00.26%	00.44%
1165 Loan Specialist	#	522	217	305	10	14	167	210	37	75	1	5	0	0	1	1	1	0
	%	100.00%	41.57%	58.43%	01.92%	02.68%	31.99%	40.23%	07.09%	14.37%	00.19%	00.96%	00.00%	00.00%	00.19%	00.19%	00.19%	00.00%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 Cemetery	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	158	131	27	7	1	108	17	13	6	2	3	0	0	1	0	0	0
	%	100.00%	82.91%	17.09%	04.43%	00.63%	68.35%	10.76%	08.23%	03.80%	01.27%	01.90%	00.00%	00.00%	00.63%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management	#	5,187	3,427	1,760	224	81	2,534	1,273	453	305	183	91	0	0	33	9	0	1
	%	100.00%	66.07%	33.92%	04.32%	01.56%	48.85%	24.54%	08.73%	05.88%	03.53%	01.75%	00.00%	00.00%	00.64%	00.17%	00.00%	00.02%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking	#	577	570	7	76	0	360	7	113	0	16	0	0	0	5	0	0	0
	%	100.00%	98.78%	01.21%	13.17%	00.00%	62.39%	01.21%	19.58%	00.00%	02.77%	00.00%	00.00%	00.00%	00.87%	00.00%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

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

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

RCLF comparisons are based on 2000 Census National data.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
0083 Police																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected of those Identified	#	533	496	37	51	4	324	22	103	9	11	1	0	0	7	1	0	0	
	%	100.00%	93.05%	06.95%	09.57%	00.75%	60.79%	04.13%	19.32%	01.69%	02.06%	00.19%	00.00%	00.00%	01.31%	00.19%	00.00%	00.00%	
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%	
0101 Social Science																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected of those Identified	#	155	77	78	5	9	55	54	13	10	0	5	0	0	4	0	0	0	
	%	100.01%	49.68%	50.33%	03.23%	05.81%	35.48%	34.84%	08.39%	06.45%	00.00%	03.23%	00.00%	00.00%	02.58%	00.00%	00.00%	00.00%	
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%	
0201 Human Resources Management																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	116	37	79	1	8	28	47	7	21	1	3	0	0	0	0	0	0
	%	100.00%	31.89%	68.11%	00.86%	06.90%	24.14%	40.52%	06.03%	18.10%	00.86%	02.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	6	3	3	0	0	2	0	1	3	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	33.33%	00.00%	16.67%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	143	78	65	5	3	51	44	18	13	4	4	0	0	0	1	0	0
	%	100.01%	54.55%	45.46%	03.50%	02.10%	35.66%	30.77%	12.59%	09.09%	02.80%	02.80%	00.00%	00.00%	00.00%	00.70%	00.00%	00.00%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	9	5	4	1	0	4	3	0	1	0	0	0	0	0	0	0	0
	%	99.99%	55.55%	44.44%	11.11%	00.00%	44.44%	33.33%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	111	46	65	1	2	34	37	8	22	2	4	0	0	1	0	0	0
	%	99.99%	41.44%	58.55%	00.90%	01.80%	30.63%	33.33%	07.21%	19.82%	01.80%	03.60%	00.00%	00.00%	00.90%	00.00%	00.00%	00.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	8	7	1	0	0	6	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	12.50%	00.00%	00.00%	75.00%	00.00%	12.50%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	24	8	16	0	0	7	9	1	4	0	2	0	0	0	1	0	0
	%	100.01%	33.34%	66.67%	00.00%	00.00%	29.17%	37.50%	04.17%	16.67%	00.00%	08.33%	00.00%	00.00%	00.00%	04.17%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	2,019	1,300	719	101	43	827	404	51	49	318	222	0	0	3	1	0	0
	%	100.01%	64.39%	35.62%	05.00%	02.13%	40.96%	20.01%	02.53%	02.43%	15.75%	11.00%	00.00%	00.00%	00.15%	00.05%	00.00%	00.00%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	4,512	747	3,765	57	212	515	2,425	81	700	83	403	0	0	11	25	0	0
	%	99.99%	16.55%	83.44%	01.26%	04.70%	11.41%	53.75%	01.80%	15.51%	01.84%	08.93%	00.00%	00.00%	00.24%	00.55%	00.00%	00.00%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,733	290	1,443	51	102	158	828	62	428	15	71	0	0	4	14	0	0
	%	100.02%	16.74%	83.28%	02.94%	05.89%	09.12%	47.78%	03.58%	24.70%	00.87%	04.10%	00.00%	00.00%	00.23%	00.81%	00.00%	00.00%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,622	430	1,192	43	98	185	494	181	542	19	43	0	0	2	15	0	0
	%	100.00%	26.51%	73.49%	02.65%	06.04%	11.41%	30.46%	11.16%	33.42%	01.17%	02.65%	00.00%	00.00%	00.12%	00.92%	00.00%	00.00%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0642 Nuclear Medicine Technician																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0642 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0644 Medical Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	314	87	227	7	30	51	144	12	28	17	24	0	0	0	1	0	0
	%	99.99%	27.70%	72.29%	02.23%	09.55%	16.24%	45.86%	03.82%	08.92%	05.41%	07.64%	00.00%	00.00%	00.00%	00.32%	00.00%	00.00%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	348	136	212	8	11	96	154	23	41	8	3	0	0	1	3	0	0
	%	100.00%	39.09%	60.91%	02.30%	03.16%	27.59%	44.25%	06.61%	11.78%	02.30%	00.86%	00.00%	00.00%	00.29%	00.86%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	757	245	512	11	26	170	308	16	61	47	115	0	0	1	2	0	0
	%	99.99%	32.36%	67.63%	01.45%	03.43%	22.46%	40.69%	02.11%	08.06%	06.21%	15.19%	00.00%	00.00%	00.13%	00.26%	00.00%	00.00%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	209	31	178	4	17	17	133	7	24	3	2	0	0	0	2	0	0
	%	100.00%	14.83%	85.17%	01.91%	08.13%	08.13%	63.64%	03.35%	11.48%	01.44%	00.96%	00.00%	00.00%	00.00%	00.96%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	39	14	25	1	2	12	18	0	4	1	1	0	0	0	0	0	0
	%	99.99%	35.89%	64.10%	02.56%	05.13%	30.77%	46.15%	00.00%	10.26%	02.56%	02.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	6	4	2	0	0	2	0	2	1	0	1	0	0	0	0	0	0
	%	100.00%	66.66%	33.34%	00.00%	00.00%	33.33%	00.00%	33.33%	16.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans Claims Examining																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	235	103	132	4	5	75	91	22	30	1	5	0	0	1	1	0	0
	%	100.01%	43.83%	56.18%	01.70%	02.13%	31.91%	38.72%	09.36%	12.77%	00.43%	02.13%	00.00%	00.00%	00.43%	00.43%	00.00%	00.00%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	129	50	79	1	8	32	42	15	22	1	6	0	0	1	1	0	0
	%	100.02%	38.78%	61.24%	00.78%	06.20%	24.81%	32.56%	11.63%	17.05%	00.78%	04.65%	00.00%	00.00%	00.78%	00.78%	00.00%	00.00%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	35	22	13	3	0	14	8	4	3	1	2	0	0	0	0	0	0
	%	100.00%	62.86%	37.14%	08.57%	00.00%	40.00%	22.86%	11.43%	08.57%	02.86%	05.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1102 Contracting																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	71	32	39	2	5	22	17	4	12	4	4	0	0	0	1	0	0
	%	99.99%	45.07%	54.92%	02.82%	07.04%	30.99%	23.94%	05.63%	16.90%	05.63%	05.63%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%
1102 RCLF		100.00%	46.96%	53.04%	02.86%	03.16%	39.80%	42.73%	02.57%	04.76%	01.11%	01.36%	00.05%	00.06%	00.31%	00.53%	00.26%	00.44%
1165 Loan Specialist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	12	5	7	1	0	3	5	1	2	0	0	0	0	0	0	0	0
	%	100.00%	41.66%	58.34%	08.33%	00.00%	25.00%	41.67%	08.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	11	9	2	0	0	7	2	0	0	1	0	0	0	1	0	0	0
	%	100.00%	81.82%	18.18%	00.00%	00.00%	63.64%	18.18%	00.00%	00.00%	09.09%	00.00%	00.00%	00.00%	09.09%	00.00%	00.00%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	8	7	1	0	0	6	0	0	0	0	1	0	0	1	0	0	0
	%	100.00%	87.50%	12.50%	00.00%	00.00%	75.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	357	297	60	28	3	202	37	42	12	20	8	0	0	5	0	0	0
	%	99.98%	83.18%	16.80%	07.84%	00.84%	56.58%	10.36%	11.76%	03.36%	05.60%	02.24%	00.00%	00.00%	01.40%	00.00%	00.00%	00.00%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	185	182	3	33	0	122	3	24	0	2	0	0	0	1	0	0	0
	%	100.00%	98.38%	01.62%	17.84%	00.00%	65.95%	01.62%	12.97%	00.00%	01.08%	00.00%	00.00%	00.00%	00.54%	00.00%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

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

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

RCLF comparisons are based on 2000 Census National data.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent	#	15,666	7,473	8,193	646	585	4,311	4,950	2,019	2,083	413	491	0	0	83	84	1	0	
	%	100.01%	47.71%	52.30%	04.12%	03.73%	27.52%	31.60%	12.89%	13.30%	02.64%	03.13%	00.00%	00.00%	00.53%	00.54%	00.01%	00.00%	
Temporary	#	14,698	4,990	9,708	588	679	2,889	5,897	974	2,128	485	926	0	0	53	78	1	0	
	%	100.01%	33.96%	66.05%	04.00%	04.62%	19.66%	40.12%	06.63%	14.48%	03.30%	06.30%	00.00%	00.00%	00.36%	00.53%	00.01%	00.00%	
Non-Appropriated	#	1,219	431	788	52	71	150	324	210	333	10	39	0	0	9	21	0	0	
	%	100.01%	35.37%	64.64%	04.27%	05.82%	12.31%	26.58%	17.23%	27.32%	00.82%	03.20%	00.00%	00.00%	00.74%	01.72%	00.00%	00.00%	
TOTAL	#	31,583	12,894	18,689	1,286	1,335	7,350	11,171	3,203	4,544	908	1,456	0	0	145	183	2	0	
	%	100.00%	40.82%	59.18%	04.07%	04.23%	23.27%	35.37%	10.14%	14.39%	02.87%	04.61%	00.00%	00.00%	00.46%	00.58%	00.01%	00.00%	
RCLF	%	95.82%	33.93%	61.89%	03.78%	04.49%	23.95%	45.06%	03.32%	08.18%	02.25%	03.05%	00.00%	00.00%	00.30%	00.60%	00.33%	00.51%	

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

RCLF comparisons are based on 2000 Census National data.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2004

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE: GS 13/14																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1,580	768	812	29	37	601	591	88	150	46	31	0	0	3	3	1	0	
	%	100.00%	48.61%	51.39%	01.84%	02.34%	38.04%	37.41%	05.57%	09.49%	02.91%	01.96%	00.00%	00.00%	00.19%	00.19%	00.06%	00.00%	
Relevant Pool		23,738	12,271	11,467	543	553	9,910	8,487	1,133	1,706	576	632	0	0	104	83	5	6	
GRADE: GS 15																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	217	140	77	7	4	111	53	6	7	15	11	0	0	0	2	1	0	
	%	99.99%	64.51%	35.48%	03.23%	01.84%	51.15%	24.42%	02.76%	03.23%	06.91%	05.07%	00.00%	00.00%	00.00%	00.92%	00.46%	00.00%	
Relevant Pool		3,760	2,359	1,401	87	64	1,936	995	154	216	170	117	0	0	11	9	1	0	
GRADE: SES																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	20	13	7	0	0	13	6	0	1	0	0	0	0	0	0	0	0	

	%	100.00%	65.00%	35.00%	00.00%	00.00%	65.00%	30.00%	00.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		15,929	11,521	4,408	662	275	8,253	2,680	374	251	2,190	1,188	0	0	41	13	1	1

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

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

*** This data is not available.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	35,031	13,267	21,764	471	555	9,835	16,359	2,306	3,659	506	956	0	0	149	232	0	3
	%	100.00%	37.87%	62.13%	01.34%	01.58%	28.08%	46.70%	06.58%	10.45%	01.44%	02.73%	00.00%	00.00%	00.43%	00.66%	00.00%	00.01%
Total Hours	227,740	87,114	140,626	3,022	3,599	66,092	108,466	13,577	20,988	3,435	6,048	0	0	988	1,501	0	24	
Average Hours	6.50	6.57	6.46	6.42	6.48	6.72	6.63	5.89	5.74	6.79	6.33	0.00	0.00	6.63	6.47	0.00	8.00	
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	2,686	1,100	1,586	80	91	834	1,120	136	267	32	67	0	0	18	41	0	0
	%	100.00%	40.95%	59.05%	02.98%	03.39%	31.05%	41.70%	05.06%	09.94%	01.19%	02.49%	00.00%	00.00%	00.67%	01.53%	00.00%	00.00%
Total Hours	50,414	20,803	29,611	1,352	1,676	16,070	21,101	2,496	4,980	585	1,172	0	0	300	682	0	0	
Average Hours	18.77	18.91	18.67	16.90	18.42	19.27	18.84	18.35	18.65	18.28	17.49	0.00	0.00	16.67	16.63	0.00	0.00	
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	118,504	46,167	72,337	2,783	3,140	29,173	45,322	11,748	19,670	1,963	3,432	0	0	495	768	5	5
	%	100.01%	38.96%	61.05%	02.35%	02.65%	24.62%	38.25%	09.91%	16.60%	01.66%	02.90%	00.00%	00.00%	00.42%	00.65%	00.00%	00.00%
Total Amount	28,935,781	11,277,486	17,658,295	717,186	807,719	7,169,228	11,111,965	2,732,831	4,634,810	533,498	907,626	0	0	123,473	194,639	1,270	1,536	
Average Amount	244.18	244.28	244.11	257.70	257.24	245.75	245.18	232.62	235.63	271.78	264.46	0.00	0.00	249.44	253.44	254.00	307.20	
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	53,056	21,654	31,402	1,173	1,449	15,314	20,254	3,801	7,250	1,169	2,175	0	0	188	265	9	9
	%	99.98%	40.80%	59.18%	02.21%	02.73%	28.86%	38.17%	07.16%	13.66%	02.20%	04.10%	00.00%	00.00%	00.35%	00.50%	00.02%	00.02%
Total Amount	61,547,851	27,079,670	34,468,181	1,409,235	1,607,157	19,950,115	22,858,275	3,929,999	7,455,220	1,553,236	2,254,971	0	0	220,261	277,308	16,824	15,250	

Average Amount		1,160.05	1,250.56	1,097.64	1,201.39	1,109.15	1,302.74	1,128.58	1,033.94	1,028.31	1,328.69	1,036.77	0.00	0.00	1,171.60	1,046.45	1,869.33	1,694.44
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	2,173	814	1,359	44	60	603	941	121	278	42	75	0	0	4	5	0	0
	%	99.98%	37.45%	62.53%	02.02%	02.76%	27.75%	43.30%	05.57%	12.79%	01.93%	03.45%	00.00%	00.00%	00.18%	00.23%	00.00%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

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

*** This data is not available.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent and Temporary Workforce - by Race/Ethnicity and Sex FY 2004

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	21,733	9,325	12,408	690	738	5,963	7,898	2,012	2,793	558	834	0	0	100	145	2	0
	%	100.01%	42.91%	57.10%	03.17%	03.40%	27.44%	36.34%	09.26%	12.85%	02.57%	03.84%	00.00%	00.00%	00.46%	00.67%	00.01%	00.00%
Involuntary	#	3,651	1,826	1,825	138	129	775	910	815	683	78	72	0	0	20	31	0	0
	%	100.00%	50.02%	49.98%	03.78%	03.53%	21.23%	24.92%	22.32%	18.71%	02.14%	01.97%	00.00%	00.00%	00.55%	00.85%	00.00%	00.00%
Total Separations	#	25,391	11,153	14,238	828	867	6,739	8,809	2,827	3,478	637	908	0	0	120	176	2	0
	%	99.99%	43.92%	56.07%	03.26%	03.41%	26.54%	34.69%	11.13%	13.70%	02.51%	03.58%	00.00%	00.00%	00.47%	00.69%	00.01%	00.00%
Total Work Force	#	235,046	97,673	137,373	7,731	8,198	61,575	83,897	21,525	34,572	5,956	9,439	0	0	865	1,241	21	26
	%	100.01%	41.56%	58.45%	03.29%	03.49%	26.20%	35.69%	09.16%	14.71%	02.53%	04.02%	00.00%	00.00%	00.37%	00.53%	00.01%	00.01%

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

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

Table B1: Total Workforce - by Disability FY 2004

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
FY 2003	#	229,017	150,464	58,235	16,696	3,622	372	462	227	374	173	551	349	1,039	75
	%	100.00%	65.70%	25.43%	07.29%	01.58%	00.16%	00.20%	00.10%	00.16%	00.08%	00.24%	00.15%	00.45%	00.03%
FY 2004	#	235,046	159,335	54,544	17,477	3,690	365	454	222	368	175	541	336	1,152	77
	%	100.00%	67.79%	23.21%	07.44%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.14%	00.49%	00.03%
Difference	#	6,029	8,871	-3,691	781	68	365	454	222	368	175	541	336	1,152	77
Ratio Change	%	00.00%	02.09%	-02.22%	00.15%	-00.01%	00.00%	-00.01%	-00.01%	00.00%	-00.01%	-00.01%	-00.01%	00.04%	00.00%
Net Change	%	02.63%	05.90%	-06.34%	04.68%	01.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Federal High	%					02.27%									
PERMANENT															
FY 2003	#	206,069	130,039	57,155	15,498	3,377	358	434	219	358	162	512	327	936	71
	%	100.00%	63.10%	27.74%	07.52%	01.64%	00.17%	00.21%	00.11%	00.17%	00.08%	00.25%	00.16%	00.45%	00.03%
FY 2004	#	211,819	138,587	53,494	16,300	3,438	353	428	217	354	160	508	318	1,028	72
	%	100.00%	65.43%	25.25%	07.70%	01.62%	00.17%	00.20%	00.10%	00.17%	00.08%	00.24%	00.15%	00.49%	00.03%
Difference	#	5,750	8,548	-3,661	802	61	353	428	217	354	160	508	318	1,028	72
Ratio Change	%	00.00%	02.33%	-02.49%	00.18%	-00.02%	00.00%	-00.01%	-00.01%	00.00%	00.00%	-00.01%	-00.01%	00.04%	00.00%
Net Change	%	02.79%	06.57%	-06.41%	05.17%	01.81%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TEMPORARY															
FY 2003	#	19,787	17,903	685	1,007	192	11	21	6	12	11	30	8	89	4
	%	100.00%	90.48%	03.46%	05.09%	00.97%	00.06%	00.11%	00.03%	00.06%	00.06%	00.15%	00.04%	00.45%	00.02%
FY 2004	#	19,989	18,126	689	976	198	8	20	4	11	14	28	4	105	4
	%	100.00%	90.68%	03.45%	04.88%	00.99%	00.04%	00.10%	00.02%	00.06%	00.07%	00.14%	00.02%	00.53%	00.02%

Difference	#	202	223	4	-31	6	8	20	4	11	14	28	4	105	4
Ratio Change	%	00.00%	00.20%	-00.01%	-00.21%	00.02%	-00.02%	-00.01%	-00.01%	00.00%	00.01%	-00.01%	-00.02%	00.08%	00.00%
Net Change	%	01.02%	01.25%	00.58%	-03.08%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<u>NON-APPROPRIATED</u>															
FY 2003	#	3,161	2,522	395	191	53	3	7	2	4	0	9	14	14	0
	%	100.00%	79.78%	12.50%	06.04%	01.68%	00.09%	00.22%	00.06%	00.13%	00.00%	00.28%	00.44%	00.44%	00.00%
FY 2004	#	3,238	2,622	361	201	54	4	6	1	3	1	5	14	19	1
	%	100.00%	80.98%	11.15%	06.21%	01.67%	00.12%	00.19%	00.03%	00.09%	00.03%	00.15%	00.43%	00.59%	00.03%
Difference	#	77	100	-34	10	1	4	6	1	3	1	5	14	19	1
Ratio Change	%	00.00%	01.20%	-01.35%	00.17%	-00.01%	00.03%	-00.03%	-00.03%	-00.04%	00.03%	-00.13%	-00.01%	00.15%	00.03%
Net Change	%	02.44%	03.97%	-08.61%	05.24%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

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

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent and Temporary Workforce - by Disability FY 2004

All VA By Administration		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL	#	235,046	159,335	54,544	17,477	3,690	365	454	222	368	175	541	336	1,152	77
	%	100.00%	67.79%	23.21%	07.44%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.14%	00.49%	00.03%
Federal High	%					02.27%									
VHA	#	213,286	145,936	49,298	14,874	3,178	277	400	186	298	146	463	309	1,031	68
	%	100.00%	68.42%	23.11%	06.97%	01.49%	00.13%	00.19%	00.09%	00.14%	00.07%	00.22%	00.14%	00.48%	00.03%
VBA	#	12,844	7,044	3,521	1,906	373	70	36	29	56	23	60	11	81	7
	%	100.00%	54.84%	27.41%	14.84%	02.90%	00.55%	00.28%	00.23%	00.44%	00.18%	00.47%	00.09%	00.63%	00.05%
NCA	#	1,542	1,124	258	137	23	0	3	2	1	0	5	2	10	0
	%	100.00%	72.89%	16.73%	08.88%	01.49%	00.00%	00.19%	00.13%	00.06%	00.00%	00.32%	00.13%	00.65%	00.00%
STAFF OFFICES	#	7,374	5,231	1,467	560	116	18	15	5	13	6	13	14	30	2
	%	100.00%	70.94%	19.89%	07.59%	01.57%	00.24%	00.20%	00.07%	00.18%	00.08%	00.18%	00.19%	00.41%	00.03%

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

Table B3-1: OCCUPATIONAL GROUPS - Permanent and Temporary Workforce - Distribution by Disability FY 2004

All VA Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers	#	836	463	308	55	10	0	2	2	3	1	1	0	1	0
	%	100.00%	55.38%	36.84%	06.58%	01.20%	00.00%	00.24%	00.24%	00.36%	00.12%	00.12%	00.00%	00.12%	00.00%
Mid-Level Officials and Managers	#	4,242	2,221	1,670	313	38	0	4	12	11	2	4	0	5	0
	%	100.00%	52.36%	39.37%	07.38%	00.90%	00.00%	00.09%	00.28%	00.26%	00.05%	00.09%	00.00%	00.12%	00.00%
First-Level Officials and Managers	#	15,987	9,394	4,657	1,716	220	11	18	20	46	16	43	2	59	5
	%	100.00%	58.76%	29.13%	10.73%	01.38%	00.07%	00.11%	00.13%	00.29%	00.10%	00.27%	00.01%	00.37%	00.03%
Professionals	#	94,251	66,722	21,804	4,937	788	29	152	39	94	60	139	2	253	20
	%	100.00%	70.79%	23.13%	05.24%	00.84%	00.03%	00.16%	00.04%	00.10%	00.06%	00.15%	00.00%	00.27%	00.02%
Technicians	#	31,254	22,340	6,634	1,913	367	30	36	51	30	23	71	9	111	6
	%	100.00%	71.48%	21.23%	06.12%	01.17%	00.10%	00.12%	00.16%	00.10%	00.07%	00.23%	00.03%	00.36%	00.02%
Sales	#	923	725	115	71	12	0	1	1	1	0	1	1	7	0
	%	100.00%	78.55%	12.46%	07.69%	01.30%	00.00%	00.11%	00.11%	00.11%	00.00%	00.11%	00.11%	00.76%	00.00%
Office and Clerical	#	38,794	25,619	7,681	4,368	1,126	169	134	62	131	55	162	66	320	27
	%	100.00%	66.04%	19.80%	11.26%	02.90%	00.44%	00.35%	00.16%	00.34%	00.14%	00.42%	00.17%	00.82%	00.07%
Craft	#	6,769	3,740	2,390	551	88	10	6	10	10	5	12	3	29	3
	%	100.00%	55.25%	35.31%	08.14%	01.30%	00.15%	00.09%	00.15%	00.15%	00.07%	00.18%	00.04%	00.43%	00.04%
Operative	#	3,711	1,907	1,307	373	124	17	10	1	3	1	12	42	37	1
	%	100.00%	51.39%	35.22%	10.05%	03.34%	00.46%	00.27%	00.03%	00.08%	00.03%	00.32%	01.13%	01.00%	00.03%
Laborers	#	1,283	918	223	104	38	0	2	0	1	0	2	10	21	2
	%	100.00%	71.55%	17.38%	08.11%	02.96%	00.00%	00.16%	00.00%	00.08%	00.00%	00.16%	00.78%	01.64%	00.16%
Service Workers	#	36,996	25,286	7,755	3,076	879	99	89	24	38	12	94	201	309	13
	%	100.00%	68.35%	20.96%	08.31%	02.38%	00.27%	00.24%	00.06%	00.10%	00.03%	00.25%	00.54%	00.84%	00.04%
Total Work Force	#	235,046	159,335	54,544	17,477	3,690	365	454	222	368	175	541	336	1,152	77
	%	100.00%	67.79%	23.21%	07.44%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.14%	00.49%	00.03%

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

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

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 1	#	177	159	2	9	7	1	1	1	1	0	0	2	1	0
	%	100.00%	89.83%	01.13%	05.08%	03.95%	00.56%	00.56%	00.56%	00.56%	00.00%	00.00%	01.13%	00.56%	00.00%
GS - 2	#	309	252	9	21	27	0	1	0	4	2	5	11	3	1
	%	100.00%	81.55%	02.91%	06.80%	08.74%	00.00%	00.32%	00.00%	01.29%	00.65%	01.62%	03.56%	00.97%	00.32%
GS - 3	#	1,655	1,243	102	217	93	14	10	0	7	2	6	24	28	2
	%	100.00%	75.11%	06.16%	13.11%	05.62%	00.85%	00.60%	00.00%	00.42%	00.12%	00.36%	01.45%	01.69%	00.12%
GS - 4	#	9,005	6,672	947	1,020	366	73	65	9	32	10	40	32	101	4
	%	100.00%	74.09%	10.52%	11.33%	04.06%	00.81%	00.72%	00.10%	00.36%	00.11%	00.44%	00.36%	01.12%	00.04%
GS - 5	#	27,512	19,649	4,714	2,604	545	56	62	33	56	22	89	20	194	13
	%	100.00%	71.42%	17.13%	09.46%	01.98%	00.20%	00.23%	00.12%	00.20%	00.08%	00.32%	00.07%	00.71%	00.05%
GS - 6	#	26,343	18,314	5,628	2,054	347	42	39	25	32	15	68	5	111	10
	%	100.00%	69.52%	21.36%	07.80%	01.32%	00.16%	00.15%	00.09%	00.12%	00.06%	00.26%	00.02%	00.42%	00.04%
GS - 7	#	13,511	9,102	3,152	1,074	183	12	13	11	22	16	35	4	64	6
	%	100.00%	67.37%	23.33%	07.95%	01.35%	00.09%	00.10%	00.08%	00.16%	00.12%	00.26%	00.03%	00.47%	00.04%
GS - 8	#	11,897	9,475	1,621	696	105	7	16	9	7	5	19	1	41	0
	%	100.00%	79.64%	13.63%	05.85%	00.88%	00.06%	00.13%	00.08%	00.06%	00.04%	00.16%	00.01%	00.34%	00.00%
GS - 9	#	12,163	7,673	3,321	1,006	163	10	17	19	20	9	32	1	52	3
	%	100.00%	63.08%	27.30%	08.27%	01.34%	00.08%	00.14%	00.16%	00.16%	00.07%	00.26%	00.01%	00.43%	00.02%
GS - 10	#	5,163	3,233	1,290	564	76	4	10	9	14	5	18	0	15	1
	%	100.00%	62.62%	24.99%	10.92%	01.47%	00.08%	00.19%	00.17%	00.27%	00.10%	00.35%	00.00%	00.29%	00.02%
GS - 11	#	38,428	26,031	9,800	2,244	353	8	67	26	43	23	69	1	103	13
	%	100.00%	67.74%	25.50%	05.84%	00.92%	00.02%	00.17%	00.07%	00.11%	00.06%	00.18%	00.00%	00.27%	00.03%
GS - 12	#	13,773	8,649	3,843	1,106	175	12	30	22	30	18	24	0	36	3

	%	100.00%	62.80%	27.90%	08.03%	01.27%	00.09%	00.22%	00.16%	00.22%	00.13%	00.17%	00.00%	00.26%	00.02%
GS - 13	#	20,631	12,323	7,074	1,068	166	4	27	22	29	11	32	0	37	4
	%	100.00%	59.73%	34.29%	05.18%	00.80%	00.02%	00.13%	00.11%	00.14%	00.05%	00.16%	00.00%	00.18%	00.02%
GS - 14	#	4,442	2,645	1,533	226	38	0	6	6	9	3	5	0	8	1
	%	100.00%	59.55%	34.51%	05.09%	00.86%	00.00%	00.14%	00.14%	00.20%	00.07%	00.11%	00.00%	00.18%	00.02%
GS - 15	#	16,134	12,049	3,440	559	86	1	8	5	18	17	10	0	25	2
	%	100.00%	74.68%	21.32%	03.46%	00.53%	00.01%	00.05%	00.03%	00.11%	00.11%	00.06%	00.00%	00.15%	00.01%
All Other GS	#	3,444	3,129	159	131	25	0	5	2	0	2	2	0	14	0
	%	100.00%	90.85%	04.62%	03.80%	00.73%	00.00%	00.15%	00.06%	00.00%	00.06%	00.06%	00.00%	00.41%	00.00%
SES	#	285	150	113	18	4	0	1	1	1	0	1	0	0	0
	%	100.00%	52.63%	39.65%	06.32%	01.40%	00.00%	00.35%	00.35%	00.35%	00.00%	00.35%	00.00%	00.00%	00.00%
TOTAL	#	204,872	140,748	46,748	14,617	2,759	244	378	200	325	160	455	101	833	63
	%	100.00%	68.70%	22.82%	07.13%	01.35%	00.12%	00.18%	00.10%	00.16%	00.08%	00.22%	00.05%	00.41%	00.03%

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

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

Percentages are based on row totals.

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent and Temporary Workforce - by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 1	#	177	159	2	9	7	1	1	1	1	0	0	2	1	0
	%	.09%	.11%	.%	.06%	.25%	.41%	.26%	.5%	.31%	.%	.%	1.98%	.12%	.%
GS - 2	#	309	252	9	21	27	0	1	0	4	2	5	11	3	1
	%	.15%	.18%	.02%	.14%	.98%	.%	.26%	.%	1.23%	1.25%	1.1%	10.89%	.36%	1.59%
GS - 3	#	1,655	1,243	102	217	93	14	10	0	7	2	6	24	28	2
	%	.81%	.88%	.22%	1.48%	3.37%	5.74%	2.65%	.%	2.15%	1.25%	1.32%	23.76%	3.36%	3.17%
GS - 4	#	9,005	6,672	947	1,020	366	73	65	9	32	10	40	32	101	4
	%	4.4%	4.74%	2.03%	6.98%	13.27%	29.92%	17.2%	4.5%	9.85%	6.25%	8.79%	31.68%	12.12%	6.35%
GS - 5	#	27,512	19,649	4,714	2,604	545	56	62	33	56	22	89	20	194	13
	%	13.43%	13.96%	10.08%	17.81%	19.75%	22.95%	16.4%	16.5%	17.23%	13.75%	19.56%	19.8%	23.29%	20.63%
GS - 6	#	26,343	18,314	5,628	2,054	347	42	39	25	32	15	68	5	111	10
	%	12.86%	13.01%	12.04%	14.05%	12.58%	17.21%	10.32%	12.5%	9.85%	9.38%	14.95%	4.95%	13.33%	15.87%
GS - 7	#	13,511	9,102	3,152	1,074	183	12	13	11	22	16	35	4	64	6
	%	6.59%	6.47%	6.74%	7.35%	6.63%	4.92%	3.44%	5.5%	6.77%	10.0%	7.69%	3.96%	7.68%	9.52%
GS - 8	#	11,897	9,475	1,621	696	105	7	16	9	7	5	19	1	41	0
	%	5.81%	6.73%	3.47%	4.76%	3.81%	2.87%	4.23%	4.5%	2.15%	3.13%	4.18%	.99%	4.92%	.%
GS - 9	#	12,163	7,673	3,321	1,006	163	10	17	19	20	9	32	1	52	3
	%	5.94%	5.45%	7.1%	6.88%	5.91%	4.1%	4.5%	9.5%	6.15%	5.63%	7.03%	.99%	6.24%	4.76%
GS - 10	#	5,163	3,233	1,290	564	76	4	10	9	14	5	18	0	15	1
	%	2.52%	2.3%	2.76%	3.86%	2.75%	1.64%	2.65%	4.5%	4.31%	3.13%	3.96%	.%	1.8%	1.59%
GS - 11	#	38,428	26,031	9,800	2,244	353	8	67	26	43	23	69	1	103	13
	%	18.76%	18.49%	20.96%	15.35%	12.79%	3.28%	17.72%	13.0%	13.23%	14.38%	15.16%	.99%	12.36%	20.63%
GS - 12	#	13,773	8,649	3,843	1,106	175	12	30	22	30	18	24	0	36	3
	%	6.72%	6.15%	8.22%	7.57%	6.34%	4.92%	7.94%	11.0%	9.23%	11.25%	5.27%	.%	4.32%	4.76%

GS - 13	#	20,631	12,323	7,074	1,068	166	4	27	22	29	11	32	0	37	4
	%	10.07%	8.76%	15.13%	7.31%	6.02%	1.64%	7.14%	11.1%	8.92%	6.88%	7.03%	.%	4.44%	6.35%
GS - 14	#	4,442	2,645	1,533	226	38	0	6	6	9	3	5	0	8	1
	%	2.17%	1.88%	3.28%	1.55%	1.38%	.%	1.59%	3.1%	2.77%	1.88%	1.1%	.%	.96%	1.59%
GS - 15	#	16,134	12,049	3,440	559	86	1	8	5	18	17	10	0	25	2
	%	7.88%	8.56%	7.36%	3.82%	3.12%	.41%	2.12%	2.5%	5.54%	10.63%	2.2%	.%	3.1%	3.17%
All Other GS	#	3,444	3,129	159	131	25	0	5	2	0	2	2	0	14	0
	%	1.68%	2.22%	.34%	.9%	.91%	.%	1.32%	1.1%	.%	1.25%	.44%	.%	1.68%	.%
SES	#	285	150	113	18	4	0	1	1	1	0	1	0	0	0
	%	.14%	.11%	.24%	.12%	.14%	.%	.26%	.5%	.31%	.%	.22%	.%	.%	.%
TOTAL	#	204,872	140,748	46,748	14,617	2,759	244	378	200	325	160	455	101	833	63
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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

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

Percentages are based on row totals.

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent and Temporary Workforce - by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 1	#	1,600	1,238	64	217	81	2	3	1	5	1	4	25	40	0
	%	100.00%	77.38%	04.00%	13.56%	05.06%	00.13%	00.19%	00.06%	00.31%	00.06%	00.25%	01.56%	02.50%	00.00%
Grade - 2	#	9,262	6,213	1,483	1,061	505	86	38	9	17	3	48	148	150	6
	%	100.00%	67.08%	16.01%	11.46%	05.45%	00.93%	00.41%	00.10%	00.18%	00.03%	00.52%	01.60%	01.62%	00.06%
Grade - 3	#	2,862	1,701	780	285	96	13	9	0	4	3	5	28	31	3
	%	100.00%	59.43%	27.25%	09.96%	03.35%	00.45%	00.31%	00.00%	00.14%	00.10%	00.17%	00.98%	01.08%	00.10%
Grade - 4	#	1,314	663	512	98	41	7	5	1	3	1	5	10	9	0
	%	100.00%	50.46%	38.96%	07.46%	03.12%	00.53%	00.38%	00.08%	00.23%	00.08%	00.38%	00.76%	00.68%	00.00%
Grade - 5	#	1,313	755	385	141	32	2	3	1	2	1	4	4	14	1
	%	100.00%	57.50%	29.32%	10.74%	02.44%	00.15%	00.23%	00.08%	00.15%	00.08%	00.30%	00.30%	01.07%	00.08%
Grade - 6	#	1,354	668	549	122	15	0	1	0	0	1	1	1	11	0
	%	100.00%	49.34%	40.55%	09.01%	01.11%	00.00%	00.07%	00.00%	00.00%	00.07%	00.07%	00.07%	00.81%	00.00%
Grade - 7	#	642	335	227	69	11	2	1	0	1	0	2	0	5	0
	%	100.00%	52.18%	35.36%	10.75%	01.71%	00.31%	00.16%	00.00%	00.16%	00.00%	00.31%	00.00%	00.78%	00.00%
Grade - 8	#	814	374	372	57	11	2	1	1	0	0	1	1	5	0
	%	100.00%	45.95%	45.70%	07.00%	01.35%	00.25%	00.12%	00.12%	00.00%	00.00%	00.12%	00.12%	00.61%	00.00%
Grade - 9	#	1,166	622	434	95	15	1	0	0	1	1	2	1	8	1
	%	100.00%	53.34%	37.22%	08.15%	01.29%	00.09%	00.00%	00.00%	00.09%	00.09%	00.17%	00.09%	00.69%	00.09%
Grade - 10	#	2,608	1,519	855	208	26	1	4	3	3	0	2	0	13	0
	%	100.00%	58.24%	32.78%	07.98%	01.00%	00.04%	00.15%	00.12%	00.12%	00.00%	00.08%	00.00%	00.50%	00.00%
Grade - 11	#	966	555	324	79	8	0	0	3	2	0	1	0	0	2
	%	100.00%	57.45%	33.54%	08.18%	00.83%	00.00%	00.00%	00.31%	00.21%	00.00%	00.10%	00.00%	00.00%	00.21%
Grade - 12	#	5	3	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Grade - 13	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	23,907	14,646	5,988	2,432	841	116	65	19	38	11	75	218	286	13
	%	100.00%	61.26%	25.05%	10.17%	03.52%	00.49%	00.27%	00.08%	00.16%	00.05%	00.31%	00.91%	01.20%	00.05%

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

Percentages are based on row totals.

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent and Temporary Workforce - by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 1	#	1,600	1,238	64	217	81	2	3	1	5	1	4	25	40	0
	%	6.69%	8.45%	1.07%	8.92%	9.63%	1.72%	4.62%	5.26%	13.16%	9.09%	5.33%	11.47%	13.99%	0.00%
Grade - 2	#	9,262	6,213	1,483	1,061	505	86	38	9	17	3	48	148	150	6
	%	38.74%	42.42%	24.77%	43.63%	60.05%	74.14%	58.46%	47.37%	44.74%	27.27%	64.00%	67.89%	52.45%	46.15%
Grade - 3	#	2,862	1,701	780	285	96	13	9	0	4	3	5	28	31	3
	%	11.97%	11.61%	13.03%	11.72%	11.41%	11.21%	13.85%	0.00%	10.53%	27.27%	6.67%	12.84%	10.84%	23.08%
Grade - 4	#	1,314	663	512	98	41	7	5	1	3	1	5	10	9	0
	%	5.50%	4.53%	8.55%	4.03%	4.88%	6.03%	7.69%	5.26%	7.89%	9.09%	6.67%	4.59%	3.15%	0.00%
Grade - 5	#	1,313	755	385	141	32	2	3	1	2	1	4	4	14	1
	%	5.49%	5.15%	6.43%	5.80%	3.80%	1.72%	4.62%	5.26%	5.26%	9.09%	5.33%	1.83%	4.90%	7.69%
Grade - 6	#	1,354	668	549	122	15	0	1	0	0	1	1	1	11	0
	%	5.66%	4.56%	9.17%	5.02%	1.78%	0.00%	1.54%	0.00%	0.00%	9.09%	1.33%	0.46%	3.85%	0.00%
Grade - 7	#	642	335	227	69	11	2	1	0	1	0	2	0	5	0
	%	2.69%	2.29%	3.79%	2.84%	1.31%	1.72%	1.54%	0.00%	2.63%	0.00%	2.67%	0.00%	1.75%	0.00%
Grade - 8	#	814	374	372	57	11	2	1	1	0	0	1	1	5	0
	%	3.40%	2.55%	6.21%	2.34%	1.31%	1.72%	1.54%	5.26%	0.00%	0.00%	1.33%	0.46%	1.75%	0.00%
Grade - 9	#	1,166	622	434	95	15	1	0	0	1	1	2	1	8	1
	%	4.88%	4.25%	7.25%	3.91%	1.78%	0.86%	0.00%	0.00%	2.63%	9.09%	2.67%	0.46%	2.80%	7.69%
Grade - 10	#	2,608	1,519	855	208	26	1	4	3	3	0	2	0	13	0
	%	10.91%	10.37%	14.28%	8.55%	3.09%	0.86%	6.15%	15.79%	7.89%	0.00%	2.67%	0.00%	4.55%	0.00%
Grade - 11	#	966	555	324	79	8	0	0	3	2	0	1	0	0	2
	%	4.04%	3.79%	5.41%	3.25%	0.95%	0.00%	0.00%	15.79%	5.26%	0.00%	1.33%	0.00%	0.00%	15.38%
Grade - 12	#	5	3	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grade - 13	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.02%	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
	%	0.00%	0.00%	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
	%	0.00%	0.00%	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	#	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%
TOTAL	#	23,907	14,646	5,988	2,432	841	116	65	19	38	11	75	218	286	13
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Percentages are based on row totals.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0083 Police	#	2,517	2,104	239	170	4	0	1	0	0	0	0	0	2	1
	%	100.00%	83.59%	09.50%	06.75%	00.16%	00.00%	00.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.08%	00.04%
0101 Social Science	#	1,541	937	250	298	56	1	8	6	7	9	4	1	18	2
	%	100.00%	60.80%	16.22%	19.34%	03.63%	00.06%	00.52%	00.39%	00.45%	00.58%	00.26%	00.06%	01.17%	00.13%
0201 Human Resources Management	#	1,550	961	440	136	13	0	5	0	2	0	3	0	3	0
	%	100.00%	62.00%	28.39%	08.77%	00.84%	00.00%	00.32%	00.00%	00.13%	00.00%	00.19%	00.00%	00.19%	00.00%
0260 Equal Employment Opportunity	#	245	141	72	28	4	0	0	0	1	1	0	0	2	0
	%	100.00%	57.55%	29.39%	11.43%	01.63%	00.00%	00.00%	00.00%	00.41%	00.41%	00.00%	00.00%	00.82%	00.00%
0301 Miscellaneous Administration and Program	#	4,248	2,352	1,522	335	39	0	4	5	10	1	8	0	10	1
	%	100.00%	55.37%	35.83%	07.89%	00.92%	00.00%	00.09%	00.12%	00.24%	00.02%	00.19%	00.00%	00.24%	00.02%
0340 Program Management	#	514	248	227	32	7	0	0	3	2	1	0	0	1	0
	%	100.00%	48.25%	44.16%	06.23%	01.36%	00.00%	00.00%	00.58%	00.39%	00.19%	00.00%	00.00%	00.19%	00.00%
0343 Management and Program Analysis	#	2,302	1,353	767	159	23	2	5	4	3	1	2	0	6	0
	%	100.00%	58.77%	33.32%	06.91%	01.00%	00.09%	00.22%	00.17%	00.13%	00.04%	00.09%	00.00%	00.26%	00.00%
0501 Financial Administration and Program	#	253	125	103	22	3	0	0	0	0	0	3	0	0	0
	%	100.00%	49.41%	40.71%	08.70%	01.19%	00.00%	00.00%	00.00%	00.00%	00.00%	01.19%	00.00%	00.00%	00.00%
0511 Auditing	#	227	150	60	15	2	1	0	0	0	0	0	0	1	0
	%	100.00%	66.08%	26.43%	06.61%	00.88%	00.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.44%	00.00%
0602 Medical Officer	#	15,003	11,810	2,648	469	76	0	5	4	16	15	11	0	24	1
	%	100.00%	78.72%	17.65%	03.13%	00.51%	00.00%	00.03%	00.03%	00.11%	00.10%	00.07%	00.00%	00.16%	00.01%
0610 Nurse	#	39,628	27,820	9,920	1,688	200	3	27	7	7	1	51	1	94	9
	%	100.00%	70.20%	25.03%	04.26%	00.50%	00.01%	00.07%	00.02%	00.02%	00.00%	00.13%	00.00%	00.24%	00.02%
0620 Practical Nurse	#	10,905	8,463	1,738	623	81	1	15	4	3	1	19	0	37	1
	%	100.00%	77.61%	15.94%	05.71%	00.74%	00.01%	00.14%	00.04%	00.03%	00.01%	00.17%	00.00%	00.34%	00.01%

0621 Nursing Assistant	#	9,357	6,750	1,909	582	116	1	22	5	5	2	20	14	45	2
	%	100.00%	72.14%	20.40%	06.22%	01.24%	00.01%	00.24%	00.05%	00.05%	00.02%	00.21%	00.15%	00.48%	00.02%
0642 Nuclear Medicine Technician	#	31	13	17	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	41.94%	54.84%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0644 Medical Technologist	#	4,129	2,575	1,353	163	38	5	3	3	5	1	9	0	10	2
	%	100.00%	62.36%	32.77%	03.95%	00.92%	00.12%	00.07%	00.07%	00.12%	00.02%	00.22%	00.00%	00.24%	00.05%
0647 Diagnostic Radiologic Technologist	#	2,405	1,662	585	135	23	0	1	0	4	1	8	0	9	0
	%	100.00%	69.11%	24.32%	05.61%	00.96%	00.00%	00.04%	00.00%	00.17%	00.04%	00.33%	00.00%	00.37%	00.00%
0660 Pharmacist	#	5,319	4,057	1,052	187	23	1	0	2	4	0	8	0	8	0
	%	100.00%	76.27%	19.78%	03.52%	00.43%	00.02%	00.00%	00.04%	00.08%	00.00%	00.15%	00.00%	00.15%	00.00%
0675 Medical Records Technician	#	1,978	1,354	406	187	31	7	5	4	2	0	2	2	9	0
	%	100.00%	68.45%	20.53%	09.45%	01.57%	00.35%	00.25%	00.20%	00.10%	00.00%	00.10%	00.10%	00.46%	00.00%
0905 General Attorney	#	715	475	193	42	5	0	0	0	2	0	0	0	2	1
	%	100.00%	66.43%	26.99%	05.87%	00.70%	00.00%	00.00%	00.00%	00.28%	00.00%	00.00%	00.00%	00.28%	00.14%
0986 Legal Assistance	#	165	105	49	11	0	0	0	0	0	0	0	0	0	0
	%	100.00%	63.64%	29.70%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	6,161	3,749	1,416	887	109	3	7	13	26	7	18	0	32	3
	%	100.00%	60.85%	22.98%	14.40%	01.77%	00.05%	00.11%	00.21%	00.42%	00.11%	00.29%	00.00%	00.52%	00.05%
0998 Claims Assistance and Examining	#	1,135	696	228	178	33	13	0	3	4	3	4	0	4	2
	%	100.00%	61.32%	20.09%	15.68%	02.91%	01.15%	00.00%	00.26%	00.35%	00.26%	00.35%	00.00%	00.35%	00.18%
1101 General Business and Industry	#	367	271	74	20	2	0	1	1	0	0	0	0	0	0
	%	100.00%	73.84%	20.16%	05.45%	00.54%	00.00%	00.27%	00.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1102 Contracting	#	784	488	222	62	12	4	1	1	2	1	2	0	1	0
	%	100.00%	62.24%	28.32%	07.91%	01.53%	00.51%	00.13%	00.13%	00.26%	00.13%	00.26%	00.00%	00.13%	00.00%
1165 Loan Specialist	#	522	284	152	76	10	1	1	0	3	1	2	0	2	0
	%	100.00%	54.41%	29.12%	14.56%	01.92%	00.19%	00.19%	00.00%	00.57%	00.19%	00.38%	00.00%	00.38%	00.00%
1171 Appraising	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 Cemetery	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	158	142	13	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.87%	08.23%	01.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	5,187	3,160	1,449	485	93	13	14	4	16	6	17	0	20	3
	%	100.00%	60.92%	27.94%	09.35%	01.79%	00.25%	00.27%	00.08%	00.31%	00.12%	00.33%	00.00%	00.39%	00.06%
4754 Cemetery Caretaking	#	577	449	65	52	11	0	0	0	0	0	1	2	8	0
	%	100.00%	77.82%	11.27%	09.01%	01.91%	00.00%	00.00%	00.00%	00.00%	00.00%	00.17%	00.35%	01.39%	00.00%

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

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

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Disability FY 2004

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	636	529	13	59	35	2	3	1	4	1	0	2	22	0
	%	100.00%	83.18%	02.04%	09.28%	05.50%	00.31%	00.47%	00.16%	00.63%	00.16%	00.00%	00.31%	03.46%	00.00%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	30,947	27,677	623	2,273	374	8	40	18	21	14	36	3	227	7
	%	100.00%	89.43%	02.01%	07.34%	01.21%	00.03%	00.13%	00.06%	00.07%	00.05%	00.12%	00.01%	00.73%	00.02%

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

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

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	15,666	13,651	340	1,452	223	5	24	13	18	8	15	4	133	3
	%	100.00.%	87.14.%	02.17.%	09.27.%	01.42.%	00.03.%	00.15.%	00.08.%	00.11.%	00.05.%	00.10.%	00.03.%	00.85.%	00.02.%
Temporary	#	14,698	13,448	278	808	164	3	19	6	7	6	20	0	100	3
	%	100.00.%	91.50.%	01.89.%	05.50.%	01.12.%	00.02.%	00.13.%	00.04.%	00.05.%	00.04.%	00.14.%	00.00.%	00.68.%	00.02.%
Non-Appropriated	#	1,219	1,107	18	72	22	2	0	0	0	1	1	1	16	1
	%	100.00.%	90.81.%	01.48.%	05.91.%	01.80.%	00.16.%	00.00.%	00.00.%	00.00.%	00.08.%	00.08.%	00.08.%	01.31.%	00.08.%
TOTAL	#	31,583	28,206	636	2,332	409	10	43	19	25	15	36	5	249	7
	%	100.00.%	89.31.%	02.01.%	07.38.%	01.30.%	00.03.%	00.14.%	00.06.%	00.08.%	00.05.%	00.11.%	00.02.%	00.79.%	00.02.%
Prior Year	%	100.00.%	89.30.%	02.07.%	07.42.%	01.21.%	00.05.%	00.15.%	00.07.%	00.09.%	00.02.%	00.11.%	00.01.%	00.68.%	00.03.%

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

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent and Temporary Workforce - Distribution by Disability FY 2004

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GRADE: GS 13/14																
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	1,580	1,039	420	101	20	0	5	3	5	4	0	0	3	0	
	%	100.00%	65.76%	26.58%	06.39%	01.27%	00.00%	00.32%	00.19%	00.32%	00.25%	00.00%	00.00%	00.19%	00.00%	
Relevant Pool		23,738	14,566	7,134	1,747	291	15	52	42	55	29	42	0	51	5	
GRADE: GS 15																
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	217	169	39	7	2	0	1	0	0	1	0	0	0	0	
	%	100.00%	77.88%	17.97%	03.23%	00.92%	00.00%	00.46%	00.00%	00.00%	00.46%	00.00%	00.00%	00.00%	00.00%	
Relevant Pool		3,760	2,335	1,184	205	36	0	6	6	8	3	5	0	8	0	
GRADE: SES																
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	20	8	12	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	40.00%	60.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Pool		15,929	11,956	3,339	549	85	0	8	5	18	17	10	0	25	2	

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

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

*** This data is not available.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent and Temporary Workforce - by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Time-off Awards - 1-9 hours															
Total Time-off Awards - 1-9 hours	#	35,031	21,609	10,173	2,700	549	53	53	28	49	26	93	43	188	16
	%	100.00%	61.69%	29.04%	07.71%	01.57%	00.15%	00.15%	00.08%	00.14%	00.07%	00.27%	00.12%	00.54%	00.05%
Total Hours		227,740	139,179	67,183	17,741	3,637	356	366	184	334	152	629	245	1,267	104
Average Hours		6.50	6.44	6.60	6.57	6.62	6.72	6.91	6.57	6.82	5.85	6.76	5.70	6.74	6.50
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	2,686	1,748	677	218	43	6	4	2	8	3	8	0	9	3
	%	100.00%	65.08%	25.20%	08.12%	01.60%	00.22%	00.15%	00.07%	00.30%	00.11%	00.30%	00.00%	00.34%	00.11%
Total Hours		50,414	32,979	12,506	4,185	744	82	80	48	128	40	138	0	176	52
Average Hours		18.77	18.87	18.47	19.20	17.30	13.67	20.00	24.00	16.00	13.33	17.25	0.00	19.56	17.33
Cash Awards - \$100 - \$500															
Total Cash Awards \$500 and under	#	118,504	76,074	30,956	9,555	1,919	205	238	110	213	94	269	158	580	52
	%	100.00%	64.20%	26.12%	08.06%	01.62%	00.17%	00.20%	00.09%	00.18%	00.08%	00.23%	00.13%	00.49%	00.04%
Total Amount		28,935,781	18,597,413	7,605,335	2,268,123	464,910	49,520	57,455	26,299	54,772	25,412	67,048	35,096	138,523	10,785
Average Amount		244.18	244.46	245.68	237.38	242.27	241.56	241.41	239.08	257.15	270.34	249.25	222.13	238.83	207.40
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	53,056	32,807	15,786	3,762	701	68	68	64	91	57	121	35	179	18
	%	100.00%	61.83%	29.75%	07.09%	01.32%	00.13%	00.13%	00.12%	00.17%	00.11%	00.23%	00.07%	00.34%	00.03%
Total Amount		61,547,851	37,615,147	19,150,323	4,047,719	734,662	56,324	67,503	88,312	105,475	85,403	111,771	25,173	170,933	23,768
Average Amount		1,160.05	1,146.56	1,213.12	1,075.95	1,048.02	828.29	992.69	1,379.88	1,159.07	1,498.30	923.73	719.23	954.93	1,320.44
Quality Step Increases (QSIs)															
Total QSIs	#	2,173	1,418	563	174	18	1	1	1	4	0	3	0	7	1

	%	100.00%	65.26%	25.91%	08.01%	00.83%	00.05%	00.05%	00.05%	00.18%	00.00%	00.14%	00.00%	00.32%	00.05%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

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

*** This data is not available.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent and Temporary Workforce - by Disability FY 2004

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	21,733	15,853	3,787	1,759	334	21	49	21	33	12	39	12	137	10
	%	100.00%	72.94%	17.43%	08.09%	01.54%	00.10%	00.23%	00.10%	00.15%	00.06%	00.18%	00.06%	00.63%	00.05%
Involuntary	#	3,651	3,115	155	314	67	1	5	3	6	0	6	3	42	1
	%	100.00%	85.32%	04.25%	08.60%	01.84%	00.03%	00.14%	00.08%	00.16%	00.00%	00.16%	00.08%	01.15%	00.03%
Total Separations	#	25,391	18,975	3,942	2,073	401	22	54	24	39	12	45	15	179	11
	%	100.00%	74.73%	15.53%	08.16%	01.58%	00.09%	00.21%	00.09%	00.15%	00.05%	00.18%	00.06%	00.70%	00.04%
Total Work Force	#	235,046	159,335	54,544	17,477	3,690	365	454	222	368	175	541	336	1,152	77
	%	100.00%	67.79%	23.21%	07.44%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.14%	00.49%	00.03%

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

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



THE SECRETARY OF VETERANS AFFAIRS

WASHINGTON
October 10, 2003

**MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES,
OTHER KEY OFFICIALS, AND FIELD FACILITY DIRECTORS**

**SUBJECT: Employment and Advancement of Women, Minorities and People
with Disabilities**

Our mission is to serve America's veterans and their families with dignity and compassion. As their principal advocate, we must ensure that they receive medical care, benefits, social support, and lasting memorials that promote the health, welfare, and dignity of all veterans in recognition of their service to our Nation. To accomplish these responsibilities, we must have a high performing, diverse workforce that is inclusive of all Department of Veterans Affairs (VA) employees.

Of the Cabinet-level Departments, VA has an impressive representation of women, minorities, and people with disabilities. However, we must do more to improve that representation at the GS-13 through the Senior Executive Service levels. Each of you has a direct responsibility to assure that your organization and workplace reflect the rich diversity of America and our veterans.

The most important, single factor in attracting and retaining women, minorities and people with disabilities is direct, conscientious involvement by all managers. Managers can identify where external targeted recruiting efforts will best succeed and stimulate interest in VA careers. We should also ensure that we take advantage of the very talented pool of employees within the Department from which we can draw, such as nurses and nurse executives and other professional fields. Leveraging our in-house talent enhances our ability to retain exceptional employees and provide them opportunity for continual growth.

VA managers must compete for the best and brightest employees, who are precisely the people we need to serve veterans. I have identified several initiatives below. I expect full cooperation from each of you in support of these efforts as we reach out to women, minorities, and people with disabilities. The initiatives include:

- Partnering with the Office of Personnel Management on its initiative to improve the representation and the career development of underrepresented groups;

2.

Memorandum for Under Secretaries, Assistant Secretaries, Other Key Officials,
and Field Facility Directors

- Working with professional organizations to enhance VA's ability to recruit and retain highly-skilled and qualified women, minorities, and people with disabilities and prepare them to be future VA executives;
- Identifying ways to publicize and recognize accomplishments;
- Conducting a survey and focus groups with women, minorities, and people with disabilities; and
- Ensuring the development and implementation of mentoring programs.

I have already taken steps to address the concerns of women in the Department. I commissioned a Task Force, comprised of women executives in Central Office and the field, to develop a comprehensive plan addressing the needs of women in the Department and to make recommendations to me on enhancing representation of women at the GS-13 and above grade levels. The Task Force completed its work. The report contains strategies for success that will move VA into a position of leadership in the employment and advancement of women. Additionally, I directed the expansion of the Women's Executive Leadership Forum to include women from VA field facilities.

Likewise, steps will be taken to focus on and address issues pertaining to the underrepresentation of minorities and people with disabilities in GS-13 and above positions. I expect your support in identifying causes and solutions.

I am holding each of you accountable for ensuring that you leverage diversity in your respective organization. If you have any questions or need additional information, please contact Mr. William H. Campbell, Acting Assistant Secretary for Human Resources and Administration, at (202) 273-4901.



Anthony J. Principi



THE SECRETARY OF VETERANS AFFAIRS

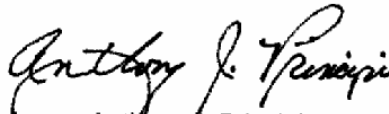
WASHINGTON
May 15, 2002

To All VA Employees

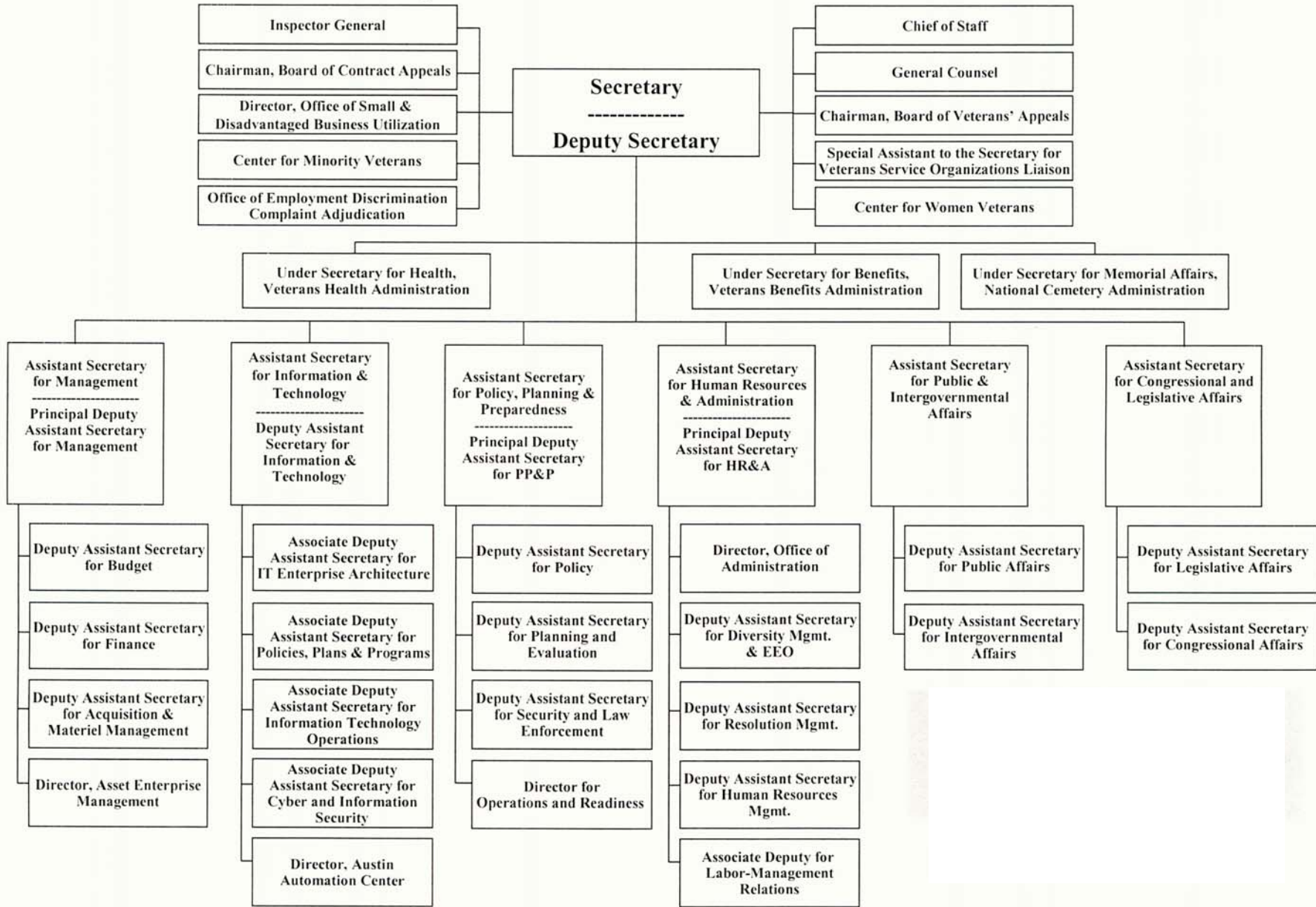
Our mission is to serve America's veterans and their families with dignity and compassion. As Secretary of the Department of Veterans Affairs (VA), I am firmly opposed to any behavior that may hinder VA from achieving the Department's mission. Harassment or discrimination is unacceptable.

Each employee must be valued and respected. If you believe that your rights have been violated, whether through a specific action(s) or a hostile work environment, I urge you to seek out the services that are available to you. To reach an Equal Employment Opportunity Counselor, contact your local Office of Resolution Management (ORM) field office by calling 1-888-RES-EEO1 (1-888-737-3361). Additional information may be obtained by accessing "Prevention of Workplace Harassment" on ORM's web site at <http://www.va.gov/orm/aboutorm.htm>. I urge each of you to review this useful resource.

Our success in honoring and serving our Nation's veterans is dependent on promoting an environment that is free of harassment and discrimination. I expect every employee to be treated fairly, respectfully, and in full adherence with the laws governing Equal Employment Opportunity.


Anthony J. Principi

Department of Veterans Affairs



**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2004

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COUNSELED	4129	3904
1. COUNSELED WITHIN 30 DAYS	3468	3281
2. COUNSELED WITHIN 31 TO 90 DAYS	591	553
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	190	175
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	366	343
3. COUNSELED BEYOND 90 DAYS	60	60
4. COUNSELED DUE TO REMANDS	10	10
ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COUNSELED	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	4129	3904
1. COUNSELED WITHIN 30 DAYS	3468	3281
2. COUNSELED WITHIN 31 TO 90 DAYS	591	553
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	190	175
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	366	343
3. COUNSELED BEYOND 90 DAYS	60	60
4. COUNSELED DUE TO REMANDS	10	10
D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	233	233
2. INITIATED DURING THE REPORTING PERIOD	4275	4020
3. COMPLETED COUNSELINGS	4129	3904
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	127	127
b. WITHDRAWALS	1680	1475
c. COUNSELINGS COMPLETED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	2074	2064
d. DECISIONS TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	248	238
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	379	330

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	10	10	\$ 96250.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	6	6	\$ 77500.00
4. ATTORNEYS FEES AND COSTS	5	5	\$ 18750.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	54	54	
1. NEW HIRES	0	0	
2. PROMOTIONS	6	6	
3. REINSTATEMENTS	3	3	
4. EXPUNGEMENTS	8	8	
5. TRANSFERS	0	0	
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	5	5	
7. REASONABLE ACCOMMODATIONS	6	6	
8. TRAINING	5	5	
9. APOLOGY	5	5	
10. Restoration of Leave	7	7	
11. Reassignment	4	4	
12. Tour of Duty Adjustment	5	5	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	4	4	\$ 7500.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEYS FEES AND COSTS	4	4	\$ 7500.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	63	63	
1. NEW HIRES	1	1	
2. PROMOTIONS	4	4	
3. REINSTATEMENTS	1	1	
4. EXPUNGEMENTS	13	13	
5. TRANSFERS	0	0	
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	2	2	
7. REASONABLE ACCOMMODATIONS	2	2	
8. TRAINING	11	11	
9. APOLOGY	3	3	
10. Assignment of Duties/Reassignment/Improve Communication	20	20	
11. Restoration of Leave/Positive Reference	12	12	
12. Modify Disciplinary Action/Performance App	13	13	

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2004

PART I - PRE-COMPLAINT COUNSELING (CONTINUED)

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

I. NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS
TOTAL	64	64

PART II - FORMAL COMPLAINT ACTIVITIES

2802	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
2220	B. COMPLAINTS FILED
26	C. REMANDS
5048	D. TOTAL COMPLAINTS (sum of lines A+B+C)
4964	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
2299	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
84	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
76	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2673	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
2025	J. INDIVIDUALS FILING COMPLAINTS
39	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

A. AGENCY RESOURCES

	NUMBER	PERCENT
1. WORK FORCE		
a. TOTAL WORK FORCE	235345	
b. PERMANENT EMPLOYEES	213204	
2. COUNSELOR	40	
a. FULL-TIME	40	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
3. INVESTIGATOR	49	
a. FULL-TIME	49	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
4. COUNSELOR/INVESTIGATOR	13	
a. FULL-TIME	13	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	8	0	5	0	1	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	8	0	5	0	1	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	8	0	5	0	1	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	32	0	44	40	12	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	32	0	44	40	12	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	12	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		x
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON: Tim S. McClain		
TITLE: Acting Assistant Secretary for HR&A		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

REPORTING PERIOD: FY 2004

AGENCY OR DEPARTMENT: Department of Veterans Affairs

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													AGE	DISABILITY		TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE	
	RACE				REPRISAL	RELIGION	COLOR	SEX			NATIONAL ORIGIN		EQUAL PAY ACT		MENTAL	PHYSICAL			
	AMER INDIAN/ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE						
A. APPOINTMENT/TIME	1	1	10	6	0	6	11	7	6	4	3			48	6	15	124	116	111
B. ASSIGNMENT OF DUTIES	1	1	52	6	6	2	39	20	15	5	4			26	6	10	193	181	173
C. AWARDS	1	0	8	2	0	0	14	2	2	2	3			3	1	0	38	35	32
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	1	1			0	0	2	4	4	4
E. DISCIPLINARY ACTION	3	2	131	18	6	12	127	39	38	11	17			66	34	80	584	552	529
1. DEMOTION	1	1	5	0	0	1	1	2	2	1	0			2	0	1	17	15	14
2. REPRISAL	0	0	15	4	1	2	18	2	4	0	1			4	1	1	53	48	45
3. SUSPENSION	0	0	20	5	0	1	31	9	8	3	4			11	1	2	95	92	86
4. REMOVAL	1	1	74	8	4	7	45	18	15	6	11			8	13	14	225	210	203
3. Adversity	0	0	6	1	0	0	8	4	3	1	1			37	18	61	140	135	132
4. Verbal/Written Counseling	1	0	11	0	1	1	24	4	6	0	0			4	1	1	54	52	49
7. Other	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
F. DUTY HOURS	1	0	15	3	1	2	17	6	8	1	0			9	2	7	72	64	61
G. EVALUATION/APPRaisal	0	1	20	5	1	1	31	5	13	1	2			9	2	2	93	84	79
H. EXAMINATION/TEST	0	0	1	0	0	1	4	0	0	0	0			1	0	1	9	9	8
I. HORSESHOOT	5	12	199	66	41	34	317	79	215	37	14			119	50	99	1287	1216	1159
1. NON-SEXUAL	5	12	199	66	41	34	316	67	168	37	14			119	50	99	1227	1162	1107
2. SEXUAL	0	0	0	0	0	0	1	12	47	0	0			0	0	0	60	54	52
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	13	3	1	1	0			6	0	2	67	59	56
L. PROMOTION/NO-NON-SELECTION	6	5	141	29	10	5	156	61	40	26	17			176	8	63	743	714	690
M. REASSIGNMENT	0	0	22	6	3	2	31	8	12	0	2			14	0	14	114	106	99
1. DENIED	0	0	4	0	2	0	10	1	2	0	0			3	0	2	24	22	17
2. DIRECTED	0	0	18	6	1	2	21	7	10	0	2			11	0	12	90	84	82
N. REASONABLE ACCOMMODATION	0	0	0	0	0	1	10	0	0	0	0			2	0	0	5	5	5
O. REINSTATEMENT	0	0	0	0	0	0	3	0	0	0	0			6	0	6	12	12	11
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0			2	1	2	5	5	5
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0			18	7	26	187	178	171
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	32	11	6	2	49	8	24	1	3			31	5	4	49	44	41
S. TIME AND ATTENDANCE	0	0	2	1	4	0	1	0	0	1	0			14	0	5	84	77	73
T. TRAINING	0	1	17	2	3	3	22	6	9	0	2			0	0	0	0	0	0
U. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
1.	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2.	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
3.	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
4.	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
5.	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
TOTAL ISSUES BY BASES	18	23	650	156	81	71	846	244	384	91	68			5	35	550	135	414	388
TOTAL COMPLAINTS FILED BY BASES	18	20	605	140	70	66	811	229	354	78	48			5	33	531	122	388	368
TOTAL COMPLAINTANTS BY BASES	11	15	562	129	66	62	792	213	333	73	42			5	31	515	111	368	368

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2004

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

1581	1. TITLE VII
560	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
584	3. REHABILITATION ACT
24	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

2749 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)		2375	711069	299.40
1. WITHDRAWALS (a+b)		199	55324	278.01
a. NON-ADR WITHDRAWALS		192	53796	280.19
b. ADR WITHDRAWALS		7	1528	218.29
2. SETTLEMENTS (a+b)		507	157408	310.47
a. NON-ADR SETTLEMENTS		491	153071	311.75
b. ADR SETTLEMENTS		16	4337	271.06
3. FINAL AGENCY ACTIONS (B+C)		1669	498337	298.58
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)		1151	236797	
1. FINDING DISCRIMINATION		14	4801	342.93
2. FINDING NO DISCRIMINATION		653	197325	302.18
3. DISMISSAL OF COMPLAINTS		484	34671	71.63
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)		518	261540	
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)		509	256941	
(a) FINDING DISCRIMINATION		14	7316	522.57
(b) FINDING NO DISCRIMINATION		466	238443	511.68
(c) DISMISSAL OF COMPLAINTS		29	11182	385.59
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)		9	4599	
(a) FINDING DISCRIMINATION (i+ii+iii)		9	4599	511.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING		3	1555	518.33
iii. AGENCY APPEALED BOTH FINDING AND REMEDY		6	3044	507.33
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2004

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	Total Number	Total Days	Average Days
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	667	47246	70.83
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	167	12820	76.77
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	82	3458	42.17
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	85	9362	110.14
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	336	25629	76.28
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	166	7034	42.37
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	170	18595	109.38
3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION (3a+3b)	164	8797	53.64
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE	109	3989	36.60
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD ISSUANCE	55	4808	87.42

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	535	
B. CLOSURES WITH MONETARY BENEFITS	121	\$ 774634.60
1. BACK PAY/FRONT PAY	23	\$ 0.00
2. LUMP SUM PAYMENT	98	\$ 774634.60
C. CLOSURES WITH NON-MONETARY BENEFITS	473	
D. CLOSURES WITH COMPENSATORY DAMAGES	28	\$ 365848.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	83	\$ 436710.00
F. TYPES OF CORRECTIVE ACTION	<small>NUMBER OF CLOSURES WITH MONETARY BENEFITS</small>	<small>NUMBER OF CLOSURES WITH NON-MONETARY BENEFITS</small>
1. HIRE	1	5
a. RETROACTIVE	1	1
b. NON-RETROACTIVE	0	4
2. PROMOTION	6	21
a. RETROACTIVE	5	20
b. NON-RETROACTIVE	1	1
3. DISCIPLINARY ACTION	2	85
a. RESCINDED	2	77
b. MODIFIED	0	8
4. REINSTATEMENT	2	8
5. REASSIGNMENT	2	34
6. PERFORMANCE EVALUATION MODIFIED	0	17
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	4	53
8. ACCOMMODATION	3	20
9. TRAINING/TUITION/ETC.	2	33
10. LEAVE RESTORED	5	45
11. Change Duty Hours/Neutral Reference/Award/Lump Sum	5	22
12. Priority Consideration/IDP/Career Development/Desk Audit	0	29
13. Approve Buyout/Change Supervisor/Detail/Lump Sum	92	23

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2004

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	2673	804499		
1. COMPLAINTS PENDING ACKNOWLEDGMENT	25	213	8.52	20
2. COMPLAINTS PENDING INVESTIGATION	757	56068	74.07	536
3. COMPLAINTS PENDING IN HEARINGS	1240	488553	393.99	3988
4. COMPLAINTS PENDING A FINAL AGENCY DECISION/ACTION	651	259665	398.87	2541

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	1948	427884	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	1883	410298	217.90
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	590	77278	130.98
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1217	304832	250.48
1. TIMELY COMPLETED INVESTIGATIONS	352	80967	230.02
2. UNTIMELY COMPLETED INVESTIGATIONS	865	223865	258.80
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	76	28188	370.89
2. COST OF AGENCY INVESTIGATIONS	\$ 6262415.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	65	17586	270.55
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	11	1484	134.91
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	35	8546	244.17
1. TIMELY COMPLETED INVESTIGATIONS	6	1540	256.67
2. UNTIMELY COMPLETED INVESTIGATIONS	29	7006	241.59
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	19	7556	397.68
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 246685.26		

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD: FY** 2004

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	35	35	2598	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	940	940		
2. REJECTED BY COMPLAINANT	513	513		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	427	427		
C. RESOURCES USED (1+2+3+4+5+6+7)	462	462		
1. INHOUSE	313	313		
2. ANOTHER FEDERAL AGENCY	121	121		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	28	28		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11)	462	462	32368	70.06
1. MEDIATION	454	454	31839	70.13
2. SETTLEMENT CONFERENCES	4	4	261	65.25
3. EARLY NEUTRAL EVALUATIONS	1	1	70	70.00
4. FACTFINDING	1	1	66	66.00
5. FACILITATION	2	2	132	66.00
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	448	448	32993	73.65
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	63	63	4637	73.60
b. NO FORMAL COMPLAINT FILED	292	292	21497	73.62
c. NO RESOLUTION	88	88	6439	73.17
d. NO ADR ATTEMPT	5	5	420	84.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	14	14	535	38.21

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2004

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	96	96		
2. REJECTED BY COMPLAINANT	35	35		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	61	61		
C. RESOURCES USED (1+2+3+4+5+6+7)	61	61		
1. INHOUSE	50	50		
2. ANOTHER FEDERAL AGENCY	9	9		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	2	2		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	61	61	4483	73.49
1. MEDIATION	59	59	4343	73.61
2. SETTLEMENT CONFERENCES	2	2	140	70.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	51	51	3975	77.94
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	16	16	1310	81.88
b. WITHDRAWAL FROM EEO PROCESS	7	7	547	78.14
c. NO RESOLUTION	28	28	2118	75.64
d.	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	10	10	541	54.10
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	3	3	\$ 11301.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	1	1	\$ 150.00	
d. ATTORNEY'S FEES AND COSTS	2	2	\$ 11151.00	
e.	0	0	\$ 0	
f.	0	0	\$ 0	
g.	0	0	\$ 0	
2. NON-MONETARY (INSERT TOTAL)	15	15		
a. NEW HIRES	0	0		
b. PROMOTIONS	1	1		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	1	1		
e. TRANSFERS	0	0		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	1	1		
h. TRAINING	3	3		
i. APOLOGY	2	2		
j. Reassignment/Restore Leave	2	2		
k. Modify Performance Evaluation	2	2		
l. Duty Hours/Neutral Reference/QSI	8	8		

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2004

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	21043	19535
2.	EMPLOYEES	214302	183661
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		235345	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		179	
1.	FULL TIME	4	
2.	PART TIME	0	
3.	COLLATERAL DUTY	175	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 15000.00	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2003 through September 30, 2004 are accurate and complete.

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

SIGNATURE OF CERTIFYING OFFICIAL: *Walterette M. Gaudre*

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

SIGNATURE OF PREPARER: *Alison Mangels*

DATE: 12/6/2004 TELEPHONE NUMBER: 202-501-2804 E-MAIL: alison.mangels@orm.va.gov

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

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

Appendix A - Comments

Part 2

- VA. II. A. This is correct. We cleaned up our database and verified this number.
- VA. II. B. This value is not 30% different. This year, there were 2220 complaints filed. This is only 1% difference.

Part 3

- HQ: The unit that writes final actions and final agency decisions based on merits reports directly to the Secretary.
- VA. III. A.2. This warning is incorrect. This year we had 40 counselors, which is less than 30% difference.
- VA. III A.3. This warning is incorrect. This year we had 49 investigators. This is only 10% more than last year.
- VA. III.A.4. This warning is incorrect. This year we had 13 counselor/investigators which is only 1 less than last year.

Part 6

- VA. VI.A. This warning is not correct. This year's total is 2373, which is 4% less than last year's total.
- VA. VI.B. This warning is incorrect. This year's total is 1151 which is 9% more than last year.
- VA. VI. C. This warning is incorrect. This year's total is 518 which is 7% different from last year.

Part 7

- VA. VII. A. This is correct.
- VA. VII.B. This is correct.
- VA. VII. D. This is correct.
- VA. VII. E. This is correct.

Part 8

- VA. VIII. A.1. This is correct.
- VA. VIII. A.2. This is correct.
- VA. VIII. A.3. This is correct.
- VA. VIII A.4. This is correct.
- VA. VIII. A.1. Days. This is correct.
- VA. VIII. A.2. Days. This is correct.
- VA. VIII. A.3. Days. This is correct.
- VA. VIII.A.4. Days. This is correct.
- VHA: V. A. 3. Oldest Case: Agency Case Number: 200L-0614-2001107880 Complainant Name: Laverne Payne (VHA)
- NCA: Line A.3. Average Days is correct. We validated our data with EEOC District Offices.
- HQ: Line VII A. 3. Average Days is correct. We validated with EEOC District Offices
- VHA: VIII. A.3 Average Days is correct. We validated our data with EEOC District Offices. (VHA)
- VBA: VIII A. 3. Average Days is correct. Verified with EEOC District Offices

Part 9

- VA. IX.A.1. Total. We made a significant effort in completing investigations this year.
- VA. IX.A.2. Total. We made a significant effort in completing investigations this year.
- VA. IX.A.3. Total. We made a significant effort in completing investigations this year.
- VA. IX.A.4. Total. We made a significant effort in completing investigations this year.
- VA. IX.A.1. Days. This is correct.
- VA. IX.A.4. Days. This is correct.

Part 10

- VHA: X.A. ADR Pending from previous period. This is correct. We reconciled our records at the end of last fiscal year.
- VA. X.A. Counselings. This is correct.
- VA. X.A. Individuals. This is correct.
- VA. X.A. Days. This is correct.

Part 11

- VHA: X.A. ADR pending from previous reporting period. This is correct. We reconciled our records at the end of last reporting period.

Part 12

- VHA - XII.D. No funding was expended since all training was accomplished internally.