

DOD Department of Defense Education Activity

For period covering October 1, 2010 to September 30, 2011

PART A Department or Agency Identifying Information	1. Agency	1. Department of Defense
	1.a 2nd level reporting component	DOD Department of Defense Education Activity
	2. Address	2. 4040 North Fairfax Drive
	3. City, State, Zip Code	3. Arlington, VA, 22203
	4. CPDF Code 5. FIPS code(s)	4. DD16 5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 14187
	2. Enter total number of temporary employees	2. 2265
	3. Enter total number employees paid from non-appropriated funds	3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]	4. 16452
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	1. Marilee Fitzgerald - Director
	2. Agency Head Designee	2.
	3. Principal EEO Director/Official Official Title/series/grade	3. Alina Doreste-Johnson - Chief, Diversity Management and Equal Opportunity (DMEO) - 0260 - GS-15
	4. Title VII Affirmative EEO Program Official	4. Charles Montanez
	5. Section 501 Affirmative Action Program Official	5. Charles Montanez
	6. Complaint Processing Program Manager	6. Allison Kennedy
	7. Other Responsible EEO Staff	Charles Montanez - Manager - Diversity & Disability Programs Allison Kennedy - Complaints & Compliance Manager Allison Kennedy - Complaints & Compliance Manager Nicole Neff - Research Psychologist

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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	

EEOC FORMS and Documents

Included with This Report

PART F - Statement of Establishment of Continuing EEO Programs	Y
EEO Policy Statement Issued During Reporting Period	N
Facility Accessibility Survey Results Necessary to Support EEO Action Plan for Building Renovation Projects	N
Organizational Chart	Y
FEORP Report	Y
Anti-Harassment Policy and Procedures	Y
Diversity Policy Statement	Y
Strategic Plan (excerpts of EEO goal only)	Y
Human Capital Strategic Plan	N
EEO Strategic Plan	Y
Federal Employee Viewpoint Survey or Annual Employee Survey	Y

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EXECUTIVE SUMMARY

The Department of Defense Education Activity (DoDEA) is pleased to submit its Management Directive (MD) 715 Equal Employment Opportunity (EEO) Program Status Report for FY2011 and the EEO Plan for 2012. This includes DoDEA's continued efforts to build and sustain a Model EEO Program.

PART E.1 - Executive Summary: Mission

DoDEA is a field activity of the Office of the Secretary of Defense. DoDEA plans, directs, coordinates, and manages pre-kindergarten - 12th grade education programs for Department of Defense (DoD) dependents who would otherwise not have access to a high-quality public education. DoDEA also provides support and resources to local Education Activities throughout the United States that serve children of military families. DoDEA schools are located in Europe, the Pacific, the Middle East, the United States, Guam, Cuba, and Puerto Rico.

DoDEA's mission is to provide an exemplary education that inspires and prepares all DoDEA students for success in a dynamic, global environment.

The Diversity Management and Equal Opportunity (DMEO) office staff are responsible for providing a variety of services and programs to prevent, resolve, and process workplace disputes in a timely and high quality manner. Also, the staff advises and supports the Director of DoDEA with organizational effectiveness by working towards achieving and sustaining a diverse and inclusive workforce.

PART E.2 - Executive Summary: Essential Element A

Demonstrated Commitment from Agency Leadership

This element requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

Policy Distribution: DoDEA annually issues the following policy letters to all employees: EEO Policy Anti-Harassment Policy, Reasonable Accommodations Policy, the Notification and Federal Employee Antidiscrimination and Retaliation Act (NoFEAR), and the Diversity and Inclusion policy.

Inclusion of DMEO: The DMEO Chief is a member of the DoDEA Agency Director's Cabinet and fully participates in high-level Cabinet and staff meetings.

Federal Organizational Climate Survey (FEOCS): Agency Leadership supported an EEO/EO Organizational Climate survey in March of 2010. Survey results are being used to help assist action planning teams in the development of a more inclusive environment for all DoDEA employees.

Increasing Diversity Awareness: Domestic Dependent Elementary and Secondary Schools (DDESS) established a Special Emphasis Program Committee of eight employees and held their 2nd Annual DoDEA/DDESS Diversity Day for approximately 120 employees.

Special Emphasis Events: Our FY2011 budget constraints did not allow for large Special Emphasis events compelling us to leverage partnerships. In the overseas locations, DoDEA partnered with the host base to support local observances. On an organizational level, the DoDEA DMEO Chief sent out informative and historical articles recognizing eight ethnic observances. This year during Disabilities Awareness Month in October, DMEO partnered with the Communications Team and sent an e-mail to every employee with inspirational quotes from famous and important people with disabilities. The disabilities article and information were featured all month on the DoDEA homepage. These quotes were linked and archived for continued viewing.

PART E.3 - Executive Summary: Essential Element B

Integration of EEO into the Agency's Strategic Mission

This element requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices, and supports the agency's strategic mission.

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Five Year Strategic Plan: In FY2009 the DMEO staff issued its first 5-year strategic plan (revised in 2010). The plan has been strategically aligned with DoDEA's Community Strategic Plan (CSP) and the MD-715 plan.

DoDEA's Community Strategic Plan (CSP): DoDEA's CSP integrated EEO principles into its Goal 3. This goal reads in part, "The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement." Outcome A of the CSP dictates that administrators at all levels will continually recruit, hire, retain, train, support, evaluate, and recognize personnel in order to retain a highly diverse, motivated, and committed workforce.

Priority Consideration: Diversity efforts are made within the constraints of the hiring mandates and priorities, including priority consideration allowed to applicants who are locally available as family members of the military and civilian workforce stationed overseas as well as veterans with hiring preference.

PART E.4 - Executive Summary: Essential Element C

Management and Program Accountability

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

Makeup of DMEO Office: The DMEO office is comprised of its Headquarters (HQ) Office and three Area Offices. The six-member Administrative Management team located at HQ performs the policy development, administrative management, and functional program area oversight. DMEO Headquarters focuses on four functional areas that have independent strategies with integrated functions within the DMEO structure: EEO Complaints and Compliance, Diversity & Inclusion, Disabilities and Reasonable Accommodations, and the Alternative Disputes Resolution (ADR) Program. The three Area Offices, Department of Defense Dependents Schools (DoDDS)-Europe, DoDDS-Pacific, and DDESS are staffed as follows: A full-time counselor who manages the pre-complaint process, including ADR, during the informal stage, and an area program manager who administers and oversees the formal complaint process, ADR, disability, and diversity programs.

DMEO Hired an Organizational Psychologist: DMEO posted a position for an Organizational Psychologist, a need identified in last year's MD-715 report in the summer of 2011. This staff member came on board in October of 2011. Having an employee with this skill set will allow DMEO to more effectively implement and manage programs as well as embed the DMEO program within the DoDEA culture. This staff member will focus on bringing innovation into projects and help manage programs in a 21st century environment and promote successful change transformation within the organization. Performance objectives include: Planning scientific research, planning and executing DMEO annual reports, overseeing data collection (e.g. climate surveys) and analysis, writing research reports and presenting research, and providing consultative service.

Continued Need for Additional Resources: DMEO conducted a comprehensive review and identified that a total of seven additional staff members would be necessary to effectively implement a model EEO program. This would allow us to properly staff both a Complaints and Compliance and a Diversity and Inclusion department. Currently, DMEO's staff ratio to employee is 1:1443. This is lower than many of our counterparts. DoDEA is part of the Department of Defense's 4th Estate, whose ratio is 1:750. Army has a ratio of 1:610, the Navy has a ratio of 1:1060, and the Air Force has a ratio of 1:1090. With our limited capacity, we have been less able to accomplish all of our goals. The following positions are being considered for future hires: Four Organizational Psychologists (one supervisory), one Investigator/Mediator, one Training Program Manager, and one Program Assistant.

PART E.5 - Executive Summary: Essential Element D

Proactive Prevention of Unlawful Discrimination

This element requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

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Center for Early Dispute Resolution (CEDR): CEDR is a neutral, confidential resource that assists DoDEA and its employees in addressing non-EEO issues and managing conflicts and disputes constructively. While CEDR is not part of DMEO, DMEO channels non-EEO issues to CEDR for resolution efforts. CEDR provides education and training to help employees obtain the skills and knowledge for producing engagement in the professional environment. CEDR relies extensively on DMEO mediators in executing their program. In FY2011 CEDR worked with approximately 70 DoDEA employees in roles such as conflict coaching and conflict management skills training and provided mediation or facilitation services in non-EEO employment situations involving approximately 10 DoDEA employees.

Diversity and Inclusion Training: The DMEO HQ staff provided diversity training and relevant demographic data at districts and schools during training with supervisors, managers, and employees.

Preventing Unlawful Discrimination: DMEO provides DoDEA employees information in cultural sensitivity, EEO sensitivity, discrimination, hostile work environment, and communication. The team also provided services as subject-matter experts in interview panels, working groups and various committees.

Disability Recruitment Plan: In compliance with the Presidential Executive Order 13548 requiring Federal agencies to develop a Disability Recruitment Plan, DMEO collaborated with Human Resources (HR) to create the plan, in line with DMEO's 5-year strategic plan.

Workforce Recruitment Program (WRP): DoDEA was a key participant and exceeded expectations in connection with the WRP in FY2011. As a result of this partnership: The Disabilities Program Manager served as a Recruiter for the WRP, interviewing 24 students (and referring 23) for the WRP internship program. The Disabilities Program Manager, in collaboration with HR, hired 31 students in the WRP summer internship program to work at DoDEA. Of these 31, two became permanent full-time hires, one with a targeted disability.

Schedule A Process Recognized as a Best Practice: In partnership with HR staffing, the DMEO sustained a streamlined Schedule A process and developed a fully accessible, on-line database to provide access to individuals who have submitted interest and documents regarding their Schedule A authority. All on-line requests are answered via specific, pre-scripted e-mails with the appropriate information, resources, and links to other sites as well. The Disability Program Manager continues to work with other DoD components during Disability Program Managers meetings. The Secretary of Defense Office of DMEO recognized DoDEA's DMEO Disabilities Program as a "best practice" program. This process exemplifies collaboration with HR and showcases a simple, searchable repository and provides access to candidate's documents. The Disability Program Manager has served as an advisor to the Defense Logistics Agency (DLA) to provide information regarding the availability of the repository as well as discussions regarding the Schedule A Program.

Federal Disability Workforce Consortium (FDWC): The Disability Program Manager became a member of the FDWC. In this forum, he has provided guidance and made recommendations on how to better serve all Schedule A applicants regarding searchable features and the overall application experience one should have on the usajobs.gov website. This work is consistent with the requirement of the Office of Personnel Management (OPM) to strengthen the Federal hiring process.

PART E.6 - Executive Summary: Essential Element E

Efficiency

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

Tracking with iComplaints: The DMEO staff uses iComplaints to efficiently track and monitor its complaints and compliance program. The system also tracks the Alternative Dispute Resolution (ADR) process, both at the pre-complaint and formal process. iComplaints allows the DMEO staff to plan future work accordingly and manage their workload. In addition, two reports have been custom designed for DoDEA for tracking timeliness by counselors (informal process) and specialists (formal process).

Updating Disability Status: Although DMEO has encouraged employees to update their disability status in MyBiz (an employee web-based personnel database), this solution does not work uniformly across DoDEA, as many staff (e.g., teachers and substitute teachers) do not have access to MyBiz. As an alternative, DMEO is now encouraging staff to work through HR to update their disability status through filling out the Standard Form (SF) 256.

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Alternative Dispute Resolution (ADR): ADR is offered as an alternative method for resolving workplace disputes instead of the traditional equal EEO informal counseling, or formal complaint process. At DoDEA, mediation is considered the primary method in resolving EEO disputes because it empowers the parties involved to reach an acceptable resolution of the conflict. Although efforts are made to promote the benefits of ADR to management and employees to resolve issues at the lowest possible level, ADR offer rates are not the sole indicator of an effective EEO program or early resolutions outcomes of workplace conflict. Our goal is for counselors to resolve issues at the lowest level and as soon as possible through a variety of methods. At DoDEA in FY2011, this is clearly identified by our 100% timely processing of informal cases and, more importantly, our counselors who focused on resolving cases and issues at the lowest level possible resulting in resolutions 52% of the time during the pre-complaint process. This is in line with the FY2010 government-wide pre-complaint resolution rate average of 54.5%.

ADR Areas of Strength: During FY2011, the DMEO ADR Program Manager issued the DoDEA Agency ADR policy along with a standard operating procedure for the EEO ADR process to all areas of our agency. Following a very successful audit review with EEOC staff, two other agencies have been referred to DoDEA asking for assistance to improve their complaint processes.

ADR Areas of Opportunity: Our FY2011 the ADR offer rate was 40% of the 124 pre-complaints counseled. DoDEA's ADR offer rate for FY2011 decreased from FY2010 for two reasons: In FY2011, EEO clarified that the election for aggrieved employees to participate in ADR counted as an offer only after management had agreed to participate. This added contingency adversely impacted our offer rate. During FY2011, DMEO lost one FTE position (the ADR Program Manager) through DoD efficiencies. This function was merged with the Complaints Program Manager's responsibilities. The elimination of the ADR Program Manager position impacted the strategic plans developed for improving the ADR program. Another area to strengthen the ADR program could be to reconsider ADR being voluntary for managers. Although ADR is strongly recommended, mandatory participation could be an area that might be revisited in the future.

PART E.7 - Executive Summary: Essential Element F

Responsiveness and Legal Compliance

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

Pre-Complaints Counseled 100% Timely: DoDEA was 100% timely in regards to counseling pre-complaints. This was an improvement from FY10 (94% timely).

93% Timely Investigations: DMEO's objective for FY2011 was to have 100% timely investigations however, two (out of 42) investigations were untimely. Regardless, the percentage of timely investigations for FY2011 (93%) did improve from FY2010 (91%). In addition, our average number of processing days decreased to 178 days (which is two days below the mandate); this was also an improvement from FY2010 (average of 207 days).

The continuous challenge for DMEO in this area is that DMEO does not have purview of the investigative process. DoDEA investigations are typically processed by the DoD, Civilian Personnel Management Services, Investigations and Resolutions Division (IRD). In January 2011, IRD announced that they were experiencing a large backlog of cases and high turnover of staff, resulting in delays of up to three months in assigning cases to investigators. To offset this, DMEO has to frequently request 90-day extensions of cases under investigation. IRD investigations have resulted in higher average processing days. As an alternative, to be in compliance, DMEO had to resort to contracting out 26 of the 42 investigations (62%) for this fiscal year at a substantial cost for compliance. Contract investigations were processed in an average of 148 days compared to IRD investigations which average 228 days. As indicated under Management and Program Accountability, DMEO has requested an FTE to hire a full-time investigator to be in compliance with EEOC regulatory guidelines.

Improved Processing Time for Final Agency Decisions (FADs): DMEO continues to improve with its FAD processing timelines and below the 60-day regulatory requirement. The average number of processing days improved for FY2011 (50 days), compared to FY2010 (53 days). DoDEA was untimely for one FAD in FY2011 and one FAD in FY2010. However, in FY2010, DMEO wrote 15 FADs and in FY2011, DMEO wrote 13. This resulted in a slight percentage decrease in timeliness (92% for FY2011 vs. 93% for FY2010) although the number of untimely FADs did not change (one for both FY2011 and FY2010).

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PART E.8 - Executive Summary: Workforce Analyses

As of September 30, 2011, DoDEA's workforce population was comprised of 16,452 employees (14,187 permanent and 2,265 temporary). Compared to the previous fiscal year, the number of permanent employees increased (from 10,504 in FY10) while the number of temporary employees decreased (5,369 in FY10).

In regards to gender, DoDEA's workforce is primarily female (78%), with males making up only 22% of the workforce. The discrepancy between females and males is likely influenced by the availability of candidates for our most common position, that of a teacher. The education civilian labor force is consistent with our population, with females representing 72% of the teacher labor force in 2008.

Considering breakdowns by gender and race, the most commonly represented groups were White females (58% of our employee population), White males (17%), Black or African American females (10%), Hispanic or Latino females (6%), Asian females (3%), and Black or African American males (3%). Three female groups, Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, and individuals reporting Two or More Races each represented just over 1% of our employees. Finally, three male groups, Asian, American Indian or Alaskan Native, and those reporting Two or More Races each made up less than 1% of our population.

Regarding DoDEA employees reporting their disability status, the majority of DoDEA employees reported no disability (95% of the workforce). Some employees have not identified their disability status (1.71%). A total of 612 employees reported a disability (3.72% of the workforce) and 42 employees reported having a targeted disability (0.26% of the workforce).

PART E.9 - Executive Summary: Accomplishments

EEO Plan Action Items Implemented or Accomplished

In last year's MD-715, DoDEA focused on remedying three barriers. Each barrier is reviewed below, along with our progress against our stated goals.

Declining Participation of Overall Rate of Persons with Disabilities

DoDEA noted a -.22% decline in employees identifying disabilities from FY2009 to FY2010, and a .27% increase in persons with targeted disabilities (PWTD). In addition, the overall rate of PWTD at DoDEA (.5%) was lower than the government goal of 2%. DoDEA's intended actions are listed below, followed by an explanation of our efforts to date.

Intended Actions

HR and DMEO will work to expand recruitment efforts, improve screening and hiring processes, and provide training to managers and employees.

HR and DMEO will work to target ads, develop relationships with educational institutions, and utilize MyBiz to accurately account for persons with disabilities.

DoDEA will increase the number of persons hired using the Workforce Recruitment Program (WRP), Schedule A, and Student Temporary Employment Program (STEP) for hiring individuals with disabilities.

DMEO will use a Diversity Council to address barriers of hiring persons with disabilities. The council will develop retention criteria, initiate a mentoring program, as well as monitor awards, training, and individual development plans.

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Efforts to Date

As previously noted, DoDEA experienced efficiency staffing reductions that resulted in the elimination of a key DMEO position. As a result, we had to consolidate the functions among the Headquarters staff with diminished capabilities to work with HR and hiring managers in order to help with recruitment efforts or to provide training to managers and employees. Other efforts such as working on targeted ads and developing relationships with educational institutions also failed to materialize in FY2011. HR also lacked funding for new recruitment and hiring initiatives, nor were they able to work on improving the screening and hiring processes.

DoDEA has not been able to maximize MyBiz because many of our teachers and staff overseas do not possess a Common Access Card (CAC) which is required to access this system. The HR Office and DMEO have been collaborating on how to best resolve this issue.

DoDEA's WRP program remains strong and focused as a resource for increasing the number of persons hired using hiring authority programs. In FY2011 DoDEA hired two students full time from the WRP program, including one with a targeted disability. DoDEA currently employs three students under the STEP program. This program has aggressive goals for hiring additional staff again at the end of this summer. The Schedule A program continues to be fully accessible in order to provide access to individuals who have submitted interest and documents regarding their Schedule A authority to hiring managers, local HR, and DLA.

The staffing efficiency reduction has also resulted in an inadvertent barrier for having a dedicated resource to create a Diversity Council. The function of the Diversity Council would have been to develop retention criteria, initiate a mentoring program, as well as monitor awards, training, and individual development plans.

Lower Participation Rate of the Male Teacher Population

DoDEA noted that the population of male DoDEA teachers was 8% below that rate found in the Educational Industry Civilian Labor Force. Below, DoDEA's intended actions are listed, followed by an explanation of our efforts to date.

Intended Actions

DMEO and HR will provide proactive training, marketing, recruitment, and succession planning.

DMEO will develop marketing tools for all employees to become potential ambassadors of DoDEA to address the low participation rate of male teachers.

DoDEA will use a Diversity Council to develop ideas to bolster recruitment efforts for men and minorities as well as, develop relationships with educational institutions to establish a pipeline of qualified male teacher applicants.

The Diversity Program Manager will develop cultural awareness training sessions to change the stereotypical beliefs of men in educator positions.

Efforts to Date

Due to changes in DoDEA efficiencies, which resulted in the elimination of a full-time position in DMEO, the objectives to address the low participation rate of the DoDEA male teacher population did not take place. DMEO continues to lack adequate staffing to fully pursue and improve male teacher participation. DMEO is proposing a new staffing structure to the Director requesting additional resources that would focus on the organizational changes required for DoDEA to transform our objectives into a 21st century Agency.

Due to limited resources, this barrier has not yet been remedied and, we currently do not have plans to continue the initial identified actions. Rather, we plan to focus on the barriers we deemed most critical for FY2011 and to devote our time and energy in a thoughtful and strategic manner. We do not believe we can reasonably meet these goals at this particular time due to circumstances beyond our control. We will continue to re-assess our needs against our resources as time continues.

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Lower Participation Rate of Minority Males and Females in the Officials/Managers Category (Grade Disparity)

Minority males and females were not represented, or were underrepresented, in the occupational groups of executive/senior level officials, managers, mid-level officials/managers, and first-level officials/managers, professionals and administrative support workers. DoDEA's intended actions are listed below, followed by an explanation of our efforts to date.

Intended Actions

The Diversity Program Manager will serve as an advisor to DoDEA's Diversity Council to establish a mentoring program and succession plans.

Invest in career development among the entire workforce.

Establish a Diversity Council for identifying barriers to minority males and females moving into leadership positions.

Establish succession planning structure.

Partner with Education Directorate Professional Development Division to focus on minority participants.

Organize official mentoring program into structure of agency.

Efforts to Date

As noted above, due to changes in DoDEA efficiencies that resulted in the elimination of a DMEO position, the objectives to address the low participation rate of minority males and females in the officials/managers category did not take place.

Moving forward, although we do not anticipate that we will have the resources and staffing to meet each action previously identified, we do believe that we can continue to make progress in this area. We recognize that although our DMEO office has the interest in pursuing these actions, we lack the dedicated resources to this effort. Although, we have enhanced our partnerships with other areas within the agency, such as HR and professional development, they too have incurred limitations. Our continued efforts to collaborate with these groups will maximize existing capacity and enable us to judge the feasibility and our potential return on investment for various activities in the future.

PART E.10 - Executive Summary: Planned Activities

Participation of Persons with Targeted Disabilities (PWTB) Falls Short of Government Goal of 2%

At the end of FY2011, our current participation rate for PWTB was .30%, which falls short of the government-wide participation goal of 2% for PWTB. The Federal Organizational Climate Survey (FEOCS) which was conducted in March 2011, revealed that DoDEA's employees with a disability generally do not feel they are discriminated against because of their disability. When DoDEA employees were asked about disability discrimination, individuals reporting a disability had an average response of 4.06 on a 1-5 scale, where the anchor of 5 indicated the most positive response. This suggests that with regards to PWTB, the organizational climate and perceptions are not the barrier as much as creating opportunities. Additionally, the robust participation in the WRP intern program would further support this assessment. Accordingly, we should continue to focus our efforts on outreach to potential employees and hiring managers to increase PWTB participation. Our specific plans to address this include:

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Partnering with HR and hiring officials to hire one or more PWTDS as part of the WRP which provides college students and recent graduates with disabilities an opportunity to intern with the Federal Government or private sector industry. Although the WRP does not directly impact our participation goal, it offers potential employees a realistic job preview of working for DoDEA. This should increase their likelihood to apply for a permanent position. In addition, since the program offers a preview of the culture, climate, and work that DoDEA offers, it should positively impact the retention of new employees who previously participated in the WRP. In the past, six WRP participants have been offered, and accepted full-time permanent positions with DoDEA. By continuing this program we are making DoDEA hiring managers aware of the strong talent that exists in the WRP program, increasing the chance that managers will consider WRP candidates first when making decisions about hiring for new positions. Given that only 0.30% of DoDEA's employees are PWTD, many employees do not have an opportunity to work with someone with a disability on a regular basis. Significantly increasing the presence of individuals with disabilities in our workforce, even if only for a temporary period, raises awareness and improves the organizational culture to be more inclusive and welcoming to all persons.

Obtaining additional resources from the Director is key to re-surveying the current workforce with a more focused approach and support to the field. This is paramount in establishing and ensuring our current data regarding PWTDS would be a more true and accurate representation. Currently, not all educators have a CAC card and are unable to self identify in our current HR system when a re-survey of the workforce is done. This issue has been identified and elevated to the Directors level and is currently under review. Therefore, resources for HR are necessary to input updated data into Defense Civilian Personnel Data System.

Federal Organizational Climate Survey (FEOCS) Highlights Barriers to Inclusion

In spring of 2011, DoDEA launched a diversity climate survey, the FEOCS, to all employees. Generally DoDEA employees had more positive perceptions of EEO (i.e. religious discrimination) and Organizational Effectiveness (e.g., organizational commitment) climate factors compared to other government agencies that had recently completed this survey. However, for two organizational effectiveness factors, trust in the organization and leadership cohesion, employees responded less favorably compared to other agencies. In addition, only 32% of employees responded positively to the question, "The unit orientation program is adequate for new employees." In order to improve our organizational climate, DoDEA proposes to:

Utilize the ADKAR change management model to create real and lasting positive change for our Diversity Climate. The ADKAR model focuses on: Awareness, Desire, Knowledge, Ability and Reinforcement.

Increase transparency and trust in the organization by providing access to each of the 21 various FEOCS reports, along with executive summaries for DoDEA overall and the four regional areas (Headquarters, Americas, Pacific, and Europe). This includes designing a new website focused on DoDEA's diversity climate and the FEOCS.

Create a collaborative and interactive way to dialogue with the employee population regarding the FEOCS results by creating an online virtual community in DoDEA Intersect, a social networking site for employees.

Enhance employees' perceptions of leadership cohesion by increasing communication from senior leadership. This includes launching a quarterly newsletter from the DoDEA Director.

Improve employees' on-boarding experience by designing a New Employee Orientation Program as well as a Sponsor Program to pair employees new to an area with an established employee. These programs should also have the effect of increasing the amount of trust in the organization for new or transferred employees.

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

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Alina Doreste-Johnson, Chief DMEO, GS-15, am the
Principal EEO Director/Official for the Department of Defense Education Activity (DoDEA).

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

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Agency Self-Assessment Checklist



Essential Element A: Demonstrated Commitment from Agency Leadership
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

 Compliance Indicator	PART G, Essential Element A, Section 1 - Issuance of EEO Policy Statement Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
A.1.a	Was EEO policy statement issued within 6 - 9 months of installation of Agency Head? (Please list date of agency head installation and date of issuance in the comments column.)	X		Marilee Fitzgerald was appointed as Acting Director in June of 2010 and officially became the Director of DoDEA in November of 2011. Policies were current under the Acting Directorship and new policies will be prepared for signature within 9 months of appointment.
A.1.b	During current Agency Head's tenure, has EEO policy statement been re-issued annually?	X		
A.1.c	Are new employees provided a copy of the EEO policy statement during orientation?	X		
A.1.d	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
 Compliance Indicator	PART G, Essential Element A, Section 2 - Communication of EEO Policy Statements Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
A.2.a	Have the Heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
A.2.b	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
A.2.c	Has the agency prominently posted such written materials in all personnel and EEO offices, and on the agency's internal website? [29 CFR 1614.102(b)(5)]	X		

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 Compliance Indicator	 Measures	PART G, Essential Element A, Section 3 - Evaluation of Managers and Supervisors on Their Commitment to EEO Principles Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
			Yes	No	
A.3.a	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles?		X		
A.3.b	Are managers and supervisors evaluated on their commitment to resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
A.3.c	Are managers and supervisors evaluated on their commitment to address concerns, whether perceived or real, raised by employees and following up with appropriate action to correct or eliminate tension in the workplace?		X		
A.3.d	Are managers and supervisors evaluated on their commitment to support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
A.3.e	Are managers and supervisors evaluated on their commitment to ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?		X		
A.3.f	Are managers and supervisors evaluated on their commitment to ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
A.3.g	Are managers and supervisors evaluated on their commitment to ensure that subordinate supervisors have effective managerial communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		X		
A.3.h	Are managers and supervisors evaluated on their commitment to ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
A.3.i	Are managers and supervisors evaluated on their commitment to ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
A.3.j	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? If yes, describe what means were utilized by the agency to inform its workforce about penalties for unacceptable behavior in the comments column.		X		Disciplinary Rules and Procedures are posted on the DoDEA website which is accessible to all employees.
A.3.k	Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedure available on the World Wide Web or Internet?		X		
A.3.l	Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?		X		

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Essential Element B: Integration of EEO into Agency's Strategic Plan
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

 Compliance Indicator	PART G, Essential Element B, Section 1 - Reporting Structure for EEO Program Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
B.1.a	Is the EEO Director under the direct supervision of the Agency Head? [See 29 CFR 1614.102(b)(4)]	X		
B.1.b	For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			N/A
B.1.c	Are the duties and responsibilities of the EEO officials clearly defined?	X		
B.1.d	Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X		
B.1.e	If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs? (If yes, attach them to this report.)			N/A
B.1.f	If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for EEO programs within the subordinate reporting components? (If no, please describe how EEO program authority is delegated to subordinate reporting components, in Part H.)			N/A

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 Compliance Indicator	 Measures	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
PART G, Essential Element B, Section 2 - EEO Communication with Senior Leaders Indicator "Section" 2				
B.2.a	Does the EEO Director/Officer have a regular, effective means of informing the Agency Head and other top management of the effectiveness, efficiency, and legal compliance of the agency's EEO program?	X		
B.2.b	After submission of the previous Form 715, did the EEO Director/Officer present a "State of the Agency" briefing to the Agency Head and other senior officials, including a performance assessment in each of the 6 elements of the Model EEO program, and report agency progress in completing its barrier analysis - including barriers identified, eliminated, or impact reduced?	X		
B.2.c	Are EEO officials present during agency pre-decisional deliberations regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X	Currently we do not do this at an organizational level. And if we did, our HR division would not have any oversight into this process.
B.2.d	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X	We did not have any type of re-alignments or reorganizations within our agency this reporting year.
B.2.e	Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are any hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [See 29 C.F.R. 1614.102(b)(3)]	X		Every policy goes through re-evaluation and every division in the agency has the opportunity to review, challenge and approve each.
B.2.f	Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		

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 Compliance Indicator	PART G, Essential Element B, Section 3 - Sufficient EEO Program Staffing Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
B.3.a Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?			X	The DMEO office lacks adequate personnel resources to achieve all of these requirements. Obtaining additional resources from the Director is key to also re-surveying the current workforce with a more focused approach and support to the field. This is paramount in establishing and ensuring our current data regarding PWTDs would be a more true and accurate representation.
B.3.b Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
B.3.c Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	There is only 1 FTE, the Disability Program Manager dedicated for all Special Emphasis functions.
B.3.d Is the Federal Women's Program sufficiently staffed - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204?			X	See previous response
B.3.e Is the Hispanic Employment Program sufficiently staffed - Title 5 CFR, Subpart B, 720.204?			X	See previous response
B.3.f Is the People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities sufficiently staffed - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(u); 5 CFR 315.709?		X		
B.3.g Are other agency Special Emphasis Programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as: FEORP - 5 CFR 720; Veterans Employment Programs; Black/African American; American Indian/Alaska Native; Asian; and Native Hawaiian/Other Pacific Islander Programs?			X	DMEO is responsible for the Special Emphasis Programs for which we are not adequately staffed. Human Resources is responsible for the Federal Equal Opportunity Recruitment Program (FEORP) and the Veterans Employment Program.

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 Compliance Indicator	PART G, Essential Element B, Section 4 - Sufficient EEO Program Funding Indicator "Section" 4	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
B.4.a Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		X		DME0 filled a position for an Organizational Psychologist in October of 2011. Until this time, we did not have sufficient resources to conduct barrier analysis of our workforce.
B.4.b Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
B.4.c Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
B.4.d Is there a central funding or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		Although no central fund is set aside for disability accommodations purchases, employees are provided electronic and computer type accommodations through Computer/Electronic Accommodations Program (CAP) for most of our reasonable accommodations requests.
B.4.e Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?			X	The 194 DoDEA schools are located on military bases. The military has funding oversight for most major renovation projects.

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B.4.f Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X	DMEOs staff-to-employee ratio is currently 1:1443. As a component of the 4th Estate for the DoD, this is only about half of what other components have which averages approximately 1:750. Due to geographical constraints as well, many of our areas have never received training from the DMEO office.
B.4.g Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [See 29 CFR 1614.102(b)(5)]	X		
B.4.h Is there sufficient funding to ensure that all employees have access to the training and information identified in B.4.f?		X	See previous response
B.4.i Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X	See previous response
B.4.j Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide religious accommodations?		X	See previous response
B.4.k Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide disability accommodations in accordance with the agency's written procedures?		X	See previous response
B.4.l Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities in the EEO discrimination complaint process?		X	See previous response
B.4.m Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to participate in ADR?		X	See previous response

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



 Compliance Indicator	PART G, Essential Element C, Section 1 - EEO Communication with Managers & Supervisors Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				

C.1.a Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?

X

C.1.b Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?

X

 Compliance Indicator	PART G, Essential Element C, Section 2 - EEO & Human Resources Collaboration & Coordination Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				

C.2.a Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?

X

C.2.b Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?

X



C.2.c Have time-tables or schedules been established for the agency to review its Employee Development/ Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?

X

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 Compliance Indicator	PART G, Essential Element C, Section 3 - Disciplinary Action Taken Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
C.3.a Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		Disciplinary Rules and Procedures are posted on the DoDEA website which accessible to all employees.
C.3.b Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
C.3.c Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If yes, in the "Comments" column, cite the number found to have discriminated and list penalty/disciplinary action for each type violation.		X		The agency has only had one finding in 3 years; the management official has since retired.
C.3.d Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
C.3.e Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problem, etc.?		X		

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Essential Element D: Proactive Prevention of Unlawful Discrimination
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

 Compliance Indicator	PART G, Essential Element D, Section 1 - Barrier Analysis Process Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
D.1.a Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
D.1.b When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?			X	An additional plan, other than the MD-715 has not been developed.
D.1.c Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
D.1.d Are trend analyses of workforce profiles conducted by race, national origin, sex, and disability?		X		DMEO hired an Organizational Psychologist in October 2011 who can now effectively be able to research, plan and execute DMEO annual reports, overseeing data collection (e.g. climate surveys) trend analysis, writing research reports and presenting research, and providing consultative service of the workforce by race, national origin, sex and disability.
D.1.e Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?		X		
D.1.f Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?		X		
D.1.g Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?		X		
D.1.h Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex, and disability?		X		

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 Compliance Indicator		Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	PART G, Essential Element D, Section 2 - Alternative Dispute Resolution (ADR) is Encouraged Indicator "Section" 2	Yes	No	
D.2.a	Are all employees encouraged to use ADR?	X		
D.2.b	Is the participation of supervisors and managers in the ADR process required?		X	Participation of supervisors and managers in the ADR process is strongly encouraged when appropriate and feasible.



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Essential Element E: Efficiency



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

 Compliance Indicator	PART G, Essential Element E, Section 1 - Sufficient Resources to Evaluation EEO Program Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.1.a Does the EEO office employ personnel with adequate training and experience to conduct the analysis required by MD-715 and these instructions?		X		DME0 hired an Organizational Psychologist in October 2011 who will lead this effort going forward.
E.1.b Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?			X	See Table H.2
E.1.c Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
E.1.d Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
E.1.e Are 90% of accommodation requests processed within the time frame set forth in the agency's procedures for reasonable accommodation?		X		

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 Compliance Indicator	 Measures	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
PART G, Essential Element E, Section 2 - Effective Complaint Tracking and Monitoring System Indicator "Section" 2				
E.2.a	Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		iComplaints by Micropact
E.2.b	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X		
E.2.c	Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, in the comments column, briefly describe how.	X		During FY11, DoDEA did not use contract counselors. DoDEA is fully staffed with full-time counselors in all areas. DMEO did contract 13% of our investigations however. All ROIs were completed on average of 159 days which is before the required timeframe. Our contract for this service was established with a penalty built into the contract in the event of an untimely submission by contractor.
E.2.d	Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X		
E.2.e	Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X		

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 Compliance Indicator	PART G, Essential Element E, Section 3 - Timeliness in EEO Complaint Process Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.3.a Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR Part 1614?		X		
E.3.b Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		DoDEA was 100% timely in regards to counseling pre-complaints. This was an improvement from FY10 (94% timely).
E.3.c Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
E.3.d Does the agency complete the investigations within the applicable prescribed time frame?			X	93% of our FY11 Investigations were timely with only 2 out of 42 investigations untimely. Our average number of processing days improved from 207 days in FY10 to 178 (2 days below the mandate).
E.3.e When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	DoDEA's average number of processing days improved for FY11 (50 days), compared to FY10 (53 days). DoDEA was untimely for only 1 FAD in FY11, and due to a decrease in the total number of FADs handled by DMEQ, this resulted in a slight percentage decrease in timeliness (92% for FY11 vs 93% for FY10) although the number of untimely FADs did not change (one for both FY11 and FY10). The Agency continues to focus on this process to reach 100% compliance.
E.3.f When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
E.3.g When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		

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E.3.h Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?

X



Compliance Indicator

PART G, Essential Element E, Section 4 - Efficient and Fair ADR Process Indicator "Section" 4

Measure Has Been Met

For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report



Measures

Yes

No

E.4.a In accordance with 29 CFR 1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?

X

E.4.b Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?

X

E.4.c Does the responsible management official directly involved in the dispute have settlement authority?



X

The 1st, 2nd, or 3rd level management official may either be involved in the dispute or have settlement authority.

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 Compliance Indicator	PART G, Essential Element E, Section 5 - Effectiveness of EEO Data Collection Systems Indicator "Section" 5	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.5.a Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
E.5.b Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR 1614.102(a)(1)?		X		
E.5.c Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all of the required data elements for submitting annual reports to the EEOC?			X	Presently, DMEO staff reviews data received from HR and DLA however DoDEA has no vehicle to ensure accuracy. DMEO does not have direct control over any HR or DLA processes however with the addition of the DMEO staff Organizational Psychologist, this will help ensure process and procedures are developed to yield timely and complete delivery for requested information. DMEO is also working to establish better working relationships with HR to ensure needs are met. Also, see Table H.2.
E.5.d Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
E.5.e Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		

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E.5.f Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X	DoDEA experienced staffing reductions resulting causing us to consolidate functions among staff, resulting in diminished capabilities to work with HR and agency hiring managers in order to help with recruitment efforts or provide training to managers and employees. Other efforts such as working on targeted ads, developing relationships with educational institutions, and improving the screening and hiring process also failed to materialize in FY11.
E.5.g Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		DoDEA's Complaint Manager attends meeting, seminars and training sessions with other component's EEO personnel where program efficiencies, challenges and best practices are shared and reviewed.





 Compliance Indicator	PART G, Essential Element E, Section 6 - Elimination of Conflict of Interest with Legal Defense Function Indicator "Section" 6	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E.6.a Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
E.6.b Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
E.6.c If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

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Essential Element F: Responsiveness and Legal Compliance
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	PART G, Essential Element F, Section 1 - Timely Compliance With Administrative Judge Orders Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
F.1.a	Does the agency have a system of management control to ensure that the agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Compliance Indicator	PART G, Essential Element F, Section 2 - Timely Completion of Ordered Corrective Action Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
F.2.a	Does the agency have control over the payroll processing function of the agency? If yes, answer the two questions below.	X		
F.2.b	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
F.2.c	Are procedures in place to promptly process other forms of ordered relief?	X		

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 Compliance Indicator	PART G, Essential Element F, Section 3 - Staff Accountability for Legal Compliance Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
F.3.a Is compliance with EEOC orders encompassed in the performance standards of any agency employees? If yes, please identify the employees by title in the comments column, and state how performance is measured.		X		DMEOs Complaints and Compliance Program Manager and Area DMEO Program Managers are held accountable in their performance standards for timely compliance with EEOC orders and settlement agreements. Also, General Counsel staff is held accountable to ensure compliance on occasion. Also, all management/ supervisory positions have an EEO standard addressing support for Special Emphasis Programming, affirmative employment, and cooperation with complaint processing.
F.3.b Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If no, please identify the unit in which it is located in the comments column.		X		
F.3.c Have the involved employees received any formal training in EEO compliance?		X		
F.3.d Does the agency promptly provide the EEOC Attorney Fee documentation for completing compliance, such as a copy of the check issued for attorney fees and/or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		
F.3.e Does the agency promptly provide the EEOC awards documentation for completing compliance, such as a narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		X		
F.3.f Does the agency promptly provide the EEOC documentation of back pay and interest for completing compliance, such as computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, or narrative statement by an appropriate agency official of total monies paid?		X		
F.3.g Does the agency promptly provide the EEOC documentation regarding compensatory damages for completing compliance, such as the final agency decision and evidence of payment, if made?		X		
F.3.h Does the agency promptly provide the EEOC training documentation for completing compliance, such as the attendance roster at training session(s), or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a certain date?		X		
F.3.i Does the agency promptly provide the EEOC personnel action documentation for completing compliance (e.g., reinstatement, promotion, hiring, reassignment), such as copies of SF-50s?		X		

DOD Department of Defense Education Activity

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Agency Self-Assessment Checklist

F.3.j Does the agency promptly provide the EEOC documentation of the posting of Notice of Violation for completing compliance, such as the original, signed and dated notice, reflecting the dates of posting? (A copy will suffice if original is not available.)	X		
F.3.k Does the agency promptly provide the EEOC documentation of supplemental investigation, such as: (1) a copy of the letter to complainant acknowledging receipt from EEOC of remanded case; (2) a copy of the letter to complainant transmitting the Report of Investigation (not the ROI itself, unless specified); and (3) a copy of the request for a hearing (complainant's request or agency's transmittal letter)?	X		
F.3.l Does the agency promptly provide the EEOC the Final Agency Decision (FAD), such as the FAD or a copy of the complainant's request for a hearing?	X		
F.3.m Does the agency promptly provide the EEOC documentation of restoration of leave, such as a print-out or statement identifying the amount of leave restored, if applicable? If no, provide an explanation or statement in the comments column.	X		
F.3.n Does the agency promptly provide the EEOC documentation of civil actions, such as a complete copy of the civil action complaint demonstrating same issues raised as in compliance matter?	X		
F.3.o Does the agency promptly provide the EEOC settlement agreements, such as the signed and dated agreement with specific dollar amounts, and appropriate documentation of relief provided?	X		

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For period covering October 1, 2010 to September 30, 2011

Plan to Attain Essential Elements

PART H.1

Essential Element B - Integration of EEO into Agency's Strategic Plan
B: EEO Program Does Not Have Sufficient Resources

The Diversity Management & Equal Opportunity office lacks sufficient staff and funding to fully meet its mission.

OBJECTIVE:

Date Objective Initiated:
Jan 13, 2012

Target Date For Completion Of Initiative:
Aug 30, 2012

Hire Additional DMEO Staff.

OBJECTIVE:

Date Objective Initiated:
Jan 13, 2012

Target Date For Completion Of Initiative:
Aug 30, 2012

Procure Funding for DMEO Training.

RESPONSIBLE OFFICIAL

Alina Doreste-Johnson, Chief DMEO
Deborah Cannon, Deputy Chief DMEO

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

Request Additional Staff for the EEO Office	Jan 20, 2012
Follow up with Agency Director Regarding Additional Staff	Mar 30, 2012
Post Vacancy Announcements	May 30, 2012
Onboard New Staff	Aug 30, 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

DOD Department of Defense Education Activity

For period covering October 1, 2010 to September 30, 2011

Plan to Attain Essential Elements

PART H.2

Essential Element E - Efficiency Other (Please Describe)	Inadequate Data Collection System for Required MD-715 Data
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OBJECTIVE:	<i>Date Objective Initiated:</i> Feb 28, 2012	<i>Target Date For Completion Of Initiative:</i> Apr 27, 2012
	Meet with other stakeholders to determine how to fix issues and errors arising in the MD-715 report.	

OBJECTIVE:	<i>Date Objective Initiated:</i> Feb 28, 2012	<i>Target Date For Completion Of Initiative:</i> Jun 29, 2012
	Determine the feasibility of an applicant tracking system to meet the MD-715 requirements for the future.	

OBJECTIVE:	<i>Date Objective Initiated:</i> Feb 27, 2012	<i>Target Date For Completion Of Initiative:</i> Jul 27, 2012
	Meet with the EEOC to discuss the FIRES process for generating tables to ensure an error free process for FY2011.	

RESPONSIBLE OFFICIAL	Nicole Neff, Research Psychologist Deborah Cannon, Deputy Chief, DMEO Alina Doreste-Johnson, Chief, DMEO
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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Meet with Human Resources to determine feasibility of gathering new data to complete the MD-715	Apr 27, 2011
Meet with the Defense Logistics Agency to review MD-715 requirements and determine how to fix errors	Apr 27, 2011
Determine modifications to our current applicant tracking system necessary to meet the MD-715 requir	Jun 29, 2011

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

DOD Department of Defense Education Activity

For period covering October 1, 2010 to September 30, 2011

Plan to Eliminate Identified Barriers

PART I.1

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Low participation rate for Persons with Targeted Disabilities.
Provide a brief narrative describing the condition at issue.		
How was the condition recognized as a potential barrier?		
BARRIER ANALYSIS:		Workforce Data Tables Reviewed: Participation rate of Persons with Targeted Disabilities.
Provide a description of the steps taken and data analyzed to determine cause of the condition.		Climate Assessment Survey: Data from persons self-identifying a disability.
STATEMENT OF IDENTIFIED BARRIER:		Recruitment Practices: DoDEA experienced efficiency staffing reductions which in turn added to diminished capabilities to work with HR and hiring managers in order to help with recruitment efforts or to provide training to managers and employees. Other efforts such as working on targeted ads and developing relationships with educational institutions also failed to materialize in FY11. HR also lacked funding for new recruitment and hiring initiatives, nor were they able to work on improving the screening and hiring processes.
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Other: Not all educators have a Commem Access Card (CAC) so they are unable to self identify in our current HR system.
STATEMENT OF BARRIER GROUPS:		EEO Group Affected By Trigger
		Individuals with Targeted Disabilities Yes
OBJECTIVE:		Hire one or more Persons with Targeted Disabilities as part of the Workforce Recruitment Program.
	Date Objective Initiated	May 1, 2012
	Target Date For Completion Of Objective	Sep 30, 2012
OBJECTIVE:		Increase employees with disabilities for DoDEA over the summer by at least 25 employees
	Date Objective Initiated	May 1, 2012
	Target Date For Completion Of Objective	Jun 30, 2012
RESPONSIBLE OFFICIALS:		Charles Montanez, Manager - Diversity & Disabilities Programs Sylvia Velez, HR Specialist TBA, Hiring Manager
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Complete On-boarding process with employees and managers for WRP program.		May 1, 2012
Work with HR Specialist to place WRP students in FTE positions.		Sep 30, 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

DOD Department of Defense Education Activity

For period covering October 1, 2010 to September 30, 2011

Plan to Eliminate Identified Barriers

PART I.2

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

Provide a brief narrative describing the condition at issue.
How was the condition recognized as a potential barrier?

We administered the Federal Organizational Climate Survey (FEOCS) in Spring of 2011. Results revealed that DoDEA had opportunities to enhance certain Organizational Excellence areas.

BARRIER ANALYSIS:

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

Climate Assessment Survey: Employee perceptions of our EEO Climate
Other (Please Describe): Focus Groups

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.

Attitudinal: Less favorable perceptions of Trust in the Organization.
Attitudinal: Less favorable perceptions of Leadership Cohesion.
Employee Development Practices: Only 32% of employees in the FEOCS responded positively to the statement, "The unit orientation program is adequate for new employees."
Other: A lack of frequent communications from senior management and transparency around organizational initiatives.

STATEMENT OF BARRIER GROUPS:

EEO Group	Affected By Trigger
All Men	Yes
All Women	Yes
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	Yes
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	Yes
Native Hawaiian or Other Pacific Islander Femal	Yes
American Indian or Alaska Native Males	Yes
American Indian or Alaska Native Females	Yes
Two or More Races Males	Yes
Two or More Races Females	Yes
Individuals with Targeted Disabilities	Yes

OBJECTIVE:

Increase communication from senior leaders.

Date Objective Initiated

Dec 1, 2011

Target Date For Completion Of Objective

Sep 30, 2012

OBJECTIVE:

Design a New Employee Orientation program.

Date Objective Initiated

Jan 9, 2012

Target Date For Completion Of Objective

Sep 30, 2013

OBJECTIVE:

Provide access to FEOCS reports to all staff.

Date Objective Initiated

Dec 1, 2011

Target Date For Completion Of Objective

Jan 5, 2012

DOD Department of Defense Education Activity

For period covering October 1, 2010 to September 30, 2011

Plan to Eliminate Identified Barriers

OBJECTIVE:		Launch website dedicated to our organizational culture.
	Date Objective Initiated	Dec 1, 2011
	Target Date For Completion Of Objective	Jan 5, 2012

OBJECTIVE:		Create an online virtual community to gather employee reactions and suggestions for our organizational culture.
	Date Objective Initiated	Dec 1, 2011
	Target Date For Completion Of Objective	Jan 5, 2012

RESPONSIBLE OFFICIALS:	Nicole Neff, Research Psychologist Alina Doreste-Johnson, Chief, DMEO Marilee Fitzgerald, Director, DoDEA
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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Q1 Newsletter from DoDEA Director	Mar 30, 2012
Q2 Newsletter from DoDEA Director	Jun 29, 2012
Q3 Newsletter from DoDEA Director	Sep 28, 2012
Secure Funding for a New Employee Orientation Program	Jun 30, 2012
Establish Contract with External Firm to Create the New Employee Orientation Program	Sep 30, 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

DOD Department of Defense Education Activity

For period covering October 1, 2010 to September 30, 2011

Special Program Plan for People with Targeted Disabilities

Part I Department of Agency Information	1. Agency	1.	Department of Defense				
	1.a 2nd Level Component	1.a	DOD Department of Defense Education Activity				
	1.b 3rd 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	15873	100	16452	100	595	3.60%
	Reportable Disability	499	100	612	100	113	22.60%
	Targeted Disability*	52	100	42	100	-10	-19.20%

* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).

1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.	0
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.	21

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	66	0	0.00%	0	0.00%	0	0.00%	0	0.00%
4. Non-Competitive Promotions	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5. Employee Career Development Programs	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5.a. Grades 5 - 12	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5.b. Grades 13 - 14	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5.c. Grade 15/SES	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6. Employee Recognition and Awards	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6.a. Time-Off Awards (Total hrs awarded)	436	1	0.20%	0	0.00%	0	0.00%	151	34.60%
6.b. Cash Awards (total \$\$\$ awarded)	148368	2	0.00%	0	0.00%	0	0.00%	134	0.10%
6.c. Quality-Step Increase	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

DOD Department of Defense Education Activity

For period covering October 1, 2010 to September 30, 2011

Special Program Plan for People with Targeted Disabilities

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities		
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.		
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>		
Numerical Hiring Goals	Types of Numerical Goals	Goal Used?	Goal(# or %)
	% of PWTB in Total Workforce	Yes	0.26
	# of PWTB in New Hires	Yes	21.00
	% of PWTB in New Hires	Yes	0.46

OBJECTIVES:

The DoDEA DMEQ staff issued a 5-year strategic plan (revised in 2010) to be strategically aligned with DoDEA's Community Strategic Plan. In spring of 2011, DoDEA launched a diversity climate survey, the Federal Organizational Climate Survey (FEOCS), to all employees. Based on the survey, we have several key objectives for the next year including increase transparency and trust in the organization to all employees, create a collaborative and interactive way to dialogue with the employee population regarding the FEOCS, enhance employees' perception of leadership cohesion and create an on boarding experience by designing a New Employee Orientation Program as well as a Sponsor Program to pair employees new to an area with an established employee.

STRATEGIES:

The DoDEA DMEQ staff issued a 5-year strategic plan (revised in 2010) to be strategically aligned with DoDEA's Community Strategic Plan (CSP). In part, the goal reads: "The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement." DoDEA is currently working to create a new CSP which will also require that administrators at all levels will continually recruit, hire, retain, train, support, evaluate, and recognize personnel in order to retain a highly diverse, motivated and committed workforce, including individuals with disabilities and targeted disabilities. DMEQ hired an Organizational Psychologist to more effectively implement and manage programs as well as embed the DMEQ program within the DoDEA culture. This staff member's focus will be to bring innovation into projects and help manage programs in a 21st century environment and promote successful change transformation within the organization. Performance objectives include: Planning scientific research, planning and executing DMEQ annual reports, overseeing data collection (e.g. climate surveys) and analysis, writing research reports and presenting research, and providing consultative service.

ACCOMPLISHMENTS:

DoDEA had a strong connection with the WRP in FY11. As a result of this partnership, the Disabilities Program Manager served as a Recruiter for the WRP, interviewing 24 students (and referring 23) for the WRP internship program. In collaboration with HR, the Disabilities Program Manager hired 31 students in the WRP summer internship program to work at DoDEA. Of these 31, DoDEA then hired 2 students full time, one with a targeted disability. DoDEA currently employs three students under the STEP program as well. In partnership with HR staffing, the DMEQ sustained a streamlined Schedule A process and developed a fully accessible, on-line database to provide access to individuals who have submitted interest and documents regarding their Schedule A authority. DoDEA continues to work with HR and DLA in providing access to the database of interested applicants for Schedule A appointments.

Table A2 - Total Workforce By Component - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total FY	#	14187	3397	10790	248	759	2565	8149	474	1436	85	339	57	193	33	188	28	134
	%	100	23.94	76.06	1.75	5.35	18.08	57.44	3.34	10.12	0.60	2.39	0.40	1.36	0.23	1.33	0.20	0.94
CLF 2000	%	100	53.2	46.8	6.2	4.5	39	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
DD16	#	16452	3634	12818	261	919	2728	9564	525	1702	94	509	58	212	38	231	34	182
	%	100	22.09	77.91	1.59	5.59	16.58	58.13	3.19	10.35	0.57	3.09	0.35	1.29	0.23	1.40	0.21	1.11

Table A4 - Participation Rates For General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex: Calculated within Grade

GS/GM, SES, AND RELATED GRADES		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1 (#)	#	4	4	0	1	0	2	0	1	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	25.00	0.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-2 (#)	#	209	112	97	9	7	46	41	56	40	1	5	0	3	2	2	1	3
	%	100	53.59	46.41	4.31	3.35	22.01	19.62	26.79	19.14	0.48	2.39	0.00	1.44	0.96	0.96	0.48	1.44
GS-3 (#)	#	70	41	29	17	2	17	17	7	9	0	0	0	0	0	0	0	1
	%	100	58.57	41.43	24.29	2.86	24.29	24.29	10.00	12.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.43
GS-4 (#)	#	669	61	608	4	51	44	397	10	112	4	36	1	8	0	10	0	17
	%	100	9.12	90.88	0.60	7.62	6.58	59.34	1.49	16.74	0.60	5.38	0.15	1.20	0.00	1.49	0.00	2.54
GS-5 (#)	#	3470	437	3033	27	206	306	2337	85	320	11	124	7	19	19	156	8	66
	%	100	12.59	87.41	0.78	5.94	8.82	67.35	2.45	9.22	0.32	3.57	0.20	0.55	0.55	4.50	0.23	1.90
GS-6 (#)	#	340	105	235	7	26	58	136	31	64	6	7	7	6	1	0	0	2
	%	100	30.88	69.12	2.06	7.65	17.06	40.00	9.12	18.82	1.76	2.06	2.06	1.76	0.29	0.00	0.00	0.59
GS-7 (#)	#	210	108	102	39	17	46	62	25	24	3	1	3	1	0	1	2	2
	%	100	51.43	48.57	18.57	8.10	21.90	29.52	11.90	11.43	1.43	0.48	1.43	0.48	0.00	0.48	0.95	0.95
GS-8 (#)	#	9	9	0	0	0	6	0	3	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-9 (#)	#	2256	290	1966	34	170	161	1308	81	437	11	29	8	23	2	14	5	39
	%	100	12.85	87.15	1.51	7.54	7.14	57.98	3.59	19.37	0.49	1.29	0.35	1.02	0.09	0.62	0.22	1.73
GS-10 (#)	#	31	28	3	7	0	15	2	4	1	1	0	0	0	1	0	0	0
	%	100	90.32	9.68	22.58	0.00	48.39	6.45	12.90	3.23	3.23	0.00	0.00	0.00	3.23	0.00	0.00	0.00
GS-11 (#)	#	8366	2117	6249	100	367	1795	4993	160	642	44	195	35	136	31	87	11	38
	%	100	25.30	74.70	1.20	4.39	21.46	59.68	1.91	7.67	0.53	2.33	0.42	1.63	0.37	1.04	0.13	0.45
GS-12 (#)	#	868	284	584	19	43	205	451	45	75	12	13	5	5	1	1	4	5
	%	100	32.72	67.28	2.19	4.95	23.62	51.96	5.18	8.64	1.38	1.50	0.58	0.58	0.12	0.12	0.46	0.58
GS-13 (#)	#	401	147	254	9	11	99	184	30	50	7	9	2	4	0	2	2	3
	%	100	36.66	63.34	2.24	2.74	24.69	45.89	7.48	12.47	1.75	2.24	0.50	1.00	0.00	0.50	0.50	0.75
GS-14 (#)	#	259	122	137	5	5	102	107	11	19	2	5	1	3	0	1	1	1
	%	100	47.10	52.90	1.93	1.93	39.38	41.31	4.25	7.34	0.77	1.93	0.39	1.16	0.00	0.39	0.39	0.39

GS-15 (#)	#	73	31	42	0	1	28	34	2	6	1	1	0	0	0	0	0	0
	%	100	42.47	57.53	0.00	1.37	38.36	46.58	2.74	8.22	1.37	1.37	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES (#)	#	5	2	3	0	0	2	2	0	1	0	0	0	0	0	0	0	0
	%	100	40.00	60.00	0.00	0.00	40.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) (#)	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Permanent) (#)	#	2153	697	1461	39	133	458	916	156	311	38	74	19	28	4	15	7	34
	%	100	32.37	67.86	1.81	6.18	21.27	42.55	7.25	14.44	1.76	3.44	0.88	1.30	0.19	0.70	0.33	1.58

GS-15 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Permanent) (#)	#	1996	188	1808	8	165	121	1170	46	263	10	174	2	21	3	35	3	52
	%	100	9.42	90.58	0.40	8.27	6.06	58.62	2.30	13.18	0.50	8.72	0.10	1.05	0.15	1.75	0.15	2.61

Table A4 - Participation Rates For Administratively Determined (AD) Grades (Permanent) - Distribution by Race/Ethnicity and Sex: Calculated within Grade

GS/GM, SES, AND RELATED GRADES		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AD-00 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-01 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-02 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-03 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-05 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-06 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-07 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-08 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-09 (#)	#	2132	225	1907	24	163	128	1283	63	412	8	27	7	23	1	14	4	38
	%	100	10.55	89.45	1.13	7.65	6.00	60.18	2.95	19.32	0.38	1.27	0.33	1.08	0.05	0.66	0.19	1.78
AD-10 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-11 (#)	#	2734	411	2323	46	241	312	1710	41	291	10	63	9	56	3	12	2	14
	%	100	15.03	84.97	1.68	8.81	11.41	62.55	1.50	10.64	0.37	2.30	0.33	2.05	0.11	0.44	0.07	0.51
AD-12 (#)	#	553	91	462	9	34	65	366	17	56	0	5	0	2	0	1	0	3
	%	100	16.46	83.54	1.63	6.15	11.75	66.18	3.07	10.13	0.00	0.90	0.00	0.36	0.00	0.18	0.00	0.54
AD-13 (#)	#	96	27	69	5	4	15	53	5	13	1	0	0	0	0	1	0	
	%	100	28.13	71.88	5.21	4.17	15.63	55.21	5.21	13.54	1.04	0.00	0.00	0.00	0.00	1.04	0.00	

AD-31 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent) (#)	#	5534	762	4772	84	443	526	3419	128	775	19	95	16	81	4	27	7	55
	%	100	13.77	86.23	1.52	8.01	9.50	61.78	2.31	14.00	0.34	1.72	0.29	1.46	0.07	0.49	0.13	0.99

AD-31 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent) (#)	#	123	9	114	0	9	7	76	2	25	0	6	0	2	0	2	0	1
	%	100	7.32	92.68	0.00	7.32	5.69	61.79	1.63	20.33	0.00	4.88	0.00	1.63	0.00	1.63	0.00	0.81

Grade - 15 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades (Permanent) (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Workforce (Permanent) (#)	#	339	254	85	68	18	110	35	79	33	1	2	1	2	3	3	2	2
	%	100	74.93	25.07	20.06	5.31	32.45	10.32	23.30	9.73	0.29	0.59	0.29	0.59	0.88	0.88	0.59	0.59

Table A6 - Participation Rates for Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1701: Teacher	#	10056	2186	7870	75	343	1848	6380	182	721	50	324	41	149	49	290	22	97
	%	100	21.74	78.26	0.75	3.41	18.38	63.44	1.81	7.17	0.50	3.22	0.41	1.48	0.49	2.88	0.22	0.96
Teachers (1700+) CLF	%	100	33.36	66.64	2.62	4.47	25.05	51.75	3.03	6.08	1.6	2.55	0.03	0.09	0.26	0.49	0.76	1.23

Table A7 - Applicant and Hires for Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex
Revision Number: 13

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1701: Teacher	#	0																
Voluntarily Identified for Major Occupation 1 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified for Major Occupation 1 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified for Major Occupation 1 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 1 (%)	%	100	52.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
	#																	
Voluntarily Identified for Major Occupation 2 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 2 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 2 (#)	#																	
	%	100																
CLF for Major Occupation 2 (%)	%																	
	#																	
Voluntarily Identified for Major Occupation 3 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 3 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 3 (#)	#																	
	%	100																
CLF for Major Occupation 3 (%)	%																	
	#																	

Table A7 - Applicant and Hires for Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex
Revision Number: 13

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1701: Teacher	#	48732																
Voluntarily Identified for Major Occupation 1 (#)	#	100	27.38	65.73	0.01	0.04	0.21	0.48	0.02	0.07	0	0.02	0	0	0	0	0	0.02
	%	100	27.38	65.73	0.01	0.04	0.21	0.48	0.02	0.07	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.02
Qualified of those Identified for Major Occupation 1 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified for Major Occupation 1 (#)	#	8818	2079	6739	93	359	1798	5333	121	701	30	120	3	15	11	36	8	95
	%	100	23.58	76.42	1.05	4.07	20.39	60.48	1.37	7.95	0.34	1.36	0.03	0.17	0.12	0.41	0.09	1.08
CLF for Major Occupation 1 (%)	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
	#																	
Voluntarily Identified for Major Occupation 2 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 2 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 2 (#)	#																	
	%	100																
CLF for Major Occupation 2 (%)	%																	
	#																	
Voluntarily Identified for Major Occupation 3 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 3 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 3 (#)	#																	
	%	100																
CLF for Major Occupation 3 (%)	%																	
	#																	

Voluntarily Identified for Major Occupation 4 (#)	#																		
	%	100																	
Qualified of those Identified for Major Occupation 4 (#)	#																		
	%	100																	
Selected of those Identified for Major Occupation 4 (#)	#																		
	%	100																	
CLF for Major Occupation 4 (%)	%																		
	#																		
Voluntarily Identified for Major Occupation 5 (#)	#																		
	%	100																	
Qualified of those Identified for Major Occupation 5 (#)	#																		
	%	100																	
Selected of those Identified for Major Occupation 5 (#)	#																		
	%	100																	
CLF for Major Occupation 5 (%)	%																		
	#																		
Voluntarily Identified for Major Occupation 6 (#)	#																		
	%	100																	
Qualified of those Identified for Major Occupation 6 (#)	#																		
	%	100																	
Selected of those Identified for Major Occupation 6 (#)	#																		
	%	100																	
CLF for Major Occupation 6 (%)	%																		

Voluntarily Identified for Major Occupation 4 (#)	#																		
	%	100																	
Qualified of those Identified for Major Occupation 4 (#)	#																		
	%	100																	
Selected of those Identified for Major Occupation 4 (#)	#																		
	%	100																	
CLF for Major Occupation 4 (%)	%																		
	#																		
Voluntarily Identified for Major Occupation 5 (#)	#																		
	%	100																	
Qualified of those Identified for Major Occupation 5 (#)	#																		
	%	100																	
Selected of those Identified for Major Occupation 5 (#)	#																		
	%	100																	
CLF for Major Occupation 5 (%)	%																		
	#																		
Voluntarily Identified for Major Occupation 6 (#)	#																		
	%	100																	
Qualified of those Identified for Major Occupation 6 (#)	#																		
	%	100																	
Selected of those Identified for Major Occupation 6 (#)	#																		
	%	100																	
CLF for Major Occupation 6 (%)	%																		

Table A8 - New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent New Hires (#)	#	3402	472	2930	16	198	344	2126	91	456	14	99	5	32	12	59	7	83
	%	100	13.87	86.13	0.47	5.82	10.11	62.49	2.67	13.40	0.41	2.91	0.15	0.94	0.35	1.73	0.21	2.44
Temporary New Hires (#)	#	1212	115	1097	6	96	78	744	26	152	4	93	0	11	0	27	5	32
	%	100	9.49	90.51	0.50	7.92	6.44	61.39	2.15	12.54	0.33	7.67	0.00	0.91	0.00	2.23	0.41	2.64
Non-Appropriated New Hires (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total New Hires (#)	#	4614	587	4027	22	294	422	2870	117	608	18	192	5	43	12	86	12	115
	%	100	12.72	87.28	0.48	6.37	9.15	62.20	2.54	13.18	0.39	4.16	0.11	0.93	0.26	1.86	0.26	2.49
CLF 2000	%	100	53.2	46.8	6.2	4.5	39	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

Table A9 - Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex
Revision Number: 13

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1701: Teacher	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified for Major Occupation 1 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for Major Occupation 1 (#)	#	21	3	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	14.29	85.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for Major Occupation 1 (%)	#	0	15	85	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#																	
	%	100																
Qualified for Major Occupation 2 (#)	#																	
	%	100																
Selected for Major Occupation 2 (#)	#																	
	%	100																
Relevant Pool for Major Occupation 2 (%)	#																	
	#																	
	%	100																
Qualified for Major Occupation 3 (#)	#																	
	%	100																
Selected for Major Occupation 3 (#)	#																	
	%	100																
Relevant Pool for Major Occupation 3 (%)	#																	
	#																	
	%	100																
Qualified for Major Occupation 4 (#)	#																	
	%	100																
Selected for Major Occupation 4 (#)	#																	
	%	100																

Table A10 - Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex
Revision Number: 13

Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Eligible for Career Ladder Promotions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 1 - 12 months (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 13 - 24 months (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 25 + months (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A11 - Internal Selections for Senior Level Positions (GS-13, GS-14, GS-15, and SES) - Distribution by Race/Ethnicity and Sex
Revision Number: 13

Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants for GS-13 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applicants for GS-13 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for GS-13 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for GS-13 Positions (%)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applicants for GS-14 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applicants for GS-14 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for GS-14 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for GS-14 Positions (%)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applicants for GS-15 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applicants for GS-15 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for GS-15 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for GS-15 Positions (%)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applicants for SES Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applicants for SES Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for SES Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Relevant Pool for SES Positions (%)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A12 - Participation in Career Development - Distribution by Race/Ethnicity and Sex
Revision Number: 13

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Slots for GS-5 to GS-12 Program (#)	#	0																
Relevant Pool for GS-5 to GS-12 Program (%)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-5 to GS-12 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-5 to GS-12 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Slots for GS-13 to GS-14 Program (#)	#	0																
Relevant Pool for GS-13 to GS-14 Program (%)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-13 to GS-14 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-13 to GS-14 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Slots for GS-15 to SES Program (#)	#	0																
Relevant Pool for GS-15 to SES Program (%)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-15 to SES Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-15 to SES Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																		

Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total # for Time-Off Awards: 1 - 9 Hours	#	82	31	51	2	5	19	32	7	13	1	2	0	2	0	1	2	0
	%	100	37.80	62.20	2.44	6.10	23.17	39.02	8.54	15.85	1.22	2.44	0.00	2.44	0.00	1.22	2.44	0.00
Total Hours for Time-Off Awards: 1-9 Hours	#	640	248	392	16	40	152	244	56	100	8	16	0	16	0	8	16	0
Average Hours for Time-Off Awards: 1-9 Hours	#	8	8	8	8	8	8	8	8	8	8	8	0	8	0	8	8	0
Total # for Time-Off Awards: Over 9 Hours	#	53	19	34	2	3	11	23	6	7	0	1	0	1	0	0	1	0
	%	100	35.85	64.15	3.77	5.66	20.75	43.40	11.32	13.21	0.00	1.89	0.00	1.89	0.00	0.00	1.89	0.00
Total Hours for Time-Off Awards: Over Hours	#	1482	570	912	80	50	328	678	162	144	0	40	0	40	0	0	40	0
Average Hours for Time-Off Awards: Over Hours	#	28	30	27	40	17	30	29	27	21	0	40	0	40	0	0	40	0
Total # for Cash Awards: \$500 and Under	#	3145	885	2260	35	89	725	1805	96	214	18	105	10	46	6	40	8	29
	%	100	28.14	71.86	1.11	2.83	23.05	57.39	3.05	6.80	0.57	3.34	0.32	1.46	0.19	1.27	0.25	0.92
Total Amount for Cash Awards: \$500 and Under	\$	1159237.00	341461.00	817776.00	12730.00	29366.00	281294.00	655551.00	36572.00	77379.00	6415.00	37906.00	3900.00	16503.00	2250.00	12594.00	3287.00	10957.00
Average Amount for Cash Awards: \$500 and Under	\$	369.00	386.00	362.00	364.00	330.00	388.00	363.00	381.00	362.00	356.00	361.00	390.00	359.00	375.00	315.00	411.00	378.00
Total # for Cash Awards: \$501 and Over	#	1971	648	1323	73	97	450	969	100	188	23	58	16	27	9	21	3	12
	%	100	32.88	67.12	3.70	4.92	22.83	49.16	5.07	9.54	1.17	2.94	0.81	1.37	0.46	1.07	0.15	0.61
Total Amount for Cash Awards: \$501 and Over	\$	2786751.00	991060.00	1795691.00	95752.00	124511.00	712867.00	1325890.00	143980.00	263244.00	36609.00	66744.00	22735.00	30242.00	9208.00	28362.00	4147.00	13459.00
Average Amount for Cash Awards: \$501 and Over	\$	1414.00	1529.00	1357.00	1312.00	1284.00	1584.00	1368.00	1440.00	1400.00	1592.00	1151.00	1421.00	1120.00	1023.00	1351.00	1382.00	1122.00

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

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary Separation (#)	#	2693	368	2325	20	130	279	1775	53	304	12	81	8	12	21	86	3	40
	%	100	13.67	86.33	0.74	4.83	10.36	65.91	1.97	11.29	0.45	3.01	0.30	0.45	0.78	3.19	0.11	1.49
Involuntary Separations (#)	#	6	2	4	0	0	1	3	1	1	0	0	0	0	1	1	0	0
	%	100	33.33	66.67	0.00	0.00	16.67	50.00	16.67	16.67	0.00	0.00	0.00	0.00	16.67	16.67	0.00	0.00
Total Separations (#)	#	3384	434	2950	22	175	325	2197	64	405	15	121	10	18	25	137	5	55
	%	100	12.83	87.17	0.65	5.17	9.60	64.92	1.89	11.97	0.44	3.58	0.30	0.53	0.74	4.05	0.15	1.63
Total Workforce	#	14187	3397	10790	248	759	2565	8149	474	1436	85	339	57	193	33	188	28	134
	%	100%	23.94	76.06	1.75	5.35	18.08	57.44	3.34	10.12	0.60	2.39	0.40	1.36	0.23	1.33	0.20	0.94

GS-14 (#)	#	83	80	4	3	0	0	0	0	0	0	0	0	0	0
	%	100	96.39	4.82	3.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 (#)	#	51	49	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	96.08	1.96	3.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES (#)	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) (#)	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Permanent) (#)	#	2153	2047	52	111	21	7	1	0	6	0	4	0	3	0
	%	100	95.08	2.42	5.16	0.98	0.33	0.05	0.00	0.28	0.00	0.19	0.00	0.14	0.00

GS-14 (#)	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Temporary) (#)	#	1996	1931	11	65	2	1	0	0	0	0	0	0	1	0
	%	100	96.74	0.55	3.26	0.10	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00

Total AD Workforce (Permanent) (#)	#	5534	5289	75	245	22	0	1	2	2	0	6	0	10	1
	%	100	95.57	1.36	4.43	0.40	0.00	0.02	0.04	0.04	0.00	0.11	0.00	0.18	0.02

Description: Table B7 - Applicants and Hires (Permanent) - Distribution by Disability
Revision Number: 13

Applicant Flow Data for New Hires		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Schedule A Applications (#)	#														
	%	100													
Total Schedule A Hires (#)	#														
	%	100													
Total Non-Schedule A Applications (#)	#														
	%	100													
Total Non-Schedule A Hires (#)	#														
	%	100													

Description: Table B8 - New Hires by Type of Appointment - Distribution by Disability

Type of Appointment	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
Permanent New Hires (#)	#	3402	3195	51	156	19	0	0	0	0	0	5	0	4	0
	%	100	93.92	1.50	4.59	0.56	0.00	0.00	0.00	0.00	0.00	0.15	0.00	0.12	0.00
Temporary New Hires (#)	#	1212	1158	6	48	2	0	0	0	0	0	1	0	1	0
	%	100	95.54	0.50	3.96	0.17	0.00	0.00	0.00	0.00	0.00	0.08	0.00	0.08	0.00
Total New Hires (#)	#	4614	4353	57	204	21	0	0	0	0	0	6	0	5	0
	%	100	94.34	1.24	4.42	0.46	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.11	0.00

Description: Table B9 - Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability
Revision Number: 13

Applicant Flow Data for Promotions to Major Occupations	All Employees	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
0: 0	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified for Major Occupation 1 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified for Major Occupation 1 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for Major Occupation 1 (%)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#														
	%	100													
Qualified of those Identified for Major Occupation 2 (#)	#														
	%	100													
Selected of those Identified for Major Occupation 2 (#)	#														
	%	100													
Relevant Pool for Major Occupation 2 (%)	%														
	#														
	%	100													
Qualified of those Identified for Major Occupation 3 (#)	#														
	%	100													
Selected of those Identified for Major Occupation 3 (#)	#														
	%	100													
Relevant Pool for Major Occupation 3 (%)	%														
	#														
	%	100													
Qualified of those Identified for Major Occupation 4 (#)	#														
	%	100													

Description: Table B10 - Non-Competitive Promotions - Time in Grade - Distribution by Disability
Revision Number: 13

Type of Appointment		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Employees Eligible for Career Ladder Promotions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 1 - 12 months (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 13 - 24 months (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 25 + months (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Description: Table B11 - Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES) - Distribution by Disability
Revision Number: 13

Applicant Flow Data for Senior Grade Levels		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Applicants for GS-13 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applications for GS-13 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for GS-13 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for GS-13 Positions (%)		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applicants for GS-14 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applicants for GS-14 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for GS-14 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for GS-14 Positions (%)		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applicants for GS-15 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applicants for GS-15 Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected for GS-15 Positions (#)	#	0	0												
	%	100	0.00												
Relevant Pool for GS-15 Positions (%)		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applicants for SES Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Applicants for SES Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Selected for SES Positions (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for SES Positions (%)		0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Description: Table B12 - Participation in Career Development - Distribution by Disability
Revision Number: 13

Applicant Flow Data for Career Development Programs		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Slots for GS-5 to GS-12 Program (#)	#	0													
Relevant Pool for GS-5 to GS-12 Program (%)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-5 to GS-12 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-5 to GS-12 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Slots for GS-13 to GS-14 Program (#)	#	0													
Relevant Pool for GS-13 to GS-14 Program (%)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-13 to GS-14 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-13 to GS-14 Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Slots for GS-15 to SES Program (#)	#	0													
Relevant Pool for GS-15 to SES Program (%)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-15 to SES Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-15 to SES Program (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Description: Table B13 - Employee Recognition and Awards Distribution - Distribution by Disability

Types of Awards	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
Total # for Time-Off Awards: 1 - 9 Hours	#	82	74	0	8	2	1	1	0	0	0	0	0	0	0
	%	100	90.24	0.00	9.76	2.44	1.22	1.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours for Time-Off Awards: 1-9 Hours	#	640	576	0	64	16	8	8	0	0	0	0	0	0	0
Average Hours for Time-Off Awards: 1-9 Hours	#	8	8	0	8	8	8	8	0	0	0	0	0	0	0
Total # for Time-Off Awards: Over 9 Hours	#	53	50	0	3	0	0	0	0	0	0	0	0	0	0
	%	100	94.34	0.00	5.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours for Time-Off Awards: Over Hours	#	1482	1392	0	90	0	0	0	0	0	0	0	0	0	0
Average Hours for Time-Off Awards: Over Hours	#	28	28	0	30	0	0	0	0	0	0	0	0	0	0
Total # for Cash Awards: \$500 and Under	#	3145	3062	77	83	7	0	0	0	3	0	2	0	2	0
	%	100	97.36	2.45	2.64	0.22	0.00	0.00	0.00	0.10	0.00	0.06	0.00	0.06	0.00
Total Amount for Cash Awards: \$500 and Under	\$	1159237.00	1128643.00	28809.00	30594.00	2520.00	0.00	0.00	0.00	1100.00	0.00	750.00	0.00	670.00	0.00
Average Amount for Cash Awards: \$500 and Under	\$	369.00	369.00	374.00	369.00	360.00	0.00	0.00	0.00	367.00	0.00	375.00	0.00	335.00	0.00
Total # for Cash Awards: \$501 and Over	#	1971	1891	43	80	7	1	1	0	1	0	3	0	1	0
	%	100	95.94	2.18	4.06	0.36	0.05	0.05	0.00	0.05	0.00	0.15	0.00	0.05	0.00
Total Amount for Cash Awards: \$501 and Over	\$	2786751.00	2667924.00	70377.00	118827.00	7350.00	750.00	1000.00	0.00	1900.00	0.00	2900.00	0.00	800.00	0.00
Average Amount for Cash Awards: \$501 and Over	\$	1414.00	1411.00	1637.00	1485.00	1050.00	750.00	1000.00	0.00	1900.00	0.00	967.00	0.00	800.00	0.00
Total # for Cash Awards: \$501 and Over	#	1971	1891	43	80	7	1	1	0	1	0	3	0	1	0
	%	100	95.94	2.18	4.06	0.36	0.05	0.05	0.00	0.05	0.00	0.15	0.00	0.05	0.00
Total Amount for Cash Awards: \$501 and Over	\$	2786751.00	2667924.00	70377.00	118827.00	7350.00	750.00	1000.00	0.00	1900.00	0.00	2900.00	0.00	800.00	0.00
Average Amount for Cash Awards: \$501 and Over	\$	1414.00	1411.00	1637.00	1485.00	1050.00	750.00	1000.00	0.00	1900.00	0.00	967.00	0.00	800.00	0.00

