



**DIVERSITY MANAGEMENT & EQUAL OPPORTUNITY OFFICE
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
4040 NORTH FAIRFAX DRIVE
ARLINGTON, VA 22203-1635**

February 01, 2010

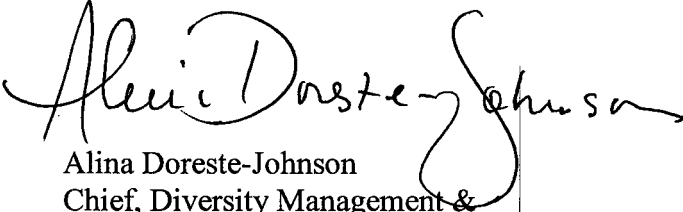
Mr. Clarence Johnson
Principal Director
Office of Diversity Management and Equal Opportunity
Office of the Under Secretary of Defense
Personnel and Readiness
4000 Defense Pentagon
Room 5D641
Washington, DC 20301-4000

Dear Mr. Johnson,

Attached is the Department of Defense Education Activity's (DoDEA) Management Directive 715 Report for Fiscal Year 2009.

Please direct questions concerning this report to the undersigned, Chief, Diversity Management and Equal Opportunity Office, (703) 588-3232.

Sincerely,


Alina Doreste-Johnson
Chief, Diversity Management &
Equal Opportunity

Enclosure:
As stated

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

For period covering October 1, 2008, to September 30, 2009.

PART A Department or Agency Identifying Information	1. Agency		1. DoDEA	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 4040 North Fairfax Drive	
	3. City, State, Zip Code		3. Arlington, Virginia 22203	
	4. CPDF Code	5. FIPS code(s)	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 10,027
	2. Enter total number of temporary employees			2. 5,289
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 15,316
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Shirley Miles Director, Department of Defense Education Activity	
	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), YC-260-3	
	4. Title VII Affirmative EEO Program Official		4. Theodore Agnew Diversity Program Manager	
	5. Section 501 Affirmative Action Program Official		5. Charles Montanez Disability Program Manager	
	6. Complaint Processing Program Manager		6. Allison Kennedy Complaints & Compliance Program Manager	
	7. Alternative Disputes Resolution (ADR) Program Manager		7. Vacant	
	8. Other Responsible EEO Staff		8. Deborah Cannon, Deputy Chief, DMEO William Suddeth, DMEO Program Manager, Europe Area Steve Vojtecky, DMEO Program Manager, Pacific Area Albert Ware, DMEO Program Manager, CONUS Area	

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

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

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

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

**DoDEA
October 1, 2008, to September 30, 2009.**

EXECUTIVE SUMMARY

The Department of Defense Education Activity (DoDEA) is a civilian agency of the U.S. Department of Defense (DoD). The Agency is headed by a Director who oversees all functions from DoDEA Headquarters (HQ) in Arlington, Virginia. DoDEA consists of two school systems: (1) the DoD Dependents Schools (DoDDS), which is the overseas school system located in Europe and the Pacific, and (2) the DoD Domestic Dependent Elementary and Secondary (DDESS), the domestic school system. DoDEA's mission is to provide exemplary educational programs in military communities to military and DoD civilian dependents worldwide. The schools are divided into three areas, each managed by an area director. Within each of the three areas, schools are organized into districts headed by superintendents. DoDEA operates 191 schools in 14 districts located in 12 foreign countries, 7 states, Guam, and Puerto Rico. Schools within DoDEA are fully accredited by U.S. accreditation agencies. Approximately 8,700 educators serve more than 84,000 students.

DoDEA's Diversity Management and Equal Opportunity (DMEO) office is a model EEO program with a stated mission to create and sustain a workplace free of discrimination and harassment through commitment, integration, prevention, and accountability. DoDEA's mission and vision of the agency's EEO programs is capsulated in the Agency's Community Strategic Plan, Goal 3, which states: "the DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement."

To accomplish Goal 3, measures and milestones are identified. The 2009 milestones applicable to this report are:

- **Objective 1: DoDEA will continually recruit, hire, support, evaluate, reward and/or recognize employees.**
(Strategy ONE: Diversified and culturally responsible recruitment.)
 - By January 2009, develop and implement a diversity recruitment plan in response to the MD-715, demographic changes in personnel, high demand subject area vacancies, and the diverse pool of applicants for educators, non-educators, and administrators.
 - Status: This is an ongoing process. Using the FY08 MD-715 reports as a tool, DMEO and HR have reviewed identified potential barriers and developed strategies to address DoDEA diversity objectives and underrepresentation based on demographic statistical data.
- (Strategy TWO: Employee tracking system.)
 - Status: The milestone for October 2008 to implement the DoD Enterprise Staffing Solution (ESS) was not approved by DoD; therefore a new milestone has been set for June 2010 to create a DoDEA-wide applicant/employee tracking system for non-educators. The Educator Applicant System is currently being used for tracking applicant/employee data for educators.
- (Strategy THREE: Supported, evaluated, and rewarded employees.)
 - By June 2009, develop and implement a DoDEA-wide exit survey.
 - Status: HR developed an exit survey and is piloting the survey at HQ. A policy letter is in coordination for the Director's signature.
 - By June 2009, professional educator appraisal systems and non-educator performance appraisal systems are evaluated.
 - Status: The Multidimensional Administrator Performance Appraisal (MAPA) evaluation system for principals and assistant principals is being implemented throughout DoDEA. DoDDS school districts implement the new system effective October 1, 2009. DDESS school districts implement the new system effective November 1, 2009. The first rating cycle will run from the implementation date through June 30, 2010. The implementation of MAPA culminates over a year of development effort by a task group of current DoDEA managers. The MAPA is designed to improve practices in instructional leadership that enhance student achievement and also to recognize effective practices currently in place.
- **Objective 2: Leadership Development.**
(Strategy ONE: Equitable on-going professional development aligned to the mission and to DoDEA's priorities.)
 - By June 2009, professional development modules are prepared for teachers and administrators on data-driven decision making, to include development of training plans and schedules.
 - Status: The Professional Development Committee is working on modules for administrators; task forces on curriculum have been meeting which will include professional development for the educator.
- (Strategy TWO: Leadership Development.)
 - By June 2009, a DoDEA educator leadership development plan is designed and implemented.
 - Status: For 2010, the Center for School Leadership will provide the portal for professional development through which school administrators and those aspiring administrator positions can improve their leadership skills.

Part G: A review of the Agency Assessment (Part G) was completed and two elements could use improvement:

- **Element B: Integration of EEO Into the Agency's Strategic Mission.** DMEO was an integral part of the development and update of the Agency's Community Strategic Plan. This year was set apart from others in that the DMEO leadership participated in all of the Administrators' conferences worldwide and provided significant workforce data

to elevate awareness of the Agency's diversity initiatives and the call for a succession plan to insure that there is continuity of operations and fulfillment of diversity objectives. This fiscal year, DME0 had numerous exchanges with HR and held 2 substantial meetings with HR to assess actions in the DoDEA CSP as it relates to diversity management, assessment of recruitment efforts, and evaluation of recruitment data, retention, and succession planning. DME0's Diversity Program Manager's position was established in October 2007 to oversee DoDEA's diversity initiatives and its statutory/regulatory EEO related Special Emphasis Programs. In FY09, the Diversity Program Manager developed a strategic plan and accomplished the following objectives:

- o (1) Develop, prepare, and disseminate to DoDEA management the DME0 annual Diversity Program status report with a summary of customer-friendly data;
- o (2) Coordinate and collaborate with Human Resources to develop strategies for eliminating barriers to equal opportunity;
- o (3) Continue to market the Schedule A program to management;
- o (4) Continue to monitor workforce database to ensure employee records are accurate;
- o (5) Participate and collaborate with other agencies and departments' committees and councils to share information on regulatory developments, current trends, and best practices; and
- o (6) Organize, develop and establish the HQ Special Observances Committee (SOC) (accomplished in Feb 2009) to promote a diverse workforce and create awareness of different cultures.

In addition, commemorative messages are sent out by the Chief, DME0, and published on the DoDEA Digest, the official DoDEA newsletter. To improve in the area of SEP, the Diversity Manager has set objectives for FY10 to continue networking with area DME0 Program Managers and other special interest groups to support, collaborate and implement DoD-mandated SEP programs; to maintain and promote calendar events aimed at promoting SEP initiatives on the DoDEA website; and to respond to White House and Department of Defense initiatives that address SEP areas.

- **Element C: Management and Program Accountability.** As a result of the aforementioned meetings with HR, it was determined that there is a need for broader representation to effect a Diversity Action Plan. The group decided that as major stakeholder's in DoDEA's success, management must be a part of the initial planning phases of the plan. DME0's collaboration with HR in meetings during this fiscal year revealed that DoDEA stakeholders should be involved to develop a Diversity Action Plan to further address barriers identified in this year's MD-715 report. These elements are addressed in further detail in Part H.

Part H: DoDEA's FY08 DME0 plan to attain the essential elements of a model EEO program (Part H) developed 3 objectives that set time tables for (1) establishing standard operating procedures for investigation processes; (2) establishing standard operating procedures for efficient processing of final agency decisions; and (3) establishing a diversity plan in partnership with leadership and HR to reach Goal 3.

Evaluation of Demographic Tables:

Teachers [Table A4-2P (TP), Table A4-2T (TP)] and Administratively Determined [Table A4-2P (AD), and Table A4-2T (AD)] positions are the dominant DoDEA pay plans and makeup 77% of DoDEA's workforce. These pay plans consist of school level positions stateside and overseas and include classroom teachers, counselors, media specialists, administrators, and other school level positions. Classroom teachers are the majority of all DoDEA pay plans.

Our total workforce (permanent and temporary) is 15,317 (Table A1) and predominantly female at 11,942 (78%). White females are the largest female group at 8,983 (59%) of the total workforce. The total male population is 3,375 which represents (22%) of the total workforce. White males are the largest male group at 2,582 (17%). White employees at 11,565 represent 76% of the total workforce. The remaining 24% of DoDEA's workforce is made up of 5% (701) Hispanic or Latino female, 2% (239) Hispanic or Latino male; 10% (1,541) black female, 3% (423) black male; 3% (459) Asian female, 1% (78) Asian male; 1% (96) American Indian or Alaskan Native (AI/AN) female, and 0.13% (20) AI/AN male; and 1% (161) Two or more races female and 0.22% (33) Two or more races males. Additional information addressing low male representation is under Part H.

The following identifies DoDEA demographic areas that exceed or are below the 2000 Civilian Labor Force (CLF):

Table A1: Total Workforce (females): DoDEA is above the CLF representation of total females by 31.19% (CLF 46.77%, DoDEA 77.96%). DoDEA is above the CLF in Hispanic or Latino females by 0.06% (CLF 4.52%, DoDEA 4.58%); above the CLF in White females by 24.91% (CLF 33.74%, DoDEA 58.65%); above the CLF in Black or African American females by 4.40% (CLF 5.66%, DoDEA 10.06%); above the CLF in Asian females by 1.29%, (CLF 1.71%, DoDEA 3.00%); below the CLF in Native Hawaiian or other Pacific Islander females by -0.05% (CLF 0.05% DoDEA is 0.00%); above the CLF in American Indian/Alaskan Native females by 0.31% (CLF 0.32%, DoDEA 0.63%); and above the CLF in Two or More Races females by -0.29% (CLF 0.76%, DoDEA 1.05%).

Table A1: Total Workforce (males): DoDEA is below the CLF representation of males by 31.19% (CLF 53.23, DoDEA 22.04%). DoDEA is below the CLF in Hispanic or Latino males by -4.61% (CLF 6.17%, DoDEA 1.56%); below the CLF in White males by -22.17% (CLF 39.03%, DoDEA 16.86%); below the CLF in Black or African American males by -2.08% (CLF 4.84%, DoDEA 2.76%); below the CLF in Asian males by -1.41% (1.92% CLF, DoDEA 0.51%); below the CLF in Native Hawaiian or Other Pacific Islanders males by -0.06% (CLF 0.06%, DoDEA 0.00%); below the CLF in American Indian or Alaskan Native males by -0.21% (CLF 0.34%, DoDEA 0.13%); and below the CLF in Two or More Races males by -0.66% (CLF 0.88%, DoDEA 0.22%).

Table A3-1 and B3-1: Occupational Categories - Distribution by Race/Ethnicity & Sex: DoDEA's three largest occupational groups are (1) Officials/Managers [612 (Executive/Senior level, Mid-Level, First-Level and Other officials and managers)]; (2) Professionals (8,432); and (3) Administrative Support Worker (654). In the Officials/Managers group, DoDEA has no participation of Native Hawaiian or Other Pacific Islanders and less than 1% participation of American Indian or Alaska Natives, and Two or more races. Also, the Officials/Managers group has no representation of persons with targeted disabilities (PWTD).

Table B1: Total Workforce by Disability (OPM Form 256, Self Identification Codes): Although DoDEA still remains significantly below the DoD standard goal of 2% in the area of representation of employees with targeted disabilities, this year the number of PWTD has increased by more than 40% from FY08. Of 15,317 total employees, 14,543 (94.95%) reported no disability, 260 (1.70%) did not identify a disability, 514 (3.36%) identified a disability, and 41 (0.27%) identified a targeted disability. In FY09, DoDEA converted 1 person with a disability from the Workforce Recruitment Program to a permanent position.

DME0 are working to improve data collection in the following areas:

Table A7 (by RNO/gender) and B7 (by disability): Applicant Flow Data for Major Occupations - Permanent & Temporary. DoDEA possesses an applicant tracking systems called, Educator Application System (EAS); however, the system does not capture the type of appointment (permanent/temporary), the number of applicants qualified, or the numbers selected. As a result, these categories cannot be reported. The RNO data reported this FY is from EAS. Our HQ GS vacancies are not captured in an automated tracking system. While DoDEA is able to provide meaningful data on permanent employees, applicant tracking systems need improvement to capture all data required for this report. DoD did not approve DoDEA's pilot for using the DoD Enterprise Staffing Solution (ESS) which would have provided required data. For FY10, DoDEA has requested modification and expansion of EAS to include non-educator applicants.

Tables A9 and B9: Selections for Internal Competitive Promotions for Major Occupations.

Although over 2% of total applicants identified a disability, no persons with targeted disabilities were identified in Table B9.

Tables A10 and B10: Non-Competitive Promotions - Time in Grade. DoDEA is unable to track this data at this time due to the current parameters for its applicant tracking system. Under NSPS in FY09, Time-in-grade (TIG) restrictions were no longer required for the OPM standards.

Tables A11 and B11: Internal Selections for senior Level Positions (GS13/14, GS15, and SES). We are unable to track this applicant flow data.

Tables A12 and B12: DoDEA does not have a Career Development Program at this time. However, DoDEA employees participated in six career development training programs outside of DoDEA. Training Data (Career development training programs only): DoDEA personnel attended six leadership training programs: (1) Executive Development Seminar was attended by 1 White female (YC); (2) Leadership for Lawyers was attended by 1 White female (YC); (3) Leadership Foundations Seminar was attended by 1 Hispanic male (YA); (4) Leadership Lab was attended by 1 White female (YA), (5) SANS Security Leadership was attended by 1 White male (YA); and (6) Virtual Leadership Training was attended by 1 White female (YA), 1 White male (YA), and 1 Black female (YA). No employees reported a disability.

DME0 continues to foster partnerships with Human Resources (HR) to improve the manner in which data is collected in order to meet all reporting requirements. HQ HR keeps DME0 informed of the pending plan to resurvey the workforce. For 2 years, DoDEA employees have had access to input their RNO and disability information into MyBiz (an automated employee information data tracking system). MyBiz has improved DoDEA's RNO and disability workforce data for this year's MD715 Report. The number of employees reporting a targeted disability has increased 41.4% from last year's report (from 29 in FY08 to 41 in FY09); employees reporting non-targeted disabilities have increased 102.4% (from 254 in FY08 to 514 in FY09).

Online advertising is used in job opportunity outreach to educators, specialists, and administrators. The web-based EAS is effective and easy for educators to use and has significantly increased the educator-applicant pool. Plans are still in place to startup an applicant tracking system for GS and NSPS employees. The two diversity recruitment events attended by HR recruitment personnel this FY were: the National Minorities in Education Expo in February, 2009 and the DoDEA Job Fair in March, 2009. For FY09, 66 minority student teachers applied to the Student Teacher Program, of which 44 were approved for student teacher placement within the agency. For this reporting period, 14 minority student teachers applied for teaching positions in the agency and 9 (11%) were hired among the 83 applicants who applied for employment with DoDEA.

**U.S. Equal Employment Opportunity Commission
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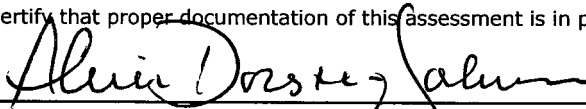
**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Alina Doreste-Johnson, Chief DMEO, YC-03, 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.

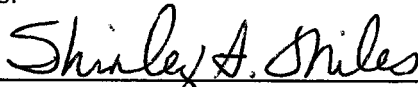
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Feb 1, 2010

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

Date




FEB - 1 2010



Signature of Agency Head or Agency Head Designee

Date

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
 AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
➔ Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	EEO policy statements are up-to-date.			
	The Agency Head was installed in June 2008. The EEO policy statement was issued in November, 2008. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
	Are new employees provided a copy of the EEO policy statement during orientation?	X		New employees informed of EEO policy statement and directed to go to DoDEA web-site where the policy is posted.
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
➔ Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X		
➔ Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in

 Measures	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		Disciplinary Action regulations are posted on the DoDEA website accessible to all employees.
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the		X		

immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)				
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
→ Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
→ Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency		X		

self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?				
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204			X	Federal Women's Employment Program was not fully staffed for FY09; however, the Special Observances Committee (SOC) organized Women's History Month activities.
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X	Hispanic Employment Program was not fully staffed for FY09; however, SOC organized Hispanic History Month activities.
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?			X	DMEQ is responsible for the Special Emphasis Programs (SEP). Human Resources is responsible for the Federal Equal Opportunity Recruitment Program (FEORP) and the Veterans Employment Program.
Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?			X	Although no central fund is set aside for purchasing accommodations, DoDEA has access to Computer/Electronic Accommodations Program for most reasonable accommodations.
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?			X	The General Services Administration (GSA) and DoD is responsible for ADA building compliance.
Is the EEO Program allocated sufficient resources to train all employees on EEO		X		

Programs, including administrative and judicial remedial procedures available to employees?			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		

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

Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures				
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		

Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		
→ Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
→ Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		In FY09, DME0 had a pervasive presence in all administrators' conferences where the DME0 Chief and Deputy presented on leadership skills and provided significant statistical data on demographics, underrepresentation, diversity objectives, succession planning and EEO principles.
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.
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?			X	No.
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		

Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
→ Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?			X	Participation of supervisors and managers in the ADR process is strongly encouraged but not mandated, as ADR is not always appropriate.



Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
→ Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
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		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
→ Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows		X		

identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?				
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: Counselors are providing timely counseling and investigative services to the Agency.				
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		
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		
→ Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
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 continues to improve in providing timely counseling of pre-complaints. In FY09, 99% of DoDEA's pre-complaints were timely counseled. DoDEA's base year of FY07 was at 61%; this is a 62% rate of improvement.
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		
Does the agency complete the investigations within the applicable prescribed time frame?			X	In FY09 the Agency investigated 15 complaints; of those, 93% were timely investigated. This is a vast improvement from FY08 & FY07 when only 17% of complaints were timely investigated.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	DME0 issued 8 FADs in FY09; 25% (2) were timely issued. DME0 staff is working to improve the process for FY10. FY09 timely FADs is a 25% decrease from FY08 in which 50% (10)

				were timely issued.
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		Investigative files are sent to the AJ, immediately upon request for Hearing is received from Complainant.
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
→ Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		ADR is an essential component of all training.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	Participation in ADR is voluntary. Management is strongly encouraged to participate in ADR if a Complainant elects to participate.
Does the responsible management official directly involved in the dispute have settlement authority?		X		The 1 st , 2 nd , or 3 rd level management official may either be involved in the dispute or have settlement authority.
→ Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		

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

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	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
→ Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
↓ Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		Agency has control over lump-sum payments. DFAS has some financial responsibilities that are not monitored by the agency.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		

 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.				All management/supervisory positions have an EEO standard addressing support for Special Emphasis Programming, affirmative employment, and complaint processing.
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?		X		
Compensatory Damages: The final agency decision and evidence of payment, if made?		X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?		X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s		X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.		X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).		X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.		X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.		X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.		X		

Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		
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Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28.

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2009 DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Investigation of complaints not completed within the applicable time frame (180 days). 93% of investigations completed within 180 days or less.
OBJECTIVE:	Establish a Standard Operating Procedure to identify, track, and improve present case investigation procedures.
RESPONSIBLE OFFICIAL:	Chief, DME0
DATE OBJECTIVE INITIATED:	2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish procedures to identify and improve tracking investigations with IRD Director and DME0 Complaints Manager.	2010
Develop internal automated tracking mechanisms to monitor IRD and contracted investigations.	2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
The Civilian Personnel Management Services (CPMS), Investigations Resolution Division (IRD) is the DoD component responsible for investigating DoDEA formal EEO complaints. IRD promotes electronic case file submissions to their office to assist with quicker processing. Hard copy Reports of Investigation (ROI) are no longer provided to agencies. IRD submits the completed ROI on FileX (automated web-based case file tracking system), so agencies have access to the ROI in real time. This process has improved the efficiency and timeliness of investigations and issuance of ROIs.	

The DoDEA DMEO office is comprised of 4 Area offices, Headquarters DMEO (4 program managers: Alternative Dispute Resolution Manager (ADR), Complaints Manager, Diversity Manager, and Disability Program Manager), DoDDS Europe (2 specialists), DoDDS-Pacific DMEO (2 specialists), and DDESS (2 specialists (1 vacant)). In FY09, DMEO fully staffed the last 2 field offices adding a specialist to manage the formal complaint process, ADR, disability and diversity programs. These positions will function as DMEO Program Managers. The second specialist position functions as a full-time counselor and manages the pre-complaint process, including ADR during the informal stage.

DoDEA made significant improvements in its timeliness of investigations, from 26% in FY08 to 93% timeliness in FY09. The increase from FY08 to FY09 is a result of closely monitoring the investigation process, contracting out investigations (3), and the FY08 realignment of DMEO resources to add a full-time complaints manager to oversee the complaints process, which includes investigations, and improving communication between DMEO and IRD. Additionally, to ensure timeliness of investigations, the Complaints Program Manager established a complaint processing flow chart which provides stringent timelines to follow from the date a formal complaint is filed through the completion of the investigation. This flowchart will ensure that specialists who are assigned formal complaints maintain follow-up throughout the investigation period and request extensions, as necessary, to ensure DoDEA meets the 180-calendar-day investigation timeframe. DMEO's objective for FY10 is to have 100% timely investigations. Although DoDEA has a unique challenge in that over 70% of its workforce are educators who are out of work during recess periods, DoDEA DMEO personnel continue to ensure that complainant contact information is updated and that individuals who have ongoing complaints at the investigation stage during its longest recess period, the summer, remains in contact with DMEO specialists.

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2009 DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?
OBJECTIVE:	Establish a Standard Operating Procedure to identify, track, and improve final agency decision processing procedures.
RESPONSIBLE OFFICIAL:	Chief, DMEO
DATE OBJECTIVE INITIATED:	2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish procedures to identify and improve tracking investigations with IRD Director and DMEO Complaints Manager.	2010
Develop internal automated tracking mechanisms to monitor IRD and contracted investigations.	2010

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In FY09, 25% of DoDEA Final Agency Decisions (FADs) were timely issued (2 out of 8). In FY08 DODEA reported a 50%, (10 out of 20) timely issuance rate. After an analysis of its FAD process, DMEO is establishing a standard operating procedure for FY10. DMEO's analysis of its FAD process found that among contract FADs, writers were taking more time than the 30 calendar days required in the contract's statement of work. In addition the analysis found that DMEO's internal review process was taking more time than necessary. To improve DMEO's timelines for FADS, the Complaints Manager developed a FAD flowchart to establish strict timelines for each step of the FAD process to ensure completion within 60 calendar days of the FAD request. Additionally, the internal coordination process to improve timeliness of issuance. The DMEO Complaints Program Manager has imposed stricter timeframe for the FAD writers, modifying contracts, to ensure that FAD writers deliver the FADS within 2-3 weeks. The FAD flowchart includes a standard of issuance within 53 days from the FAD request. With the Complaints Program Manager and the assigned specialist closely monitoring the FAD process, the expectation is improvement of the timelines for FY10. DoDEA's first two FADS for FY10 were issued within 37 and 47 calendar days from the request date. Through close tracking and following the FAD flowchart, DMEO personnel are making FAD timeliness a priority.</p>	

FY 2009 DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Agency has not established a collaborative process including DMEO, management, & HR to deliberate decisions regarding diversity, recruitment, retention, promotions, training, vacancy projections, and succession planning.
OBJECTIVE:	To establish a collaborative plan which include the DMEO personnel, management, & HR to discuss diversity, recruitment, retention, promotions, training, vacancy projections, and succession planning.
RESPONSIBLE OFFICIAL:	DMEO Chief and Resource Management Chief
DATE OBJECTIVE INITIATED:	2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Obtain current vacancy projections and succession planning strategies from the Chief, Management Analysis Branch.	2009
Meet with Chief, Management Analysis Branch to discuss vacancy projections and succession planning strategies.	2009
Meet with leadership and HR to provide feedback on planning and strategies.	2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>The agency vacancy projections, succession planning strategies and achieving a diverse motivated workforce have been included in the DoDEA Community Strategic Plan (CSP). Goal 3 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.</p> <p>Successful implementation of the CSP is an Agency responsibility, as well as creating symbiotic partnerships with senior management officials. Goal 3 of the CSP sets out timelines and a strategy, with regular monitoring by senior management officials, to include EEO and HR representation in all regularly scheduled meetings. For FY09, the Agency has established a collaborative tentative plan with DMEO, management, and HR to ensure that Goal 3 is fully realized. For FY10, a Diversity Employment Plan based on FY09 MD-715 analysis will further enhance DoDEA's ability to achieve Goal 3 and measure the effectiveness of its Diversity program. Through continuous collaboration with HR and management officials in FY08-09, DMEO is analyzing recruitment strategies and the expansion of special hiring relationships with colleges and universities, and Veterans programs to address underrepresentation identified in prior MD-715.</p> <p>Our Resource Management Division is responsible for reviewing vacancies throughout the organization. DoDEA uses staffing standards to calculate estimated staffing requirements. Staffing standards are subject to periodic review and revision, based on DoDEA experience, comparison to U.S. public school systems, shifts in educational priorities, and pertinent educational research. The Director, DoDEA establishes the primary staffing guidance. The Education Directorate and the Management Analysis Branch initiate changes, conduct reviews, and coordinate approval. Each year staffing reviews are conducted for upcoming School Year position requirements. Enrollment dictates the need for school level positions. Since DoDEA schools are located on military bases, stateside and overseas base closures impact DoDEA position needs. DMEO needs to initiate dialogue with Resource Management to get involved in the yearly review of position requirements.</p>	

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

DoDEA

FY 2009

**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?

For FY09, identification rate of people with disabilities is 3.36% and the rate of people with targeted disabilities is 0.27%. For FY08, identification rate of people with disabilities was 1.65% and the rate of people with targeted disabilities was 0.19%. This equates to a 104% rate increase of employees identifying a disabilities from FY08 to FY09 and a 32% increase of employees identifying a targeted disabilities from FY08 to FY09. For FY09, people with no disability represented 95.25% of all new hires; however, people with targeted disabilities represented 0.22% of all new hires.

Current employees who have indicated having a targeted disability and new hire rate of employees with targeted disabilities are both significantly lower than the DoD goal of 2% of the workforce. Separation rate of persons with targeted disabilities (PWTB) is half the rate of new hires. No PWTB applications received for Internal Competitive Promotions. No officials or managers have identified a targeted disability. These conditions are recognized as a potential barrier because they represent a significant deviation from agency 'no disability' population, which is the majority.

BARRIER ANALYSIS:

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

A meeting between DMEO and HR revealed that HR has no automated tracking system for application flow for GS and NSPS employees. DoDEA managers are not taking full advantage of disability hiring authorities such as: Schedule A hiring authority, Schedule B hiring authority, and Wounded Warriors Program. There were no employees hired utilizing Schedule A hiring authority. The integrity of Agency data is improving through the utilization of MyBiz. This is the third year employees have had the opportunity to update their disability status through MyBiz (automated online employee personnel system). Based on FY09 MD-715 data, the number of employees who have identified a disability has significantly increased (104%). Employees who have identified a targeted disability have also increased (32%). In spite of these increases, PWTB rate of 0.27% is significantly below the DoD 2% goal. Annual reminders to update self-identification in MyBiz are needed.

**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.

Identified barrier is physical because the majority of DoDEA positions, vacant or filled, are for educators working overseas. Problems associated with mobility and medical care for persons with disabilities may deter employees from accepting offers overseas. DoDEA's applicant-flow data is only available for teaching positions, and the data show that candidates with disabilities are applying for positions; however, applicants have not identified any targeted disabilities. In addition, managers are not taking full advantage of Schedules A and B hiring authorities, as well as other options (Workforce Recruitment Program), for hiring persons with disabilities. More resources are needed for disability initiatives. Currently DoDEA has a Disability Program Manager who has additional informal complaints duties and business administration requirements.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Expand recruitment efforts, improve screening and hiring processes; continue to provide training to management and employees on reasonable accommodations. In FY09, there was a net gain of 12 persons with targeted disabilities (4 permanent and 8 temporary employees). There was a net loss of 1 employee who identified a targeted disability from the prior FY.

For FY10, all managers will be given more training on all disability hiring authorities and options for hiring persons with disabilities.

The Diversity and Disability Program Managers will collaborate with HR personnel to target ads, events, and develop working relationships with educational institutions.

Encourage workforce via advertisement, training, to utilize MyBiz to more accurately account for persons with disabilities employed with DoDEA.

DoDEA will continue increase the number of persons hired utilizing the Workforce Recruitment Program, and STEP, for hiring individuals with disabilities.

DoDEA will investigate incorporating modification of established Enterprise Staffing Solution

	<p>(ESS) that will satisfy the requirement for tracking applicant-flow data by RNO and disability for non-teachers.</p> <p>Establish a diversity council to address the barriers of hiring persons with disabilities and create innovative ideas through collaboration of employees on the council with recruitment and staffing personnel, such as having persons with disabilities attend recruitment fairs with HR personnel; and fortifying recruitment efforts for all employees, not just for educators, but also GS and NSPS employees. Also, develop retention criteria, mentoring program, as well as monitor awards, training, and individual developmental plans.</p> <p>Hire a full-time SEP Disability Manager to coordinate all efforts to hire, reasonably accommodate, mentor, and promote persons with disabilities. Note - a full-time SEP Disability manager was hired in October, 2009.</p>								
RESPONSIBLE OFFICIAL:	HR Director in partnership with DMEO Chief.								
DATE OBJECTIVE INITIATED:	2009								
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2010								
<table border="1"> <thead> <tr> <th data-bbox="126 693 1198 777">PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</th> <th data-bbox="1198 693 1442 777">TARGET DATE (Must be specific)</th> </tr> </thead> <tbody> <tr> <td data-bbox="126 777 1198 1024"> <p>DoDEA will coordinate with HR HQ and area offices to collect, track and report applicant flow data.</p> <p>DMEO will coordinate with HQ and area offices to establish Disability Employment Program initiatives.</p> </td> <td data-bbox="1198 777 1442 1024">September 2010</td> </tr> <tr> <td colspan="2" data-bbox="126 1024 1442 1087">REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</td> </tr> <tr> <td colspan="2" data-bbox="126 1087 1442 1255"></td> </tr> </tbody> </table>		PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	<p>DoDEA will coordinate with HR HQ and area offices to collect, track and report applicant flow data.</p> <p>DMEO will coordinate with HQ and area offices to establish Disability Employment Program initiatives.</p>	September 2010	REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE									

EEOC FORM
715-01
PART I

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

DoDEA

FY 2009

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The participation rate of total males (22.04%), as well as all other male groups is below the national Civilian labor Force (CLF) rate of 53.23% for total males. The range of the participation rate of males for the past five years (FY05 through FY09) has averaged 21.48%.</p> <p>The 5-year average participation rate of males is well below the CLF.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Condition was recognized after review of workforce statistics in all major categories including professional, teaching, administration, GS, and NSPS series. Males represent 27.2% of DoDEA's teaching profession category.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No agency policy, procedure or practice was identified as a barrier of low representation of males in the workforce. DoDEA is an educational institution. Accordingly, low male representation is a systemic education industry-wide barrier. The education workforce is predominantly female. The standard EEOC CLF for males is 53.23%, which is more than twice the educator industry-wide CLF for male educators at 25.6%. As a Federal Agency, DoDEA is required to compare its workforce to the CLF, not the educational CLF. The barrier is the educational industry itself.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide proactive training, marketing, and inclusive recruitment efforts. Diversity and inclusion are an Agency-wide responsibility, not limited to HR and DMEO.</p> <p>Diversity Management & Equal Opportunity diversity program managers will create a diversity council to develop innovative ideas to bolster recruitment efforts for men and minorities to educational positions and collaborate with recruitment and staffing to implement those ideas. The council will also develop partnerships with educational institutions, including Historical Black Colleges, to create a pipeline of qualified male (and other underrepresented groups).</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>HR Director in partnership with DMEO Chief.</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>2009</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>2010</p>

<p align="center">PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p align="center">TARGET DATE (Must be specific)</p>
<p>Establish a Diversity Council for identifying barriers and developing innovative ways to break through the barriers for recruiting and staffing males and minorities in educator positions.</p> <p>DMEO diversity program manager will develop awareness training that diversity is an Agency responsibility. Provide statistical data to all administrators to underscore the need to change hiring & recruitment practices. In FY09 through the present, the DoDEA Director has directed the DMEO Chief to train all the administrators on leadership practices, diversity, and EEO principles. The DMEO Chief has been training all DoDEA administrators as directed and has challenged administrators to mentor outside of their protected group.</p> <p>Advertise vacancies in publications read by men, offering cash incentives for staff who recruit male staff, establishing a resume bank of potential male applicants.</p>	<p>September 2010</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
Empty space for report of accomplishments	

EEOC FORM
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**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

DoDEA

FY 2009

**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?

Minority males and females in specific groups are not represented in the occupational groups of executive/senior level officials and managers, mid-level officials/managers, and first-level officials/managers, professionals and office/clerical.

Either under-representation (below agency total workforce representation) or no representation of certain minority males and female groups.

BARRIER ANALYSIS:

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

Compared minority male and female Administrators and total Officials and Managers groups to the minority male and female representation of total agency.

**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.

No agency policy, procedure or practice was identified as a barrier that created low representation of minority males and females in specific occupational groups or overall. DoDEA lacks representation of Native Hawaiian or Other Pacific Islander males and females in DoDEA's three largest occupational groups: Officials/Managers all levels (Executive/Senior-Level, Mid-Level, and First-Level), Professionals, and Technicians. There is no representation of Hispanic males, American Indian or Alaska Native males, or Two or More Races males in the executive/senior level officials and managers category. There is no representation of Hispanic males, American Indian or Alaska Native males and females, or Two or More Races males in the mid-level officials and managers category.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Our workforce is largely composed of educators who receive longevity increases and additional increases based on education. To advance into management from the educational field, one must go into administration. The majority of these positions are principal and assistant principal positions. The bulk of these positions do not have a very high turnover rate. However, DoDEA has a wide variety of GS and NSPS positions and it needs to ensure that its workforce is properly trained in order to apply for internal management positions. Internships, mentoring and leadership development programs should be implemented.

Establish a diversity council to address these issues and create innovative ways to resolve issues and implement special programs for promotional opportunities. Establish the Center for Leadership focusing on educator leadership skills and a mentorship program.

RESPONSIBLE OFFICIAL:

HR Director in partnership with DMEO Chief.

**DATE OBJECTIVE
INITIATED:**

2009

**TARGET DATE FOR
COMPLETION OF**

2010

OBJECTIVE:

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

**TARGET DATE
(Must be specific)**

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

Establish succession planning structure.

Partner with Leadership Training division to focus on minority males and female participants

Organize official mentoring function into structure of agency.

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

EEOC FORM
715-01
PART J

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

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

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

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY09.		... end of FY09.		Net Change		
		Number	%	Number	%	Number	Rate of Change	
	Total Work Force	9,216	100.00%	10,027	100.00%	+811	+8.79%	
	Reportable Disability	182	1.97%	370	3.69%	+188	+1.72%	
	Targeted Disability*	25	0.27%	29	0.29%	+4	+0.02%	
	* 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.						1	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						1		

PART III Participation Rates In Agency Employment Programs

Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
4. Non-Competitive Promotions	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
5. Employee Development/Training									
5.a. Grades 5-12	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
5.b. Grades 13-14	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
5.c. Grade 15/SES Development Training	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
6.b. Cash Awards (total \$\$\$ awarded)	4,295	135	3.14%	13	0.30%	117	2.72%	4,043	94.13%
6.c. Quality-Step Increase	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
7. Details and Task Force Assignments	Data not available	0	0.0	0	0.0	0	0.0	0	0.0

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>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.</p>
<p>Part V Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect 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> <p>DMEO has developed a strategic 5-year plan for persons with disabilities. DMEO's Disability Program Manager administers the reasonable accommodation program. DoDEA presently (FY09) has 41 persons with targeted disabilities. The Disability Program Manager has partnered with HR Staffing and set a goal to hire one person with a targeted disability for FY10. The 5-year goal is to hire 4 more persons with a targeted disability by FY14. For the last 2 years, DMEO has continued to encourage employees to use their MyBiz (employee web-based personnel database) accounts to update their disability status. Because of these efforts, this year DMEO's analysis found a 16% increase of employees who have identified a targeted disability. In partnership with HR staffing, the Disability Program Manager has streamlined the Schedule A process and developed an on-line database to identify and monitor the status of Schedule A authority applicants. DMEO plans on organizing a Diversity Council to address recruitment, hiring, retention, mentoring, and promotion of persons with disabilities this FY.</p>

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

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL																		
Prior FY	#	15264	3316	11948	255	723	2570	9178	371	1444	75	441	0	0	20	88	25	74
	%	100	21.72	78.28	1.67	4.74	16.84	60.13	2.43	9.46	0.49	2.89	0	0	0.13	0.58	0.16	0.48
Current FY	#	15317	3375	11942	239	702	2582	8983	423	1541	78	459	0	0	20	96	33	161
	%	100	22.03	77.97	1.56	4.58	16.86	58.65	2.76	10.06	0.51	3	0	0	0.13	0.63	0.22	1.05
CLF (2000)	#	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
Difference	#	53	59	-6	-16	-21	12	-195	52	97	3	18	0	0	0	8	8	87
Ratio Change	%	0	0.31	-0.31	-0.11	-0.16	0.02	-1.48	0.33	0.6	0.02	0.11	0	0	0	0.05	0.06	0.57
Net Change	%	0.35	1.78	-0.05	-6.27	-2.9	0.47	-2.12	14.02	6.72	4	4.08	0	0	0	9.09	32	117.57
PERMANENT																		
Prior FY	#	9379	2480	6899	213	497	1950	5372	242	791	59	210	0	0	12	21	4	8
	%	100	26.44	73.56	2.27	5.3	20.79	57.28	2.58	8.43	0.63	2.24	0	0	0.13	0.22	0.04	0.09
Current FY	#	10028	2829	7199	219	485	2202	5495	308	916	65	217	0	0	15	37	20	49
	%	100	28.21	71.79	2.18	4.84	21.96	54.8	3.07	9.13	0.65	2.16	0	0	0.15	0.37	0.2	0.49
Difference	#	649	349	300	6	-12	252	123	66	125	6	7	0	0	3	16	16	41
Ratio Change	%	0	1.77	-1.77	-0.09	-0.46	1.17	-2.48	0.49	0.7	0.02	-0.08	0	0	0.02	0.15	0.16	0.4
Net Change	%	6.92	14.07	4.35	2.82	-2.41	12.92	2.29	27.27	15.8	10.17	3.33	0	0	25	76.19	400	512.5
TEMPORARY																		
Prior FY	#	5885	836	5049	42	226	620	3806	129	653	16	231	0	0	8	67	21	66
	%	100	14.21	85.79	0.71	3.84	10.54	64.67	2.19	11.1	0.27	3.93	0	0	0.14	1.14	0.36	1.12
Current FY	#	5289	546	4743	20	217	380	3488	115	625	13	242	0	0	5	59	13	112
	%	100	10.32	89.68	0.38	4.1	7.18	65.95	2.17	11.82	0.25	4.58	0	0	0.09	1.12	0.25	2.12
Difference	#	596	290	306	22	9	240	318	14	28	3	-11	0	0	3	8	8	-46
Ratio Change	%	0	-3.89	3.89	-0.33	0.26	-3.36	1.28	-0.02	0.72	-0.02	0.65	0	0	-0.05	-0.02	-0.11	1
Net Change	%	10.13	34.69	6.06	52.38	3.98	38.71	8.36	10.85	4.29	18.75	-4.76	0	0	37.5	11.94	38.1	-69.7

NON - APPROPRIATED																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prior FY	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current FY	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Change	%	6.47	12.34	4.17	2.74	-2.47	11.44	2.24	21.43	13.65	9.23	3.23	0	0	20	43.24	80	83.67

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

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL - FY	#	15317	3375	11942	239	702	2582	8983	423	1541	78	459	0	0	20	96	33	161
	%	100	22.03	77.97	1.56	4.58	16.86	58.65	2.76	10.06	0.51	3	0	0	0.13	0.63	0.22	1.05
CLF (2000)	%	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
Headquarters	#	407	142	265	2	8	89	143	39	98	5	10	0	0	3	0	4	6
	%	100	34.89	65.11	0.49	1.97	21.87	35.14	9.58	24.08	1.23	2.46	0	0	0.74	0	0.98	1.47
Europe	#	6171	1365	4806	34	161	1209	4140	101	353	12	84	0	0	6	35	3	33
	%	100	22.12	77.88	0.55	2.61	19.59	67.09	1.64	5.72	0.19	1.36	0	0	0.1	0.57	0.05	0.53
Pacific	#	4048	1012	3036	29	110	789	2043	122	456	57	325	0	0	5	37	10	65
	%	100	25	75	0.72	2.72	19.49	50.47	3.01	11.26	1.41	8.03	0	0	0.12	0.91	0.25	1.61
DDESS	#	4691	856	3835	174	423	495	2657	161	634	4	40	0	0	6	24	16	57
	%	100	18.25	81.75	3.71	9.02	10.55	56.64	3.43	13.52	0.09	0.85	0	0	0.13	0.51	0.34	1.22

Table A2P: Total Permanent Workforce by Component - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL - FY	#	10028	2829	7199	219	485	2202	5495	308	916	65	217	0	0	15	37	20	49
	%	100	28.21	71.79	2.18	4.84	21.96	54.8	3.07	9.13	0.65	2.16	0	0	0.15	0.37	0.2	0.49
CLF (2000)	%	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
Headquarters	#	379	135	244	2	7	86	132	36	91	5	9	0	0	2	0	4	5
	%	100	35.62	64.38	0.53	1.85	22.69	34.83	9.5	24.01	1.32	2.37	0	0	0.53	0	1.06	1.32
Europe	#	3634	1133	2501	30	74	1020	2219	66	168	10	27	0	0	4	8	3	5
	%	100	31.18	68.82	0.83	2.04	28.07	61.06	1.82	4.62	0.28	0.74	0	0	0.11	0.22	0.08	0.14
Pacific	#	2283	817	1466	27	49	656	1056	78	188	47	148	0	0	3	13	6	12
	%	100	35.79	64.21	1.18	2.15	28.73	46.25	3.42	8.23	2.06	6.48	0	0	0.13	0.57	0.26	0.53
DDESS	#	3732	744	2988	160	355	440	2088	128	469	3	33	0	0	6	16	7	27
	%	100	19.94	80.06	4.29	9.51	11.79	55.95	3.43	12.57	0.08	0.88	0	0	0.16	0.43	0.19	0.72

Table A2T: Total Temporary Workforce by Component - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL - FY	#	5289	546	4743	20	217	380	3488	115	625	13	242	0	0	5	59	13	112
	%	100	10.32	89.68	0.38	4.1	7.18	65.95	2.17	11.82	0.25	4.58	0	0	0.09	1.12	0.25	2.12
CLF (2000)	%	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
Headquarters	#	28	7	21	0	1	3	11	3	7	0	1	0	0	1	0	0	1
	%	100	25	75	0	3.57	10.71	39.29	10.71	25	0	3.57	0	0	3.57	0	0	3.57
Europe	#	2537	232	2305	4	87	189	1921	35	185	2	57	0	0	2	27	0	28
	%	100	9.14	90.86	0.16	3.43	7.45	75.72	1.38	7.29	0.08	2.25	0	0	0.08	1.06	0	1.1
Pacific	#	1765	195	1570	2	61	133	987	44	268	10	177	0	0	2	24	4	53
	%	100	11.05	88.95	0.11	3.46	7.54	55.92	2.49	15.18	0.57	10.03	0	0	0.11	1.36	0.23	3
DDESS	#	959	112	847	14	68	55	569	33	165	1	7	0	0	0	8	9	30
	%	100	11.68	88.32	1.46	7.09	5.74	59.33	3.44	17.21	0.1	0.73	0	0	0	0.83	0.94	3.13

Table A3-1P: Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	84	41	43	0	1	35	33	4	5	2	1	0	0	0	1	0	2
	%	100.0	48.81	51.19	0.0	1.19	41.67	39.29	4.76	5.95	2.38	1.19	0.0	0.0	0.0	1.19	0.0	2.38
- Mid-Level (Grades 13-14)	#	316	154	162	7	10	122	119	19	26	4	5	0	0	1	1	1	1
	%	100.0	48.73	51.27	2.22	3.16	38.61	37.66	6.01	8.23	1.27	1.58	0.0	0.0	0.32	0.32	0.32	0.32
- First-Level (Grades 12 and Below)	#	212	81	131	10	4	61	96	9	26	1	2	0	0	0	0	0	3
	%	100.0	38.21	61.79	4.72	1.89	28.77	45.28	4.25	12.26	0.47	0.94	0.0	0.0	0.0	0.0	0.0	1.42
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	612	276	336	17	15	218	248	32	57	7	8	0	0	1	2	1	6
	%	100.0	45.1	54.9	2.78	2.45	35.62	40.52	5.23	9.31	1.14	1.31	0.0	0.0	0.16	0.33	0.16	0.98
2. Professionals	#	8432	2085	6347	114	426	1771	4960	132	706	45	187	0	0	13	31	10	37
	%	100.0	24.73	75.27	1.35	5.05	21.0	58.82	1.57	8.37	0.53	2.22	0.0	0.0	0.15	0.37	0.12	0.44
3. Technicians	#	9	5	4	1	0	4	3	0	1	0	0	0	0	0	0	0	0
	%	100.0	55.56	44.44	11.11	0.0	44.44	33.33	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Admin Support Workers	#	654	215	439	14	36	114	258	70	118	13	20	0	0	0	2	4	5
	%	100.0	32.87	67.13	2.14	5.5	17.43	39.45	10.7	18.04	1.99	3.06	0.0	0.0	0.0	0.31	0.61	0.76

6. Craft Workers	#	62	59	3	11	1	39	1	8	1	0	0	0	0	1	0	0	0
	%	100.0	95.16	4.84	17.74	1.61	62.9	1.61	12.9	1.61	0.0	0.0	0.0	0.0	1.61	0.0	0.0	0.0
7. Operatives	#	67	50	17	30	2	8	11	8	3	0	0	0	0	0	0	4	1
	%	100.0	74.63	25.37	44.78	2.99	11.94	16.42	11.94	4.48	0.0	0.0	0.0	0.0	0.0	0.0	5.97	1.49
8. Laborers and Helpers	#	45	43	2	24	2	12	0	7	0	0	0	0	0	0	0	0	0
	%	100.0	95.56	4.44	53.33	4.44	26.67	0.0	15.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	147	96	51	8	3	36	14	51	30	0	2	0	0	0	2	1	0
	%	100.0	65.31	34.69	5.44	2.04	24.49	9.52	34.69	20.41	0.0	1.36	0.0	0.0	0.0	1.36	0.68	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Workforce	#	10028	2829	7199	219	485	2202	5495	308	916	65	217	0	0	15	37	20	49
	%	100.0	28.21	71.79	2.18	4.84	21.96	54.8	3.07	9.13	0.65	2.16	0.0	0.0	0.15	0.37	0.2	0.49

Table A3-1P (NSPS): Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	56	32	24	0	0	30	20	1	2	1	1	0	0	0	0	0	1
	%	100	57.14	42.86	0	0	53.57	35.71	1.79	3.57	1.79	1.79	0	0	0	0	0	1.79
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	82	62	20	1	2	43	8	14	7	2	3	0	0	1	0	1	0
	%	100.0	75.61	24.39	1.22	2.44	52.44	9.76	17.07	8.54	2.44	3.66	0.0	0.0	1.22	0.0	1.22	0.0
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other Officials and Managers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	138	94	44	1	2	73	28	15	9	3	4	0	0	1	0	1	1
	%	100.0	68.12	31.88	0.72	1.45	52.9	20.29	10.87	6.52	2.17	2.9	0.0	0.0	0.72	0.0	0.72	0.72
2. Professionals	#	300	157	143	3	6	118	87	25	41	7	7	0	0	2	0	2	2
	%	100.0	52.33	47.67	1.0	2.0	39.33	29.0	8.33	13.67	2.33	2.33	0.0	0.0	0.67	0.0	0.67	0.67
3. Technicians	#	7	4	3	0	0	4	2	0	1	0	0	0	0	0	0	0	0
	%	100.0	57.14	42.86	0.0	0.0	57.14	28.57	0.0	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

5. Admin Support Workers	#	367	181	186	9	4	102	94	56	75	10	9	0	0	0	0	4	4
	%	100.0	49.32	50.68	2.45	1.09	27.79	25.61	15.26	20.44	2.72	2.45	0.0	0.0	0.0	0.0	1.09	1.09
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Workforce	#	812	436	376	13	12	297	211	96	126	20	20	0	0	3	0	7	7
	%	100.0	53.69	46.31	1.6	1.48	36.58	25.99	11.82	15.52	2.46	2.46	0.0	0.0	0.37	0.0	0.86	0.86

Table A3-1T: Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	45	16	29	0	1	15	13	1	8	0	5	0	0	0	0	0	0	2
	%	100.0	35.56	64.44	0.0	2.22	33.33	28.89	2.22	17.78	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	4.44
- First-Level (Grades 12 and Below)	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	49	16	33	0	1	15	17	1	8	0	5	0	0	0	0	0	0	2
	%	100.0	32.65	67.35	0.0	2.04	30.61	34.69	2.04	16.33	0.0	10.2	0.0	0.0	0.0	0.0	0.0	0.0	4.08
2. Professionals	#	4640	443	4197	13	202	304	3120	100	527	11	201	0	0	5	56	10	91	
	%	100.0	9.55	90.45	0.28	4.35	6.55	67.24	2.16	11.36	0.24	4.33	0.0	0.0	0.11	1.21	0.22	1.96	
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	568	73	495	4	14	57	340	11	86	1	36	0	0	0	3	0	16	
	%	100.0	12.85	87.15	0.7	2.46	10.04	59.86	1.94	15.14	0.18	6.34	0.0	0.0	0.0	0.53	0.0	2.82	

6. Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
7. Operatives	#	8	5	3	3	0	0	1	0	1	0	0	0	0	0	0	2	1
	%	100.0	62.5	37.5	37.5	0.0	0.0	12.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	25.0	12.5
8. Laborers and Helpers	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	22	7	15	0	0	3	10	3	3	1	0	0	0	0	0	0	2
	%	100.0	31.82	68.18	0.0	0.0	13.64	45.45	13.64	13.64	4.55	0.0	0.0	0.0	0.0	0.0	0.0	9.09
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE	#	5289	546	4743	20	217	380	3488	115	625	13	242	0	0	5	59	13	112
	%	100.0	10.32	89.68	0.38	4.1	7.18	65.95	2.17	11.82	0.25	4.58	0.0	0.0	0.09	1.12	0.25	2.12

Table A3-1T (NSPS): Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	27	14	13	0	0	14	4	0	3	0	4	0	0	0	0	0	2
	%	100.0	51.85	48.15	0.0	0.0	51.85	14.81	0.0	11.11	0.0	14.81	0.0	0.0	0.0	0.0	0.0	7.41
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	28	14	14	0	0	14	5	0	3	0	4	0	0	0	0	0	2
	%	100.0	50.0	50.0	0.0	0.0	50.0	17.86	0.0	10.71	0.0	14.29	0.0	0.0	0.0	0.0	0.0	7.14
2. Professionals	#	1126	77	1049	0	59	48	718	23	137	4	89	0	0	2	22	0	24
	%	100.0	6.84	93.16	0.0	5.24	4.26	63.77	2.04	12.17	0.36	7.9	0.0	0.0	0.18	1.95	0.0	2.13
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

5. Admin Support Workers	#	540	72	468	3	14	57	322	11	80	1	36	0	0	0	3	0	13
	%	100.0	13.33	86.67	0.56	2.59	10.56	59.63	2.04	14.81	0.19	6.67	0.0	0.0	0.0	0.56	0.0	2.41
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	15	3	12	0	0	1	9	1	2	1	0	0	0	0	0	0	1
	%	100.0	20.0	80.0	0.0	0.0	6.67	60.0	6.67	13.33	6.67	0.0	0.0	0.0	0.0	0.0	0.0	6.67
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE	#	1709	166	1543	3	73	120	1054	35	222	6	129	0	0	2	25	0	40
	%	100.0	9.71	90.29	0.18	4.27	7.02	61.67	2.05	12.99	0.35	7.55	0.0	0.0	0.12	1.46	0.0	2.34

Table A3-2P: Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	84	41	43	0	1	35	33	4	5	2	1	0	0	0	1	0	2
	%	0.84	1.45	0.6	0.0	0.21	1.59	0.6	1.3	0.55	3.08	0.46	0.0	0.0	0.0	2.7	0.0	4.08
- Mid-Level (Grades 13-14)	#	316	154	162	7	10	122	119	19	26	4	5	0	0	1	1	1	1
	%	3.15	5.44	2.25	3.2	2.06	5.54	2.17	6.17	2.84	6.15	2.3	0.0	0.0	6.67	2.7	5.0	2.04
- First-Level (Grades 12 and Below)	#	212	81	131	10	4	61	96	9	26	1	2	0	0	0	0	0	3
	%	2.11	2.86	1.82	4.57	0.82	2.77	1.75	2.92	2.84	1.54	0.92	0.0	0.0	0.0	0.0	0.0	6.12
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	612	276	336	17	15	218	248	32	57	7	8	0	0	1	2	1	6
	%	6.1	9.76	4.67	7.76	3.09	9.9	4.51	10.39	6.22	10.77	3.69	0.0	0.0	6.67	5.41	5.0	12.24
2. Professionals	#	8432	2085	6347	114	426	1771	4960	132	706	45	187	0	0	13	31	10	37
	%	84.08	73.7	88.17	52.05	87.84	80.43	90.26	42.86	77.07	69.23	86.18	0.0	0.0	86.67	83.78	50.0	75.51
3. Technicians	#	9	5	4	1	0	4	3	0	1	0	0	0	0	0	0	0	0
	%	0.09	0.18	0.06	0.46	0.0	0.18	0.05	0.0	0.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Admin Support Workers	#	654	215	439	14	36	114	258	70	118	13	20	0	0	0	2	4	5
	%	6.52	7.6	6.1	6.39	7.42	5.18	4.7	22.73	12.88	20.0	9.22	0.0	0.0	0.0	5.41	20.0	10.2

6. Craft Workers	#	62	59	3	11	1	39	1	8	1	0	0	0	0	1	0	0	0
	%	0.62	2.09	0.04	5.02	0.21	1.77	0.02	2.6	0.11	0.0	0.0	0.0	0.0	6.67	0.0	0.0	0.0
7. Operatives	#	67	50	17	30	2	8	11	8	3	0	0	0	0	0	0	4	1
	%	0.67	1.77	0.24	13.7	0.41	0.36	0.2	2.6	0.33	0.0	0.0	0.0	0.0	0.0	0.0	20.0	2.04
8. Laborers and Helpers	#	45	43	2	24	2	12	0	7	0	0	0	0	0	0	0	0	0
	%	0.45	1.52	0.03	10.96	0.41	0.54	0.0	2.27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	147	96	51	8	3	36	14	51	30	0	2	0	0	0	2	1	0
	%	1.47	3.39	0.71	3.65	0.62	1.63	0.25	16.56	3.28	0.0	0.92	0.0	0.0	0.0	5.41	5.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Workforce	#	10028	2829	7199	219	485	2202	5495	308	916	65	217	0	0	15	37	20	49
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	100.0	100.0	100.0

Table A3-2P (NSPS): Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	56	32	24	0	0	30	20	1	2	1	1	0	0	0	0	0	1
	%	6.9	7.34	6.38	0.0	0.0	10.1	9.48	1.04	1.59	5.0	5.0	0.0	0.0	0.0	0.0	0.0	14.29
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	82	62	20	1	2	43	8	14	7	2	3	0	0	1	0	1	0
	%	10.1	14.22	5.32	7.69	16.67	14.48	3.79	14.58	5.56	10.0	15.0	0.0	0.0	33.33	0.0	14.29	0.0
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	138	94	44	1	2	73	28	15	9	3	4	0	0	1	0	1	1
	%	17.0	21.56	11.7	7.69	16.67	24.58	13.27	15.63	7.14	15.0	20.0	0.0	0.0	33.33	0.0	14.29	14.29
2. Professionals	#	300	157	143	3	6	118	87	25	41	7	7	0	0	2	0	2	2
	%	36.95	36.01	38.03	23.08	50.0	39.73	41.23	26.04	32.54	35.0	35.0	0.0	0.0	66.67	0.0	28.57	28.57
3. Technicians	#	7	4	3	0	0	4	2	0	1	0	0	0	0	0	0	0	0
	%	0.86	0.92	0.8	0.0	0.0	1.35	0.95	0.0	0.79	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

5. Admin Support Workers	#	367	181	186	9	4	102	94	56	75	10	9	0	0	0	0	4	4
	%	45.2	41.51	49.47	69.23	33.33	34.34	44.55	58.33	59.52	50.0	45.0	0.0	0.0	0.0	0.0	57.14	57.14
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Workforce	#	812	436	376	13	12	297	211	96	126	20	20	0	0	3	0	7	7
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	0.0	100.0	100.0

Table A3-2T: Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.0	0.04	0.0	0.0	0.0	0.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	45	16	29	0	1	15	13	1	8	0	5	0	0	0	0	0	0	2
	%	0.85	2.93	0.61	0.0	0.46	3.95	0.37	0.87	1.28	0.0	2.07	0.0	0.0	0.0	0.0	0.0	0.0	1.79
- First-Level (Grades 12 and Below)	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.0	0.04	0.0	0.0	0.0	0.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other Officials and Managers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	#	49	16	33	0	1	15	17	1	8	0	5	0	0	0	0	0	0	2
	%	0.93	2.93	0.7	0.0	0.46	3.95	0.49	0.87	1.28	0.0	2.07	0.0	0.0	0.0	0.0	0.0	0.0	1.79
2. Professionals	#	4640	443	4197	13	202	304	3120	100	527	11	201	0	0	5	56	10	91	
	%	87.73	81.14	88.49	65.0	93.09	80.0	89.45	86.96	84.32	84.62	83.06	0.0	0.0	100.0	94.92	76.92	81.25	
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	568	73	495	4	14	57	340	11	86	1	36	0	0	0	3	0	16	
	%	10.74	13.37	10.44	20.0	6.45	15.0	9.75	9.57	13.76	7.69	14.88	0.0	0.0	0.0	5.08	0.0	14.29	

6. Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	0.02	0.18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.69	0.0
7. Operatives	#	8	5	3	3	0	0	1	0	1	0	0	0	0	0	0	2	1
	%	0.15	0.92	0.06	15.0	0.0	0.0	0.03	0.0	0.16	0.0	0.0	0.0	0.0	0.0	0.0	15.38	0.89
8. Laborers and Helpers	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.18	0.0	0.0	0.0	0.26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	22	7	15	0	0	3	10	3	3	1	0	0	0	0	0	0	2
	%	0.42	1.28	0.32	0.0	0.0	0.79	0.29	2.61	0.48	7.69	0.0	0.0	0.0	0.0	0.0	0.0	1.79
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WORKFORCE	#	5289	546	4743	20	217	380	3488	115	625	13	242	0	0	5	59	13	112
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	100.0	100.0	100.0

Table A3-2T (NSPS): Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Categories		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.06	0.0	0.06	0.0	0.0	0.0	0.09	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	27	14	13	0	0	14	4	0	3	0	4	0	0	0	0	0	2
	%	1.58	8.43	0.84	0.0	0.0	11.67	0.38	0.0	1.35	0.0	3.1	0.0	0.0	0.0	0.0	0.0	5.0
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	28	14	14	0	0	14	5	0	3	0	4	0	0	0	0	0	2
	%	1.64	8.43	0.91	0.0	0.0	11.67	0.47	0.0	1.35	0.0	3.1	0.0	0.0	0.0	0.0	0.0	5.0
2. Professionals	#	1126	77	1049	0	59	48	718	23	137	4	89	0	0	2	22	0	24
	%	65.89	46.39	67.98	0.0	80.82	40.0	68.12	65.71	61.71	66.67	68.99	0.0	0.0	100.0	88.0	0.0	60.0
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

5. Admin Support Workers	#	540	72	468	3	14	57	322	11	80	1	36	0	0	0	3	0	13
	%	31.6	43.37	30.33	100.0	19.18	47.5	30.55	31.43	36.04	16.67	27.91	0.0	0.0	0.0	12.0	0.0	32.5
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	15	3	12	0	0	1	9	1	2	1	0	0	0	0	0	0	1
	%	0.88	1.81	0.78	0.0	0.0	0.83	0.85	2.86	0.9	16.67	0.0	0.0	0.0	0.0	0.0	0.0	2.5
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WORKFORCE	#	1709	166	1543	3	73	120	1054	35	222	6	129	0	0	2	25	0	40
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	100.0	0.0	100.0

Table A4-1P: Participation Rates Across Admin Determined (AD) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

AD		Race/Ethnicity																
		Total Employees			Non - Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AD - 00	#	434	32	402	3	33	15	256	13	103	0	7	0	0	1	1	0	2
	%	100.0	7.37	92.63	0.69	7.6	3.46	58.99	3.0	23.73	0.0	1.61	0.0	0.0	0.23	0.23	0.0	0.46
AD - 01	#	8	3	5	0	0	2	3	1	2	0	0	0	0	0	0	0	0
	%	100.0	37.5	62.5	0.0	0.0	25.0	37.5	12.5	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 02	#	11	4	7	1	1	3	4	0	2	0	0	0	0	0	0	0	0
	%	100.0	36.36	63.64	9.09	9.09	27.27	36.36	0.0	18.18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 03	#	9	4	5	1	1	3	3	0	1	0	0	0	0	0	0	0	0
	%	100.0	44.44	55.56	11.11	11.11	33.33	33.33	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 04	#	12	7	5	1	1	6	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	58.33	41.67	8.33	8.33	50.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 05	#	73	18	55	3	3	14	42	1	9	0	0	0	0	0	0	0	1
	%	100.0	24.66	75.34	4.11	4.11	19.18	57.53	1.37	12.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.37
AD - 06	#	9	6	3	2	1	4	1	0	1	0	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	22.22	11.11	44.44	11.11	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 07	#	16	3	13	0	0	3	9	0	2	0	0	0	0	0	0	0	2
	%	100.0	18.75	81.25	0.0	0.0	18.75	56.25	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5
AD - 08	#	19	7	12	1	0	5	5	1	7	0	0	0	0	0	0	0	0
	%	100.0	36.84	63.16	5.26	0.0	26.32	26.32	5.26	36.84	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 09	#	12	5	7	2	1	1	4	1	2	1	0	0	0	0	0	0	0
	%	100.0	41.67	58.33	16.67	8.33	8.33	33.33	8.33	16.67	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 10	#	4	2	2	0	0	1	1	1	0	0	1	0	0	0	0	0	0
	%	100.0	50.0	50.0	0.0	0.0	25.0	25.0	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 11	#	301	38	263	8	23	25	201	4	27	0	5	0	0	1	2	0	5
	%	100.0	12.62	87.38	2.66	7.64	8.31	66.78	1.33	8.97	0.0	1.66	0.0	0.0	0.33	0.66	0.0	1.66

AD - 12	#	165	28	137	3	17	22	99	2	11	1	4	0	0	0	3	0	3
	%	100.0	16.97	83.03	1.82	10.3	13.33	60.0	1.21	6.67	0.61	2.42	0.0	0.0	0.0	1.82	0.0	1.82
AD - 13	#	243	47	196	2	11	38	150	3	21	2	10	0	0	1	2	1	2
	%	100.0	19.34	80.66	0.82	4.53	15.64	61.73	1.23	8.64	0.82	4.12	0.0	0.0	0.41	0.82	0.41	0.82
AD - 14	#	705	97	608	20	111	68	410	7	63	2	13	0	0	0	3	0	8
	%	100.0	13.76	86.24	2.84	15.74	9.65	58.16	0.99	8.94	0.28	1.84	0.0	0.0	0.0	0.43	0.0	1.13
AD - 15	#	241	23	218	2	9	18	176	1	21	1	10	0	0	1	0	0	2
	%	100.0	9.54	90.46	0.83	3.73	7.47	73.03	0.41	8.71	0.41	4.15	0.0	0.0	0.41	0.0	0.0	0.83
AD - 16	#	630	95	535	9	51	75	406	4	58	5	17	0	0	2	2	0	1
	%	100.0	15.08	84.92	1.43	8.1	11.9	64.44	0.63	9.21	0.79	2.7	0.0	0.0	0.32	0.32	0.0	0.16
AD - 17	#	143	21	122	0	3	19	95	2	22	0	1	0	0	0	1	0	0
	%	100.0	14.69	85.31	0.0	2.1	13.29	66.43	1.4	15.38	0.0	0.7	0.0	0.0	0.0	0.7	0.0	0.0
AD - 18	#	85	18	67	8	24	8	30	2	11	0	1	0	0	0	0	0	1
	%	100.0	21.18	78.82	9.41	28.24	9.41	35.29	2.35	12.94	0.0	1.18	0.0	0.0	0.0	0.0	0.0	1.18

Table A4-1P: Participation Rates Across General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03	#	13	1	12	0	1	1	9	0	2	0	0	0	0	0	0	0	0
	%	100.0	7.69	92.31	0.0	7.69	7.69	69.23	0.0	15.38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04	#	166	7	159	1	19	3	90	1	43	2	5	0	0	0	1	0	1
	%	100.0	4.22	95.78	0.6	11.45	1.81	54.22	0.6	25.9	1.2	3.01	0.0	0.0	0.0	0.6	0.0	0.6
GS - 05	#	61	10	51	6	26	3	20	0	3	0	2	0	0	0	0	1	0
	%	100.0	16.39	83.61	9.84	42.62	4.92	32.79	0.0	4.92	0.0	3.28	0.0	0.0	0.0	0.0	1.64	0.0
GS - 06	#	139	20	119	3	11	4	77	11	21	2	8	0	0	0	1	0	1
	%	100.0	14.39	85.61	2.16	7.91	2.88	55.4	7.91	15.11	1.44	5.76	0.0	0.0	0.0	0.72	0.0	0.72
GS - 07	#	51	11	40	3	3	5	31	3	5	0	1	0	0	0	0	0	0
	%	100.0	21.57	78.43	5.88	5.88	9.8	60.78	5.88	9.8	0.0	1.96	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09	#	32	13	19	2	1	9	15	2	2	0	1	0	0	0	0	0	0
	%	100.0	40.63	59.38	6.25	3.13	28.13	46.88	6.25	6.25	0.0	3.13	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11	#	16	7	9	2	0	5	8	0	0	0	0	0	0	0	0	0	1
	%	100.0	43.75	56.25	12.5	0.0	31.25	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.25
GS - 12	#	56	31	25	6	2	22	19	2	2	1	2	0	0	0	0	0	0
	%	100.0	55.36	44.64	10.71	3.57	39.29	33.93	3.57	3.57	1.79	3.57	0.0	0.0	0.0	0.0	0.0	0.0

GS - 13	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	60.0	40.0	0.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 14	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS)	#	543	107	436	23	63	58	271	20	78	5	19	0	0	0	2	1	3
	%	100	20	80	4	12	11	50	4	14	1	4	0	0	0	0	0	1
Senior Executive Service	#	5	2	3	0	0	2	2	0	0	0	0	0	0	0	0	0	1
	%	100.0	40.0	60.0	0.0	0.0	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0

Table A4-1P: Participation Rates Across Teaching Position (TP) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TPC	#	4532	1386	3146	38	102	1245	2659	67	258	26	100	0	0	5	18	5	9
	%	100.0	30.58	69.42	0.84	2.25	27.47	58.67	1.48	5.69	0.57	2.21	0.0	0.0	0.11	0.4	0.11	0.2
TPD	#	136	10	126	0	3	9	109	1	11	0	2	0	0	0	0	0	1
	%	100.0	7.35	92.65	0.0	2.21	6.62	80.15	0.74	8.09	0.0	1.47	0.0	0.0	0.0	0.0	0.0	0.74
TPE	#	215	53	162	3	1	46	138	3	20	0	3	0	0	0	0	1	0
	%	100.0	24.65	75.35	1.4	0.47	21.4	64.19	1.4	9.3	0.0	1.4	0.0	0.0	0.0	0.0	0.47	0.0
TPF	#	63	23	40	1	1	21	39	1	0	0	0	0	0	0	0	0	0
	%	100.0	36.51	63.49	1.59	1.59	33.33	61.9	1.59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TPK	#	138	62	76	1	3	55	61	4	9	2	2	0	0	0	1	0	0
	%	100.0	44.93	55.07	0.72	2.17	39.86	44.2	2.9	6.52	1.45	1.45	0.0	0.0	0.0	0.72	0.0	0.0
TPL	#	100	36	64	2	1	31	49	3	14	0	0	0	0	0	0	0	0
	%	100.0	36.0	64.0	2.0	1.0	31.0	49.0	3.0	14.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TPN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified TP)	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.0	50.0	50.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-1P: Participation Rates Across Y Payplan Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

YD,YB,YF,YE,NO,YA,G M,YC,YI, & YP		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EH - 00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NO - 00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 01	#	29	10	19	0	2	7	7	2	7	1	2	0	0	0	0	0	0	1
	%	100.0	34.48	65.52	0.0	6.9	24.14	24.14	6.9	24.14	3.45	6.9	0.0	0.0	0.0	0.0	0.0	0.0	3.45
YA - 02	#	391	226	165	5	5	157	91	46	54	12	13	0	0	1	0	5	2	
	%	100.0	57.8	42.2	1.28	1.28	40.15	23.27	11.76	13.81	3.07	3.32	0.0	0.0	0.26	0.0	1.28	0.51	
YA - 03	#	90	37	53	0	0	28	45	8	6	1	1	0	0	0	0	0	1	
	%	100.0	41.11	58.89	0.0	0.0	31.11	50.0	8.89	6.67	1.11	1.11	0.0	0.0	0.0	0.0	0.0	1.11	
YB - 01	#	129	62	67	4	2	34	32	21	30	3	1	0	0	0	0	0	2	
	%	100.0	48.06	51.94	3.1	1.55	26.36	24.81	16.28	23.26	2.33	0.78	0.0	0.0	0.0	0.0	0.0	1.55	
YB - 02	#	60	25	35	2	2	13	13	9	20	0	0	0	0	0	0	1	0	
	%	100.0	41.67	58.33	3.33	3.33	21.67	21.67	15.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	1.67	0.0	
YC - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC - 02	#	51	32	19	1	1	22	8	7	7	0	3	0	0	1	0	1	0	
	%	100.0	62.75	37.25	1.96	1.96	43.14	15.69	13.73	13.73	0.0	5.88	0.0	0.0	1.96	0.0	1.96	0.0	
YC - 03	#	43	26	17	0	0	24	14	1	2	1	0	0	0	0	0	0	1	
	%	100.0	60.47	39.53	0.0	0.0	55.81	32.56	2.33	4.65	2.33	0.0	0.0	0.0	0.0	0.0	0.0	2.33	
YD - 02	#	15	14	1	1	0	10	1	1	0	1	0	0	0	1	0	0	0	
	%	100.0	93.33	6.67	6.67	0.0	66.67	6.67	6.67	0.0	6.67	0.0	0.0	0.0	6.67	0.0	0.0	0.0	
YD - 03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

YE - 02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YF - 02	#	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YI - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YP - 01	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-1T: Participation Rates Across Admin Determined (AD) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Race/Ethnicity																	
		Total Employees			Non - Hispanic or Latino														
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
AD - 00	#	812	80	732	1	19	43	512	31	155	2	16	0	0	0	7	3	23	
	%	100.0	9.85	90.15	0.12	2.34	5.3	63.05	3.82	19.09	0.25	1.97	0.0	0.0	0.0	0.86	0.37	2.83	
AD - 01	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 03	#	13	2	11	0	1	1	5	1	4	0	1	0	0	0	0	0	0	
	%	100.0	15.38	84.62	0.0	7.69	7.69	38.46	7.69	30.77	0.0	7.69	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 04	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 05	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 07	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 09	#	96	22	74	9	45	10	25	0	0	0	0	0	0	0	0	3	4	
	%	100.0	22.92	77.08	9.38	46.88	10.42	26.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.13	4.17	
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 11	#	13	1	12	0	0	0	12	1	0	0	0	0	0	0	0	0	0	
	%	100.0	7.69	92.31	0.0	0.0	0.0	92.31	7.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

AD - 12	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 13	#	8	1	7	0	0	1	7	0	0	0	0	0	0	0	0	0	0
	%	100.0	12.5	87.5	0.0	0.0	12.5	87.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 14	#	20	0	20	0	1	0	17	0	0	0	0	0	0	0	0	0	2
	%	100.0	0.0	100.0	0.0	5.0	0.0	85.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0
AD - 15	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 16	#	6	0	6	0	0	0	5	0	0	0	0	0	0	0	0	0	1
	%	100.0	0.0	100.0	0.0	0.0	0.0	83.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.67
AD - 17	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	66.67	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 18	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-1T: Participation Rates Across General Schedule (GS) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees		Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 02	#	6	0	6	0	0	0	4	0	1	0	0	0	0	0	0	0	1	
	%	100.0	0.0	100.0	0.0	0.0	0.0	66.67	0.0	16.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.67	
GS - 03	#	12	1	11	0	1	0	6	1	3	0	0	0	0	0	0	0	1	
	%	100.0	8.33	91.67	0.0	8.33	0.0	50.0	8.33	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.33	
GS - 04	#	41	5	36	0	2	4	27	1	5	0	1	0	0	0	0	0	1	
	%	100.0	12.2	87.8	0.0	4.88	9.76	65.85	2.44	12.2	0.0	2.44	0.0	0.0	0.0	0.0	0.0	2.44	
GS - 05	#	3	0	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1	
	%	100.0	0.0	100.0	0.0	0.0	0.0	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.33	
GS - 06	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	50.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 07	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 09	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

GS - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-1T: Participation Rates Across Teaching Position (TP) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
#	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TPA	#	2509	253	2256	3	75	194	1792	44	231	5	95	0	0	3	27	4	36
	%	100.0	10.08	89.92	0.12	2.99	7.73	71.42	1.75	9.21	0.2	3.79	0.0	0.0	0.12	1.08	0.16	1.43

Table A4-1T: Participation Rates Across Y Payplan Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

YD,YB,YF,YE,NO,YA,G M,YC,YI, & YP		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EH - 00	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.0	0.0	66.67	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NO - 00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 01	#	8	0	8	0	1	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	12.5	0.0	75.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 02	#	51	20	31	0	2	19	17	1	6	0	4	0	0	0	0	0	0	2
	%	100.0	39.22	60.78	0.0	3.92	37.25	33.33	1.96	11.76	0.0	7.84	0.0	0.0	0.0	0.0	0.0	0.0	3.92
YA - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
YB - 01	#	1589	130	1459	2	68	90	1004	33	206	4	120	0	0	1	25	0	36	
	%	100.0	8.18	91.82	0.13	4.28	5.66	63.18	2.08	12.96	0.25	7.55	0.0	0.0	0.06	1.57	0.0	2.27	
YB - 02	#	37	10	27	1	1	8	18	0	4	1	3	0	0	0	0	0	1	
	%	100.0	27.03	72.97	2.7	2.7	21.62	48.65	0.0	10.81	2.7	8.11	0.0	0.0	0.0	0.0	0.0	2.7	
YC - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC - 02	#	2	1	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	
	%	100.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC - 03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YD - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YD - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

YE - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YF - 02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YI - 01	#	13	3	10	0	0	1	7	1	2	1	0	0	0	0	0	0	1
	%	100.0	23.08	76.92	0.0	0.0	7.69	53.85	7.69	15.38	7.69	0.0	0.0	0.0	0.0	0.0	0.0	7.69
YP - 01	#	5	0	5	0	1	0	0	0	3	0	1	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	20.0	0.0	0.0	0.0	60.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-2P: Participation Rates Across Admin Determined (AD) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees		Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
AD - 00	#	434	32	402	3	33	15	256	13	103	0	7	0	0	1	1	0	2	
	%	13.91	6.99	15.1	4.55	11.38	4.55	13.48	30.23	28.37	0.0	10.14	0.0	0.0	16.67	7.14	0.0	7.41	
AD - 01	#	8	3	5	0	0	2	3	1	2	0	0	0	0	0	0	0	0	
	%	0.26	0.66	0.19	0.0	0.0	0.61	0.16	2.33	0.55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 02	#	11	4	7	1	1	3	4	0	2	0	0	0	0	0	0	0	0	
	%	0.35	0.87	0.26	1.52	0.34	0.91	0.21	0.0	0.55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 03	#	9	4	5	1	1	3	3	0	1	0	0	0	0	0	0	0	0	
	%	0.29	0.87	0.19	1.52	0.34	0.91	0.16	0.0	0.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 04	#	12	7	5	1	1	6	4	0	0	0	0	0	0	0	0	0	0	
	%	0.38	1.53	0.19	1.52	0.34	1.82	0.21	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 05	#	73	18	55	3	3	14	42	1	9	0	0	0	0	0	0	0	1	
	%	2.34	3.93	2.07	4.55	1.03	4.24	2.21	2.33	2.48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.7	
AD - 06	#	9	6	3	2	1	4	1	0	1	0	0	0	0	0	0	0	0	
	%	0.29	1.31	0.11	3.03	0.34	1.21	0.05	0.0	0.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 07	#	16	3	13	0	0	3	9	0	2	0	0	0	0	0	0	0	2	
	%	0.51	0.66	0.49	0.0	0.0	0.91	0.47	0.0	0.55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.41	
AD - 08	#	19	7	12	1	0	5	5	1	7	0	0	0	0	0	0	0	0	
	%	0.61	1.53	0.45	1.52	0.0	1.52	0.26	2.33	1.93	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 09	#	12	5	7	2	1	1	4	1	2	1	0	0	0	0	0	0	0	
	%	0.38	1.09	0.26	3.03	0.34	0.3	0.21	2.33	0.55	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 10	#	4	2	2	0	0	1	1	1	0	0	1	0	0	0	0	0	0	
	%	0.13	0.44	0.08	0.0	0.0	0.3	0.05	2.33	0.0	0.0	1.45	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 11	#	301	38	263	8	23	25	201	4	27	0	5	0	0	1	2	0	5	
	%	9.65	8.3	9.88	12.12	7.93	7.58	10.58	9.3	7.44	0.0	7.25	0.0	0.0	16.67	14.29	0.0	18.52	

AD - 12	#	165	28	137	3	17	22	99	2	11	1	4	0	0	0	3	0	3
	%	5.29	6.11	5.15	4.55	5.86	6.67	5.21	4.65	3.03	8.33	5.8	0.0	0.0	0.0	21.43	0.0	11.11
AD - 13	#	243	47	196	2	11	38	150	3	21	2	10	0	0	1	2	1	2
	%	7.79	10.26	7.36	3.03	3.79	11.52	7.9	6.98	5.79	16.67	14.49	0.0	0.0	16.67	14.29	100.0	7.41
AD - 14	#	705	97	608	20	111	68	410	7	63	2	13	0	0	0	3	0	8
	%	22.6	21.18	22.84	30.3	38.28	20.61	21.59	16.28	17.36	16.67	18.84	0.0	0.0	0.0	21.43	0.0	29.63
AD - 15	#	241	23	218	2	9	18	176	1	21	1	10	0	0	1	0	0	2
	%	7.72	5.02	8.19	3.03	3.1	5.45	9.27	2.33	5.79	8.33	14.49	0.0	0.0	16.67	0.0	0.0	7.41
AD - 16	#	630	95	535	9	51	75	406	4	58	5	17	0	0	2	2	0	1
	%	20.19	20.74	20.1	13.64	17.59	22.73	21.38	9.3	15.98	41.67	24.64	0.0	0.0	33.33	14.29	0.0	3.7
AD - 17	#	143	21	122	0	3	19	95	2	22	0	1	0	0	0	1	0	0
	%	4.58	4.59	4.58	0.0	1.03	5.76	5.0	4.65	6.06	0.0	1.45	0.0	0.0	0.0	7.14	0.0	0.0
AD - 18	#	85	18	67	8	24	8	30	2	11	0	1	0	0	0	0	0	1
	%	2.72	3.93	2.52	12.12	8.28	2.42	1.58	4.65	3.03	0.0	1.45	0.0	0.0	0.0	0.0	0.0	3.7
Total	#	3120	458	2662	66	290	330	1899	43	363	12	69	0	0	6	14	1	27
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	100.0	100.0	100.0

Table A4-2P: Participation Rates Across General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees		Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 03	#	13	1	12	0	1	1	9	0	2	0	0	0	0	0	0	0	0	
	%	2.37	0.92	2.73	0.0	1.59	1.67	3.3	0.0	2.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 04	#	166	7	159	1	19	3	90	1	43	2	5	0	0	0	1	0	1	
	%	30.29	6.42	36.22	4.35	30.16	5.0	32.97	5.0	55.13	40.0	26.32	0.0	0.0	0.0	50.0	0.0	25.0	
GS - 05	#	61	10	51	6	26	3	20	0	3	0	2	0	0	0	0	1	0	
	%	11.13	9.17	11.62	26.09	41.27	5.0	7.33	0.0	3.85	0.0	10.53	0.0	0.0	0.0	0.0	100.0	0.0	
GS - 06	#	139	20	119	3	11	4	77	11	21	2	8	0	0	0	1	0	1	
	%	25.36	18.35	27.11	13.04	17.46	6.67	28.21	55.0	26.92	40.0	42.11	0.0	0.0	0.0	50.0	0.0	25.0	
GS - 07	#	51	11	40	3	3	5	31	3	5	0	1	0	0	0	0	0	0	
	%	9.31	10.09	9.11	13.04	4.76	8.33	11.36	15.0	6.41	0.0	5.26	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 09	#	32	13	19	2	1	9	15	2	2	0	1	0	0	0	0	0	0	
	%	5.84	11.93	4.33	8.7	1.59	15.0	5.49	10.0	2.56	0.0	5.26	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 10	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
	%	0.18	0.92	0.0	0.0	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 11	#	16	7	9	2	0	5	8	0	0	0	0	0	0	0	0	0	1	
	%	2.92	6.42	2.05	8.7	0.0	8.33	2.93	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	
GS - 12	#	56	31	25	6	2	22	19	2	2	1	2	0	0	0	0	0	0	
	%	10.22	28.44	5.69	26.09	3.17	36.67	6.96	10.0	2.56	20.0	10.53	0.0	0.0	0.0	0.0	0.0	0.0	

GS - 13	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
	%	0.91	2.75	0.46	0.0	0.0	5.0	0.73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 14	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	0.55	2.75	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service	#	5	2	3	0	0	2	2	0	0	0	0	0	0	0	0	0	1
	%	0.91	1.83	0.68	0.0	0.0	3.33	0.73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0
TOTAL	#	548	109	439	23	63	60	273	20	78	5	19	0	0	0	2	1	4
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	100.0	100.0

Table A4-2P: Participation Rates Across Teaching Position (TP) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TPC	#	4532	1386	3146	38	102	1245	2659	67	258	26	100	0	0	5	18	5	9	
	%	86.52	87.39	86.14	84.44	91.07	87.49	86.11	84.81	81.9	92.86	92.59	0.0	0.0	100.0	94.74	83.33	90.0	
TPD	#	136	10	126	0	3	9	109	1	11	0	2	0	0	0	0	0	1	
	%	2.6	0.63	3.45	0.0	2.68	0.63	3.53	1.27	3.49	0.0	1.85	0.0	0.0	0.0	0.0	0.0	10.0	
TPE	#	215	53	162	3	1	46	138	3	20	0	3	0	0	0	0	1	0	
	%	4.1	3.34	4.44	6.67	0.89	3.23	4.47	3.8	6.35	0.0	2.78	0.0	0.0	0.0	0.0	16.67	0.0	
TPF	#	63	23	40	1	1	21	39	1	0	0	0	0	0	0	0	0	0	
	%	1.2	1.45	1.1	2.22	0.89	1.48	1.26	1.27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TPK	#	138	62	76	1	3	55	61	4	9	2	2	0	0	0	1	0	0	
	%	2.63	3.91	2.08	2.22	2.68	3.87	1.98	5.06	2.86	7.14	1.85	0.0	0.0	0.0	5.26	0.0	0.0	
TPL	#	100	36	64	2	1	31	49	3	14	0	0	0	0	0	0	0	0	
	%	1.91	2.27	1.75	4.44	0.89	2.18	1.59	3.8	4.44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TPN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
All Other (Unspecified TP)	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	
	%	0.04	0.06	0.03	0.0	0.0	0.0	0.03	1.27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total	#	5238	1586	3652	45	112	1423	3088	79	315	28	108	0	0	5	19	6	10	
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	100.0	100.0	100.0	

Table A4-2P: Participation Rates Across Y Payplan Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

YD,YB,YF,YE,NO,YA,G M,YC,YI, & YP		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EH - 00	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.12	0.23	0.0	0.0	0.0	0.34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NO - 00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 01	#	29	10	19	0	2	7	7	2	7	1	2	0	0	0	0	0	0	1
	%	3.57	2.29	5.05	0.0	16.67	2.36	3.32	2.08	5.56	5.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	14.29
YA - 02	#	391	226	165	5	5	157	91	46	54	12	13	0	0	1	0	5	2	
	%	48.15	51.83	43.88	38.46	41.67	52.86	43.13	47.92	42.86	60.0	65.0	0.0	0.0	33.33	0.0	71.43	28.57	
YA - 03	#	90	37	53	0	0	28	45	8	6	1	1	0	0	0	0	0	1	
	%	11.08	8.49	14.1	0.0	0.0	9.43	21.33	8.33	4.76	5.0	5.0	0.0	0.0	0.0	0.0	0.0	14.29	
YB - 01	#	129	62	67	4	2	34	32	21	30	3	1	0	0	0	0	0	2	
	%	15.89	14.22	17.82	30.77	16.67	11.45	15.17	21.88	23.81	15.0	5.0	0.0	0.0	0.0	0.0	0.0	28.57	
YB - 02	#	60	25	35	2	2	13	13	9	20	0	0	0	0	0	0	1	0	
	%	7.39	5.73	9.31	15.38	16.67	4.38	6.16	9.38	15.87	0.0	0.0	0.0	0.0	0.0	0.0	14.29	0.0	
YC - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC - 02	#	51	32	19	1	1	22	8	7	7	0	3	0	0	1	0	1	0	
	%	6.28	7.34	5.05	7.69	8.33	7.41	3.79	7.29	5.56	0.0	15.0	0.0	0.0	33.33	0.0	14.29	0.0	
YC - 03	#	43	26	17	0	0	24	14	1	2	1	0	0	0	0	0	0	1	
	%	5.3	5.96	4.52	0.0	0.0	8.08	6.64	1.04	1.59	5.0	0.0	0.0	0.0	0.0	0.0	0.0	14.29	
YD - 02	#	15	14	1	1	0	10	1	1	0	1	0	0	0	1	0	0	0	
	%	1.85	3.21	0.27	7.69	0.0	3.37	0.47	1.04	0.0	5.0	0.0	0.0	0.0	33.33	0.0	0.0	0.0	
YD - 03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.12	0.23	0.0	0.0	0.0	0.34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

YE - 02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.12	0.23	0.0	0.0	0.0	0.34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YF - 02	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	0.25	0.46	0.0	0.0	0.0	0.34	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YI - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YP - 01	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.12	0.23	0.0	0.0	0.0	0.0	0.0	1.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	812	436	376	13	12	297	211	96	126	20	20	0	0	3	0	7	7
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	0	100	100

Table A4-2T: Participation Rates Across Admin Determined (AD) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA

Level: DODEA

Data: FY2009

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
#	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
AD - 00	#	812	80	732	1	19	43	512	31	155	2	16	0	0	0	7	3	23	
	%	82.27	74.07	83.28	10.0	28.79	75.44	85.76	93.94	95.68	100.0	94.12	0.0	0.0	0.0	100.0	50.0	76.67	
AD - 01	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	
	%	0.2	0.0	0.23	0.0	0.0	0.0	0.17	0.0	0.62	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	0.1	0.0	0.11	0.0	0.0	0.0	0.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 03	#	13	2	11	0	1	1	5	1	4	0	1	0	0	0	0	0	0	
	%	1.32	1.85	1.25	0.0	1.52	1.75	0.84	3.03	2.47	0.0	5.88	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 04	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	
	%	0.2	0.0	0.23	0.0	0.0	0.0	0.17	0.0	0.62	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 05	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	
	%	0.3	0.0	0.34	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 07	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	0.1	0.0	0.11	0.0	0.0	0.0	0.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 09	#	96	22	74	9	45	10	25	0	0	0	0	0	0	0	0	3	4	
	%	9.73	20.37	8.42	90.0	68.18	17.54	4.19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	13.33	
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 11	#	13	1	12	0	0	0	12	1	0	0	0	0	0	0	0	0	0	
	%	1.32	0.93	1.37	0.0	0.0	0.0	2.01	3.03	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

AD - 12	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
	%	0.41	1.85	0.23	0.0	0.0	3.51	0.34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 13	#	8	1	7	0	0	1	7	0	0	0	0	0	0	0	0	0	0
	%	0.81	0.93	0.8	0.0	0.0	1.75	1.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 14	#	20	0	20	0	1	0	17	0	0	0	0	0	0	0	0	0	2
	%	2.03	0.0	2.28	0.0	1.52	0.0	2.85	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.67
AD - 15	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.2	0.0	0.23	0.0	0.0	0.0	0.34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 16	#	6	0	6	0	0	0	5	0	0	0	0	0	0	0	0	0	1
	%	0.61	0.0	0.68	0.0	0.0	0.0	0.84	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.33
AD - 17	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
	%	0.3	0.0	0.34	0.0	0.0	0.0	0.34	0.0	0.62	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 18	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.1	0.0	0.11	0.0	0.0	0.0	0.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	987	108	879	10	66	57	597	33	162	2	17	0	0	0	7	6	30
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	100.0	100.0	100.0

Table A4-2T: Participation Rates Across General Schedule (GS) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees		Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
#	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 02	#	6	0	6	0	0	0	4	0	1	0	0	0	0	0	0	0	1	
	%	9.09	0.0	10.17	0.0	0.0	0.0	9.52	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	
GS - 03	#	12	1	11	0	1	0	6	1	3	0	0	0	0	0	0	0	1	
	%	18.18	14.29	18.64	0.0	33.33	0.0	14.29	50.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	
GS - 04	#	41	5	36	0	2	4	27	1	5	0	1	0	0	0	0	0	1	
	%	62.12	71.43	61.02	0.0	66.67	100.0	64.29	50.0	55.56	0.0	100.0	0.0	0.0	0.0	0.0	0.0	25.0	
GS - 05	#	3	0	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1	
	%	4.55	0.0	5.08	0.0	0.0	0.0	4.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	
GS - 06	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	3.03	14.29	1.69	100.0	0.0	0.0	2.38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 07	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	1.52	0.0	1.69	0.0	0.0	0.0	2.38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 09	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	1.52	0.0	1.69	0.0	0.0	0.0	2.38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

GS - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	#	66	7	59	1	3	4	42	2	9	0	1	0	0	0	0	0	4
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0

Table A4-2T: Participation Rates Across Teaching Position (TP) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
#	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TPA	#	2509	253	2256	3	75	194	1792	44	231	5	95	0	0	3	27	4	36
TPA	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	100.0	100.0	100.0

Table A4-2T: Participation Rates Across Y Payplan Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

YD,YB,YF,YE,NO,YA,G M,YC,YI, & YP		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EH - 00	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.18	1.19	0.06	0.0	0.0	1.64	0.09	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NO - 00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 01	#	8	0	8	0	1	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	0.47	0.0	0.52	0.0	1.37	0.0	0.57	0.0	0.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 02	#	51	20	31	0	2	19	17	1	6	0	4	0	0	0	0	0	0	2
	%	2.98	11.9	2.01	0.0	2.74	15.57	1.61	2.86	2.7	0.0	3.1	0.0	0.0	0.0	0.0	0.0	0.0	5.0
YA - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	%	0.06	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
YB - 01	#	1589	130	1459	2	68	90	1004	33	206	4	120	0	0	1	25	0	36	
	%	92.87	77.38	94.56	66.67	93.15	73.77	95.26	94.29	92.79	66.67	93.02	0.0	0.0	50.0	100.0	0.0	90.0	
YB - 02	#	37	10	27	1	1	8	18	0	4	1	3	0	0	0	0	0	1	
	%	2.16	5.95	1.75	33.33	1.37	6.56	1.71	0.0	1.8	16.67	2.33	0.0	0.0	0.0	0.0	0.0	2.5	
YC - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC - 02	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	
	%	0.12	0.6	0.06	0.0	0.0	0.82	0.0	0.0	0.0	0.0	0.78	0.0	0.0	0.0	0.0	0.0	0.0	
YC - 03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	0.06	0.0	0.06	0.0	0.0	0.0	0.09	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YD - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YD - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

YE - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YF - 02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.06	0.6	0.0	0.0	0.0	0.82	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YI - 01	#	13	3	10	0	0	1	7	1	2	1	0	0	0	0	0	0	1
	%	0.76	1.79	0.65	0.0	0.0	0.82	0.66	2.86	0.9	16.67	0.0	0.0	0.0	0.0	0.0	0.0	2.5
YP - 01	#	5	0	5	0	1	0	0	0	3	0	1	0	0	0	0	0	0
	%	0.29	0.0	0.32	0.0	1.37	0.0	0.0	0.0	1.35	0.0	0.78	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	1711	168	1543	3	73	122	1054	35	222	6	129	0	0	2	25	0	40
	%	100	10	90	0	4	7	62	2	13	0	8	0	0	0	1	0	2

Table A5-1P: Participation Rates For Wage Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA

Level: DODEA

Data: FY2009

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 01	#	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	50.0	0.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	#	141	93	48	6	3	36	12	50	30	0	1	0	0	0	2	1	0	0
	%	100.0	65.96	34.04	4.26	2.13	25.53	8.51	35.46	21.28	0.0	0.71	0.0	0.0	0.0	1.42	0.71	0.0	0.0
Grade - 03	#	38	36	2	23	2	9	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	94.74	5.26	60.53	5.26	23.68	0.0	10.53	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	#	14	13	1	3	0	4	1	6	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.86	7.14	21.43	0.0	28.57	7.14	42.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Grade - 07	#	64	48	16	25	2	14	10	5	3	0	0	0	0	0	0	4	1
	%	100.0	75.0	25.0	39.06	3.13	21.88	15.63	7.81	4.69	0.0	0.0	0.0	0.0	0.0	0.0	6.25	1.56
Grade - 08	#	9	9	0	0	0	7	0	2	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	77.78	0.0	22.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	#	11	10	1	5	1	5	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	90.91	9.09	45.45	9.09	45.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10	#	27	25	2	7	0	16	1	1	1	0	0	0	0	1	0	0	0
	%	100.0	92.59	7.41	25.93	0.0	59.26	3.7	3.7	3.7	0.0	0.0	0.0	0.0	3.7	0.0	0.0	0.0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A5-1T: Participation Rates For Wage Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
#	%	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	#	5	3	2	0	0	2	1	1	0	0	0	0	0	0	0	0	1
	%	100.0	60.0	40.0	0.0	0.0	40.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0
Grade - 03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07	#	8	5	3	3	0	0	1	0	1	0	0	0	0	0	0	2	1
	%	100.0	62.5	37.5	37.5	0.0	0.0	12.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	25.0	12.5
Grade - 08	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A5-2P: Participation Rates For Wage Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 01	#	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	1.29	1.67	0.0	2.78	0.0	1.09	0.0	1.43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	#	141	93	48	6	3	36	12	50	30	0	1	0	0	0	2	1	0
	%	45.48	38.75	68.57	8.33	37.5	39.13	50.0	71.43	88.24	0.0	100.0	0.0	0.0	0.0	100.0	20.0	0.0
Grade - 03	#	38	36	2	23	2	9	0	4	0	0	0	0	0	0	0	0	0
	%	12.26	15.0	2.86	31.94	25.0	9.78	0.0	5.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	#	14	13	1	3	0	4	1	6	0	0	0	0	0	0	0	0	0
	%	4.52	5.42	1.43	4.17	0.0	4.35	4.17	8.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.65	0.83	0.0	1.39	0.0	0.0	0.0	1.43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07	#	64	48	16	25	2	14	10	5	3	0	0	0	0	0	0	4	1
	%	20.65	20.0	22.86	34.72	25.0	15.22	41.67	7.14	8.82	0.0	0.0	0.0	0.0	0.0	0.0	80.0	100.0
Grade - 08	#	9	9	0	0	0	7	0	2	0	0	0	0	0	0	0	0	0
	%	2.9	3.75	0.0	0.0	0.0	7.61	0.0	2.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	#	11	10	1	5	1	5	0	0	0	0	0	0	0	0	0	0	0
	%	3.55	4.17	1.43	6.94	12.5	5.43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10	#	27	25	2	7	0	16	1	1	1	0	0	0	0	1	0	0	0
	%	8.71	10.42	2.86	9.72	0.0	17.39	4.17	1.43	2.94	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	310	240	70	72	8	92	24	70	34	0	1	0	0	1	2	5	1
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0	0.0	0.0	100.0	100.0	100.0	100.0

Table A5-2T: Participation Rates For Wage Grades (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
#	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	#	5	3	2	0	0	2	1	1	0	0	0	0	0	0	0	0	1
	%	33.33	30.0	40.0	0.0	0.0	66.67	50.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
Grade - 03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6.67	10.0	0.0	0.0	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07	#	8	5	3	3	0	0	1	0	1	0	0	0	0	0	0	2	1
	%	53.33	50.0	60.0	100.0	0.0	0.0	50.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	66.67	50.0
Grade - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	6.67	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.33	0.0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	15	10	5	3	0	3	2	1	1	0	0	0	0	0	0	3	2
	%	100.0	100.0	100.0	100.0	0.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0

Table A6P: Participation Rates For Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Job Title/Series Agency Rate Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
School Support (303)	#	161	80	81	5	7	38	50	31	19	5	4	0	0	0	1	1	0
	%	100.0	49.69	50.31	3.11	4.35	23.6	31.06	19.25	11.8	3.11	2.48	0.0	0.0	0.0	0.62	0.62	0.0
School Support (303) CLF	%	100.0	26.6	73.4	2.3	5.77	19.74	54.68	2.75	8.94	1.11	2.32	0.03	0.09	0.17	0.46	0.5	1.15
Secretary (318-326)	#	232	13	219	3	25	8	139	2	45	0	7	0	0	0	1	0	2
	%	100.0	5.6	94.4	1.29	10.78	3.45	59.91	0.86	19.4	0.0	3.02	0.0	0.0	0.0	0.43	0.0	0.86
Secretary (318-326) CLF	%	100.0	3.84	96.16	0.37	7.11	2.72	76.69	0.44	8.62	0.19	1.87	0.01	0.09	0.03	0.56	0.07	1.22
Teachers (1700+)	#	8337	2038	6299	114	418	1749	4945	115	689	42	181	0	0	11	30	7	36
	%	100.0	24.45	75.55	1.37	5.01	20.98	59.31	1.38	8.26	0.5	2.17	0.0	0.0	0.13	0.36	0.08	0.43
Teachers (1700+) CLF	%	100.0	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
Laborers (3500+)	#	186	134	52	32	5	44	13	57	30	0	2	0	0	0	2	1	0
	%	100.0	72.04	27.96	17.2	2.69	23.66	6.99	30.65	16.13	0.0	1.08	0.0	0.0	0.0	1.08	0.54	0.0
Laborers (3500+) CLF	%	100.0	75.61	24.39	12.94	4.86	46.0	14.1	13.02	4.12	1.52	0.6	0.12	0.03	0.71	0.24	1.3	0.44

Table A6T: Participation Rates For Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Job Title/Series Agency Rate Occupational CLF		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
School Support (303)	#	191	49	142	3	1	37	95	8	22	1	18	0	0	0	2	0	4	
	%	100.0	25.65	74.35	1.57	0.52	19.37	49.74	4.19	11.52	0.52	9.42	0.0	0.0	0.0	1.05	0.0	2.09	
School Support (303) CLF	%	100.0	26.6	73.4	2.3	5.77	19.74	54.68	2.75	8.94	1.11	2.32	0.03	0.09	0.17	0.46	0.5	1.15	
Secretary (318-326)	#	323	14	309	1	11	12	215	1	58	0	15	0	0	0	1	0	9	
	%	100.0	4.33	95.67	0.31	3.41	3.72	66.56	0.31	17.96	0.0	4.64	0.0	0.0	0.0	0.31	0.0	2.79	
Secretary (318-326) CLF	%	100.0	3.84	96.16	0.37	7.11	2.72	76.69	0.44	8.62	0.19	1.87	0.01	0.09	0.03	0.56	0.07	1.22	
Teachers (1700+)	#	4600	443	4157	13	201	303	3081	101	527	11	201	0	0	5	56	10	91	
	%	100.0	9.63	90.37	0.28	4.37	6.59	66.98	2.2	11.46	0.24	4.37	0.0	0.0	0.11	1.22	0.22	1.98	
Teachers (1700+) CLF	%	100.0	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	
Laborers (3500+)	#	8	5	3	0	0	3	1	2	1	0	0	0	0	0	0	0	1	
	%	100.0	62.5	37.5	0.0	0.0	37.5	12.5	25.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	
Laborers (3500+) CLF	%	100.0	75.61	24.39	12.94	4.86	46.0	14.1	13.02	4.12	1.52	0.6	0.12	0.03	0.71	0.24	1.3	0.44	

Table A7P: Applicants and Hires For Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Job Title/Series CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series:																		
Total Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
CLF	%	100.0	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
Job Title/Series:																		

Table A7T: Applicants and Hires For Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Job Title/Series CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series:																		
Total Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
CLF	%	100.0	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
Job Title/Series:																		

Table A8-1: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Type of Appointment		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	#	597	186	411	5	13	144	290	28	76	4	6	0	0	1	2	4	24	
	%	100.0	31.16	68.84	0.84	2.18	24.12	48.58	4.69	12.73	0.67	1.01	0.0	0.0	0.17	0.34	0.67	4.02	
Temporary	#	2180	212	1968	2	63	138	1459	60	272	3	87	0	0	1	16	8	71	
	%	100.0	9.72	90.28	0.09	2.89	6.33	66.93	2.75	12.48	0.14	3.99	0.0	0.0	0.05	0.73	0.37	3.26	
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total workforce	#	2777	398	2379	7	76	282	1749	88	348	7	93	0	0	2	18	12	95	
	%	100.0	14.33	85.67	0.25	2.74	10.15	62.98	3.17	12.53	0.25	3.35	0.0	0.0	0.07	0.65	0.43	3.42	
CLF	%	100.0	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	

Table A8-2: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Type of Appointment		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	#	597	186	411	5	13	144	290	28	76	4	6	0	0	1	2	4	24	
	%	21.5	46.73	17.28	71.43	17.11	51.06	16.58	31.82	21.84	57.14	6.45	0.0	0.0	50.0	11.11	33.33	25.26	
Temporary	#	2180	212	1968	2	63	138	1459	60	272	3	87	0	0	1	16	8	71	
	%	78.5	53.27	82.72	28.57	82.89	48.94	83.42	68.18	78.16	42.86	93.55	0.0	0.0	50.0	88.89	66.67	74.74	
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Accessions	#	2777	398	2379	7	76	282	1749	88	348	7	93	0	0	2	18	12	95	
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	100.0	100.0	100.0	100.0	
CLF	%	100.0	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	

Table A9: Selections For Internal Competitive Promotions For Major Occupations - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Job Series of Vacancy	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy:																		
Total Applications Received	#	212	74	138	6	3	60	105	7	22	1	5	0	0	0	1	0	2
	%	100.0	34.91	65.09	2.83	1.42	28.3	49.53	3.3	10.38	0.47	2.36	0.0	0.0	0.0	0.47	0.0	0.94
# Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Relevant Applicant Pool	%	100.0	27.94	72.06	2.16	4.68	21.72	55.41	3.1	9.04	0.63	2.14	0.0	0.0	0.15	0.34	0.18	0.45
Job Series of Vacancy:																		
Job Series of Vacancy:																		

Table A10: Non-Competitive Promotions - Time In Grade - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA

Level: DODEA

Data: FY2009

Type of Appointment		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total Employees Eligible for Career Ladder Promotions	#	10028	2829	7199	219	485	2202	5495	308	916	65	217	0	0	15	37	20	49
	%	100.0	28.21	71.79	2.18	4.84	21.96	54.8	3.07	9.13	0.65	2.16	0.0	0.0	0.15	0.37	0.2	0.49
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	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
13 - 24 Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25 + Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B11: Internal Selections For Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Grade Vacancy	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade(s) of Vacancy:																		
# Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Relevant Pool		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade(s) of Vacancy:																		

Table A12: Participation In Career Development - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Career Development Programs for GS 5 - 12, 13 - 15, and SES		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Career Development Programs for GS 5 - 12:																		
# Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 13 - 14:																		
# Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 15 and SES:																		
# Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Recognition or Award Program # Awards Given Total Cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards - 1-9 Hours																		
Total Time-Off Awards Given	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Hours	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Average Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off awards - 9+ Hours																		
Total Time-Off Awards Given	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards - \$100-\$500																		
Total Cash Awards Given	#	3174.0	992.0	2182.0	60.0	59.0	839.0	1806.0	72.0	212.0	15.0	89.0	0.0	0.0	5.0	11.0	1.0	5.0
	%	100	31	69	2	2	26	57	2	7	0	3	0	0	0	0	0	0
Total Amount	#	1197320	376954	820366	19559	21645	320600	685621	28643	73915	5901	32705	0	0	1750	4230	500	2250
Average Amount	#	377.23	379.99	375.97	325.98	366.86	382.12	379.64	397.82	348.66	393.4	367.48	0.0	0.0	350.0	384.55	500.0	450.0
Cash Awards - \$501+																		
Total Cash Awards Given	#	1121	417	704	41	48	317	537	45	89	9	24	0	0	1	3	4	3
	%	100.0	37.2	62.8	3.66	4.28	28.28	47.9	4.01	7.94	0.8	2.14	0.0	0.0	0.09	0.27	0.36	0.27
Total Amount	#	1778510	690882	1087628	54712	63688	550897	846372	67449	121540	11737	27496	0	0	1000	3572	5087	24960
Average Amount	#	1587	1657	1545	1334	1327	1738	1576	1499	1366	1304	1146	0	0	1000	1191	1272	8320
Quality Step Increases (QSIs):																		

Total QSIs	#	46	14	32	1	5	10	17	3	6	0	4	0	0	0	0	0	0
Awarded	%	100.0	30.43	69.57	2.17	10.87	21.74	36.96	6.52	13.04	0.0	8.7	0.0	0.0	0.0	0.0	0.0	0.0
Total Benefit	#	46	14	32	1	5	10	17	3	6	0	4	0	0	0	0	0	0
Average Benefit	#	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0

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

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Type of Separation		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Voluntary	#	626	145	481	9	19	117	403	17	49	2	10	0	0	0	0	0	0
	%	100.0	23.16	76.84	1.44	3.04	18.69	64.38	2.72	7.83	0.32	1.6	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary (RIF)	#	7	3	4	1	0	2	1	0	3	0	0	0	0	0	0	0	0
	%	100.0	42.86	57.14	14.29	0.0	28.57	14.29	0.0	42.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Separations	#	687	165	522	12	20	128	435	23	55	2	12	0	0	0	0	0	0
	%	100.0	24.02	75.98	1.75	2.91	18.63	63.32	3.35	8.01	0.29	1.75	0.0	0.0	0.0	0.0	0.0	0.0
Total workforce	#	10028	2829	7199	219	485	2202	5495	308	916	65	217	0	0	15	37	20	49
	%	100.0	28.21	71.79	2.18	4.84	21.96	54.8	3.07	9.13	0.65	2.16	0.0	0.0	0.15	0.37	0.2	0.49
Involuntary (Other)	#	54	17	37	2	1	9	31	6	3	0	2	0	0	0	0	0	0
	%	100.0	31.48	68.52	3.7	1.85	16.67	57.41	11.11	5.56	0.0	3.7	0.0	0.0	0.0	0.0	0.0	0.0

Table B1: Total Workforce - Distribution by Disability

Plan Level: DODEA

Level: DODEA

Data: FY2009

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
Prior FY	#	15264	14707	305	252	29	1	3	4	5	2	14	0	0	0
	%	100	96.35	2	1.65	0.19	0.01	0.02	0.03	0.03	0.01	0.09	0	0	0
Current FY	#	15317	14543	260	514	41	2	3	2	7	2	13	0	11	1
	%	100	94.95	1.7	3.36	0.27	0.01	0.02	0.01	0.05	0.01	0.08	0	0.07	0.01
Difference	#	53	-164	-45	262	12	1	0	-2	2	0	-1	0	11	1
Ratio Change	%	0	-1.4	-0.3	1.71	0.08	0	0	-0.02	0.02	0	-0.01	0	0.07	0.01
Net Change	%	0.35	-1.12	-14.75	103.97	41.38	100	0	-50	40	0	-7.14	0	0	0
PERMANENT															
Prior FY	#	9379	8958	240	181	25	1	3	3	5	2	11	0	0	0
	%	100	95.51	2.56	1.93	0.27	0.01	0.03	0.03	0.05	0.02	0.12	0	0	0
Current FY	#	10028	9445	213	370	29	1	3	2	7	2	11	0	3	0
	%	100	94.19	2.12	3.69	0.29	0.01	0.03	0.02	0.07	0.02	0.11	0	0.03	0
Difference	#	649	487	-27	189	4	0	0	-1	2	0	0	0	3	0
Ratio Change	%	0	-1.32	-0.44	1.76	0.02	0	0	-0.01	0.02	0	-0.01	0	0.03	0
Net Change	%	6.92	5.44	-11.25	104.42	16	0	0	-33.33	40	0	0	0	0	0
TEMPORARY															
Prior FY	#	5885	5749	65	71	4	0	0	1	0	0	3	0	0	0
	%	100	97.69	1.1	1.21	0.07	0	0	0.02	0	0	0.05	0	0	0
Current FY	#	5289	5098	47	144	12	1	0	0	0	0	2	0	8	1
	%	100	96.39	0.89	2.72	0.23	0.02	0	0	0	0	0.04	0	0.15	0.02
Difference	#	-596	-651	-18	73	8	1	0	-1	0	0	-1	0	8	1
Ratio Change	%	0	-1.3	-0.21	1.51	0.16	0.02	0	-0.02	0	0	-0.01	0	0.15	0.02
Net Change	%	-10.13	-11.32	-27.69	102.82	200	0	0	-100	0	0	-33.33	0	0	0

NON - APPROPRIATED															
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prior FY	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current FY	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Change	%	6.47	5.16	-12.68	51.08	13.79	0	0	-50	28.57	0	0	0	100	0

Table B2: Total Workforce by Component - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Employment Tenure	Total	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Work Force	#	15317	14543	260	514	41	2	3	2	7	2	13	0	11	1
	%	100	94.95	1.7	3.36	0.27	0.01	0.02	0.01	0.05	0.01	0.08	0	0.07	0.01
Federal High						2.27%									
Headquarters	#	407	351	19	37	2	1	0	0	1	0	0	0	0	0
	%	100	86.24	4.67	9.09	0.49	0.25	0	0	0.25	0	0	0	0	0
Europe	#	6171	5925	103	143	14	1	1	0	2	0	6	0	4	0
	%	100	96.01	1.67	2.32	0.23	0.02	0.02	0	0.03	0	0.1	0	0.06	0
Pacific	#	4048	3863	68	117	7	0	1	0	2	1	2	0	1	0
	%	100	95.43	1.68	2.89	0.17	0.00	0.02	0.00	0.05	0.02	0.05	0.00	0.02	0.00
DDESS	#	4691	4404	70	217	18	0	1	2	2	1	5	0	6	1
	%	100	93.88	1.49	4.63	0.38	0	0.02	0.04	0.04	0.02	0.11	0	0.13	0.02

Table B2T: Total Temporary Workforce by Component - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Employment Tenure	Total	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Work Force	#	5289	5098	47	144	12	1	0	0	0	0	2	0	8	1
	%	100	96.39	0.89	2.72	0.23	0.02	0	0	0	0	0.04	0	0.15	0.02
Federal High						2.27%									
Headquarters	#	28	23	3	2	0	0	0	0	0	0	0	0	0	0
	%	100	82.14	10.71	7.14	0	0	0	0	0	0	0	0	0	0
Europe	#	2537	2486	12	39	4	1	0	0	0	0	0	0	3	0
	%	100	97.99	0.47	1.54	0.16	0.04	0	0	0	0	0	0	0.12	0
Pacific	#	1765	1717	13	35	2	0	0	0	0	0	1	0	1	0
	%	100	97.28	0.74	1.98	0.11	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.06	0.00
DDESS	#	959	872	19	68	6	0	0	0	0	0	1	0	4	1
	%	100	90.93	1.98	7.09	0.63	0	0	0	0	0	0.1	0	0.42	0.1

Table B3-1P: Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	84	73	4	7	0	0	0	0	0	0	0	0	0	0
	%	100.0	86.9	4.76	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	316	290	15	11	0	0	0	0	0	0	0	0	0	
	%	100.0	91.77	4.75	3.48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- First-Level (Grades 12 and Below)	#	212	200	7	5	0	0	0	0	0	0	0	0	0	
	%	100.0	94.34	3.3	2.36	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Officials and Managers TOTAL	#	612	563	26	23	0	0	0	0	0	0	0	0	0	
	%	100.0	91.99	4.25	3.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
2. Professionals	#	8432	7968	170	294	26	1	3	2	4	2	11	0	3	
	%	100.0	94.5	2.02	3.49	0.31	0.01	0.04	0.02	0.05	0.02	0.13	0.0	0.04	
3. Technicians	#	9	7	1	1	0	0	0	0	0	0	0	0	0	
	%	100.0	77.78	11.11	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	654	601	14	39	3	0	0	0	3	0	0	0	0	
	%	100.0	91.9	2.14	5.96	0.46	0.0	0.0	0.0	0.46	0.0	0.0	0.0	0.0	
6. Craft Workers	#	62	56	0	6	0	0	0	0	0	0	0	0	0	
	%	100.0	90.32	0.0	9.68	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

7. Operatives	#	67	63	1	3	0	0	0	0	0	0	0	0	0	0
	%	100.0	94.03	1.49	4.48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	45	45	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	147	142	1	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	96.6	0.68	2.72	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10028	9445	213	370	29	1	3	2	7	2	11	0	3	0
	%	100.0	94.19	2.12	3.69	0.29	0.01	0.03	0.02	0.07	0.02	0.11	0.0	0.03	0.0

Table B3-1P (NSPS): Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	56	46	4	6	0	0	0	0	0	0	0	0	0	0
	%	100.0	82.14	7.14	10.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	82	74	7	1	0	0	0	0	0	0	0	0	0	
	%	100.0	90.24	8.54	1.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Officials and Managers TOTAL	#	138	120	11	7	0	0	0	0	0	0	0	0	0	
	%	100.0	86.96	7.97	5.07	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
2. Professionals	#	300	271	9	20	2	1	1	0	0	0	0	0	0	
	%	100.0	90.33	3.0	6.67	0.67	0.33	0.33	0.0	0.0	0.0	0.0	0.0	0.0	
3. Technicians	#	7	6	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	85.71	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	367	324	11	32	2	0	0	0	2	0	0	0	0	
	%	100.0	88.28	3.0	8.72	0.54	0.0	0.0	0.0	0.54	0.0	0.0	0.0	0.0	

6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	812	721	32	59	4	1	1	0	2	0	0	0	0	0
	%	100.0	88.79	3.94	7.27	0.49	0.12	0.12	0.0	0.25	0.0	0.0	0.0	0.0	0.0

Table B3-1T: Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	45	42	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	93.33	4.44	2.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	49	45	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	91.84	4.08	4.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	#	4640	4475	41	124	11	1	0	0	0	0	2	0	7	1
	%	100.0	96.44	0.88	2.67	0.24	0.02	0.0	0.0	0.0	0.0	0.04	0.0	0.15	0.02
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Admin Support Workers	#	568	548	4	16	1	0	0	0	0	0	0	0	1	0
	%	100.0	96.48	0.7	2.82	0.18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.18	0.0
6. Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
7. Operatives	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	22	20	0	2	0	0	0	0	0	0	0	0	0	0
9. Service Workers	%	100.0	90.91	0.0	9.09	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WORKFORCE	#	5289	5098	47	144	12	1	0	0	0	0	2	0	8	1
	%	100.0	96.39	0.89	2.72	0.23	0.02	0.0	0.0	0.0	0.0	0.04	0.0	0.15	0.02

Table B3-1T (NSPS): Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	27	25	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.59	3.7	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	28	26	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.86	3.57	3.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	#	1126	1091	8	27	4	1	0	0	0	1	0	2	0	
	%	100.0	96.89	0.71	2.4	0.36	0.09	0.0	0.0	0.0	0.09	0.0	0.18	0.0	
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	540	520	4	16	1	0	0	0	0	0	0	1	0	
	%	100.0	96.3	0.74	2.96	0.19	0.0	0.0	0.0	0.0	0.0	0.0	0.19	0.0	

6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	93.33	0.0	6.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WORKFORCE	#	1709	1651	13	45	5	1	0	0	0	0	1	0	3	0
	%	100.0	96.61	0.76	2.63	0.29	0.06	0.0	0.0	0.0	0.0	0.06	0.0	0.18	0.0

Table B3-2P: Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	84	73	4	7	0	0	0	0	0	0	0	0	0	0
	%	0.84	0.77	1.88	1.89	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	316	290	15	11	0	0	0	0	0	0	0	0	0	
	%	3.15	3.07	7.04	2.97	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- First-Level (Grades 12 and Below)	#	212	200	7	5	0	0	0	0	0	0	0	0	0	
	%	2.11	2.12	3.29	1.35	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Officials and Managers TOTAL	#	612	563	26	23	0	0	0	0	0	0	0	0	0	
	%	6.1	5.96	12.21	6.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
2. Professionals	#	8432	7968	170	294	26	1	3	2	4	2	11	0	3	
	%	84.08	84.36	79.81	79.46	89.66	100.0	100.0	100.0	57.14	100.0	100.0	0.0	100.0	
3. Technicians	#	9	7	1	1	0	0	0	0	0	0	0	0	0	
	%	0.09	0.07	0.47	0.27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	654	601	14	39	3	0	0	0	3	0	0	0	0	
	%	6.52	6.36	6.57	10.54	10.34	0.0	0.0	0.0	42.86	0.0	0.0	0.0	0.0	

6. Craft Workers	#	62	56	0	6	0	0	0	0	0	0	0	0	0	0
	%	0.62	0.59	0.0	1.62	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	67	63	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.67	0.67	0.47	0.81	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	45	45	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.45	0.48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	147	142	1	4	0	0	0	0	0	0	0	0	0	0
	%	1.47	1.5	0.47	1.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10028	9445	213	370	29	1	3	2	7	2	11	0	3	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0	0.0

Table B3-2P (NSPS): Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	56	46	4	6	0	0	0	0	0	0	0	0	0	0
	%	6.9	6.38	12.5	10.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	82	74	7	1	0	0	0	0	0	0	0	0	0	
	%	10.1	10.26	21.88	1.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Officials and Managers TOTAL	#	138	120	11	7	0	0	0	0	0	0	0	0	0	
	%	17.0	16.64	34.38	11.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
2. Professionals	#	300	271	9	20	2	1	1	0	0	0	0	0	0	
	%	36.95	37.59	28.13	33.9	50.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
3. Technicians	#	7	6	1	0	0	0	0	0	0	0	0	0	0	
	%	0.86	0.83	3.13	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	192	170	7	15	1	0	0	0	1	0	0	0	0	
	%	23.65	23.58	21.88	25.42	25.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	

6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	812	721	32	59	4	1	1	0	2	0	0	0	0	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

Table B3-2T: Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (Grades 15 and Above)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	45	42	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.85	0.82	4.26	0.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.02	0.0	0.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	49	45	2	2	0	0	0	0	0	0	0	0	0	0
	%	0.93	0.88	4.26	1.39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	#	4640	4475	41	124	11	1	0	0	0	2	0	7	1	
	%	87.73	87.78	87.23	86.11	91.67	100.0	0.0	0.0	0.0	100.0	0.0	87.5	100.0	
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	568	548	4	16	1	0	0	0	0	0	0	1	0	
	%	10.74	10.75	8.51	11.11	8.33	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0	
6. Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.02	0.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
7. Operatives	%	0.15	0.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	%	0.02	0.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	22	20	0	2	0	0	0	0	0	0	0	0	0	0
9. Service Workers	%	0.42	0.39	0.0	1.39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WORKFORCE	#	5289	5098	47	144	12	1	0	0	0	0	2	0	8	1
	%	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0	100.0

Table B3-2T (NSPS): Occupational Categories - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive Senior Level (YC, YF, YJ, YN pay band 3)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.06	0.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (YC, YF, YJ, YN pay band 2)	#	27	25	1	1	0	0	0	0	0	0	0	0	0	
	%	1.58	1.51	7.69	2.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- First-Level (YC, YF, YJ, YN pay band 1)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Officials and Managers TOTAL	#	28	26	1	1	0	0	0	0	0	0	0	0	0	
	%	1.64	1.57	7.69	2.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
2. Professionals	#	1126	1091	8	27	4	1	0	0	0	1	0	2	0	
	%	65.89	66.08	61.54	60.0	80.0	100.0	0.0	0.0	0.0	100.0	0.0	66.67	0.0	
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Admin Support Workers	#	540	520	4	16	1	0	0	0	0	0	0	1	0	
	%	31.6	31.5	30.77	35.56	20.0	0.0	0.0	0.0	0.0	0.0	0.0	33.33	0.0	

6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
9. Service Workers	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.88	0.85	0.0	2.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WORKFORCE	#	1709	1651	13	45	5	1	0	0	0	0	1	0	3	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0

Table B4-1P: Participation Rates For Administratively Determined (AD) Grades - Permanent Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
AD - 00	#	434	413	4	17	1	0	0	1	0	0	0	0	0	0	0
	%	100	95.16	0.92	3.92	0.23	0	0	0.23	0	0	0	0	0	0	0
AD - 01	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	88.89	0	11.11	0	0	0	0	0	0	0	0	0	0	0
AD - 04	#	12	11	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	91.67	0	8.33	0	0	0	0	0	0	0	0	0	0	0
AD - 05	#	73	67	2	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	91.78	2.74	5.48	0	0	0	0	0	0	0	0	0	0	0
AD - 06	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	88.89	11.11	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	87.5	0	12.5	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 10	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	301	284	3	14	1	0	0	0	0	0	0	0	0	1	0
	%	100	94.35	1	4.65	0.33	0	0	0	0	0	0	0	0	0.33	0

AD - 12	#	165	150	2	13	3	0	0	0	0	1	1	0	1	0
	%	100	90.91	1.21	7.88	1.82	0	0	0	0	0.61	0.61	0	0.61	0
AD - 13	#	243	225	5	13	0	0	0	0	0	0	0	0	0	0
	%	100	92.59	2.06	5.35	0	0	0	0	0	0	0	0	0	0
AD - 14	#	705	674	9	22	2	0	0	0	1	0	1	0	0	0
	%	100	95.6	1.28	3.12	0.28	0	0	0	0.14	0	0.14	0	0	0
AD - 15	#	241	223	5	13	0	0	0	0	0	0	0	0	0	0
	%	100	92.53	2.07	5.39	0	0	0	0	0	0	0	0	0	0
AD - 16	#	630	600	8	22	2	0	0	1	0	0	1	0	0	0
	%	100	95.24	1.27	3.49	0.32	0	0	0.16	0	0	0.16	0	0	0
AD - 17	#	143	139	1	3	1	0	0	0	0	0	1	0	0	0
	%	100	97.2	0.7	2.1	0.7	0	0	0	0	0	0.7	0	0	0
AD - 18	#	85	81	0	4	1	0	1	0	0	0	0	0	0	0
	%	100	95.29	0	4.71	1.18	0	1.18	0	0	0	0	0	0	0

Table B4-1P: Participation Rates For General Schedule (GS) Grades (Permanent) - Distribution by Disability

Plan Level: DODEA

Level: DODEA

Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 03	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
GS - 04	#	166	159	1	6	1	0	0	0	1	0	0	0	0	0
	%	100	95.78	0.6	3.61	0.6	0	0	0	0.6	0	0	0	0	0
GS - 05	#	61	59	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	96.72	1.64	1.64	0	0	0	0	0	0	0	0	0	0
GS - 06	#	139	135	2	2	0	0	0	0	0	0	0	0	0	0
	%	100	97.12	1.44	1.44	0	0	0	0	0	0	0	0	0	0

GS - 07	#	51	49	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	96.08	3.92	0	0	0	0	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	32	32	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	16	14	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	87.5	6.25	6.25	0	0	0	0	0	0	0	0	0	0	0
GS - 12	#	56	48	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	7.14	7.14	0	0	0	0	0	0	0	0	0	0	0
GS - 13	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	66.67	33.33	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15 Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15 Senior Executive Service	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4-1P: Participation Rates For Teaching Position (TP) Grades (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TPC	#	4532	4287	111	134	11	0	1	0	3	1	6	0	0	0
	%	100	94.59	2.45	2.96	0.24	0	0.02	0	0.07	0.02	0.13	0	0	0
TPD	#	136	128	2	6	1	0	0	0	0	0	0	0	1	0
	%	100	94.12	1.47	4.41	0.74	0	0	0	0	0	0	0	0.74	0
TPE	#	215	205	6	4	0	0	0	0	0	0	0	0	0	0
	%	100	95.35	2.79	1.86	0	0	0	0	0	0	0	0	0	0
TPF	#	63	58	0	5	0	0	0	0	0	0	0	0	0	0
	%	100	92.06	0	7.94	0	0	0	0	0	0	0	0	0	0
TPK	#	138	129	5	4	0	0	0	0	0	0	0	0	0	0
	%	100	93.48	3.62	2.9	0	0	0	0	0	0	0	0	0	0
TPL	#	100	98	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	98	1	1	0	0	0	0	0	0	0	0	0	0
TPN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified TP)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0

Table B4-1P: Participation Rates Across Y Grades (Permanent) - Distribution by Disability

Plan Level: EA
 Level: EA
 Data: 09

YD,YB,YF,YE,NO,YA,G M,YC,YI, & YP	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
EH-00	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
NO-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YA-01	#	29	29	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
YA-02	#	391	349	14	28	3	1	1	0	1	0	0	0	0	0
	%	100	89.26	3.58	7.16	0.77	0.26	0.26	0	0.26	0	0	0	0	0
YA-03	#	90	79	3	8	0	0	0	0	0	0	0	0	0	0
	%	100	87.78	3.33	8.89	0	0	0	0	0	0	0	0	0	0
YB-01	#	129	112	1	16	1	0	0	0	1	0	0	0	0	0
	%	100	86.82	0.78	12.4	0.78	0	0	0	0.78	0	0	0	0	0
YB-02	#	60	54	3	3	0	0	0	0	0	0	0	0	0	0
	%	100	90	5	5	0	0	0	0	0	0	0	0	0	0
YC-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YC-02	#	51	45	6	0	0	0	0	0	0	0	0	0	0	0
	%	100	88.24	11.76	0	0	0	0	0	0	0	0	0	0	0
YC-03	#	43	36	3	4	0	0	0	0	0	0	0	0	0	0
	%	100	83.72	6.98	9.3	0	0	0	0	0	0	0	0	0	0
YD-02	#	15	14	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	93.33	6.67	0	0	0	0	0	0	0	0	0	0	0
YD-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0

YE-02	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	0	0	0	0	0	0	0	0	0
YF-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
YI-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YP-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4-1T: Participation Rates Across Admin Determined (AD) Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
AD - 00	#	812	742	16	54	6	0	0	0	0	0	1	0	4	1
	%	100	91.38	1.97	6.65	0.74	0	0	0	0	0	0.12	0	0.49	0.12
AD - 01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 04	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	50	50	0	0	0	0	0	0	0	0	0	0	0
AD - 05	#	10	8	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	80	10	10	0	0	0	0	0	0	0	0	0	0
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	96	89	1	6	0	0	0	0	0	0	0	0	0	0
	%	100	92.71	1.04	6.25	0	0	0	0	0	0	0	0	0	0
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	92.31	0	7.69	0	0	0	0	0	0	0	0	0	0

AD - 12	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 13	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 14	#	20	20	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 15	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	50	0	50	0	0	0	0	0	0	0	0	0	0	0
AD - 16	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 17	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 18	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4-1T: Participation Rates For General Schedule (GS) Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
GS - 03	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
GS - 04	#	41	38	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	92.68	2.44	4.88	0	0	0	0	0	0	0	0	0	0
GS - 05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
GS - 06	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
GS - 07	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0	0	100	0	0	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0	0	100	0	0	0	0	0	0	0	0	0	0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GS - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4-1T: Participation Rates For Teaching Position (TP) Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TPA	#	2509	2463	14	32	1	0	0	0	0	0	0	0	1	0
	%	100	98.17	0.56	1.28	0.04	0	0	0	0	0	0	0	0.04	0

Table B4-1T: Participation Rates Across Y Payplan Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

YD,YB,YF,YE,NO,YA,G M,YC,YI, & YP	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
EH-00	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	66.67	33.33	0	0	0	0	0	0	0	0	0	0	0
NO-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YA-01	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	87.5	12.5	0	0	0	0	0	0	0	0	0	0	0
YA-02	#	51	48	2	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.12	3.92	1.96	0	0	0	0	0	0	0	0	0	0
YA-03	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	0	0	0	0	0	0	0	0
YB-01	#	1589	1540	8	41	5	1	0	0	0	0	1	0	3	0
	%	100	96.92	0.5	2.58	0.31	0.06	0	0	0	0	0.06	0	0.19	0
YB-02	#	37	35	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.59	2.7	2.7	0	0	0	0	0	0	0	0	0	0
YC-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YC-02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
YC-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
YD-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YD-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

YE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YF-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
YI-01	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	92.31	0	7.69	0	0	0	0	0	0	0	0	0	0	0
YP-01	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	80	0	20	0	0	0	0	0	0	0	0	0	0	0

Table B4-2P: Participation Rates Across Admin Determined (AD) Grades (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
AD - 00	#	434	413	4	17	1	0	0	1	0	0	0	0	0	0
	%	13.91	14	10	13.18	9.09	0	0	50	0	0	0	0	0	0
AD - 01	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.26	0.27	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	11	11	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.35	0.37	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.29	0.27	0	0.78	0	0	0	0	0	0	0	0	0	0
AD - 04	#	12	11	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.38	0.37	0	0.78	0	0	0	0	0	0	0	0	0	0
AD - 05	#	73	67	2	4	0	0	0	0	0	0	0	0	0	0
	%	2.34	2.27	5	3.1	0	0	0	0	0	0	0	0	0	0
AD - 06	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.29	0.27	2.5	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.51	0.47	0	1.55	0	0	0	0	0	0	0	0	0	0
AD - 08	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.61	0.64	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.38	0.41	0	0	0	0	0	0	0	0	0	0	0	0
AD - 10	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.13	0.14	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	301	284	3	14	1	0	0	0	0	0	0	0	1	0
	%	9.65	9.62	7.5	10.85	9.09	0	0	0	0	0	0	0	50	0

AD - 12	#	165	150	2	13	3	0	0	0	0	1	1	0	1	0
	%	5.29	5.08	5	10.08	27.27	0	0	0	0	100	25	0	50	0
AD - 13	#	243	225	5	13	0	0	0	0	0	0	0	0	0	0
	%	7.79	7.62	12.5	10.08	0	0	0	0	0	0	0	0	0	0
AD - 14	#	705	674	9	22	2	0	0	0	1	0	1	0	0	0
	%	22.6	22.84	22.5	17.05	18.18	0	0	0	100	0	25	0	0	0
AD - 15	#	241	223	5	13	0	0	0	0	0	0	0	0	0	0
	%	7.72	7.56	12.5	10.08	0	0	0	0	0	0	0	0	0	0
AD - 16	#	630	600	8	22	2	0	0	1	0	0	1	0	0	0
	%	20.19	20.33	20	17.05	18.18	0	0	50	0	0	25	0	0	0
AD - 17	#	143	139	1	3	1	0	0	0	0	0	1	0	0	0
	%	4.58	4.71	2.5	2.33	9.09	0	0	0	0	0	25	0	0	0
AD - 18	#	85	81	0	4	1	0	1	0	0	0	0	0	0	0
	%	2.72	2.74	0	3.1	9.09	0	100	0	0	0	0	0	0	0
Total	#	3120	2951	40	129	11	0	1	2	1	1	4	0	2	0
	%	100	100	100	100	100	0	100	100	100	100	100	0	100	0

Table B4-2P: Participation Rates Across General Schedule (GS) Grades (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 03	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.37	2.49	0	0	0	0	0	0	0	0	0	0	0	0
GS - 04	#	166	159	1	6	1	0	0	1	0	0	0	0	0	0
	%	30.29	30.46	8.33	42.86	100	0	0	100	0	0	0	0	0	0
GS - 05	#	61	59	1	1	0	0	0	0	0	0	0	0	0	0
	%	11.13	11.3	8.33	7.14	0	0	0	0	0	0	0	0	0	0
GS - 06	#	139	135	2	2	0	0	0	0	0	0	0	0	0	0
	%	25.36	25.86	16.67	14.29	0	0	0	0	0	0	0	0	0	0
GS - 07	#	51	49	2	0	0	0	0	0	0	0	0	0	0	0
	%	9.31	9.39	16.67	0	0	0	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	32	32	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.84	6.13	0	0	0	0	0	0	0	0	0	0	0	0
GS - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.18	0.19	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	16	14	1	1	0	0	0	0	0	0	0	0	0	0
	%	2.92	2.68	8.33	7.14	0	0	0	0	0	0	0	0	0	0
GS - 12	#	56	48	4	4	0	0	0	0	0	0	0	0	0	0
	%	10.22	9.2	33.33	28.57	0	0	0	0	0	0	0	0	0	0

GS - 13	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.91	0.96	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.55	0.38	8.33	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.91	0.96	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	548	522	12	14	1	0	0	0	1	0	0	0	0	0	0
	%	100	100	100	100	100	0	0	0	100	0	0	0	0	0	0

Table B4-2P: Participation Rates For Teaching Position (TP) Grades (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TPC	#	4532	4287	111	134	11	0	1	0	3	1	6	0	0	0
	%	87.42	87.4	88.8	87.01	91.67	0	100	0	100	100	100	0	0	0
TPD	#	136	128	2	6	1	0	0	0	0	0	0	0	1	0
	%	2.62	2.61	1.6	3.9	8.33	0	0	0	0	0	0	0	100	0
TPE	#	215	205	6	4	0	0	0	0	0	0	0	0	0	0
	%	4.15	4.18	4.8	2.6	0	0	0	0	0	0	0	0	0	0
TPF	#	63	58	0	5	0	0	0	0	0	0	0	0	0	0
	%	1.22	1.18	0	3.25	0	0	0	0	0	0	0	0	0	0
TPK	#	138	129	5	4	0	0	0	0	0	0	0	0	0	0
	%	2.66	2.63	4	2.6	0	0	0	0	0	0	0	0	0	0
TPL	#	100	98	1	1	0	0	0	0	0	0	0	0	0	0
	%	1.93	2	0.8	0.65	0	0	0	0	0	0	0	0	0	0
TPN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified TP)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	5184	4905	125	154	12	0	1	0	3	1	6	0	1	0
	%	100	100	100	100	100	0	100	0	100	100	100	0	100	0

Table B4-2P: Participation Rates Across Y Payplan Grades (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

YD,YB,YF,YE,NO,YA,G M,YC,YI, & YP	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
EH-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YA-01	#	29	29	0	0	0	0	0	0	0	0	0	0	0	0
	%	3.57	4.02	0	0	0	0	0	0	0	0	0	0	0	0
YA-02	#	391	349	14	28	3	1	1	0	1	0	0	0	0	0
	%	48.15	48.4	43.75	47.46	75	100	100	0	50	0	0	0	0	0
YA-03	#	90	79	3	8	0	0	0	0	0	0	0	0	0	0
	%	11.08	10.96	9.38	13.56	0	0	0	0	0	0	0	0	0	0
YB-01	#	129	112	1	16	1	0	0	0	1	0	0	0	0	0
	%	15.89	15.53	3.13	27.12	25	0	0	0	50	0	0	0	0	0
YB-02	#	60	54	3	3	0	0	0	0	0	0	0	0	0	0
	%	7.39	7.49	9.38	5.08	0	0	0	0	0	0	0	0	0	0
YC-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YC-02	#	51	45	6	0	0	0	0	0	0	0	0	0	0	0
	%	6.28	6.24	18.75	0	0	0	0	0	0	0	0	0	0	0
YC-03	#	43	36	3	4	0	0	0	0	0	0	0	0	0	0
	%	5.3	4.99	9.38	6.78	0	0	0	0	0	0	0	0	0	0
YD-02	#	15	14	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.85	1.94	3.13	0	0	0	0	0	0	0	0	0	0	0
YD-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.12	0.14	0	0	0	0	0	0	0	0	0	0	0	0

YE-02	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.12	0	3.13	0	0	0	0	0	0	0	0	0	0	0	0
YF-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.12	0.14	0	0	0	0	0	0	0	0	0	0	0	0	0
YI-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YP-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.12	0.14	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	812	721	32	59	4	1	1	0	2	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	0	100	0	0	0	0	0	0

Table B4-2T: Participation Rates Across Admin Determined (AD) Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
AD - 00	#	812	742	16	54	6	0	0	0	0	0	1	0	4	1
	%	82.27	81.81	88.89	87.1	100	0	0	0	0	0	100	0	100	100
AD - 01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.2	0.22	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.41	0.44	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.32	1.43	0	0	0	0	0	0	0	0	0	0	0	0
AD - 04	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.2	0.11	5.56	0	0	0	0	0	0	0	0	0	0	0
AD - 05	#	10	8	1	1	0	0	0	0	0	0	0	0	0	0
	%	1.01	0.88	5.56	1.61	0	0	0	0	0	0	0	0	0	0
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.61	0.66	0	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	154	145	1	8	0	0	0	0	0	0	0	0	0	0
	%	15.6	15.99	5.56	12.9	0	0	0	0	0	0	0	0	0	0
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.32	1.32	0	1.61	0	0	0	0	0	0	0	0	0	0

AD - 12	#	37	35	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	3.75	3.86	5.56	1.61	0	0	0	0	0	0	0	0	0	0	0
AD - 13	#	67	64	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	6.79	7.06	11.11	1.61	0	0	0	0	0	0	0	0	0	0	0
AD - 14	#	197	188	5	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.2	0.21	0.28	0.06	0	0	0	0	0	0	0	0	0	0	0
AD - 15	#	39	33	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0	0.1	0	0	0	0	0	0	0	0	0	0	0
AD - 16	#	63	58	2	3	0	0	0	0	0	0	0	0	0	0	0
	%	6.38	6.39	11.11	4.84	0	0	0	0	0	0	0	0	0	0	0
AD - 17	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.91	0.99	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 18	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.71	0.77	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	987	907	18	62	6	0	0	0	0	0	1	0	4	1	
	%	100	100	100	100	100	0	0	0	0	0	100	0	100	100	

Table B4-2T: Participation Rates Across General Schedule (GS) Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	9.09	9.84	0	0	0	0	0	0	0	0	0	0	0	0
GS - 03	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	18.18	19.67	0	0	0	0	0	0	0	0	0	0	0	0
GS - 04	#	41	38	1	2	0	0	0	0	0	0	0	0	0	0
	%	62.12	62.3	100	50	0	0	0	0	0	0	0	0	0	0
GS - 05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	4.55	4.92	0	0	0	0	0	0	0	0	0	0	0	0
GS - 06	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	3.03	3.28	0	0	0	0	0	0	0	0	0	0	0	0
GS - 07	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.52	0	0	25	0	0	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.52	0	0	25	0	0	0	0	0	0	0	0	0	0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GS - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	66	61	1	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	0	0	0	0	0	0	0	0	0	0	0

Table B4-2T: Participation Rates Across Teaching Position (TP) Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TPA	#	2509	2463	14	32	1	0	0	0	0	0	0	0	1	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4-2T: Participation Rates Across Y Payplan Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

YD, YB, YF, YE, NO, YA, G M, YC, YI, & YP	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
EH-00	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.47	0.42	7.14	0	0	0	0	0	0	0	0	0	0	0
NO-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YA-01	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.47	0.42	7.14	0	0	0	0	0	0	0	0	0	0	0
YA-02	#	51	48	2	1	0	0	0	0	0	0	0	0	0	0
	%	2.98	2.91	14.29	2.22	0	0	0	0	0	0	0	0	0	0
YA-03	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.06	0	7.14	0	0	0	0	0	0	0	0	0	0	0
YB-01	#	1589	1540	8	41	5	1	0	0	0	0	1	0	3	0
	%	92.87	93.22	57.14	91.11	100	100	0	0	0	0	100	0	100	0
YB-02	#	37	35	1	1	0	0	0	0	0	0	0	0	0	0
	%	2.16	2.12	7.14	2.22	0	0	0	0	0	0	0	0	0	0
YC-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YC-02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.12	0.12	0	0	0	0	0	0	0	0	0	0	0	0
YC-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.06	0.06	0	0	0	0	0	0	0	0	0	0	0	0
YD-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YD-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

YE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YF-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.06	0.06	0	0	0	0	0	0	0	0	0	0	0	0
YI-01	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.76	0.73	0	2.22	0	0	0	0	0	0	0	0	0	0
YP-01	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.29	0.24	0	2.22	0	0	0	0	0	0	0	0	0	0
Total	#	1711	1652	14	45	5	1	0	0	0	0	1	0	3	0
	%	100	100	100	100	100	100	0	0	0	0	100	0	100	0

Table B5-1P: Participation Rates For Wage Grades (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	141	136	1	4	0	0	0	0	0	0	0	0	0	0
	%	100	96.45	0.71	2.84	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	38	38	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	92.86	0	7.14	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	50	0	50	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	64	61	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	95.31	1.56	3.13	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	11	8	0	3	0	0	0	0	0	0	0	0	0	0
	%	100	72.73	0	27.27	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	27	25	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	92.59	0	7.41	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B5-1T: Participation Rates For Wage Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	80	0	20	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	50	0	50	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B5-2P: Participation Rates For Wage Grades (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.29	1.36	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	141	136	1	4	0	0	0	0	0	0	0	0	0	0
	%	45.48	46.1	50	30.77	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	38	38	0	0	0	0	0	0	0	0	0	0	0	0
	%	12.26	12.88	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0
	%	4.52	4.41	0	7.69	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.65	0.34	0	7.69	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	64	61	1	2	0	0	0	0	0	0	0	0	0	0
	%	20.65	20.68	50	15.38	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.9	3.05	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	11	8	0	3	0	0	0	0	0	0	0	0	0	0
	%	3.55	2.71	0	23.08	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	27	25	0	2	0	0	0	0	0	0	0	0	0	0
	%	8.71	8.47	0	15.38	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	310	295	2	13	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	0	0	0	0	0	0	0	0	0	0	0

Table B5-2T: Participation Rates For Wage Grades (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	33.33	28.57	0	100	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	6.67	7.14	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	53.33	57.14	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	6.67	7.14	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	100	0	0	0	0	0	0	0	0	0	0	0

Table B6P: Participation Rates For Major Occupations (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32- 38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retardati on	[91] Mental Illness	[92] Distortio n of Limb/Spi ne	
School Support (303)	#	161	148	2	11	0	0	0	0	0	0	0	0	0	0
	%	100	91.93	1.24	6.83	0	0	0	0	0	0	0	0	0	0
Secretary (318- 326)	#	232	223	1	8	1	0	0	0	1	0	0	0	0	0
	%	100	96.12	0.43	3.45	0.43	0	0	0	0.43	0	0	0	0	0
Teachers (1700+)	#	8337	7885	172	280	22	0	2	2	4	1	11	0	2	0
	%	100	94.58	2.06	3.36	0.26	0	0.02	0.02	0.05	0.01	0.13	0	0.02	0
Laborers (3500+)	#	186	181	1	4	0	0	0	0	0	0	0	0	0	0
	%	100	97.31	0.54	2.15	0	0	0	0	0	0	0	0	0	0

Table B6T: Participation Rates For Major Occupations (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32- 38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retardati on	[91] Mental Illness	[92] Distortio n of Limb/Spi ne	
School Support (303)	#	191	183	2	6	1	0	0	0	0	0	0	0	1	0
	%	100	95.81	1.05	3.14	0.52	0	0	0	0	0	0	0	0.52	0
Secretary (318 326)	#	323	315	1	7	0	0	0	0	0	0	0	0	0	0
	%	100	97.52	0.31	2.17	0	0	0	0	0	0	0	0	0	0
Teachers (1700+)	#	4600	4439	40	121	11	1	0	0	0	2	0	7	1	
	%	100	96.5	0.87	2.63	0.24	0.02	0	0	0	0.04	0	0.15	0.02	
Laborers (3500+)	#	8	7	0	1	0	0	0	0	0	0	0	0	0	
	%	100	87.5	0	12.5	0	0	0	0	0	0	0	0	0	

Table B7P: Applicants And Hires For Major Occupations (Permanent) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Applicants and Hires	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B7T: Applicants And Hires For Major Occupations (Temporary) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Applicants and Hires	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B8-1: New Hires By Type Of Appointment - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	597	552	10	35	1	0	0	0	0	0	0	0	1	0
	%	21.5	20.87	31.25	35	16.67	0	0	0	0	0	0	0	20	0
Temporary	#	2180	2093	22	65	5	0	0	0	0	0	0	0	4	1
	%	78.5	79.13	68.75	65	83.33	0	0	0	0	0	0	0	80	100
Non - Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	2777	2645	32	100	6	0	0	0	0	0	0	0	5	1
	%	100	100	100	100	100	0	0	0	0	0	0	0	100	100

Table B8-2: New Hires By Type Of Appointment - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Type of Appointment	Total	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Permanent	#	597	552	10	35	1	0	0	0	0	0	0	0	1	0
	%	100	92.46	1.68	5.86	0.17	0	0	0	0	0	0	0	0.17	0
Temporary	#	2180	2093	22	65	5	0	0	0	0	0	0	0	4	1
	%	100	96.01	1.01	2.98	0.23	0	0	0	0	0	0	0	0.18	0.05
Non - Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	2777	2645	32	100	6	0	0	0	0	0	0	0	5	1
	%	100	95.25	1.15	3.6	0.22	0	0	0	0	0	0	0	0.18	0.04
Prior Year	%	100	96.53	1.12	2.35	0.17	0.01	0	0	0.01	0.01	0.06	0	0.06	0.01

Table B9: Selections For Internal Competitive Promotions For Major Occupations - Distribution by Disability

Plan Level: DODEA

Level: DODEA

Data: FY2009

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Job Series of Vacancy:															
Total Applications Received	#	197	188	5	4	0	0	0	0	0	0	0	0	0	0
	%	100	95.43	2.54	2.03	0	0	0	0	0	0	0	0	0	0
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Series of Vacancy:															
Job Series of Vacancy:															

Table B10: Non-Competitive Promotions - Time In Grade - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Time In Grade	Total	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Employees Eligible for Career Ladder Promotions	#	10028	9445	213	370	29	1	3	2	7	2	11	0	3	0
	%	100	94.19	2.12	3.69	0.29	0.01	0.03	0.02	0.07	0.02	0.11	0	0.03	0
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	0	0	0	0	0	0	0	0	0	0	0	0
13 - 24 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25 + months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B11: Internal Selections For Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Time In Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade(s) of Vacancy:															
Relevant Pool		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade(s) of Vacancy:															

Table B12: Participation In Career Development - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Career Development Programs for GS 5 - 12, 13 - 15, and SES	Total	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Career Development Programs for GS 5 - 12:														
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Career Development Programs for GS 13 - 14:														
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Career Development Programs for GS 15 and SES:														
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B13: Employee Recognition And Awards - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Recognition or Award Program # Awards Given Total Cash	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Time-Off awards - 1-9 Hours															
Total Time-Off Awards 1-9 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off awards - 9+ Hours															
Total Time-Off Awards Over 8 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards - \$100-\$500															
Total Cash Awards \$500 and under	#	3174	2989	87	98	9	0	0	1	2	4	2	0	0	0
	%	100	94	3	3	0	0	0	0	0	0	0	0	0	0
Total Amount	#	1197320	1126966	34025	36329	3500	0	0	250	750	1750	750	0	0	0
Average Amount	#	377.23	377.04	391.09	370.7	388.89	0	0	250	375	437.5	375	0	0	0
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	1121	1054	30	37	4	0	0	0	2	0	2	0	0	0
	%	100	94.02	2.68	3.3	0.36	0	0	0	0.18	0	0.18	0	0	0
Total Amount	#	1778510	1681982	44674	51854	6415	0	0	0	3500	0	2915	0	0	0
Average Amount	#	1586.54	1595.81	1489.13	1401.46	1603.75	0	0	0	1750	0	1457.5	0	0	0

Quality Step Increases (QSIs):															
Total QSIs	#	46	42	0	4	0	0	0	0	0	0	0	0	0	0
Awarded	%	100	91.3	0	8.7	0	0	0	0	0	0	0	0	0	0
Total Benefit	#	46	42	0	4	0	0	0	0	0	0	0	0	0	0
Average Benefit	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0

Table B14: Separations By Type Of Separation - Distribution by Disability

Plan Level: DODEA
 Level: DODEA
 Data: FY2009

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	626	595	10	21	1	0	0	1	0	0	0	0	0	0
	%	100	95.05	1.6	3.35	0.16	0	0	0.16	0	0	0	0	0	0
Involuntary (RIF)	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Total Separations	#	687	649	12	26	1	0	0	1	0	0	0	0	0	0
	%	100	94.47	1.75	3.78	0.15	0	0	0.15	0	0	0	0	0	0
Total workforce	#	10028	9445	213	370	29	1	3	2	7	2	11	0	3	0
	%	100	94.19	2.12	3.69	0.29	0.01	0.03	0.02	0.07	0.02	0.11	0	0.03	0
Involuntary (Other)	#	54	47	2	5	0	0	0	0	0	0	0	0	0	0
	%	100	87.04	3.7	9.26	0	0	0	0	0	0	0	0	0	0