

**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. Department of Defense	
	1.a. 2nd level reporting component		1.a. Department of the Navy	
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	2. Address		2. Room 4E598, The Pentagon	
	3. City, State, Zip Code		3. Washington, DC 20350-1000	
	4. CPDF Code	5. FIPS Code(s)	4. NV	5. 95-2
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 184,394
	2. Enter total number of temporary employees			2. 6,985
	3. Enter total number employees paid from non-appropriated funds			3. 39,308
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 230,687
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		The Honorable Ray Mabus, Secretary of the Navy	
	2. Agency EEO Director		The Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs)	
	3. Principal EEO Director/Official Official Title/series/grade		Judith K. Scott, EEO Program Director, Office of EEO & Diversity Management, YC-260-03 (GS-15 equivalent)	
	4. Title VII Affirmative EEO Program Official		Arlene Black, AEP Manager	
	5. Section 501 Affirmative Action Program Official		Edward Castellon, People with Disabilities Program Manager	
	6. Complaint Processing Program Manager		Jamie Kajouras, Deputy Program Director	
	7. Other Responsible EEO Staff		Sonya Long, EEO Program Manager	
			Judy Caniban, EEO Program Manager	
Andrew Peck, EEO Program Manager				
Camellia Curtis, Lead, Final Agency Decision Team				
		The Office of Civilian Human Resources Division Directors, Program Managers, and operating Service Center Directors are expected to address and incorporate EEO principles in the execution of their program responsibilities.		

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PART D List of Subordinate Components Covered in this Report	Subordinate Component and Location (City/State)	CPDF and FIPS Code	
	Chief of Naval Operations Washington, DC (total workforce - 4,883)	NV11	95-2
	Assistant for Administration Office of the Under Secretary of the Navy Washington, DC (total workforce - 4,947)	NV12	95-2
	Office of Naval Research Washington, DC (total workforce - 3,028)	NV14	95-2
	Office of Naval Intelligence Suitland, MD (total workforce - 1,703)	NV15	95-2
	Bureau of Medicine and Surgery Bethesda, MD (total workforce - 12,653)	NV18	95-2
	Naval Air Systems Command Patuxent River, MD (total workforce - 23,834)	NV19	95-2
	Navy Personnel Command Washington, DC (total workforce - 1,678)	NV22	95-2
	Naval Supply Systems Command Mechanicsburg, PA (total workforce - 18,638)	NV23	95-2
	Naval Sea Systems Command Washington, DC (total workforce - 24,507)	NV24	95-2
	Naval Facilities Engineering Command Washington, DC (total workforce - 15,290)	NV25	95-2
	United States Marine Corp Quantico, VA (total workforce - 28,904)	NV27	95-2
	Strategic Systems Programs Washington, DC (total workforce - 924)	NV30	95-2
	Military Sealift Command Washington, DC (total workforce - 6,167)	NV33	95-2
	Space and Naval Warfare Systems Command San Diego, CA (total workforce - 8,123)	NV39	95-2
	Naval Systems Management Activity Washington, DC (total workforce - 573)	NV41	95-2
	Commander, Navy Installations Command Washington, DC (total workforce - 32,556)	NV52	95-2

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
	Commander, U.S. Fleet Forces Norfolk, VA (total workforce - 19,292)	NV60	95-2
	Commander, U.S. Pacific Fleet Honolulu, HI (total workforce - 17,034)	NV70	95-2
	Commander, Navy Reserve Forces Norfolk, VA (total workforce - 464)	NV72	95-2
	Naval Special Warfare Command San Diego, CA (total workforce - 1,028)	NV74	95-2
	Naval Education and Training Command Pensacola, FL (total workforce - 4,461)	NV76	95-2
EEOC FORMS and Documents Included With This Report:			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*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]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*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	X	*Organizational Chart	X

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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DEPARTMENT OF THE NAVY	For period covering October 1, 2008 to September 30, 2009
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EXECUTIVE SUMMARY

The Mission of the Department of the Navy

The mission of the Department of the Navy (DON) is to maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas. The DON has three principal components: The Navy Department, consisting of executive offices mostly in Washington, D.C.; the operating forces, including the Marine Corps, the reserve components, and, in time of war, the U.S. Coast Guard (in peace, a component of the Department of Homeland Security); and the shore establishment.

EEO Program Overview and FY 2009 Accomplishments

An assessment of the DON's on-going Equal Employment Opportunity (EEO) Program was conducted at the end of the reporting period at all levels of the organization, as required by Equal Employment Opportunity Commission (EEOC) Management Directive 715. This assessment incorporates information submitted by all major commands in reports that are required annually. The results of this self-assessment are reported below.

DON policies establishing the requirements for annual assessments and barrier analysis efforts were issued in FY 2009. These policies are supplemented by monthly informational meetings with all the Command Deputy EEO Officers (CDEEOOs) for each command; the offering of training opportunities to increase the technical competence of EEO professionals in the areas of barrier analysis and pre-complaint processing; the on-going development of automated tools, etc. In addition, recognizing that a collaborative relationship with Human Resources (HR) professionals is critical to the success of our program, an EEO for HR Professionals course was developed and deployed. This course consistently receives high marks from course participants.

With each successive reporting period, the DON continues to incrementally raise the bar for excellence in measuring program accountability at all levels of the organization. Annually, reviews are conducted and feedback provided to all major commands on their program and barrier analysis efforts. Following our review of the FY 2008 submissions, for the first time, scorecards were issued to each command. Programs were rated on a scale of green, yellow or red (green denoting a program on track and red, non-compliant). Our annual report reviews are supplemented by on-site validation visits of selected commands each year to validate responses on the Self-Assessment Checklist and to conduct a more thorough assessment of the command's EEO Program. This has resulted in a much more top-down focus at the commands and a positive change in actions, as well as outcomes. Additionally, at the end of the current reporting period, DON designed an agency-specific checklist that puts in place more stringent measures and requires the submission of documentation to support even positive responses to key measures.

During FY 2009, the DON continued to pay close attention to the efficiency of the complaints process. Metrics indicate progressive improvement in the participation rate for alternative dispute resolution and in the timely processing of pre-complaints. However, our analysis indicates a continuing drop in the rate of timely investigations. A planned activity has been identified to address this issue in

the FY 2010 Part H EEO Plan. 93.7% of Merit Final Agency Decisions were issued in a timely manner.

Formal status updates on the DON EEO Program are provided at least bi-annually to senior leadership during the Force Management Oversight Council (FMOC) meetings. The FMOC was established by the Assistant Secretary of the Navy (Manpower and Reserve Affairs (ASN (M&RA))), the Chief of Naval Personnel and the Deputy Commandant of the Marine Corps (Manpower and Reserve Affairs) in recognition of the need for a formalized framework to implement the principles of the DON Human Capital Strategy (HCS). The FMOC is a decision-making body responsible for implementing the principles of the DON HCS and for transforming DON human resource systems, policies and practices (to include EEO) within the Navy, the Marine Corps and the DON Secretariat. The FMOC advises the Secretary of the Navy on matters of broad policy for all DON civilian personnel relating to personnel and readiness, to include EEO. The bi-annual EEO program updates to the FMOC are supplemented by regular status update meetings with the ASN (M&RA) and the Deputy Assistant Secretary of the Navy (Civilian Human Resources (DASN (CHR))). The FMOC was briefed on the results of the FY 2009 DON EEO Program annual assessment and the current state of our EEO Program prior to the submission of this report.

DON FY 2009 EEO Program highlights are many and include: (1) recognition by the EEOC as the best agency for issuing timely Final Agency Decisions; and, (2) receipt of the DoD 2009 award for the best military component Affirmative Action Program for People with Disabilities.

Results of FY 2009 Self-Assessment

During the current reporting period, we made good progress towards achieving our objective of establishing a solid infrastructure to sustain and advance our model EEO program in the out-years. Some of our more significant accomplishments include:

- DON policies were issued on how to conduct an effective barrier analysis and identifying our requirements for the annual EEO program assessment.
- EEO program scorecards were issued to each major command.
- On-site validation visits at major commands were conducted and provided a more in-depth review of EEO program efforts.
- Training to advance the technical competence of HR/EEO professionals was provided.
- Major commands were required to submit their schedule for reviewing merit promotion, awards and employee development programs for any systemic barriers.
- The processing of DON pre-complaints has significantly improved.

While we have made good progress, the results of our self-assessment indicate there is still more work to be done. Command responses on the self-assessment checklist resulted in the identification of the following program deficiencies:

- Training on reasonable accommodation is not consistent nor is it provided at all levels of the organization;
- Activities do not consistently provide regular EEO updates to senior leadership, managers and supervisors;
- Technical competence of EEO professionals still needs improvement;
- Agency-wide tracking systems need to be developed and/or enhanced; and
- Timeliness and quality of formal complaint processing needs improvement.

Our FY 2010 Part H EEO Plan includes planned activities to address these program deficiencies.

A review of the major commands' barrier analysis efforts indicates that the identification of triggers is not a problem. However, additional guidance is needed on how to take these efforts to the next level, i.e., initiating the in-depth investigation into the cause of identified triggers, identifying actual

barriers and ensuring that planned activities deliver the desired results. The successful accomplishment of these steps is critical to our ability to pinpoint actual barrier(s) and develop planned activities that will deliver the desired result of eliminating barriers to equal employment opportunity. Our FY 2010 Part H and Part I EEO Plans addresses these shortcomings and provides specific instructions to the commands for focusing their barrier analyses efforts.

The annual assessment of the DON's Special Program Plan for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities indicates that, while several significant advances were made in FY 2009, we continue to have many of the same issues previously identified in our FY 2008 Accomplishment Report. These issues continue to hamper our efforts to effectively identify and eliminate barriers to equality of opportunity for individuals with targeted disabilities (IWTD). Analysis of the available data reveals a consistent trend of a higher rate of separations when compared to the number of accessions for each of the last four fiscal years, resulting in a progressively lower participation rate for IWTD from FY 2006 to the end of FY 2009, with a 0.70% participation rate in FY 2009, compared to 0.72% in FY 2008. This group's participation in the major occupations has remained constant at 0.63%.

Despite the decrease in the participation rate of IWTD, in FY 2009 the DON disability program has made progress toward establishing a foundation for future success, to include:

- Filling the DON level Disability Program Manager position;
- Establishing a network of contacts at the activity level to serve as a local point of contact on disability issues;
- Establishing better coordination between the DON Office of EEO and Diversity Management and the DON Chief Information Office to coordinate Section 508 issues, as well as with the Navy Marine Corp Intranet (NMCI) Program Executive Office to coordinate reasonable accommodations issues involving the DON Intranet and related IT issues.

DON has adopted the EEOC's goal of 2% participation rate of individuals with targeted disabilities. To make progress towards this goal, all DON major commands have been tasked with executing their Special Program and Plan for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities. Additional objectives have been set to achieve the 2% goal to include mandatory supervisor/manager training and employee training that will be developed and deployed to incorporate the EEOC's revised regulations to 29 C.F.R. §1630.

Workforce Profile Analysis (Ethnicity and Race Indicators)

The DON civilian workforce had a positive net change of 2.81% (6,296) at the end of FY 2009 for a total of 230,687 employees, compared to 224,391 in FY 2008. While the ability to obtain non-appropriated fund workforce data has improved immensely, we continue to experience issues with data integrity. The data source for non-appropriated fund workforce data is People Soft, not the Defense Civilian Personnel Data System (DCPDS).

For the last three reporting periods, the only groups that continue to have consistently low participation rates in the DON workforce are Hispanic males/females and White females. Hispanic males continue to show small, but steady, increase both in numbers and workforce percentage rate. Hispanic females have also increased in number; however, their percentage rate remained the same from FY 2008 to FY 2009. White females also increased in number, but their percentage rate dropped to 20.37% in FY 2009, compared to 20.65% in FY 2009.

The number of individuals employed in DON's major occupation series (Electronics Engineering, Information Technology Management, Management/Program Analysis, Engineering Technician, Mechanical Engineering, Contracting, Financial Administration and Program, Logistics Management, Miscellaneous Administration/Program, and Electronics Technician) represents 31% of the appropriated

fund workforce. An analysis of the major occupations indicates that the group with the lowest overall participation rate in these series (seven out of ten) is Hispanic males. This group is followed by White males/females and Asian males, with five out of ten. All groups, except White males, Native Hawaiian or Other Pacific Islander males/females and American Indian or Alaska Native males, have a low participation rate in both the Electronics and Engineering technician series.

A grade analysis was accomplished. However, with multiple DON pay systems, i.e., General Schedule, National Security Personnel System, other demonstration project systems, this analysis is complex and difficult due to the differences between these systems, e.g., pay banding features and groupings by occupational categories, etc. Top-level analysis indicates Hispanic males/females, Black males/females, Asian males/females and Native Hawaiian/Other Pacific Islander males/females appear to have the lowest participation rates in the high grades/pay band. Our analysis further indicates that in contrast to the other groups, Asian males/females have a high participation rate in the DON workforce compared to the CLF and have good participation rates at the next lower grade levels leading to the higher grades/pay bands. However, due to the unique characteristics of each system it is not possible, nor would it be meaningful, to draw a single, consolidated conclusion from this top-level analysis.

A more detailed discussion on the analysis conducted on the DON workforce profiles is provided in Part E, Attachment (1).

FY 2010 Plans of Action

The DON FY 2010 EEO Plan to Attain the Essential Elements of a Model EEO Program includes planned activities to:

- Provide ongoing EEO program training, guidance and communication to EEO practitioners at the command and activity levels;
- Improve and focus barrier analysis efforts at the command and activity levels;
- Ensure the involvement of supervisors and managers and other appropriate agency officials in barrier analysis efforts;
- Implement new automated data systems and to enhance current systems; and,
- Improve the timeliness and quality of formal complaint processing.

DON FY 2010 EEO Plans to Eliminate Identified Barriers are to:

- Conduct a more in-depth investigation to identify any barrier(s) that may impede the career progression of Asian males/females to the higher grade levels/pay bands and to develop/execute appropriate barrier elimination plans.
- Conduct a more in-depth investigation to identify any barrier(s) that may impact the employment opportunities of Hispanic males/females and to develop/execute appropriate barrier elimination plans.
- Conduct a more in-depth investigation to identify any barriers(s) that may impact the employment opportunities of Individuals with Targeted Disabilities and to develop/execute appropriate barrier elimination plans.

The successful execution of these EEO Plans in FY 2010 will continue to move us closer to our objective of establishing the DON as a model employer. Increased accountability at all levels of the organization has resulted in greater-than-ever commitment by agency leadership and the integration of EEO into DON's strategic mission. While the achievement of program accomplishments is rewarding, we recognize that sustainment of these efforts and constantly seeking out new methods to incrementally raise and measure our bar for success are the bigger challenges.

PART E
EXECUTIVE SUMMARY – Attachment 1

DEPARTMENT OF THE NAVY

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

DON Workforce Profiles

Total Workforce

The DON civilian workforce had a positive net change of 2.81% (6,296) at the end of FY 2009 for a total of 230,687 employees, compared to 224,391 in FY 2008. While the ability to obtain non-appropriated fund workforce data has improved immensely, we continue to experience issues with data integrity. The data source for non-appropriated fund workforce data is People Soft, not the Defense Civilian Personnel Data System (DCPDS).

For the last three reporting periods, the only groups that continue to have consistently low participation rates in the DON workforce are Hispanic males/females and White females. Hispanic males continue to show small, but steady, increase both in numbers and workforce percentage rate. Hispanic females have also increased in number; however, their percentage rate remained the same from FY 2008 to FY 2009. White females also increased in number, but their percentage rate dropped to 20.37% in FY 2009, compared to 20.65% in FY 2008. An FY 2010 EEO Plan that addresses the trigger of a low participation rate of Hispanic males/females was developed for execution in the next reporting period. The Table A below details the workforce participation percentage rates for Hispanic males/females and White females over the last three years.

Table A: Workforce Participation Rates for Hispanic males/females and White females

Groups	CLF	DON FY 2007	DON FY 2008	DON FY 2009
Hispanic				
Males	6.20%	3.08%	↑ 3.25%	↑ 3.26%
Females	4.50%	2.44%	↑ 2.54%	↔ 2.54%
White				
Females	33.70%	19.47%	↑ 20.65%	↓ 20.37%

Note: Major occupation and grade level analyses are based on June 30, 2009 data

Major Occupations

The number of individuals employed in DON's major occupation series

(Electronics Engineering, Information Technology Management, Management/Program Analysis, Engineering Technician, Mechanical Engineering, Contracting, Financial Administration and Program, Logistics Management, Miscellaneous Administration/Program, and Electronics Technician) represents 31% of the appropriated fund workforce. An analysis of the major occupations indicates that the group with the lowest overall participation rate in these series (seven out of ten) is Hispanic males. This group is followed by White males/females and Asian males in five out of ten series. Five groups, except White males, Native Hawaiian or Other Pacific Islander males/females and American Indian or Alaska Native males, have a low participation rate in both the Electronics and Engineering technician series. Table B details the workforce participation percentage rates for those groups with a low rate of participation in these series over the last three years.

Table B: Participation Rates for Major Occupations

Major Occupations	CLF	DON FY 2007	DON FY 2008	DON FY 2009
Electronics Engineering (0855)				
White males	72.10%	66.94%	↓ 65.91%	↓ 65.35%
Info Technology Mgmt (2210)				
Asian males	7.40%	3.73%	↑ 3.85%	↑ 4.05%
Mgmt/Program Analysis (0343)				
Hispanic males	2.00%	1.24%	↑ 1.50%	↔ 1.50%
White males	52.50%	32.72%	↑ 34.33%	↑ 35.30%
Asian males	3.40%	0.25%	↑ 1.94%	↑ 1.95%
Engineering Technician (0802)				
Hispanic males	6.10%	2.62%	↑ 2.86%	↑ 2.97%
Hispanic females	1.60%	0.25%	↑ 0.31%	↔ 0.31%
White females	13.00%	6.66%	↓ 6.48%	↑ 7.22%
Black males	5.70%	4.86%	↑ 4.96%	↑ 5.00%
Black females	2.20%	0.74%	↓ 0.61%	↑ 0.67%
Asian males	5.10%	4.23%	↑ 4.51%	↓ 4.46%
Asian females	1.80%	0.44%	↑ 0.56%	↑ 0.61%
Mechanical Engineering (0830)				
White males	79.00%	77.39%	↓ 77.05%	↓ 76.45%
Black males	3.00%	2.48%	↓ 2.39%	↑ 2.43%

Major Occupations	CLF	DON FY FY 2007	DON FY 2008	DON FY 2009
Contracting (1102)				
Hispanic males	2.90%	1.25%	↓ 1.17%	↑ 1.30%
Hispanic females	3.20%	2.41%	↑ 2.65%	↑ 2.70%
White males	39.80%	30.07%	↓ 29.32%	↑ 29.46%
White females	42.70%	43.65%	↓ 42.31%	↓ 41.05%
Finance/Admin and Program (0501)				
Hispanic males	4.20%	1.44%	↓ 1.40%	↔ 1.40%
White males	50.60%	17.72%	↓ 17.04%	↑ 17.28%
Black males	6.50%	3.36%	↑ 3.61%	↑ 3.74%
Logistics Mgmt (0346)				
Hispanic males	4.20%	2.60%	↑ 2.73%	↑ 2.80%
White females	27.40%	23.74%	↑ 23.97%	↓ 23.60%
Misc Admin//Program (0301)				
Hispanic males	4.70%	2.50%	↑ 2.80%	↑ 2.82%
Hispanic females	5.30%	2.83%	↓ 2.73%	↓ 2.51%
White females	39.70%	32.11%	↓ 30.31%	↓ 29.40%
Black females	7.80%	7.27%	↓ 6.59%	↓ 6.47%
Asian Males	2.60%	0.38%	↑ 2.03%	↑ 2.10%
Electronics Technician (0856)				
Hispanic males	6.10%	3.40%	↑ 3.54%	↓ 3.40%
Hispanic females	1.60%	0.31%	↑ 0.33%	↔ 0.33%
White females	13.00%	4.16%	↓ 4.10%	↓ 4.06%
Black females	2.20%	0.45%	↔ 0.45%	↑ 0.47%
Asian males	5.10%	3.68%	↓ 3.54%	↓ 3.51%
Asian females	1.80%	0.22%	↑ 0.25%	↓ 0.17%

Grade Levels

A grade analysis was accomplished. However, with multiple DON pay systems, i.e., General Schedule, National Security Personnel System, other demonstration project systems, this analysis is complex and made more difficult by the differences between these systems, e.g., pay banding features and groupings by occupational categories, etc. A top-level analysis indicates Hispanic males/females, Black males/females, Asian males/females and Native Hawaiian/Other Pacific Islander (NHOPI) males/females have the lowest participation rates in the high grades/pay band. Our analysis further indicates that, in contrast to the other groups, Asian males/females have a high

participation rate in the DON workforce compared to the CLF and also have good participation rates at the next lower grade levels leading to the higher grades/pay bands. To address this trigger for a potential barrier, an FY 2010 EEO Plan was developed for execution in the next reporting period.

A top-level analysis, by individual pay schedules, is provided below.

General Schedule:

60,612 Participants

GS 1-3 (933) All show low rates for White males and Black males/females

GS 4-6 (12,861) All show low rates for White males, and Asian males

GS 7-9 (14,368) All show low rates for Asian males

Possible Pipeline Issue -

GS 10-12 (26,927) All show low rates for Hispanics, Black females, Asian females, NHOPI males/females, American Indian/Alaskan Native (AIAN) females and Two or More Races (TMR) individuals

GS 13-15 (5,106) All show low rates for Hispanics, Blacks, Asian females, NHOPI males/females, AIAN males/females, and TMR males/females

Senior Executive Service (417) shows low rates for all groups except White males and TMR males

Naval Sea Systems Command Demonstration Project:

13,442 Participants

ND 1-5 – Scientific/Engineering (9,676) All show low rates for White females and NHOPI females

NT 1–6 – Administrative/Technical (3,461 Participants) All show low rates for Asian males

Other Demonstration Projects:

11,744 Participants

NC 01-03 – Administrative Support (314) All show low rates for White, Black, Asian and AIAN males, and NHOPI males/females

NO 01-05 – Administrative Specialist and Professional (352) All show low rates for Hispanic, Black, Asian and AIAN males, NHOPI females and TMR females

NP 01-05 – Professional (1,534) All show low rates for TMR males/females, Asian males, AIAN females, Hispanic males/females, Black males/females, and NHOPI males/females

NR 01-05 – Technical (206) All show low rates for Black males/females and Two or More Races and NHOPI females, as well as Asian, AIAN males

Others (9,338) All show low rates for Asian, Black and AIAN females, and White males/females

National Security Personnel System:

67,228 Participants (4 Career Groups)

Standard Career Groups

YA 01-03 – Professional/Analytical (25,856) All show low rates for Asian, Hispanic, Black, and NHOPI males

YB 01-03 – Technician/Support (6,839) All show low rates for Hispanic, AIAN, and NHOPI males

YC 01-03 – Supervisor/Manager (11,018) All show low rates for Asian females, and NHOPI males

YP 01 – Student (1,294) All show low rates for Black, White, Hispanic and Asian males, as well as, NHOPI males/females and AIAN males/females

Scientific/Engineering Career Groups

YD 01-03 – Professional (12,714) All show low rates for Hispanic, Asian, TMR, Black, White and NHOPI females, as well as Black males

YE01-04 – Technician/Support (1,850) All show low rates for Asian and Hispanic and TMR, Black, White, NHOPI and AIAN females, as well as, Asian males

YF01-03 – Supervisor/Manager (3,747) All show low rates for White, NHOPI, AIAN, TMR, Black and Asian females

Medical Career Group

YG 02-03 – Physician/Dentist (190) All show low rates for NHOPI males/females, Black females and TMR females, as well as AIAN males

YH 01-03 – Professional (861) All show low rates for Black, Asian, NHOPI, AIAN and TMR males

YI 01-03 – Technician/Support (180) All show low rates for Black, NHOPI and AIAN males

YJ 01-04 – Supervisor/Manager (343) All show low rates for NHOPI males/females, as well as AIAN females

Investigative/Protective Services Career Group

YK01-03 – Investigative (1069) All show low rates for Asian males/females and AIAN males/females, as well as White, Black, NHOPI, and TMR females

YL01-04 – Fire Protection (57) All show low rates for females

YM01-02 – Police/Security Guard (132) All show low rates for NHOPI males/females, AIAN males/females, TMR males/females, and Asian males/females, as well as Black, Hispanic and White females

YN01-03 – Supervisor/Manager (1,078) All show low rates for White, Black, Hispanic, TMR, NHOPI and AIAN females, as well as Asian males/females

Due to the unique characteristics of each system, it is not possible, nor would it be meaningful, to draw a single, consolidated conclusion from this top-level analysis. Major commands have been tasked to address this issue in FY 2010 and report results.

Individuals with Targeted Disabilities

Accessions/Separations:

Analysis of the available data reveals a consistent trend of a higher rate of separations when compared to the number of accessions for individual with targeted disabilities for each of the last four fiscal years, resulting in a progressively lower participation rate from FY 2006 to the end of FY 2009. The DON participation rate is 0.70% as compared to 0.72% in FY 2008. In addition to the decrease in the population of individuals with targeted disabilities in the DON, another factor influencing this participation rate is the higher rate of accessions among individuals without targeted disabilities.

In FY 2009, there were 129 separations compared to 117 accessions. Despite the greater number of separations than accessions, the number of accessions continues to increase. In FY 2009 there were 117 accessions of individuals with targeted disabilities compared to 93 accessions in FY 2008. Appropriated fund workforce data shows that 69% of FY 2009 accessions were into permanent positions. Fifty-seven percent of accessions were excepted appointments.

The number of separations for individuals with targeted disabilities decreased from 131 in FY 2008 to 129 in FY 2009. Eighty-three percent of separations were voluntary separations. An analysis of the Appropriated Fund workforce data showed that 33% of separations were voluntary retirements, 11% of separations were disability retirements and 8% of separations were deaths. An FY 2010 objective was created that will require a more in-depth analysis at the command level to determine if there is a barrier with respect to the retention of individuals with targeted disabilities.

To address the low number of accessions for individuals with targeted disabilities, all DON Major Commands have been tasked with executing their own special program and plan for the recruitment, hiring and advancement of individuals with targeted disabilities. We anticipate that with this continued agency-wide focus, the number of accessions from one fiscal year to the next will continue to increase. We understand the need to achieve a higher number of accessions to offset the normal separation rate in order to realize a net increase in the overall participation rate for individuals with targeted disabilities in the DON workforce. The DON has adopted the EEOC's goal of 2% participation rate of individuals with targeted disabilities.

Major Occupations:

The major occupations in the DON on FY 2009 were: Electronics Engineering (0855), Information Technology Management (2210), Management/Program Analysts (0343), Engineering Technician (0802), Mechanical Engineer (0830), Contracting (1102), Finance Administration and Program (0501), Logistics Management (0346), Miscellaneous Administration and Program (0301), and Electronics Technician (0856).

The participation rate of individuals with targeted disabilities in these major occupations has remained constant at 0.63%. For the last four fiscal years, this participation rate has been lower than their participation rate in the overall workforce.

An analysis of the number of individuals with targeted disabilities by series was conducted. Individuals with targeted disabilities hold positions in 231 different series in the DON. Six of the top 10 of those series are major occupations within the DON. Individuals with targeted disabilities are found in all DON major occupations.

Commands are tasked with conducting a more in-depth barrier analysis on their major occupation categories as part of their Special Program and plan.

Conclusion

The workforce analyses accomplished at the DON level is primarily useful for identifying triggers for potential barriers and focusing the efforts at the major command and activity levels. Only the investigative efforts at lower subordinate levels, i.e., the activities, will provide the necessary information and involve the appropriate stakeholders who can pinpoint, identify and eliminate any barriers to equal employment opportunity. However, as noted in Parts G and H of our plan, we have identified that the ability to conduct an effective barrier analysis is a program deficiency. We are focusing our efforts in FY 2010 on building the technical competence of the individuals involved in this critical effort so that we can achieve the desired outcomes. Part H of our report (both this year and last) details our efforts to date and our plans for FY 2010 to address this program deficiency. Part I of our report (FY 2009 and FY 2010) identifies planned activities to focus our corporate barrier analysis efforts. Results/progress will be reported.

**EEOC FORM
715-01
PART F**

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

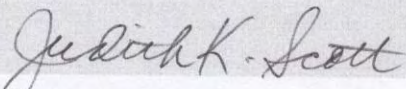
**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Judith K. Scott, am the EEO Program Director for the Department of the Navy.

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.

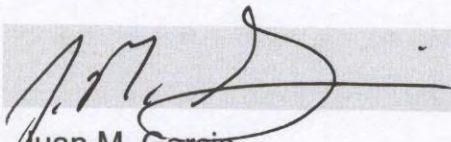
The agency has also analyzed its work force profiles and initiated ongoing barrier analyses efforts aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate 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.



Judith K. Scott
EEO Program Director
Department of the Navy
Office of EEO & Diversity Management

15 Jan 2010
Date







Juan M. Garcia
EEO Director
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)



15 JAN 10
Date





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	EEO policy statements are up-to-date.	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	
<p>The Agency Head was installed on May 19, 2009. The EEO policy statement was issued on _____.</p> <p>Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head?</p> <p>If no, provide an explanation.</p>	X		<p>The Honorable Ray Mabus, Secretary of the Navy, was installed on May 19, 2009. Secretary Mabus' EEO policy statement is currently in the draft stage and will be issued before the February 2010 deadline.</p>	
<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually?</p> <p>If no, provide an explanation.</p>			<p>This question is currently not applicable. Secretary Mabus was installed on May 19, 2009.</p> <p>While not applicable at the agency level, several major commands indicate that this measure was not met. The DON will monitor this measure to ensure full compliance in the next reporting period.</p>	
<p>Are new employees provided a copy of the EEO policy statement during orientation?</p>	X			
<p>When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?</p>	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	
<p>Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?</p>	X		<p>Compliance at the subordinate command level is substantiated through a DON-specific self-assessment checklist and other requirements that raise our level of</p>	

			accountability throughout DON.
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		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits.
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 at the subordinate command level is substantiated during regularly scheduled validation visits.
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.		Measure has been met
 Measures			
			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
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits.
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		DON's Schedule of Offenses and

Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				Recommended Penalties is included as Appendix B to the Civilian Human Resources Manual (CHRM), Subchapter 752. The CHRM is posted on the DON HR website.
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		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits.
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?			X	Compliance at the subordinate command level is substantiated during regularly scheduled validation visits. Some major commands have indicated that this measure has still not been met. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			X	At the agency level, the DON EEO Director reports directly to the Secretary of the Navy. In subordinate commands/activities, the deputy to the EEO Officer is organizationally aligned in the Human Resources Office with dotted-line direct access to the EEO Officer.
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	Input from the major commands indicates that this measure has







			been met. While some progress has been noted, reviews conducted at the DON level indicate there is still more room for improvement, both in terms of quality and timeliness. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.	
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
		Yes	No	
 Measures				
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 self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?			X	The inconsistent application of roles and responsibilities within the HR/EEO community continues to be an issue and impacts the major commands' ability to conduct the required analyses and to maintain an effective complaint processing system. See FY 09 Part H, EEO Plan H-09 (2) for details on accomplishments.
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		While this is true at the agency level, the issue identified in the previous question also impacts this measure.
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
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		
 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	While sufficient resources continue to be an issue, the bigger challenge is to ensure that individuals tasked


			with this responsibility obtain the skills necessary to successfully accomplish the required analyses. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
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		Major commands have the responsibility to provide funding for reasonable accommodation requests. Commands also utilize the DoD CAP program to support most requests.
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		Funding is provided at the major command level.
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits.
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		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits.
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		
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Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.



 Compliance Indicator	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	Input from the major commands indicates that this measure has been met. However, a review of Part I EEO Plans for the current and upcoming reporting periods do not indicate, for the most part, that this is being accomplished at the major command levels.
 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
		Yes	No	
 Measures				
	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	See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
	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	See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
	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	See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
 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
		Yes	No	
 Measures				



				agency's status report
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
		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	While this is standard practice at the agency level, some commands still indicate that managers are not involved in barrier analysis efforts. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
	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	Same as above.
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X	Same as above.
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		Compliance at the subordinate command level is validated through a DON requirement to provide a summary of this analyses in the Executive Summary.



Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		Same as above.
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		Same as above.
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		Same as above.
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		Same as above.
 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	Although there is no requirement to participate, commencing in FY 09, supervisors/managers must document their reason for declining to participate. This information is then provided to the next level of management and forwarded to the DON ADR Program office.



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	EEO staff at the agency level has the training and experience. While some progress has been noted, there continue to be issues at the command and activity levels. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
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	DON has an automated data system that provides workforce demographic data and has purchased





			another automated tool to enhance this capability. We continue to work on the development of an automated system to capture applicant flow information. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
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		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits.
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		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits. In addition, commands are annually required to submit an updated listing of these designated officials.
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	X		Compliance at the subordinate command level is substantiated during regularly scheduled validation visits.
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.		Measure has been met
 Measures			
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
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: DON requires the use of full-time EEO counselors. In exceptional circumstances when the use of contractors is deemed necessary, the DON EEO Office approves the request, reviews the statement of work and holds the EEO processing office responsible for meeting timeframes. Performance measures are reported to major commands. Very few contractors are currently used and performance oversight is managed by the EEO processing office. DON uses the services of DoD investigators and performs significant oversight of the investigative process to ensure timeliness and monitor/improve quality and efficiency.			
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		Compliance at the subordinate command level is substantiated annually to coincide with the EEOC 462 reporting

			requirement and at regularly scheduled validation visits.	
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 at the subordinate command level is substantiated annually to coincide with the EEOC 462 reporting requirement and at regularly scheduled validation visits.	
 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	The DON FY 09 Part H EEO Plan that addressed this deficiency resulted in a slight improvement in timeliness, 78.9% compared to 76% at the end of FY 08. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.	
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	There was a slight decrease in the timely completion of investigations at the end of FY 09, 42.5% compared to 43% in FY 08. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.	
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	X			
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			
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
		Yes	No	
 Measures				
	In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	X		
	Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	X		
	After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X	Although there is no requirement to participate, commencing in FY 09, supervisors/managers must document their reason for declining to participate. This information is to be provided to the next level of management and forwarded to the DON ADR Program office.
	Does the responsible management official directly involved in the dispute have settlement authority?	X		
 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		Appropriate resources are provided to process complaints. However, the inconsistent application of roles and responsibilities within the HR/EEO community continues to impact the processing of complaints in terms of quality and timeliness. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency.
	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	DON has made progress on developing a corporate automated system to capture applicant pool information. See FY 09 Part H, EEO Plan H-09 (1) for accomplishments to date and FY 10 Part H, EEO Plan #H-10 (1) for planned activities to continue to address this deficiency. While a few major commands have developed internal systems for tracking recruitment efforts. These systems are typically limited to specific types of recruitment efforts, e.g., entry level scientists and engineers.
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	The Defense Finance and Accounting Service manages the DON payroll processing function.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?				N/A
Are procedures in place to promptly process other forms of ordered relief?				N/A
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		Jamie Kajouras, Director, NAVOECMA, YC-260-03, is responsible for ensuring the agency is in compliance with all EEOC orders. Ms. Kajouras' performance plan includes an objective that measures the effectiveness of her oversight of these actions. Judy Caniban, Compliance Program Manager, YA-260-02, is responsible for ensuring that major commands fully implement EEOC orders. Ms. Caniban's performance plan includes an objective that measures the timeliness and quality of compliance actions.		
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		Note: DON had 12 orders issued in FY 09. However, only 1 case had an order

			for relief. The remainder were procedural remands.
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?			N/A for FY 09
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?			N/A for FY 09
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?			N/A for FY 09
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.			N/A for FY 09
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).			N/A for FY 09
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.			N/A for FY 09
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.			N/A for FY 09
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.			N/A – No civil actions filed in FY 09 on same issues raised in a compliance matter.
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.			N/A for FY 09

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	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program	
Department of the Navy		FY 2009 PLAN #H-09 (1)
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>The DON continues to make significant progress in aligning our EEO Program at all levels. However, ongoing efforts are still needed to establish a solid foundation for successful maintenance of a model EEO program. In FY 2009, our plan is to address identified deficiencies in the following essential elements:</p> <p>Essential Element A: Demonstrated Commitment from Agency Leadership</p> <ul style="list-style-type: none"> • Training on reasonable accommodation is not provided consistently at the command/activity level. <p>Essential Element B: Integration of EEO into the Agency's Strategic Mission</p> <ul style="list-style-type: none"> • Additional training/guidance for EEO practitioners/supervisors/managers at the command/activity level on EEO program requirements and roles/responsibilities is needed. <p>Essential Element C: Management and Program Accountability</p> <ul style="list-style-type: none"> • Regular EEO updates are not conducted consistently at the command/activity level. • Barrier analysis efforts at the command/activity level need improvement. <p>Essential Element D: Proactive Prevention</p> <ul style="list-style-type: none"> • Supervisors/managers at the command/activity level are not consistently involved with barrier analysis efforts. <p>Essential Element E: Efficiency</p> <ul style="list-style-type: none"> • Current data systems do not meet all requirements and all necessary tracking/monitoring systems have not been implemented. • The timeliness of pre-complaint and formal complaints processing need improvement. 	
OBJECTIVE:	<ol style="list-style-type: none"> 1. To provide on-going EEO program training, guidance and communication to EEO practitioners at the command and activity levels. To hold Command and Activity level Deputy EEO Officers accountable for providing regular EEO updates, training, guidance and communication to supervisors/managers. 2. To improve barrier analysis efforts at the command/activity level and to ensure that supervisors/managers are involved in these efforts. 3. To enhance current data systems and to develop necessary tracking/monitoring systems. 4. To improve the timeliness and quality of pre-complaint and formal complaint processing. 	
RESPONSIBLE OFFICIAL:	<p>DON EEO Program Director, DON EEO staff, Deputy EEO Officers at the command level (CDEEOO), Deputy EEO Officers at the activity level (DEEOO), DON Office of Civilian Human Resources (OCHR) HR Policy and Programs Department, DON OCHR HR Operations and Systems Department, DON managers/supervisors at all levels</p>	

DATE OBJECTIVE INITIATED:	October 1, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>Note: The blue text immediately below each planned activity is the report of accomplishments for activities identified for execution in FY 2009.</p> <p>1. Provide EEO program training, guidance and communication to EEO practitioners/managers/supervisors:</p> <p style="padding-left: 40px;">a. Issue and disseminate Barrier Analysis Civilian Human Resources Manual (CHRM). <u>Target Date:</u> January 2009, <u>Action Officer:</u> DON EEO Office</p> <p>The CHRМ was approved for release by the Deputy Assistant of the Navy (DASN) Civilian Human Resources (CHR) on December 22, 2008 and posted on the DON Human Resources website. The CHRМ was provided to all the Command Deputy EEO Officers (CDEEOOs) with instructions for further dissemination within their respective commands. This planned activity is completed.</p> <p>(1) Disseminate Barrier Analysis CHRМ at command and activity levels. <u>Target Date:</u> April 2009, <u>Action Officer:</u> CDEEOOs, DEEOOs</p> <p>Almost all major commands disseminated the CHRМ to their subordinate activities. This information was verified through the DON-specific self-assessment checklist that each major command was required to complete and submit. The FY 2009 reporting period represents the first time that use of this checklist was required.</p> <p>We will follow-up with the two major commands who did not accomplish this planned activity to ensure their compliance. This planned activity is completed.</p> <p style="padding-left: 40px;">b. Issue and disseminate EEO Program Assessments CHRМ <u>Target Date:</u> December 2008, <u>Action Officer:</u> DON EEO Office</p> <p>The CHRМ was approved for release by the DASN (CHR) in January 2009 and posted on the DON Human Resources website. A copy of the CHRМ was provided to all the CDEEOOs with instructions for further distribution within their respective commands. This planned activity is completed.</p> <p>(1) Disseminate Assessments CHRМ at command and activity levels. <u>Target Date:</u> April 2009, <u>Action Officer:</u> CDEEOOs, DEEOOs</p> <p>All, with the exception of a couple, major commands disseminated the CHRМ to their subordinate activities. This information was verified through a DON-specific self-assessment checklist that each major command was required to complete and submit. The FY 2009 reporting period represents the first time that use of this checklist was required.</p>		<p>September 2009 (specific target dates and action officers identified with individual planned activities)</p>

We will follow-up with the two major commands who did not accomplish this planned activity to ensure their compliance. **This planned activity is completed.**

c. Implement DON Assessment Program. Target Date: December 2008, Action Officer: DON EEO Office

CHRM 1603 provides DON policy for the Assessment Program. Two major components of this program provide: (1) DON specific requirements for annual assessment submissions; and, (2) DON on-site visits to major commands for the purpose of validating the information submitted in their annual assessment.

Annually, a review of each major command's signed, final Annual Status Report is accomplished and feedback provided. In each successive year since 2005, DON has raised the bar for success and major commands challenged to take their program to the next level. For the first time, a review of the commands' FY 2008 submissions culminated in the issuance of a scorecard. The scorecard was issued by the DASN (CHR) and evaluated each command's overall EEO Program, to include separate scorecards for their final, signed Annual Status Report submission and the timeliness of discrimination complaints processing.

Command programs were rated on a scale of green, yellow or red (green denoting a program that is on track and red a non-compliant program). Each major command was required to provide a brief plan of action to address identified program deficiencies following their receipt of their scorecard. These scorecards alerted senior leadership as to the status of their command's EEO program and had the desired result of leadership understanding their role and responsibility for ensuring the success of the DON EEO Program and increasing our level of accountability. Scorecards will be issued annually with an emphasis on different aspects of the program each succeeding year.

The DON Office of EEO and Diversity Management completed 5 on-site validation visits in FY 2009. The purpose of these more in-depth program reviews is to:

- Recognize effective program execution efforts;
- Provide assurance to senior leadership that DON EEO Program execution at the major commands is consistent and in alignment with the DON program goals and objectives; and,
- Ensure compliance with the regulatory requirements.

These on-site visits provided the opportunity to validate command level program efforts, progress and execution of plans, as reported in their most recent annual assessment submission. Specific program recommendations provided at these visits have been positively received by senior leadership with a commitment for improvement. A timetable has been established for on-site validation visits, with each major command scheduled for a visit at least once every four years.

The DON is making steady progress towards establishing the infrastructure and process for institutionalizing management and program accountability. The validation visits, along with the annual issuance of program scorecards, continue to have the desired effect of raising our level of accountability throughout DON. Our objective, with the implementation of this on-going program, is to continue to progressively raise the level of accountability, ultimately achieving our goal of the seamless integration of EEO into our strategic mission. **This planned activity is completed.**

(1) Implement applicable components of DON Assessment Program at command and activity levels. Target Date: June 2009, Action Officer: CDEEOO, DEEOO

Almost one half of the major commands reported that they have implemented a process and schedule to conduct on-site visits at the subordinate activity levels. DON will follow up with the remaining major commands informally at regularly scheduled CDEEOO meetings and more formally in our feedback letters on our expectation of full implementation of this portion of the Assessment Program by the end of the next reporting period. **This planned activity is completed.**

d. Develop reasonable accommodation training outline for further development and deployment at the command/activity levels. Target Date: June 2009, Action Officer: DON EEO Office

The DON People with Disabilities Program Manager position was filled in early July 2009. As this is a newly established position, the program manager is in the process of developing and implementing a solid program structure to establish the DON as a model employer for the recruitment, hiring, advancement and retention of IWTD in the upcoming years. Because this position was filled in the last quarter of the fiscal year, most of the program manager's time and energy has been dedicated to this effort.

The development of the reasonable accommodation training outline is currently in the planning stages, with deployment dependent on EEOC's issuance of its final regulations implementing the American with Disabilities Amendment Act of 2008. Some commands have reported the development and deployment of reasonable accommodation training in this reporting period. However, our plan is to establish a standardized outline to ensure that the most critical aspects of this topic are covered, while at the same time allowing the commands the flexibility to tailor the training to their specific needs. This planned activity will be completed in the next reporting period.

(1) Submission of command plans and schedule to further develop and deploy reasonable accommodation training. Target Date: August 2009, Action Officer: CDEEOOs

Almost all the major commands reported they are at various stages in the development and deployment of reasonable accommodation training. The plan is to bring some consistency in the structure and deployment of this training once the DON standardized training outline is developed. This planned activity will be continued into the next reporting period.

(2) Submission of activity plans and schedule to deploy reasonable accommodation training. Target Date: Date established by CDEEOO to meet DON target date, Action Officer: DEEOO

Only a couple of commands reported the deployment of reasonable accommodation training at the activity level. This planned activity will be continued into the next reporting period.

e. Implement improvements to EEO for HR Professionals training course and schedule additional offerings. Target Date: November/December 2008, Action Officer: DON EEO Office, Civilian Workforce Development Division

The goal in developing this course was to foster and encourage a collaborative relationship between HR/ EEO professionals and managers/supervisors in implementing and maintaining an EEO program that ensures equality of opportunity for all employees.

This course was provided on December 9, 2008 to HR interns at Gulfport, MS; on April 22, 2009 to journey level HR professionals at Bremerton, WA; on July 28, 2009 to journey level HR professionals at Norfolk, VA. The course was well received by the participants and met the objective to ensure that all HR professionals are made aware of their role and responsibilities for implementing a model EEO program.

Updates and enhancements to this course will be made as needed. This course will continue to be offered on an on-going basis. **This planned activity is completed.**

f. Schedule Advanced EEO Counselor training course.

Target Date: December 2008, February 2009, April 2009, August 2009, Action Officer: DON EEO Office

Advanced EEO Counselor training was offered on the following dates: 1-5 December 2008, 9-12 February 2008 and 13-16 July 2009 at the Washington Navy Yard and; 6-10 April 2009 at Norfolk, VA. This course was focused on improving practitioners' skills in the following areas: interviewing techniques, gathering documentation, use of ADR, and writing reports. This course was well received by audience participants and its effectiveness reflected in an increase in the timely processing of pre-complaints in FY 2009 when compared to FY 2008. **This planned activity is completed.**

g. HR Conference – focus on EEO professionals' personal development. Target

Date: April 2009, Action Officer: DON EEO Office, OCHR HR Policy and Programs Department

It is imperative that EEO professionals keep up-to-date on all Human Resources initiatives in order to effectively execute their duties and responsibilities. The plenary sessions at the DON 2009 Human Resources Conference provided an excellent opportunity obtain more information on topics that included: NSPS, Workforce Planning and Management, DoD Human Resources update, and GAO/EEOC/OPM speakers who discussed their collaborative responsibility for ensuring equality of opportunity.

Attendees were also provided the opportunity to select workshops to enhance their knowledge on topics such as: internal consulting skills; understanding the DON planning, programming, budget, execution process; performance management, transforming and building a 21st century ADR convening practice; how to use the DON NSPS compensation models; Wounded Warrior recruitment; Transforming data into Information; Introduction to Strategic Workforce Planning; Legislative updates on the ADAAA and the Ledbetter Fair Pay Act; Demonstration on the DoD Enterprise Staffing Solution.

In addition, at a separate EEO functional meeting, information on the following topics was provided:

- FY 2009 DON EEO Plans to Eliminate Program Deficiencies and to Eliminate Identified Barriers (command/activity actions);
- Draft DON Anti-Harassment CHRM;
- Discrimination complaints processing deficiencies and actions for improvement.

The HR Conference is an annual event and EEO will continue to be an integral element of it. **This planned activity is completed.**

h. Submission of command plans and schedules to provide regular EEO updates to senior leadership/managers/supervisors. Target Date: July 2009, Action Officer:

<p>CDEEOOs</p> <p>Most major commands report that regular EEO updates to senior leadership/managers/supervisors are scheduled or that a plan is in place to ensure these updates occur on a regular basis. DON will follow up with the remaining major commands informally at regularly scheduled CDEEEO meetings and more formally in our feedback letters on our expectation that they schedule regular updates to senior leadership. This planned activity is completed.</p> <p>(1) Submission of activity plans and schedule to provide regular EEO updates to senior leadership/managers/supervisors. <u>Target Date:</u> Date established by CDEEEO to meet DON target date, <u>Action Officer:</u> DEEOOs</p> <p>Only a few of the commands reported that regular EEO updates to senior leadership/managers/supervisors have been scheduled at the activity level. This planned activity will continue into the next reporting period.</p>	
<p>2. Focus barrier analysis efforts at the command level to ensure that in-depth analysis is conducted and supervisors/managers are involved in these endeavors.</p> <p>a. Develop and schedule barrier analysis training course. <u>Target Date:</u> August 2009, <u>Action Officer:</u> DON EEO Office</p> <p>A review of each commands' final, signed Annual Status Report submission is accomplished each year. The FY 2008 review (accomplished in FY 2009) placed a heavy emphasis on the quality of each command's barrier analysis efforts. The results of these individualized reviews indicated that significant improvement in more in-depth barrier analysis efforts was required. An evaluation of the quality of command efforts was reflected in their respective scorecards and specific recommendations for improvement provided. As a result of our reviews, it became apparent that guidance in the form of training needed to be developed.</p> <p>A two and a half day Introduction to Barrier Analysis course was developed. Both an abridged version and an initial pilot offering of this course were presented. This course received high marks from attendees and we have received requests to schedule additional offerings. This course will be fully deployed in the next reporting period and will continue to be offered, as needed.</p> <p>DON also supported command sponsored conferences by providing informational briefs that described the various roles/responsibilities of relevant stakeholders and an overview of how to conduct an effective barrier analysis. Audience members included HR/EEO professionals, supervisors/managers, and administrative personnel responsible for barrier analysis efforts. This planned activity is completed.</p> <p>(1) Provide plan to provide barrier analysis training at the activity level. <u>Target Date:</u> September 2009, <u>Action Officer:</u> CDEEOOs</p> <p>Development and refinement of the Introduction to Barrier Analysis course was not completed until close to the end of the current reporting period. Both an</p>	<p>September 2009 (specific target dates and action officers provided with individual planned activities)</p>

abridged version and a pilot offering of this course were presented, allowing us the opportunity to fine tune the training. Individuals attending these training events gave high marks for the course and we have received requests to schedule additional offerings. Plans for deployment at the activity levels will continue into the next reporting period.

b. Submission of command time-tables or schedules to review Merit Promotion, Awards Program, and Employee Development programs for any systemic barriers. Target Date: July 2009, Action Officer: CDEEOOs

A review of command submissions indicate that reviews of these programs are at various stages, i.e.:

- The review of some, but not all, of the programs have been completed;
- Some have established a schedule, but have not yet executed; or,
- Neither the accomplishment of reviews or schedules for reviews was reported.

Prior to this reporting period there was no mechanism, other than the regularly scheduled on-site validation visits, to confirm that these reviews were indeed accomplished as reported. Consequently, DON developed an agency specific self-assessment checklist that requires each major command to submit a copy of their schedule to review these programs and progress to date. The FY 2009 reporting period represents the first time that use of this checklist was required. We will continue to monitor compliance with this measure through the use of the DON self-assessment checklist in the upcoming and future reporting periods.

DON will follow up with the major commands informally at regularly scheduled CDEEOO meetings and more formally in our feedback letters to ensure that regular schedules to review these programs are established as required and effective barrier elimination plans are developed and implemented, as needed. **This planned activity is completed.**

(1) Submission of activity time-tables or schedules to review Merit Promotion, Awards Program, and Employee Development programs for any systemic barriers. Target Date: Date established by CDEEOO to meet DON target date, Action Officer: DEEOOs

Most commands did not submit documentation to support the accomplishment of this planned activity, as required. This activity will continue into the next reporting period.

c. Submission of command plans and schedules to conduct trend analysis, by ERI and disability, of effects of management/personnel policies, practices and procedures. Target Date: July 2009, Action Officer: CDEEOOs

Over half the major commands reported workforce trend results by ethnicity, race identification codes and gender for the total workforce, major occupations and grade level distribution in their executive summaries. DON will continue to monitor the accomplishment of the required analyses through its agency specific self-assessment checklist that requires each major command to include a summary of these analyses in their executive summary. In addition,

<p>we will follow up with major commands who did not complete the required analyses, both informally at regularly scheduled CDEEEO meetings and more formally in our feedback letters. This planned activity is completed.</p> <p>(1) Submission of activity plans and schedules to conduct trend analysis, by ERI and disability, of effects of management/personnel policies, practices and procedures. <u>Target Date:</u> Date established by CDEEEO to meet DON target date, <u>Action Officer:</u> DEEOOs</p> <p>Most commands did not submit documentation to support the accomplishment of this planned activity, as required. This activity will continue into the next reporting period.</p> <p>d. Submission of command plans to involve managers and supervisors in barrier analysis efforts. <u>Target Date:</u> July 2009, <u>Action Officer:</u> CDEEOOs</p> <p>The DASN (CHR) included a requirement in the Barrier Analysis CHRM (issued in December 2008) that each major command and subordinate activities designate a senior management official who will be responsible for:</p> <ul style="list-style-type: none"> • implementing and executing barrier analysis efforts that are on-going; • accomplishing those efforts in accordance with EEOC directives and DON policy; • working collaboratively with their EEO offices/servicing offices and other relevant stakeholders; and, • achieving the goal of identification and elimination of any barriers to equality of opportunity. <p>This CHRM also established the standard and expectations for the accomplishment of barrier analysis efforts within the DON.</p> <p>Approximately one half of the Part I EEO Plans submitted by the major commands indicate compliance with this measure. DON will continue to monitor the accomplishment of the involvement of managers/supervisors in barrier analysis efforts through its agency specific self-assessment checklist that requires each major command to provide details on how this measure was met. Part I EEO Plans will continue to be reviewed to ensure consistency with the response provided on the checklist. Lastly, we will follow up with the major commands informally at regularly scheduled CDEEEO meetings and more formally in our feedback letters on the requirement to involve supervisors/managers in barrier analysis efforts. This planned activity is completed.</p> <p>(1) Submission of activity plans to involve managers/supervisors in barrier analysis efforts. <u>Target Date:</u> Date established by CDEEEO to meet DON target date, <u>Action Officer:</u> DEEOOs</p> <p>Most commands did not submit documentation to support the accomplishment of this planned activity, as required. This activity will continue into the next reporting period.</p>	
<p>3. Enhance current data systems and to develop necessary tracking/monitoring systems.</p> <p>a. Implement reporting capabilities improvements for DON Affirmative</p>	<p>September 2009 (specific target)</p>

<p>Employment Program Reporting Tool (DART). <u>Target Date:</u> February-September 2009, <u>Action Officer:</u> DON EEO Office, HR Data Management Branch</p> <p>The DON worked closely with the HR Data Management Branch to implement the following improvements to DART:</p> <ul style="list-style-type: none"> • Developed capability to display DON workforce demographics by occupational groups (EEOC Workforce data table A/B3). • Included unique pay plans that were not previously accounted for, i.e., intelligence, mariners (EEOC workforce data table A/B4). • Identified separate totals for each individual type of award (EEOC workforce data table A/B13). <p>Additional enhancements have been discussed with the Data Management Branch but are currently on-hold due to a pending upgrade to the new Cognos 8BI tool. These upgrades will be fully implemented in the next reporting period, with the expectation they will improve our future analyses efforts and results. This planned activity is completed.</p> <p>b. Implement an automated agency-wide tracking system to track and monitor reasonable accommodation requests. <u>Target Date:</u> September 2009, <u>Action Officer:</u> DON EEO Office, HR Data Management Branch</p> <p>A DON-wide tracking and monitoring system for reasonable accommodations was purchased in July 2009. The system is being developed to meet DON requirements and will be deployed in the summer of 2010. This system will provide us with the ability to more closely track the timeliness of reasonable accommodation requests and review reasonable accommodation decisions at all levels in the organization. This planned activity will continue into the next reporting period.</p> <p>c. Implement eVersity, an automated data reporting tool, for use in barrier/trend analysis and MD-715 reporting purposes. <u>Target Date:</u> July 2009, <u>Action Officer:</u> DON EEO Office, HR Data Management Branch</p> <p>Unanticipated issues have delayed the deployment of eVersity in this reporting period. While some of these problems have been resolved, there is still much work to be done before it can be fully deployed. We have dedicated resources that are working closely and diligently with the Data Management Branch and the vendor to resolve the outstanding issues. This planned activity will continue into the next reporting period.</p>	<p>dates and action officers provided with individual planned activities)</p>
<p>4. To improve the timeliness and quality of pre-complaint and formal complaint processing by servicing EEO offices.</p> <p>a. DON will continue its oversight of cases at the pre-complaint and formal stages to monitor timeliness. Guidance to command/servicing offices will be provided as needed. <u>Target Date:</u> January 2009; <u>Action Officer:</u> DON EEO Office</p> <p>The DON Office of EEO and Complaints Management and Adjudication (NAVOECMA) continues to monitor the timely processing of pre-complaints and formal complaints on a regular basis through Icomplaints, an automated complaints tracking system. Based on the information entered into</p>	<p>September 2009 (specific target dates and action officers provided with individual planned</p>

<p>Icomplaints, processing offices were issued scorecards at the end of FY 2008 that evaluated timeliness on a scale of green, yellow or red (green denoting timely processing of complaints and red as untimely). Additionally, throughout FY 2009, guidance was provided to practitioners via several offerings of an Advanced EEO Counselor's course; Defense Connect Online (DCO) meetings (an on-line meeting tool) where specific issues regarding iComplaints data entry issues and instructions were discussed; and, periodic e-mail advisory memos.</p> <p>These efforts resulted in an incremental but steady increase in the timely processing of pre-complaints. On the other hand, our oversight of formal complaints processing efforts indicates there is still much need for improvement in this area. A planned activity addressing this issue is included in the FY 2010 #H-10 (1) EEO Plan.</p> <p>(1) Require commands to track, monitor and implement improvements, where applicable, for the timely processing of cases at the pre-complaint and formal stages. <u>Target Date:</u> April 2009; <u>Action Officer:</u> DON EEO Office, CDEEOOs</p> <p>Commands are held responsible for tracking, monitoring and implementing improvements for the timely processing of cases at the pre-complaint and formal stages through the annual issuance of a complaints processing scorecard (as described above). This is an ongoing responsibility. This planned activity is completed.</p> <p>b. Review and clarify current investigation guidelines with the Department of Defense, Investigations and Resolution Division. Update current DON procedures, if necessary. <u>Target Date:</u> August 2009, <u>Action Officer:</u> DON EEO</p> <p>The investigative guidelines were reviewed by the Director, NAVOECMA, and clarified with representatives of the Department of Defense, Investigative and Review Division. Investigative procedures and guidelines were communicated to EEO/HR practitioners and agency representatives during the September 2009 DON Civilian Personnel Law Conference. This planned activity is completed.</p>	<p>activities)</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p>	
<p>See above for a detailed report of accomplishments for FY09 planned activities.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program	
Department of the Navy		FY 2009 PLAN #H-09 (2)
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>The DON continues to make significant progress in aligning our EEO Program at all levels. However, the goal to establish and maintain a model EEO program is hindered by the inconsistent application of roles and responsibilities within the HR/EEO community, impacting the level of services provided to over 75% of the DON. This model has resulted in deficiencies in the following essential elements:</p> <p>Essential Element B: Integration of EEO into the Agency's Strategic Mission</p> <ul style="list-style-type: none"> • The inconsistent application of roles and responsibilities within the HR/EEO community has negatively impacted the effectiveness of the DON EEO program. <p>Essential Element C: Management and Program Accountability</p> <ul style="list-style-type: none"> • As a result of the inconsistent application of roles and responsibilities within the HR/EEO community, regular EEO updates are not provided consistently at the command/activity levels. • As a result of the inconsistent application of roles and responsibilities within the HR/EEO community, barrier analysis efforts at the command/activity levels need improvement. 	
OBJECTIVE:	To influence change in the application of roles and responsibilities within the HR/EEO community and to require commands to develop alternatives for delivering the quality of EEO services that will result in a model EEO program that ensures equality of opportunity for all employees and fosters an inclusive work environment.	
RESPONSIBLE OFFICIAL:	DON senior leadership, Commanding Officers, DON Office of EEO and Diversity Management Program Director, Command Deputy EEO Officers, Deputy EEO Officers at the activity level	
DATE OBJECTIVE INITIATED:	October 1, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE

	(Must be specific)
1. Ensure that this issue remains at the forefront of senior level leadership's attention and to influence a positive outcome.	30 September 2009
2. Clarification of the roles and responsibilities of HR/EEO service providers.	30 September 2009
3. Hold commands impacted by the HR/EEO service delivery model accountable for developing alternative solutions and to keep DON informed of the outcomes.	30 September 2009

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

The quality of EEO Program support at the activity and command level has suffered from a lack of focus, consistent content, technical competence and management involvement over the years. This is compounded by various service delivery models that operate with varying degrees of success. To remedy identified problems and provide an aligned agency approach to ensuring equality of opportunity, the following actions occurred this year:

- Bi-annual EEO Program status briefs (January/July) to the Force Management Oversight Council (FMOC) and its Deputies Planning Roundtable (DPR). The DON FMOC advises the Secretary of the Navy on matters of broad policy for all DON military (active, reserve and retired) and civilian personnel relating to personnel and readiness. The DPR supports the FMOC in its oversight responsibilities by providing advice, assessment and other technical policy input. These briefs included program successes as well as initiatives and progress on eliminating identified barriers that need to be raised to these high-level groups..
- The Deputy Assistant Secretary of the Navy (Civilian Human Resources) and the Director, Office of Civilian Human Resources met with the head of the command that provides HR/EEO services to over 60% of the DON to discuss identified servicing issues in May 2009, the beginning of a more collaborative partnership.
- Two new policies were released that address DON-wide responsibilities in assessing EEO Program status and also in identifying and eliminating barriers to equal opportunity.
- Validation visits continued in 2009 to major commands to discuss their self-assessment reports as well as their program responsibilities. Each commander is the EEO Officer for the command and as such is responsible for establishing and maintaining a viable program, regardless of ownership of EEO Program support.
- Scorecards were developed for and delivered to each major command that reflected the level of success of the command's program. These were very successful in getting the attention/involvement of the senior leadership in each command. A mandatory response was required from each command which acknowledged the scorecard result and provided assurances for corrective action. We have seen a much increased understanding of and interest in the program as a result.
- Monthly meetings with the Commands' Deputy EEO Officers continue to enhance their knowledge, define their program responsibilities, and help keep their actions in alignment with DON program objectives.
- Training was developed and deployed by the DON HQ EEO office to address technical competence in conducting barrier analyses and processing informal complaints. Another highly successful new course that was developed and deployed this year is

EEO for HR Professionals which outlines the critical role that the HR professional plays in ensuring equality of opportunity.

- DON HQ EEO Office participated in five major command conferences addressing both practitioners as well as managers/supervisors on latest DON program developments and roles/responsibilities.

This Objective has been closed as the major commands are now being held accountable for meeting program requirements regardless of any servicing inconsistencies. Their progress is measured annually and reported in their scorecard.

<p>EEOC FORM 715-01 PART H</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p>DEPARTMENT OF THE NAVY</p>		<p>FY 2010 PLAN #H-10 (1)</p>
<p>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>The DON continues to make significant progress in aligning our EEO Program at all levels. However, ongoing efforts are still needed to establish a solid foundation for successful maintenance of a model EEO program. In FY 2010, our plan is to address identified deficiencies in the following essential elements:</p> <p>Essential Element A: Demonstrated Commitment from Agency Leadership</p> <ul style="list-style-type: none"> • Training for supervisors and managers on their responsibilities under the procedures for reasonable accommodation is still not provided consistently at the command and activity levels. <p>Essential Element B: Integration of EEO into the Agency's Strategic Mission</p> <ul style="list-style-type: none"> • Additional training and guidance for EEO practitioners, supervisors, and managers at the command and activity levels on EEO program requirements and roles/responsibilities is needed. <p>Essential Element C: Management and Program Accountability</p> <ul style="list-style-type: none"> • Effective collaboration between EEO program officials and all appropriate agency managers to develop and implement EEO Plans is not consistent at the command and activity levels. • Barrier analysis efforts at the command and activity levels continue to need improvement. <p>Essential Element D: Proactive Prevention</p> <ul style="list-style-type: none"> • Supervisors and managers at the command and activity levels are not consistently involved with barrier analysis efforts. <p>Essential Element E: Efficiency</p> <ul style="list-style-type: none"> • Efforts to implement new data systems and to improve current systems are ongoing. • The timeliness of formal complaints processing continues to need improvement. 	
<p>OBJECTIVES:</p>	<ol style="list-style-type: none"> 1. To provide ongoing EEO program training, guidance and communication to EEO practitioners at the command and activity levels. 2. To improve and focus barrier analysis efforts at the command and activity levels; to ensure that supervisors and managers and other appropriate agency officials are involved in these efforts. 3. To implement new data systems and to enhance current systems. 4. To improve the timeliness and quality formal complaint processing. 	
<p>RESPONSIBLE</p>	<p>DON EEO Program Director, DON EEO staff, Deputy EEO Officers at the</p>	

OFFICIAL:	command level (CDEEOO), Deputy EEO Officers at the activity level (DEEOO), DON Office of Civilian Human Resources (OCHR) HR Policy and Programs Department, DON OCHR HR Operations and Systems Department, DON managers and supervisors at all levels	
DATE OBJECTIVE INITIATED:	October 1, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 30, 2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)	
<p>1. Provide ongoing EEO program training, guidance and communication to EEO practitioners at the command and activity levels.</p> <p>a. Develop a reasonable accommodation training outline for deployment at the command and activity levels. <u>Target Date:</u> Dependent on date EEOC issues implementing guidance on ADA, <u>Action Officer:</u> DON EEO Office</p> <p style="padding-left: 40px;">(1) Submission of command plans and schedule to deploy Reasonable Accommodation training. <u>Target Date:</u> Dependent on date EEOC issues implementing guidance on ADA, <u>Action Officer:</u> CDEEOOs</p> <p style="padding-left: 40px;">(2) Submission of activity plans and schedule to deploy Reasonable Accommodation training. <u>Target Date:</u> Dependent on date EEOC issues implementing guidance on ADA, <u>Action Officer:</u> DEEOOs</p> <p>b. Schedule an on-site CDEEOO conference to discuss DON new EEO Program requirements. <u>Target Date:</u> February 2010, <u>Action Officer:</u> DON EEO Office</p> <p>c. Submission of activity plans and schedule to provide regular EEO updates to senior leadership/managers/supervisors. <u>Target Date:</u> March 2010, <u>Action Officer:</u> CDEEOOs and DEEOOs</p> <p>d. Annual scorecard will reflect the increasing level of accountability for commands for establishing and maintaining a model EEO program. <u>Target Date:</u> May 2010, <u>Action Officer:</u> DON Office of EEO and Diversity Management</p>	<p>September 2010 (specific target dates and action officers identified with individual planned activities)</p>	
<p>2. To improve and focus barrier analysis efforts at the command and activity levels; to ensure that supervisors and managers and other appropriate agency officials are involved in these efforts.</p> <p>a. Deploy recently developed Introduction to Barrier Analysis training course and establish schedule to train the trainers. <u>Target Date:</u> March 2010, <u>Action Officer:</u> DON EEO Office</p> <p style="padding-left: 40px;">(1) Provide plan with schedule to provide barrier analysis training at</p>	<p>September 2010 (specific target dates and action officers identified with individual planned activities)</p>	

<p>the activity level. <u>Target Date:</u> July 2010, <u>Action Officer:</u> CDEEOOs</p> <p>b. Submission of activity plans (to include dates) to involve managers and supervisors in barrier analysis efforts. <u>Target Date:</u> March 2010, <u>Action Officer:</u> CDEEOOs and DEEOOs</p>	
<p>3. To implement new data systems and to enhance current systems.</p> <p>a. Continue efforts to implement an automated agency-wide tracking system to track and monitor reasonable accommodation requests. <u>Target Date:</u> July 2010, <u>Action Officer:</u> DON EEO Office, HR Data Management Branch</p> <p>b. Deploy eVersity, a corporate automated data reporting tool, for use in data/trend analyses and MD-715 reporting purposes. <u>Target Date:</u> July 2010, <u>Action Officer:</u> DON EEO Office, HR Data Management Branch</p>	<p>September 2010 (specific target dates and action officers identified with individual planned activities)</p>
<p>4. To improve the timeliness and quality formal complaint processing.</p> <p>a. DON will continue its oversight of cases at the formal stage to monitor quality and timeliness.</p> <p style="padding-left: 40px;">(1) Appoint a "tiger team" to review all outstanding cases pending investigation to determine cause(s) for delay.</p> <p style="padding-left: 40px;">(a) Implement procedures to ensure the timeliness and quality of all acceptance letters.</p> <p style="padding-left: 40px;">(b) Review document preparation and, where possible, fast-track cases for investigation.</p> <p><u>Target Date:</u> April 2010, <u>Action Officer:</u> DON EEO Office (NAVOECMA)</p> <p style="padding-left: 40px;">(2) Modify complaints scorecard to include a metric for the timely issuance of accept/dismiss letters. <u>Target Date:</u> Quarterly, <u>Action Officer:</u> DON EEO Office (NAVOECMA)</p> <p style="padding-left: 40px;">(3) Develop and deploy a training course for processing complaints at the formal stage. <u>Target Date:</u> August 2010, <u>Action Officer:</u> DON EEO Office (NAVOECMA)</p>	<p>September 2010 (specific target dates and action officers identified with individual planned activities)</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p></p>	

Department of the Navy

FY 2009 PLAN #I-09

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?

A low participation rate of Asian males and females in the YA/YC-3, and equivalent grade levels, and above.

Asian males and females participate in the overall DON workforce at a rate significantly above their representation in the NCLF, 6.37% and 4.10% respectively, compared to a NCLF of 1.90% and 1.70%.

However, a review of Asian males and females in the different DON pay systems (GS, NSPS, demos) indicate that these groups' participation rate in the higher grade levels is much lower than expected given their overall participation rate in the DON work force.

BARRIER ANALYSIS:

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

The data in EEOC Workforce Data Tables A1 and A4 was reviewed. A trigger for a possible barrier was identified when this groups' participation rate in the overall work force was compared to their participation rate in the high grades. Although these groups enjoyed a high participation rate in the overall work force, their participation rates in the high grades were not commensurate.

A review of the participation rates in the pipeline grade levels for these groups indicate good participation rates until the higher grade levels were examined. In the high grades, the participation rates of these groups dropped significantly when compared to their participation rates in the pipeline grades and their participation in the overall work force.

Additional information is required in order to determine the cause of this condition.

STATEMENT OF IDENTIFIED BARRIER:

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

The information required to conduct an in-depth barrier analysis to pinpoint the specific barrier(s) is not available at the DON level, e.g., promotion practices, policies and procedures at the command/activity levels; applicant flow data, etc.

Commands/activities will be tasked with conducting a more in-depth barrier analysis.

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To determine if there are any barriers to EEO for Asian males and females for progression to the higher grade levels. If any barriers are uncovered, appropriate barrier elimination plans will be developed and implemented.	
RESPONSIBLE OFFICIAL:	DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROs, hiring officials, senior level managers involved in command/activity barrier analysis efforts	
DATE OBJECTIVE INITIATED:	February 2009	
TARGET DATE FOR COMPLETION:	August 2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Commands/activities will conduct an in-depth barrier analysis into this identified trigger and report their findings to the DON. If barrier(s) are identified, commands/activities will be required to develop and report appropriate EEO Plans in their FY 2009 Annual Report for execution in FY 2010.	August 2009	
2. Command/activity EEO updates to senior leadership and supervisors/managers will include information on this EEO Plan.	September 2009	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

1. Planned Activity #1: At the end of FY 2009, Asian males and females had an overall participation rate of 6.5% and 4.75%, respectively, in the DON workforce compared to a CLF of 1.90% and 1.70%. Both groups saw an increase both in numbers and percentages when compared to FY 2008. With respect to this planned activity, most major commands reported that an initial look of their total Asian male and female workforce population, compared to their respective participation rates in the different GS grade levels/pay bands, was initiated in FY 2008. A more in-depth look at this issue will be tasked to the subordinate activity levels during the next reporting period to more accurately identify any barriers that may impact these groups' career progression to the high grades.

In the interim, a top-level analysis was conducted by the DON using June 30, 2009 workforce data. There are multiple pay systems within the DON, i.e., General Schedule (GS), National Security Personnel System (NSPS), other demonstration project systems, which makes a grade analysis more complex due to the differences between these systems, e.g., pay banding features and groupings by occupational categories. Because of these individual characteristics, identified barriers may be unique to a particular system and not applicable to the others. The results of each analysis by pay system must be viewed individually in order to accurately identify and pinpoint any barriers. Consequently, it is not possible, nor would it be meaningful, to draw a single, consolidated conclusion from these separate analyses. The results of these individual analyses, as they pertain to Asian males/females in the DON workforce, are summarized below.

National Security Personnel System (NSPS) Analysis: The DON transitioned over 68,000 employees to the NSPS between 2006 and 2009. NSPS has four separate Career Groups (Standard, Scientific/Engineering, Medical and Investigative/Protective Services. Each career group has four pay schedules and each pay schedule has either three or four pay bands. A discussion of the findings for each career group is provided below.

- Standard Career Group:
 - Pay Schedules:
 - YA01-03 (Professional/Analytical) - 25,856 employees
 - YB-01-03 (Technician/Support) – 6,839 employees
 - YC01-03 (Supervisor/Manager) - 11,018 employees
 - YP01 (Student) – 1,294 employees

Asians	YA01	YA02	YA03	YC01	YC02	YC03	Participation Rate (in NSPS)
Male	3.52%	2.83%	1.74%	5.78%	2.97%	2.54%	4.69%
Female	5.63%	3.55%	1.32%	5.12%	2.54%	1.10%	3.91%

*the figures in red font identify areas of low participation

In this analysis, a discussion of the YB (Technician/Support) and YP (Student) pay schedules is not included because these pay schedules do not typically progress to the high pay band. In most of the lower pay band for the YA (Professional/Analytical) pay schedule, Asian males and females show a low participation rate. In the YC (Supervisor/Manager) pay schedule, Asian males and females have a good participation rate at the YC01 level. However, their participation rates begin to decline as we progress to the next higher pay band levels.

- Scientific/Engineering Career Group:
 - Pay Schedules:
 - YD01-03 (Professional) - 12,714 employees
 - YE01-04 (Technician/Support) – 1,850 employees

- YF01-03 (Supervisor/Manager) - 3,747 employees

Asians	YD01	YD02	YD03	YF01	YF02	YF03	Participation Rate (in NSPS)
Male	13.17%	13.60%	5.89%	4.00%	9.68%	8.43%	4.69%
Female	3.25%	4.18%	1.50%	0.00%	1.03%	1.42%	3.91%

*the figures in red font identify areas of low participation

In this analysis, a discussion of the YE (Technician/Support) pay schedule is not included because this pay schedule does not typically progress to the high pay bands. Asian females participate at a good rate at the YD02 (Professional) pay band level. However their participation rate drops significantly in the YD03 pay band and they participate at a low rate in the YF01-03 (Supervisor/Manager) pay band. In contrast, Asian males have a high participation rate in both the YD01-03 and YF01-03 pay bands.

- Medical Career Groups:
 - Pay Schedules: YG, YH, YI, YJ
 - YG02-03 (Physicians/Dentists) - 190 employees
 - YH01-03 (Professional) – 861 employees
 - YI01-03 (Technician/Support) – 180 employees
 - YJ01-04 (Supervisors/Managers) – 343 employees

Asians	YG02	YG03	YH01	YH02	YH03	Participation Rate (in NSPS)
Male	5.00%	0.00%	5.26%	4.84%	0.00%	4.69%
Female	7.50%	0.00%	5.26%	13.48%	0.00%	3.91%

*the figures in red font identify areas of low participation

Asians	YJ01	YJ02	YJ03	YJ04	Participation Rate (in NSPS)
Male	14.29%	2.97%	0.00%	0.00%	4.69%
Female	19.64%	8.05%	0.00%	0.00%	3.91%

*the figures in red font identify areas of low participation

In this analysis, a discussion of the YI (Technician/Support) pay schedule is not included because this pay schedule does not typically progress to the high pay band level. The first table above indicates a good pipeline for the YG03 (Physicians/Dentists) and YH03 (Professional) levels for both Asian males and females. Despite a good pipeline at the next lower pay bands, both groups have no representation in the higher pay bands. The second table above indicates a good pipeline in the YJ01-02 (Supervisors/Managers) pay band, but again no participation at the higher pay band for both Asian males and females.

- Investigative/Protective Services Career Group:
 - Pay Schedules:
 - YK01-03 (Investigative) - 1069 employees
 - YL01-04 (Fire Protection) - 57 employees
 - YM01-02 (Police/Security Guard) - 132 employees
 - YN01-03 (Supervisor/Manager) - 1,078 employees

Asians	YK02	YK03	YL02	YL03	YL04	Participation Rate (in NSPS)
Male	0.00%	0.00%	0.00%	6.67%	0.00%	4.69%
Female	0.00%	0.00%	0.00%	0.00%	0.00%	3.91%

*the figures in red font identify areas of low participation

Asians	YM01	YM02	YN01	YN02	YN03	Participation Rate (in NSPS)
Male	2.41%	0.00%	3.41%	3.48%	0.00%	4.69%
Female	0.00%	0.00%	0.00%	0.00%	0.00%	3.91%

*the figures in red font identify areas of low participation

The participation of Asian males and females in the YK (Investigative), YL (Fire Protection) and YM (Police/Security Guard) pay schedules is nearly non-existent, except for Asian males in the YL03 and YM01 pay bands. There are no Asian females in the YN (Supervisor/Manager) pay schedule. Asian males participate at a low rate in the YN01-02 pay schedules, with no participation at the higher pay band.

General Schedule (GS) Analysis: There are 60,612 employees in the traditional GS system.

Asians	GS-10	GS-11	GS-12	GS-13	GS-14	GS-15	SES	Participation Rate (in S)
Male	5.47%	4.94%	7.49%	4.97%	1.84%	2.68%	1.66%	5.39%
Female	2.79%	3.83%	2.90%	1.48%	0.78%	0.87%	0.47%	3.74%

*the figures in red font identify areas of low participation

The participation rate of Asian males in the feeder grade levels is inconsistent, with a high participation rate for this group peaking at the GS-12 grade level. Starting at the GS-13 level, the participation rate of Asian males starts to drop significantly as we progress to the higher grade levels. In contrast, the participation rate of Asian females in the feeder grade levels peaks at the GS-11 level. Their participation rate starts to progressively drop as we look at the next higher grade levels.

Laboratory Demonstration Project #1: There are 13,442 employees in this laboratory demonstration project which has three pay bands as follows:

- ND1-5 – Scientific/Engineering (9,676)
- NT1-6 – Administrative/Technician (346)
- NG1-5 – General Support

Asians	NT03	NT04	NT05	NT06	Participation Rate (in Lab Demo #1)
Male	0.99%	1.34%	0.97%	0.81%	4.98%
Female	2.97%	1.19%	0.60%	0.81%	1.50%

*the figures in red font identify areas of low participation

Asians	ND01	ND02	ND03	ND04	ND05	Participation Rate (in Lab Demo #1)
Male	5.66%	3.40%	7.35%	7.03%	3.83%	4.98%
Female	3.77%	2.98%	2.15%	1.79%	0.55%	1.50%

*the figures in red font identify areas of low participation

In this analysis, a discussion of the NG (General Support) pay band is not included because this pay band does not typically progress to the high pay band level. In the NT (Administrative/Technical) pay band, Asian males participate at a low rate in all the pay bands. Asian females have a good participation rate at the NT03 level, with their participation rate dropping off as we progress to the next higher pay bands. In the ND (Scientific/Engineering) pay band, both Asian males and females enjoy good participation rates at the lower pay band levels, peaking at the ND04 level. At the high pay band level, ND05, both males and females participate at a low rate.

Other Laboratory Demonstration Projects Analysis: There are approximately 11,744 employees in the other demonstration project systems. Due to the small number of employees in these demonstration projects, for purposes of this analysis their populations were combined. Only the NP (Professional) career track was examined because the other career tracks do not lead to the higher grades and/or there are an insufficient number of employees in those career tracks to perform a meaningful analysis.

Asians	NP01	NP02	NP03	NP04	NP05	Participation Rate (other Lab Demos)
Male	5.26%	11.76%	11.44%	8.76%	9.09%	18.36%
Female	0.00%	1.47%	3.63%	0.91%	0.00%	1.81%

*the figures in red font identify areas of low participation

In the NP career track Asian males participate at a low rate at all pay band levels. Asian females also have a low participation rate in most of the pay band levels, except for the NP03 level.

Conclusion: As indicated briefly above, a grade level analysis for the DON workforce is complex given the number of different pay systems that cover our employees. A top-level analysis of the different pay systems resulted in the identification of triggers for a potential barrier(s) with respect to the career progression of Asian males and females. However, further examination of each system must be accomplished in order to pinpoint any actual barrier(s). An FY 2010 Part I EEO Plan has been developed to assist the commands and activities in focusing their ongoing barrier analysis efforts. We anticipate that the results of these planned activities will allow us to identify any actual barriers that may be impacting the career progression of Asian males and females.

2. Planned Activity #2: The major commands reported that EEO updates to senior leadership and supervisors/managers included information on this EEO Plan. We will follow-up periodically with the major commands to ensure that status updates on this EEO Plan is provided on a regular basis. **This planned activity is completed.**

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2010 Plan #I-10 (1)	
<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>Asian males and females enjoy a high participation rate in the DON's overall workforce. However, in a letter dated December 22, 2008 the Equal Employment Opportunity Commission (EEOC) advised the Secretary of the Navy of the EEOC's Asian American and Pacific Islander Work Group's findings that there appear to be barriers to full participation of Asian Americans and Pacific Islanders in the DON high grades and SES levels. As a result, a FY 2009 Part I, EEO Plan, was developed to address this issue.</p> <p>At the end of FY 2009, Table A1 shows a workforce participation rate of 6.50% for Asian males and 4.75% for females, compared to a NCLF of 1.90% and 1.70%, respectively.</p> <p>Although DON employees are covered by a number of different pay systems, ultimately the high grade/pay band levels in each of these systems serve as pipelines into the Senior Executive Service (SES) ranks. Asian males and females continue to participate at a low rate in SES positions compared to their overall participation rate in the total workforce and in some pipeline grades/pay bands.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The DON has a number of different pay systems to include the traditional General Schedule, National Security Personnel System, and various Demonstration Project systems. The unique nuances of each system complicate the accomplishment of an overall grade analysis with meaningful results.</p> <p>An aggregate DON level analysis, combining all the different pay systems together, was accomplished in FY 2008. A more precise analysis looking at each individual pay system was completed in FY 2009, again at the aggregate DON level. The results of this more precise analysis were varied and need to be examined more closely at the command/activity level in order to pinpoint specific barriers that may be impeding the career progression of Asian male and females.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p>	<p>As previously reported in our FY 2009 plan, the information required to conduct an in-depth 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>analysis is not available at the DON level. Our FY 2009 included a planned activity for command/activities to conduct an in-depth analysis and to report their findings in their FY 2009 accomplishment reports. While some commands reported that they have initiated analysis efforts for this EEO Plan and identified planned activities for execution in FY 2010, there is still much work to be accomplished.</p> <p>The planned activities identified below are intended to provide commands/activities with an initial approach for identifying any potential barriers. The results of their individualized findings will determine their next steps in the analysis process.</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 commands/activities with an initial approach for identifying any specific barriers that may be impeding the career progression of Asian males and females to the higher grade levels/pay bands in the various DON pay systems.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROs, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>February 2010</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2010</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>Note: Commands/activities will report their accomplishments on assigned planned activities in eVersity as they are completed, but no later than the established target date.</p>	
<p>Commands/activities will identify which series lead to the high grade/pay band levels and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>30 April 2010</p>
<p>Command/activities will determine the participation rate of Asian males and females in these identified series and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>28 May 2010</p>
<p>Command/activities will determine if any other groups have low</p>	<p>28 May 2010</p>

<p>participation rates in the identified series and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>	
<p>Command/activities will examine promotion policies, practices and procedures to determine if there are any barriers that may be impeding the career progression of Asian males and females and/or any other group and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials</p>	<p>30 July 2010</p>
<p>Determine the availability of applicant flow data for selections to the high grade/pay band levels. If not, currently available, develop a plan for implementing a tracking/monitoring system to capture as much data as practicable. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials</p>	<p>30 September 2010</p>
<p>Determine and report appropriate next steps in the analysis process based on the results of their respective findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>30 September 2010</p>
<p>Determine which series in DON typically lead to the SES ranks and share this information with the major commands. Responsible Official: DON EEO Program Director, DON EEO staff</p>	<p>30 April 2010</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
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EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2010 Plan #I-10 (2)	
<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>Almost all major commands report a trigger of a low participation rate of Hispanic males and females in their overall workforce. This same trigger is consistent at the aggregate DON level (Table A1). The low participation rate of Hispanic males and females in the DON has been a consistent trend for the last several years.</p> <p>A review of Table A6 indicates a low participation rate of Hispanic males in 8 out of 10 major occupations: 2210, 0343, 0802, 0301, 0501, 0346, 1102 and 0856. Hispanic females have a low participation rate in 6 out of 10: 2210, 0802, 0301, 0346, 1102, 0856.</p> <p>Based on a review of Table A4, some commands also reported a trigger for a potential barrier with respect to the career progression of Hispanic males and females.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Due to the consistent identification of a trigger of a low participation rate in the overall workforce for Hispanic males and females and no meaningful forward progress, the DON issued an Instruction to establish policy for the Civilian Hispanic Employment Program and subsequently developed an agency specific form, Part K, to establish the requirement for an annual status report on issues and accomplishments related to the Hispanic Employment Program.</p> <p>Reviews of the DON Part K are conducted annually. At the end of the previous reporting period (FY 2008), our review indicated the need to re-establish the program structure at the command level. Commands were instructed to establish their programs during the current reporting period and to develop EEO plans, as appropriate, for execution in FY 2010.</p> <p>In FY 2009, an analysis of the major occupations data at the DON level indicates that Hispanic male and females have a low participation rate in most of the major</p>	

	occupations. Within the major occupations, the series with the lowest participation rates for Hispanics are in the technician category. Commands/activities will be instructed to investigate this problem area more thoroughly and report the results of their investigation.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The information required to conduct an in-depth barrier analysis is not available at the DON level. The planned activities identified below are intended to provide commands/activities with an initial approach for identifying any potential barriers. The results of their individualized findings will determine their next steps in the analysis process. The planned activities identified below are intended to provide commands/activities with an initial approach for identifying any potential barriers. The results of their individualized findings will determine their next steps in the analysis process.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Provide commands/activities with updated guidance for establishing and maintaining a Command Hispanic Employment Program. Provide guidance for an initial approach for identifying any specific barriers that may be impacting the employment opportunities of Hispanic males and females.
RESPONSIBLE OFFICIAL:	DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts
DATE OBJECTIVE INITIATED:	February 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2010
EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Note: Commands/activities will report their accomplishments on assigned planned activities in eVersity as they are completed, but no later than the established target date.	
Update SECNAVINST 12720.8, DON Civilian Hispanic Employment Program. Responsible Official: DON EEO Program Director, DON EEO staff	30 June 2010

<p>Update the DON Part K, Hispanic Employment Program, Annual Status Report. Responsible Official: DON EEO Program Director, DON EEO staff</p>	<p>30 June 2010</p>
<p>Commands/activities will conduct and report the results of their analysis of the data in Table A3, i.e., compare the occupational groups that comprise the majority of their workforce against the RCLF of Hispanics in these same groups. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>31 July 2010</p>
<p>Commands/activities will conduct and report the results of their analysis of the data in Table A6, i.e., identify the specific major occupations where there is a low participation of Hispanic male and females. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>31 July 2010</p>
<p>Commands/activities will report the <u>results</u> of recruitment efforts. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials</p>	<p>31 August 2010</p>
<p>Review the results of analysis conducted in FY 2010 EEO Plan #I-10 (1) to identify any potential barriers with respect to the career progression of Hispanic males and females. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>30 July 2010</p>
<p>Determine and report appropriate next steps in the analysis process based on the results of their respective findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>30 September 2010</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
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Department of the Navy

FY 2010 Plan #I-10 (3)

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?

All major commands report a trigger of a low participation rate of individuals with targeted disabilities in their workforce. This participation rate has continued to decrease for a number of years.

The DON has adopted the EEOC's 2% goal for participation of individuals with targeted disabilities. A review of Table B1 shows the participation rate of individuals with targeted disabilities in the DON workforce has dropped from 0.72% in FY 2008 to 0.70% in FY 2009. The DON rate of 0.70% is below the 2% goal.

BARRIER ANALYSIS:

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

As a result of the continuing decline in the participation of individuals with targeted disabilities, major commands were tasked with establishing a special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities in FY 2009, for execution in FY 2010. The program and plan will include the development of a strategy/plan to conduct more in-depth barrier analysis on their accessions/separations and to develop EEO plans, as appropriate.

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.

In depth analysis is not being conducted at all levels of the agency to determine if there are barriers to the employment of individuals with targeted disabilities.

OBJECTIVE:

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

The DON Major Commands will execute their program/plan for the recruitment, hiring, and advancement of individuals with targeted disabilities. They will conduct in-depth analysis to identify if any barriers exist and if barriers are identified an appropriate plan to eliminate them must be created.

RESPONSIBLE OFFICIAL:

DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts

DATE OBJECTIVE INITIATED:

February 2010

TARGET DATE FOR COMPLETION OF OBJECTIVE:

September 2010

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
<p>Note: Commands/activities will report their accomplishments on assigned planned activities in eVersity as they are completed, but no later than the established target date.</p>		
<p>Commands/activities will conduct and report the results of their mid-year analysis of the individuals with targeted disabilities data. The report will include, but not limited to, an analysis relating to participation in the workforce, accessions, separations, and participation in major occupations. Appropriate actions plans will be developed to address any identified barriers. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		<p>31 May 2010</p>
<p>Commands/activities will provide a progress report on the execution of their special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		<p>31 May 2010</p>
<p>The Office of EEO and Diversity Management will provide feedback to the major commands on their mid-year analysis, and, if necessary, provide recommendations for improvement in preparation for the end of year analysis. Responsible Official: DON EEO Program Director, DON EEO staff.</p>		<p>1 August 2010</p>
<p>Command/activities will conduct an end of the year in-depth analysis of the individuals with targeted disabilities workforce data and develop/update appropriate action plans to address identified barriers. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		<p>30 September 2010</p>
<p>Commands/activities will evaluate and report the success of their special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities, and, if necessary, reevaluate their plans and program to facilitate the achievement of the 2% participation goal for individuals with targeted disabilities. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		<p>30 September 2010</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>		

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
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PART I Department or Agency Information	1. Agency	1. Department of Defense
	1.a. 2 nd Level Component	1.a. Department of Navy
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	224,962	100.00%	231,138	100.00%	6,176	2.75%
	Reportable Disability	12,060	5.36%	12,461	5.39%	401	3.33%
	Targeted Disability*	1,630	0.72%	1,610	0.70%	-20	-1.23%
	* 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.					unknown	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					117		

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.								
4. Non-Competitive Promotions	16,715	716	4.28%	97	0.58%	408	2.44%	159494	92.70%
5. Employee Career Development Programs	Data not available.								
5.a. Grades 5 - 12									
5.b. Grades 13 - 14									
5.c. Grade 15/SES									
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total)	454,797	29,820	6.56%	3,493	0.77%	9,556	2.10%	411,928	90.57%

hrs awarded)									
6.b. Cash Awards (total \$\$\$ awarded)	107,366,184	5,687,413	5.30%	641,505	0.60%	2,240,637	2.09%	98,796,629	92.02%
6.c. Quality-Step Increase	4,384	212	4.84%	31	0.71%	82	1.87%	4,059	92.59%

<p>Part IV</p> <p>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>While the DON made several significant advances in FY 2009, we continue to have many of the same issues previously identified in our FY 2008 Accomplishment Report which hamper our efforts to effectively identify and eliminate barriers to equality of opportunity for individuals with targeted disabilities (IWTD). Specifically, the ability to conduct a more in-depth barrier analysis remains a challenge due to the lack of tracking and monitoring systems for: applicant pool information; identifying the number of individuals with disabilities who have applied for positions with the DON; capturing the reasons why employees have left the workforce, etc. Some applicant pool information has been posted on the DON Affirmative Employment Reporting Tool (DART).</p> <p>The DON owns eVersity, an automated reporting tool that provides the capability to display workforce data in EEOC Workforce Data Tables format and facilitates reporting requirements. DON workforce data from the Defense Civilian Personnel Data System (DCPDS) has been downloaded into the software. Configuration and testing is currently being conducted on the software to ensure full functionality. We anticipate that once this tool is fully functional, it will greatly facilitate our efforts to conduct the required barrier analysis at all levels of the organization. In FY 2010, work will continue on eVersity to ensure that the application will be available for use at all levels on the FY 2010 report.</p> <p>In FY 2008, we reported that the DoD was working on developing the Enterprise Staffing Solution (ESS) to replace the DON's Resumix hiring system. The ESS was anticipated to provide the applicant flow data required to conduct the required analysis. The DoD cancelled the development and acquisition of the ESS; as a result, in FY 2009, we will refocus our efforts to obtain what applicant flow data we can from the Resumix system.</p> <p>Although our efforts to conduct an in-depth barrier analysis were hindered in some ways by the issues described above, an analysis of the data and trends related to accessions/separations and major occupations was accomplished and are provided below. Please note that the analysis was accomplished on the DON permanent/temporary appropriated fund population only. The availability and use of the non-appropriated fund (NAF) workforce data has been incrementally incorporated into the DON reports in the last few years. At this time, detailed NAF data was not obtained for detailed analysis on accessions/separations and major occupations. Future reports will contain additional NAF workforce analysis.</p>
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ACCESSIONS/SEPARATIONS:

Analysis of the available data reveals a consistent trend of a higher rate of separations when compared to the number of accessions for individual with targeted disabilities for each of the last four fiscal years, resulting in a progressively lower participation rate for individuals with targeted disabilities from FY 2006 to the end of FY 2009. The DON participation rate for individuals with targeted disability is 0.70% as compared to 0.72% in FY 2008. In addition to the decrease in the population of individuals with targeted disabilities in the DON, another factor influencing this participation rate is the higher rate of accessions among individuals without targeted disabilities.

In FY 2009, there were 129 separations compared to 117 accessions. Despite the greater number of separations than accessions, the number of accessions continues to increase. In FY 2009 there were 117 accessions of individuals with targeted disabilities compared to 93 accessions in FY 2008. Appropriated fund workforce data shows that 69% of FY 2009 accessions were into permanent positions. Fifty-seven percent of accessions were excepted appointments.

The number of separations for individuals with targeted disabilities decreased from 131 in FY 2008 to 129 in FY 2009. Eighty-three percent of separations were voluntary separations. An analysis of the Appropriated Fund workforce data showed that 33% of separations were voluntary retirements, 11% of separations were disability retirements and 8% of separations were deaths. Fiscal Year 2010 objective #6 will require a more in-depth analysis at the command level to determine if there is a barrier with respect to the retention of individuals with targeted disabilities.

To address the low number of accessions for individuals with targeted disabilities, all DON Major Commands have been tasked with executing their own special program and plan for the recruitment, hiring and advancement of individuals with targeted disabilities. We anticipate that with this continued agency-wide focus, the number of accessions from one fiscal year to the next will continue to increase. We understand the necessity to achieve a higher number of accessions, to offset the normal separation rate, to realize a net increase in the overall participation rate for individuals with targeted disabilities in the DON workforce. The DON has adopted the EEOC's goal of 2% participation rate of individuals with targeted disabilities. Specific planned activities for implementation plans provided in Part V below.

MAJOR OCCUPATIONS:

The major occupations in the DON on FY 2009 were: Electronics Engineering (0855), Information Technology Management (2210), Management/Program Analysts (0343), Engineering Technician (0802), Mechanical Engineer (0830), Contracting (1102), Finance Administration and Program (0501), Logistics Management (0346), Miscellaneous Administration and Program (0301), and Electronics Technician (0856).

The participation rate of individuals with targeted disabilities in these major occupations has remained constant at 0.63%. For the last four fiscal years, this participation rate has been lower than their participation rate in the overall workforce.

An analysis of the number of individuals with targeted disabilities by series was conducted. Individuals with targeted disabilities hold positions in 231 different series in the DON. Six of the top 10 of those series are major occupations within the DON. Individuals with targeted disabilities are found in all DON major occupations.

Commands are tasked with conducting a more in-depth barrier analysis on their major occupation categories as part of their Special Program and plan.

FY 2008 ACCOMPLISHMENTS:

- In the DON FY 2008 Part J, we listed several objectives for FY 2009. Detailed below is the outcome for each objective.
 - FY 2009 Objective #1: Recruit and fill a DON Level PWD Program Manager position to manager this critical program.
 - The DON Disability Program Manager came aboard in July 2009.
 - FY 2009 Objective #2: Update the DON PART J and require all commands to establish a special program and plan for individuals with targeted disabilities using this PART for execution in FY 2010.
 - In January 2009 a Civilian Human Resources Manual (CHRM) Subchapter on EEO Program Assessments was issued and disseminated, which included an updated DON Part J. Major commands were instructed to develop plans in FY 2009 for implementation in FY 2010.
 - FY 2009 Objective #3: Implement an automated DON-wide tracking and monitoring system for reasonable accommodation requests.
 - The DON purchased a DON-wide tracking and monitoring system for reasonable accommodations in July 2009. The system is being developed to meet DON requirements and will be deployed in the summer of 2010. This system will allow the DON headquarters EEO Office to more closely track the timeliness of reasonable accommodation requests and review reasonable accommodation decisions at all levels in the organization.
 - FY 2009 Objective #4: Host a DON forum at the annual Perspectives on Employment of Persons with Disabilities Conference.
 - On December 8, 2009, the DON held a forum. Attendance at the forum was three times greater than in previous years. Thirty-eight individuals attended the forum. Areas covered during the forum included presentations on the DON Reasonable Accommodation Tracker, the Americans with Disabilities Act Amendments Act of 2008, DON expectations for the Disability Program, and Career Management Training for EEO professionals by our Workforce Development Division.
 - FY 2009 Objective #5: Disseminate the DON Guide for Conducting Effective Barrier Analysis and provide training on barrier analysis.
 - The DON Barrier Analysis CHRM was issued and disseminated in December 2008. The pilot barrier analysis training was developed and a pilot training session was conducted. Full deployment of the barrier analysis training is scheduled for FY 2010.
 - FY 2009 Objective #6: Require commands to conduct more in-depth

analysis than currently conducted to identify barriers for employment of individuals with targeted disabilities and to develop appropriate barrier elimination plans.

- Commands are struggling to conduct barrier analysis that meets DON expectations. Full deployment of the barrier analysis training is expected to improve the command's barrier analysis efforts in the next reporting period.
- FY 2009 Objective #7: Implement a revised DON FEORP Program and Plan that includes recruitment strategies to ensure the diversity of applicant pools to include individuals with targeted disabilities.
 - The FY 2009 FEORP Program Plan was developed by the DON Office of EEO and Diversity Management and the development of future FEORP Program Plans will be transitioned to the Recruitment Division of the Office of Civilian Human Resources.
- FY 2009 Objective # 8: Track, monitor and report results of the pilot individual with disabilities programs and share lessons learned.
 - In FY 2009, two pilot programs were initiated in the DON. One program was terminated as a result of the individual in charge of the pilot being deployed on active duty. The second pilot program was completed and information regarding the program was shared with the major commands.
- FY 2009 Objective #9: DON has adopted the EEOC's goal of 2% participation rate of individuals with targeted disabilities. DON EEO professionals are tasked with taking a leadership role in the achievement of this goal by: addressing this issue in detail with their Commanding Officer during briefings, enlisting the commitment and support of their Commanding Officers to obtain management involvement, training all supervisors and managers, and ensuring that each command has and implements a plan.
 - The DON CHRM subchapter on EEO Program Assessment requires all major commands to develop a special program and plan for recruitment, advancement and placement of individuals with targeted disabilities. Plans are to be developed in FY 2009 and executed in FY 2010.
- In addition to the above, the DON has achieved the following accomplishments in FY 2009:
 - Received the Secretary of Defense Trophy for Employment of People with Disabilities (Military Component).
 - Established a network of contacts at the activity level to serve as a local point of contact on disability issues. The network contains 196 individuals throughout the DON. Periodic meetings and training sessions are held with this group to develop more knowledge points of contact at each command. This network will also provide a mechanism to raise concerns and share ideas to both the major command and the DON level.
 - Established greater coordination between the DON Office of EEO and Diversity and the DON Chief Information Office to coordinate Section 508 issues and the Navy Marine Corp Intranet (NMCI) Program Executive Office to coordinate reasonable accommodations issues involving the DON Intranet and related IT issues. This greater coordination will enhance the DON ability to provide DON employees with assistive technologies and accessibility to electronic media.

	<ul style="list-style-type: none"> ○ The Fleet and Industrial Supply Center (FISC), Pearl Harbor received the State of Hawaii's Division of Vocational Rehabilitation, 2009 Outstanding Employer of Persons with Disabilities Award. Since 2008 the FISC, Pearl Harbor has hired 16 individuals with disabilities registered with the Hawaii Division of Vocational Rehabilitation. Thirteen individuals have remained on board. ○ Participated in the DOD/DOL Workforce Recruitment Program for College Students. There were 46 WRP hires during the summer. Four students were permanently hired as DON employees. ○ Emphasized the importance of this program with Admirals/ Commanding Officers during DON program validation visits at each command. During FY 2009 meetings were held with Commanding Officers at several major commands. During these meetings the command's disability programs are discussed, as well as the DON's commitment to the program. ○ Participated in the Veteran's Affairs Vocational Rehabilitation Program for the "Coming Home to Work Program." This program allows veterans to remain on active duty while gaining civilian work experience as they transition to civilian life. As a result, veterans, many with service related disabilities, have been referred for consideration, and the plan is to continue to provide opportunities for veterans to share and gain work experience with DON. ○ Participated in the Naval Acquisition Internship Programs (NAIP) to ensure the pool of entry-level candidates included individual with targeted disabilities through direct sourcing and interaction with candidates at local and national career fairs. ○ Participated in events such as the Wounded Warrior Regiment (WWR) job fairs to increase employment opportunities for veterans and individuals with targeted disabilities.
<p>Part V</p> <p>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 effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>FY 2010 STRATEGIC PLAN</p> <p>Despite some progress and continued pressure to hire individuals with targeted disabilities, initiatives to increase the participation rate of individuals with targeted disabilities have not achieved expected results to date. DON is committed to establishing an effective program that builds on our accomplishments by raising the benchmark for success each succeeding year</p>

and developing new initiatives that will enhance our program. The implementation of DON goals, objectives and strategies for individuals with targeted disabilities that have the desired results to hire; place individuals in such a way as to improve possibilities for career development; and, advance individuals to a position at a higher level or with greater potential is dependent upon our ability to establish a robust program. Our plan for FY 2010 is to focus our efforts on establishing such programs at the major command level and to conduct in-depth barrier analysis for the identification of specific barriers. To emphasize the importance of this program, the DON has identified the following objectives for FY 2010:

- FY 2010 objective #1: Revise the DON Policy and Procedures on Reasonable Accommodation, in light of the EEOC's revised regulations, 29 CFR §1630.
- FY 2010 objective #2: Develop and hold major commands accountable for the deployment of the mandatory disability/reasonable accommodation training to both DON supervisors/managers and all employees. Final development and deployment of the training will be done as soon as practically possible after the EEOC's issues it revised regulations, 29 CFR §1630.
- FY 2010 objective #3: Implement an automated DON-wide tracking and monitoring system for reasonable accommodation requests.
- FY 2010 objective #4: Host a DON forum at the Perspectives on Employment of Persons with Disabilities Conference.
- FY 2010 objective #5: Require commands to conduct more in-depth analysis to identify the barriers for the employment of individuals with targeted disabilities and develop appropriate barrier elimination plans, which will facilitate the writing of instructions, the issuance of guidance, training, and greater accountability within their commands. Efforts will be reviewed and reported in the major commands FY 2010 scorecard.
- FY 2010 objective #6: Hold periodic training sessions with command and activity level disability points of contact to make them more knowledgeable about the DON disability program and more effective in providing advice to their commands.
- FY 2010 objective #7: Coordinate with Human Resource Offices to facilitate the employment of Wounded Warriors.

Table A1: FY 2009 TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
Prior FY 2008	#	224,391	142,806	81,585	7,294	5,700	100,326	46,338	16,748	15,994	14,285	9,199	2,448	3,211	973	649	732	494
	%	100%	63.64%	36.36%	3.25%	2.54%	44.71%	20.65%	7.46%	7.13%	6.37%	4.10%	1.09%	1.43%	0.43%	0.29%	0.33%	0.22%
Current FY 2009	#	230,687	148,132	82,555	7,624	5,873	104,575	46,997	16,884	16,003	14,995	10,947	1,944	1,290	970	614	1,140	831
	%	100%	64.21%	35.79%	3.30%	2.55%	45.33%	20.37%	7.32%	6.94%	6.50%	4.75%	0.84%	0.56%	0.42%	0.27%	0.49%	0.36%
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference	#	6296	5326	970	330	173	4249	659	136	9	710	1748	-504	-1921	-3	-35	408	337
Ratio Change	%	0%	0.57%	-0.57%	0.05%	0.01%	0.62%	-0.28%	-0.14%	-0.19%	0.13%	0.65%	-0.25%	-0.87%	-0.01%	-0.02%	0.17%	0.14%
Net Change	%	2.81%	3.73%	1.19%	4.52%	3.04%	4.24%	1.42%	0.81%	0.06%	4.97%	19.00%	-20.59%	-59.83%	-0.31%	-5.39%	55.74%	68.22%
PERMANENT																		
Prior FY 2008	#	175,724	123,602	52,122	5,496	2,705	90,122	33,303	13,107	9,987	12,092	4,929	1328	467	814	368	643	363
	%	100%	70.34%	29.66%	3.13%	1.54%	51.29%	18.95%	7.46%	5.68%	6.88%	2.80%	0.76%	0.27%	0.46%	0.21%	0.37%	0.21%
Current FY 2009	#	184,394	129,767	54,627	5,856	2,952	94,614	34,757	13,615	10,366	12,488	5,088	1,463	561	827	386	904	517
	%	100%	70.37%	29.63%	3.18%	1.60%	51.31%	18.85%	7.38%	5.62%	6.77%	2.76%	0.79%	0.30%	0.45%	0.21%	0.49%	0.28%
Difference	#	8,670	6,165	2,505	360	247	4,492	1,454	508	379	396	159	135	94	13	18	261	154
Ratio Change	%	0%	0.04%	-0.04%	0.05%	0.06%	0.02%	-0.10%	-0.08%	-0.06%	-0.11%	-0.05%	0.04%	0.04%	-0.01%	0.00%	0.12%	0.07%
Net Change	%	4.93%	4.99%	4.81%	6.55%	9.13%	4.98%	4.37%	3.88%	3.79%	3.27%	3.23%	10.17%	20.13%	1.60%	4.89%	40.59%	42.42%
TEMPORARY																		
Prior FY 2008	#	6,035	3,509	2,526	234	179	2,673	1,492	356	418	181	329	16	36	19	25	30	47
	%	100%	58.14%	41.86%	3.88%	2.97%	44.29%	24.72%	5.90%	6.93%	3.00%	5.45%	0.27%	0.60%	0.31%	0.41%	0.50%	0.78%
Current FY 2009	#	6,985	4,141	2,844	291	204	3,124	1,726	425	446	198	344	27	42	27	30	49	52
	%	100%	59.28%	40.72%	4.17%	2.92%	44.72%	24.71%	6.08%	6.39%	2.83%	4.92%	0.39%	0.60%	0.39%	0.43%	0.70%	0.74%
Difference	#	950	632	318	57	25	451	234	69	28	17	15	11	6	8	5	19	5
Ratio Change	%	0%	1.14%	-1.14%	0.29%	-0.05%	0.43%	-0.01%	0.19%	-0.54%	-0.16%	-0.53%	0.12%	0.00%	0.07%	0.02%	0.20%	-0.03%
Net Change	%	15.74%	18.01%	12.59%	24.36%	13.97%	16.87%	15.68%	19.38%	6.70%	9.39%	4.56%	68.75%	16.67%	42.11%	20.00%	63.33%	10.64%
NON-APPROPRIATED																		
Prior FY 2008	#	42,632	15,695	26,937	1,564	2,816	7,531	11,543	3,285	5,589	2,012	3,941	1,104	2,708	140	256	59	84
	%	100%	36.82%	63.18%	3.39%	6.49%	17.51%	26.25%	7.18%	13.20%	6.28%	14.73%	1.40%	2.19%	0.32%	0.56%	0.19%	0.31%
Current FY 2009	#	39,308	14,224	25,084	1,477	2,717	6,837	10,514	2,844	5,191	2,309	5,515	454	687	116	198	187	262
	%	100%	36.19%	63.81%	3.76%	6.91%	17.39%	26.75%	7.24%	13.21%	5.87%	14.03%	1.15%	1.75%	0.30%	0.50%	0.48%	0.67%
Difference	#	-3,324	-1,471	-1,853	-87	-99	-694	-1,029	-441	-398	297	1,574	-650	-2,021	-24	-58	128	178
Ratio Change	%	0%	-0.63%	0.63%	0.37%	0.42%	-0.11%	0.50%	0.05%	0.00%	-0.41%	-0.70%	-0.25%	-0.44%	-0.02%	-0.06%	0.29%	0.36%
Net Change	%	-7.80%	-9.37%	-6.88%	-5.56%	-3.52%	-9.22%	-8.91%	-13.42%	-7.12%	14.76%	39.94%	-58.88%	-74.63%	-17.14%	-22.66%	216.95%	211.90%

Table A2: FY 2009 TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Component		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		
TOTAL FY 2009	#	230,687	148,132	82,555	7,624	5,873	104,575	46,997	16,884	16,003	14,995	10,947	1,944	1,290	970	614	1,140	831	
	%	100%	64.21%	35.79%	3.30%	2.55%	45.33%	20.37%	7.32%	6.94%	6.50%	4.75%	0.84%	0.56%	0.42%	0.27%	0.49%	0.36%	
CLF 2000		100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%	
Chief Naval Operations (NV11)	#	4,883	3,062	1,821	83	63	2,524	1,221	233	315	168	172	17	21	13	6	24	23	
	%	100%	62.71%	37.29%	1.70%	1.29%	51.69%	25.01%	4.77%	6.45%	3.44%	3.52%	0.35%	0.43%	0.27%	0.12%	0.49%	0.47%	
Assistant for Administration Office of the Under Secretary of the Navy (NV12)	#	4,947	2,422	2,525	136	136	1,833	1,463	305	697	107	165	10	14	9	12	22	38	
	%	100%	48.96%	51.04%	2.75%	2.75%	37.05%	29.57%	6.17%	14.09%	2.16%	3.34%	0.20%	0.28%	0.18%	0.24%	0.44%	0.77%	
Office of Naval Research (NV14)	#	3,028	2,096	932	47	24	1,707	606	127	219	197	69	2	0	3	9	13	5	
	%	100%	69.22%	30.78%	1.55%	0.79%	56.37%	20.01%	4.19%	7.23%	6.51%	2.28%	0.07%	0.00%	0.10%	0.30%	0.43%	0.17%	
Office of Naval Intelligence (NV 15)	#	1,703	1,080	623	30	19	889	454	125	133	18	13	2	0	1	1	15	3	
	%	100%	63.42%	36.58%	1.76%	1.12%	52.20%	26.66%	7.34%	7.81%	1.06%	0.76%	0.12%	0.00%	0.06%	0.06%	0.88%	0.18%	
Bureau of Medicine and Surgery (NV18)	#	12,653	4,688	7,965	304	426	2,808	4,455	830	1,734	615	1,166	30	60	43	57	58	67	
	%	100%	37.05%	62.95%	2.40%	3.37%	22.19%	35.21%	6.56%	13.70%	4.86%	9.22%	0.24%	0.47%	0.34%	0.45%	0.46%	0.53%	
Naval Air Systems Command (NV19)	#	23,834	18,006	5,828	962	321	14,074	4,439	1,418	654	1,350	330	30	13	116	43	56	28	
	%	100%	75.55%	24.45%	4.04%	1.35%	59.05%	18.62%	5.95%	2.74%	5.66%	1.38%	0.13%	0.05%	0.49%	0.18%	0.23%	0.12%	
Navy Personnel Command (NV22)	#	1,678	907	771	51	26	621	447	177	253	35	24	4	1	5	9	14	11	
	%	100%	54.05%	45.95%	3.04%	1.55%	37.01%	26.64%	10.55%	15.08%	2.09%	1.43%	0.24%	0.06%	0.30%	0.54%	0.83%	0.66%	
Naval Supply Systems Command (NV23)	#	18,638	7,627	11,011	609	1034	4251	4834	1211	2004	1089	2436	265	430	49	70	153	203	
	%	100%	40.92%	59.08%	3.27%	5.55%	22.81%	25.94%	6.50%	10.75%	5.84%	13.07%	1.42%	2.31%	0.26%	0.38%	0.82%	1.09%	
Naval Sea Systems Command (NV24)	#	24,507	18,187	6,320	605	331	15,293	4,709	923	874	1,165	333	36	12	99	27	66	34	
	%	100%	74.21%	25.79%	2.47%	1.35%	62.40%	19.21%	3.77%	3.57%	4.75%	1.36%	0.15%	0.05%	0.40%	0.11%	0.27%	0.14%	
Naval Facilities Engineering Command (NV25)	#	15,290	11,414	3,876	564	288	7,811	2,281	1,236	546	1,437	596	207	94	64	32	95	39	
	%	100%	74.65%	25.35%	3.69%	1.88%	51.09%	14.92%	8.08%	3.57%	9.40%	3.90%	1.35%	0.61%	0.42%	0.21%	0.62%	0.26%	
United States Marine Corps (NV27)	#	28,904	16,780	12,124	1462	1132	10913	6380	2839	2726	997	1358	271	264	143	116	155	148	
	%	100%	58.05%	41.95%	5.06%	3.92%	37.76%	22.07%	9.82%	9.43%	3.45%	4.70%	0.94%	0.91%	0.49%	0.40%	0.54%	0.51%	
Strategic Systems Programs (NV30)	#	924	654	270	34	14	531	187	42	47	41	18	0	0	6	1	0	3	
	%	100%	70.78%	29.22%	3.68%	1.52%	57.47%	20.24%	4.55%	5.09%	4.44%	1.95%	0.00%	0.00%	0.65%	0.11%	0.00%	0.32%	
Military Sealift Command (NV33)	#	6,167	5,377	790	230	34	2,286	311	1,274	299	1,442	121	92	13	29	9	24	3	
	%	100%	0.8719	12.81%	3.73%	0.55%	37.07%	5.04%	20.66%	4.85%	23.38%	1.96%	1.49%	0.21%	0.47%	0.15%	0.39%	0.05%	
Space and Naval Warfare Systems Command (NV39)	#	8,123	5,770	2,353	257	156	4,231	1,441	339	308	795	374	81	37	23	14	44	23	
	%	100%	71.03%	28.97%	3.16%	1.92%	52.09%	17.74%	4.17%	3.79%	9.79%	4.60%	1.00%	0.46%	0.28%	0.17%	0.54%	0.28%	
Naval Systems Management Activity (NV41)	#	573	376	197	8	8	340	157	20	23	7	5	0	0	0	1	1	3	
	%	100%	65.62%	34.38%	1.40%	1.40%	59.34%	27.40%	3.49%	4.01%	1.22%	0.87%	0.00%	0.00%	0.00%	0.17%	0.17%	0.52%	

Commander, Navy Installations Command (NV52)	#	32,556	16,270	16,286	1327	1484	9850	7944	2743	3623	1842	2867	281	164	141	132	86	72
	%	100%	49.98%	50.02%	4.08%	4.56%	30.26%	24.40%	8.43%	11.13%	5.66%	8.81%	0.86%	0.50%	0.43%	0.41%	0.26%	0.22%
Commander, U.S. Fleet Forces (NV60)	#	19,292	15,718	3,574	277	79	12,601	2,333	2,303	936	364	154	35	23	92	20	46	29
	%	100%	81.47%	18.53%	1.44%	0.41%	65.32%	12.09%	11.94%	4.85%	1.89%	0.80%	0.18%	0.12%	0.48%	0.10%	0.24%	0.15%
Commander, U.S. Pacific Fleet (NV70)	#	17,034	14,166	2,868	457	158	9,375	1,787	343	116	3,112	603	557	119	105	29	217	56
	%	100%	83.16%	16.84%	2.68%	0.93%	55.04%	10.49%	2.01%	0.68%	18.27%	3.54%	3.27%	0.70%	0.62%	0.17%	1.27%	0.33%
Commander, Navy Reserve Forces (NV72)	#	464	246	218	14	10	174	129	43	63	13	10	0	4	1	2	1	0
	%	100%	53.02%	46.98%	3.02%	2.16%	37.50%	27.80%	9.27%	13.58%	2.80%	2.16%	0.00%	0.86%	0.22%	0.43%	0.22%	0.00%
Naval Special Warfare Command (NV74)	#	1,028	766	262	50	30	588	148	65	47	37	25	10	3	6	1	10	8
	%	100%	74.51%	25.49%	4.86%	2.92%	57.20%	14.40%	6.32%	4.57%	3.60%	2.43%	0.97%	0.29%	0.58%	0.10%	0.97%	0.78%
Naval Education and Training Command (NV76)	#	4,461	2,520	1,941	117	100	1,875	1,271	288	386	164	108	14	18	22	23	40	35
	%	100%	56.49%	43.51%	2.62%	2.24%	42.03%	28.49%	6.46%	8.65%	3.68%	2.42%	0.31%	0.40%	0.49%	0.52%	0.90%	0.78%

Note: Includes NonAppropriated Fund data

Table A3-1: FY 2009 OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Category	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	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	5,842	4,680	1,162	124	44	4,070	927	174	124	243	53	28	1	16	6	25	7
	%	100%	80.11%	19.89%	2.12%	0.75%	69.67%	15.87%	2.98%	2.12%	4.16%	0.91%	0.48%	0.02%	0.27%	0.10%	0.43%	0.12%
Mid-level (Grades 13-14)	#	12,871	9,445	3,426	331	163	7,578	2,423	674	499	639	258	112	34	55	23	56	26
	%	100%	73.38%	26.62%	2.57%	1.27%	58.88%	18.83%	5.24%	3.88%	4.96%	2.00%	0.87%	0.26%	0.43%	0.18%	0.44%	0.20%
First-Level (Grades 12 and Below)	#	4,295	3,550	745	173	38	2,400	445	540	184	305	52	78	14	35	7	19	5
	%	100%	82.65%	17.35%	4.03%	0.88%	55.88%	10.36%	12.57%	4.28%	7.10%	1.21%	1.82%	0.33%	0.81%	0.16%	0.44%	0.12%
Other Officials and Managers	#	39,356	21,501	17,855	902	955	16,701	11,891	2,271	3,284	1,216	1,278	118	178	135	114	158	155
	%	100%	54.63%	45.37%	2.29%	2.43%	42.44%	30.21%	5.77%	8.34%	3.09%	3.25%	0.30%	0.45%	0.34%	0.29%	0.40%	0.39%
Officials and Managers - TOTAL	#	62,364	39,176	23,188	1,530	1,200	30,749	15,686	3,659	4,091	2,403	1,641	336	227	241	150	258	193
	%	100%	62.82%	37.18%	2.45%	1.92%	49.31%	25.15%	5.87%	6.56%	3.85%	2.63%	0.54%	0.36%	0.39%	0.24%	0.41%	0.31%
2. Professionals	#	52,124	37,339	14,785	1,465	708	29,313	9,947	1,960	2,017	4,017	1,779	194	103	149	93	241	138
	%	100%	71.63%	28.37%	2.81%	1.36%	56.24%	19.08%	3.76%	3.87%	7.71%	3.41%	0.37%	0.20%	0.29%	0.18%	0.46%	0.26%
3. Technicians	#	15,131	12,347	2,784	463	145	9,874	1,710	983	517	764	332	78	27	111	25	74	28
	%	100%	81.60%	18.40%	3.06%	0.96%	65.26%	11.30%	6.50%	3.42%	5.05%	2.19%	0.52%	0.18%	0.73%	0.17%	0.49%	0.19%
4. Sales Workers	#	10	1	9	0	0	0	4	0	2	1	2	0	0	0	1	0	0
	%	100%	10.00%	90.00%	0.00%	0.00%	0.00%	40.00%	0.00%	20.00%	10.00%	20.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%
5. Office/Clerical	#	18,227	5,760	12,467	403	814	3,038	6,750	1,326	3,241	810	1,240	67	154	44	106	72	162
	%	100%	31.60%	68.40%	2.21%	4.47%	16.67%	37.03%	7.27%	17.78%	4.44%	6.80%	0.37%	0.84%	0.24%	0.58%	0.40%	0.89%
6. Craft Workers	#	27,087	25,344	1,743	1,301	116	16,459	1,112	3,589	308	3,139	125	480	39	187	18	189	25
	%	100%	93.57%	6.43%	4.80%	0.43%	60.76%	4.11%	13.25%	1.14%	11.59%	0.46%	1.77%	0.14%	0.69%	0.07%	0.70%	0.09%
7. Operatives	#	5,581	5,015	566	270	25	3,004	327	999	136	565	50	101	15	47	6	29	7
	%	100%	89.86%	10.14%	4.84%	0.45%	53.83%	5.86%	17.90%	2.44%	10.12%	0.90%	1.81%	0.27%	0.84%	0.11%	0.52%	0.13%
8. Laborers and Helpers	#	711	632	79	40	9	275	31	181	23	99	13	23	0	2	2	12	1
	%	100%	88.89%	11.11%	5.63%	1.27%	38.68%	4.36%	25.46%	3.23%	13.92%	1.83%	3.23%	0.00%	0.28%	0.28%	1.69%	0.14%
9. Service Workers	#	10,083	8,250	1,833	672	137	4,995	902	1,335	476	887	250	211	38	72	15	78	15
	%	100%	81.82%	18.18%	6.66%	1.36%	49.54%	8.95%	13.24%	4.72%	8.80%	2.48%	2.09%	0.38%	0.71%	0.15%	0.77%	0.15%

Table A3-2: FY 2009 OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Category	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino												Two or more races	
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	5,842	4,680	1,162	124	44	4,070	927	174	124	243	53	28	1	16	6	25	7
	%	3.05%	3.49%	2.02%	2.02%	1.39%	4.16%	2.54%	1.24%	1.15%	1.92%	0.98%	1.88%	0.17%	1.87%	1.44%	2.62%	1.23%
Mid-Level (Grades 13-14)	#	12,871	9,445	3,426	331	163	7,578	2,423	674	499	639	258	112	34	55	23	56	26
	%	6.73%	7.05%	5.96%	5.38%	5.16%	7.75%	6.64%	4.80%	4.62%	5.04%	4.75%	7.52%	5.64%	6.44%	5.53%	5.88%	4.57%
First-Level (Grades 12 and Below)	#	4,295	3,550	745	173	38	2,400	445	540	184	305	52	78	14	35	7	19	5
	%	2.24%	2.65%	1.30%	2.81%	1.20%	2.46%	1.22%	3.85%	1.70%	2.40%	0.96%	5.23%	2.32%	4.10%	1.68%	1.99%	0.88%
Other Officials and Managers	#	39,356	21,501	17,855	902	955	16,701	11,891	2,271	3,284	1,216	1,278	118	178	135	114	158	155
	%	20.56%	16.06%	31.07%	14.67%	30.26%	17.09%	32.59%	16.18%	30.37%	9.59%	23.53%	7.92%	29.52%	15.81%	27.40%	16.58%	27.24%
Officials and Managers - TOTAL	#	62,364	39,176	23,188	1,530	1,200	30,749	15,686	3,659	4,091	2,403	1,641	336	227	241	150	258	193
	%	32.59%	29.26%	40.35%	24.89%	38.02%	31.46%	43.00%	26.06%	37.84%	18.94%	30.21%	22.55%	37.65%	28.22%	36.06%	27.07%	33.92%
2. Professionals	#	52,124	37,339	14,785	1,465	708	29,313	9,947	1,960	2,017	4,017	1,779	194	103	149	93	241	138
	%	27.24%	27.88%	25.73%	23.83%	22.43%	29.99%	27.26%	13.96%	18.66%	31.66%	32.75%	13.02%	17.08%	17.45%	22.36%	25.29%	24.25%
3. Technicians	#	15,131	12,347	2,784	463	145	9,874	1,710	983	517	764	332	78	27	111	25	74	28
	%	7.91%	9.22%	4.84%	7.53%	4.59%	10.10%	4.69%	7.00%	4.78%	6.02%	6.11%	5.23%	4.48%	13.00%	6.01%	7.76%	4.92%
4. Sales Workers	#	10	1	9	0	0	0	4	0	2	1	2	0	0	0	1	0	0
	%	0.01%	0.00%	0.02%	0.00%	0.00%	0.00%	0.01%	0.00%	0.02%	0.01%	0.04%	0.00%	0.00%	0.00%	0.24%	0.00%	0.00%
5. Office/Clerical	#	18,227	5,760	12,467	403	814	3,038	6,750	1,326	3,241	810	1,240	67	154	44	106	72	162
	%	9.52%	4.30%	21.69%	6.56%	25.79%	3.11%	18.50%	9.44%	29.98%	6.38%	22.83%	4.50%	25.54%	5.15%	25.48%	7.56%	28.47%
6. Craft Workers	#	27,087	25,344	1,743	1,301	116	16,459	1,112	3,589	308	3,139	125	480	39	187	18	189	25
	%	14.15%	18.93%	3.03%	21.16%	3.68%	16.84%	3.05%	25.56%	2.85%	24.74%	2.30%	32.21%	6.47%	21.90%	4.33%	19.83%	4.39%
7. Operatives	#	5,581	5,015	566	270	25	3,004	327	999	136	565	50	101	15	47	6	29	7
	%	2.92%	3.75%	0.98%	4.39%	0.79%	3.07%	0.90%	7.12%	1.26%	4.45%	0.92%	6.78%	2.49%	5.50%	1.44%	3.04%	1.23%
8. Laborers and Helpers	#	711	632	79	40	9	275	31	181	23	99	13	23	0	2	2	12	1
	%	0.37%	0.47%	0.14%	0.65%	0.29%	0.28%	0.08%	1.29%	0.21%	0.78%	0.24%	1.54%	0.00%	0.23%	0.48%	1.26%	0.18%
9. Service Workers	#	10,083	8,250	1,833	672	137	4,995	902	1,335	476	887	250	211	38	72	15	78	15
	%	5.27%	6.16%	3.19%	10.93%	4.34%	5.11%	2.47%	9.51%	4.40%	6.99%	4.60%	14.16%	6.30%	8.43%	3.61%	8.18%	2.64%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-1: FY 2009 PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

GS 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	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS01	#	74	42	32	1	1	30	25	4	4	4	2	1	0	1	0	1	0
	%	100%	56.76%	43.24%	1.35%	1.35%	40.54%	33.78%	5.41%	5.41%	5.41%	2.70%	1.35%	0.00%	1.35%	0.00%	1.35%	0.00%
GS02	#	100	52	48	4	4	37	31	1	3	9	5	0	2	0	0	1	3
	%	100%	52.00%	48.00%	4.00%	4.00%	37.00%	31.00%	1.00%	3.00%	9.00%	5.00%	0.00%	2.00%	0.00%	0.00%	1.00%	3.00%
GS03	#	565	314	251	17	10	203	168	41	40	31	20	8	3	5	2	9	8
	%	100%	55.58%	44.42%	3.01%	1.77%	35.93%	29.73%	7.26%	7.08%	5.49%	3.54%	1.42%	0.53%	0.88%	0.35%	1.59%	1.42%
GS04	#	2,665	1,096	1,569	92	116	647	728	195	488	101	196	36	15	5	10	20	16
	%	100%	41.13%	58.87%	3.45%	4.35%	24.28%	27.32%	7.32%	18.31%	3.79%	7.35%	1.35%	0.56%	0.19%	0.38%	0.75%	0.60%
GS05	#	6,103	2,903	3,200	225	210	1,613	1,598	579	862	352	414	60	39	37	40	37	37
	%	100%	47.57%	52.43%	3.69%	3.44%	26.43%	26.18%	9.49%	14.12%	5.77%	6.78%	0.98%	0.64%	0.61%	0.66%	0.61%	0.61%
GS06	#	3,962	1,762	2,200	143	142	950	1,186	404	562	190	244	34	33	16	15	25	18
	%	100%	44.47%	55.53%	3.61%	3.58%	23.98%	29.93%	10.20%	14.18%	4.80%	6.16%	0.86%	0.83%	0.40%	0.38%	0.63%	0.45%
GS07	#	7,081	4,109	2,972	303	222	2,818	1,661	530	653	337	349	61	34	30	34	30	19
	%	100%	58.03%	41.97%	4.28%	3.14%	39.80%	23.46%	7.48%	9.22%	4.76%	4.93%	0.86%	0.48%	0.42%	0.48%	0.42%	0.27%
GS08	#	1,392	953	439	75	23	664	265	102	96	79	45	21	5	7	4	5	1
	%	100%	68.46%	31.54%	5.39%	1.65%	47.70%	19.04%	7.33%	6.90%	5.68%	3.23%	1.51%	0.36%	0.50%	0.29%	0.36%	0.07%
GS09	#	6,314	3,779	2,535	216	175	2,652	1,597	497	484	322	227	37	16	24	19	31	17
	%	100%	59.85%	40.15%	3.42%	2.77%	42.00%	25.29%	7.87%	7.67%	5.10%	3.60%	0.59%	0.25%	0.38%	0.30%	0.49%	0.27%
GS10	#	836	673	163	12	5	538	109	67	21	45	25	1	1	7	2	3	0
	%	100%	80.50%	19.50%	1.44%	0.60%	64.35%	13.04%	8.01%	2.51%	5.38%	2.99%	0.12%	0.12%	0.84%	0.24%	0.36%	0.00%
GS11	#	11,213	7,309	3,904	291	178	5,633	2,669	665	557	576	429	50	23	62	32	32	16
	%	100%	65.18%	34.82%	2.60%	1.59%	50.24%	23.80%	5.93%	4.97%	5.14%	3.83%	0.45%	0.21%	0.55%	0.29%	0.29%	0.14%
GS12	#	15,393	11,057	4,336	409	248	8,649	3,041	565	480	1,262	499	66	28	66	18	40	22
	%	100%	71.83%	28.17%	2.66%	1.61%	56.19%	19.76%	3.67%	3.12%	8.20%	3.24%	0.43%	0.18%	0.43%	0.12%	0.26%	0.14%
GS13	#	4,754	3,497	1,257	141	55	2,903	951	145	145	285	90	4	6	10	8	9	2
	%	100%	73.56%	26.44%	2.97%	1.16%	61.06%	20.00%	3.05%	3.05%	5.99%	1.89%	0.08%	0.13%	0.21%	0.17%	0.19%	0.04%
GS14	#	299	214	85	9	6	188	67	9	8	7	4	0	0	0	0	1	0
	%	100%	71.57%	28.43%	3.01%	2.01%	62.88%	22.41%	3.01%	2.68%	2.34%	1.34%	0.00%	0.00%	0.00%	0.00%	0.33%	0.00%
GS15	#	243	183	60	6	1	148	43	11	11	18	5	0	0	0	0	0	0
	%	100%	75.31%	24.69%	2.47%	0.41%	60.91%	17.70%	4.53%	4.53%	7.41%	2.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	9,212	7,485	1,727	276	56	4,167	1,070	1,362	409	1,503	155	97	18	34	10	46	9
	%	100%	81.25%	18.75%	3.00%	0.61%	45.23%	11.62%	14.79%	4.44%	16.32%	1.68%	1.05%	0.20%	0.37%	0.11%	0.50%	0.10%
Senior Ex. Service	#	411	336	75	2	1	311	66	9	5	9	2	1	0	1	1	3	0
	%	100%	81.75%	18.25%	0.49%	0.24%	75.67%	16.06%	2.19%	1.22%	2.19%	0.49%	0.24%	0.00%	0.24%	0.24%	0.73%	0.00%
Total GS Workforce	#	70,617	45,764	24,853	2,222	1,453	32,151	15,275	5,186	4,828	5,130	2,711	477	223	305	195	293	168
	%	100%	64.81%	35.19%	3.15%	2.06%	45.53%	21.63%	7.34%	6.84%	7.26%	3.84%	0.68%	0.32%	0.43%	0.28%	0.41%	0.24%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

Table A4-1: FY 2009 PARTICIPATION RATES FOR DEMO (CHINA LAKE) GRADES by Race/Ethnicity and Sex

DEMO 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	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
DG00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG02	#	4	1	3	0	0	0	1	0	0	1	2	0	0	0	0	0	
	%	100%	25.00%	75.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DA00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DA01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DA02	#	6	3	3	0	0	2	2	1	0	1	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0.00%	0.00%	33.33%	33.33%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	
DA03	#	15	7	8	1	0	5	4	1	2	0	2	0	0	0	0	0	
	%	100%	46.67%	53.33%	6.67%	0.00%	33.33%	26.67%	6.67%	13.33%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	
DS01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DS02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DS03	#	54	28	26	2	0	19	19	5	5	2	2	0	0	0	0	0	
	%	100%	51.85%	48.15%	3.70%	0.00%	35.19%	35.19%	9.26%	9.26%	3.70%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	
DT00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DT01	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DT02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DT03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DP00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DP01	#	10	6	4	0	0	5	3	1	0	1	0	0	0	0	0	0	
	%	100%	60.00%	40.00%	0.00%	0.00%	50.00%	30.00%	10.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DP02	#	8	6	2	0	0	3	1	1	1	1	0	0	0	0	1	0	
	%	100%	75.00%	25.00%	0.00%	0.00%	37.50%	12.50%	12.50%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	
DP03	#	54	42	12	0	1	37	9	3	2	1	0	0	1	0	0	0	
	%	100%	77.78%	22.22%	0.00%	1.85%	68.52%	16.67%	5.56%	3.70%	1.85%	0.00%	0.00%	1.85%	0.00%	0.00%	0.00%	
DP04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Demo Workforce	#	152	93	59	3	1	71	39	12	11	5	8	0	0	1	0	0	
	%	100%	61.18%	38.82%	1.97%	0.66%	46.71%	25.66%	7.89%	7.24%	3.29%	5.26%	0.00%	0.00%	0.66%	0.00%	0.66%	
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	

Table A4-1: FY 2009 PARTICIPATION RATES FOR DEMO (NAVSEA) GRADES by Race/Ethnicity and Sex

DEMO 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		
NG01	#	16	5	11	0	0	5	11	0	0	0	0	0	0	0	0	0	0
	%	100%	31.25%	68.75%	0.00%	0.00%	31.25%	68.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG02	#	87	13	74	1	3	7	55	5	15	0	1	0	0	0	0	0	0
	%	100%	14.94%	85.06%	1.15%	3.45%	8.05%	63.22%	5.75%	17.24%	0.00%	1.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG03	#	146	15	131	2	10	10	98	2	19	0	4	1	0	0	0	0	0
	%	100%	10.27%	89.73%	1.37%	6.85%	6.85%	67.12%	1.37%	13.01%	0.00%	2.74%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%
NG04	#	44	4	40	1	5	2	26	0	9	1	0	0	0	0	0	0	0
	%	100%	9.09%	90.91%	2.27%	11.36%	4.55%	59.09%	0.00%	20.45%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG05	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT01	#	48	33	15	2	1	31	12	0	0	0	2	0	0	0	0	0	0
	%	100%	68.75%	31.25%	4.17%	2.08%	64.58%	25.00%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT02	#	42	16	26	1	1	13	22	2	3	0	0	0	0	0	0	0	0
	%	100%	38.10%	61.90%	2.38%	2.38%	30.95%	52.38%	4.76%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT03	#	220	99	121	4	8	64	84	20	21	6	6	4	2	0	0	1	0
	%	100%	45.00%	55.00%	1.82%	3.64%	29.09%	38.18%	9.09%	9.55%	2.73%	2.73%	1.82%	0.91%	0.00%	0.00%	0.45%	0.00%
NT04	#	1,596	990	606	35	28	853	484	63	69	19	16	5	4	12	3	3	2
	%	100%	62.03%	37.97%	2.19%	1.75%	53.45%	30.33%	3.95%	4.32%	1.19%	1.00%	0.31%	0.25%	0.75%	0.19%	0.19%	0.13%
NT05	#	1,486	1,055	431	24	14	961	379	44	26	16	8	1	1	8	1	1	2
	%	100%	71.00%	29.00%	1.62%	0.94%	64.67%	25.50%	2.96%	1.75%	1.08%	0.54%	0.07%	0.07%	0.54%	0.07%	0.07%	0.13%
NT06	#	147	108	39	4	0	101	37	1	1	1	1	0	0	0	0	1	0
	%	100%	73.47%	26.53%	2.72%	0.00%	68.71%	25.17%	0.68%	0.68%	0.68%	0.68%	0.00%	0.00%	0.00%	0.00%	0.68%	0.00%
ND01	#	100	75	25	4	1	65	15	4	3	1	3	0	0	1	3	0	0
	%	100%	75.00%	25.00%	4.00%	1.00%	65.00%	15.00%	4.00%	3.00%	1.00%	3.00%	0.00%	0.00%	1.00%	3.00%	0.00%	0.00%
ND02	#	404	321	83	14	8	253	53	23	15	19	4	2	0	2	0	8	3
	%	100%	79.46%	20.54%	3.47%	1.98%	62.62%	13.12%	5.69%	3.71%	4.70%	0.99%	0.50%	0.00%	0.50%	0.00%	1.98%	0.74%
ND03	#	690	545	145	29	7	429	107	33	11	41	16	4	0	3	1	6	3
	%	100%	78.99%	21.01%	4.20%	1.01%	62.17%	15.51%	4.78%	1.59%	5.94%	2.32%	0.58%	0.00%	0.43%	0.14%	0.87%	0.43%
ND04	#	7,038	5,844	1,194	241	56	4,871	890	198	103	496	132	9	3	19	4	10	6
	%	100%	83.03%	16.97%	3.42%	0.80%	69.21%	12.65%	2.81%	1.46%	7.05%	1.88%	0.13%	0.04%	0.27%	0.06%	0.14%	0.09%
ND05	#	1,767	1,574	193	40	7	1,436	164	29	11	62	11	3	0	3	0	1	0
	%	100%	89.08%	10.92%	2.26%	0.40%	81.27%	9.28%	1.64%	0.62%	3.51%	0.62%	0.17%	0.00%	0.17%	0.00%	0.06%	0.00%
Total Demo Workforce	#	13,834	10,697	3,137	402	149	9,101	2,440	424	306	662	204	29	10	48	12	31	16
	%	100%	77.32%	22.68%	2.91%	1.08%	65.79%	17.64%	3.06%	2.21%	4.79%	1.47%	0.21%	0.07%	0.35%	0.09%	0.22%	0.12%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

Table A4-1: FY 2009 PARTICIPATION RATES FOR OTHER DEMO GRADES by Race/Ethnicity and Sex

DEMO 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
NC01	#	84	38	46	1	3	28	33	6	9	3	1	0	0	0	0	0	0
	%	100%	45.24%	54.76%	1.19%	3.57%	33.33%	39.29%	7.14%	10.71%	3.57%	1.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NC02	#	214	40	174	2	3	17	89	18	72	2	5	0	0	0	2	1	3
	%	100%	18.69%	81.31%	0.93%	1.40%	7.94%	41.59%	8.41%	33.64%	0.93%	2.34%	0.00%	0.00%	0.00%	0.93%	0.47%	1.40%
NC03	#	23	2	21	1	0	0	9	1	10	0	1	0	0	0	1	0	0
	%	100%	8.70%	91.30%	4.35%	0.00%	0.00%	39.13%	4.35%	43.48%	0.00%	4.35%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%
NO01	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO02	#	132	20	112	1	3	11	77	7	24	1	6	0	0	0	1	0	1
	%	100%	15.15%	84.85%	0.76%	2.27%	8.33%	58.33%	5.30%	18.18%	0.76%	4.55%	0.00%	0.00%	0.00%	0.76%	0.00%	0.76%
NO03	#	111	37	74	1	1	25	54	7	18	2	1	1	0	0	1	1	0
	%	100%	33.33%	66.67%	0.90%	0.90%	22.52%	48.65%	6.31%	16.22%	1.80%	0.90%	0.90%	0.00%	0.00%	0.00%	0.00%	0.90%
NO04	#	68	32	36	0	0	28	29	2	6	1	0	0	0	0	1	1	0
	%	100%	47.06%	52.94%	0.00%	0.00%	41.18%	42.65%	2.94%	8.82%	1.47%	0.00%	0.00%	0.00%	0.00%	1.47%	1.47%	0.00%
NO05	#	37	24	13	0	0	23	10	0	2	1	1	0	0	0	0	0	0
	%	100%	64.86%	35.14%	0.00%	0.00%	62.16%	27.03%	0.00%	5.41%	2.70%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP01	#	26	21	5	0	0	18	5	0	0	2	0	0	0	1	0	0	0
	%	100%	80.77%	19.23%	0.00%	0.00%	69.23%	19.23%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%
NP02	#	70	57	13	0	0	51	12	3	0	3	1	0	0	0	0	0	0
	%	100%	81.43%	18.57%	0.00%	0.00%	72.86%	17.14%	4.29%	0.00%	4.29%	1.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP03	#	775	648	127	17	4	530	92	9	4	90	25	0	0	0	1	2	1
	%	100%	83.61%	16.39%	2.19%	0.52%	68.39%	11.87%	1.16%	0.52%	11.61%	3.23%	0.00%	0.00%	0.00%	0.13%	0.26%	0.13%
NP04	#	670	617	53	10	1	539	43	5	1	61	7	0	0	2	1	0	0
	%	100%	92.09%	7.91%	1.49%	0.15%	80.45%	6.42%	0.75%	0.15%	9.10%	1.04%	0.00%	0.00%	0.30%	0.15%	0.00%	0.00%
NP05	#	12	12	0	0	0	11	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	91.67%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR01	#	111	80	31	0	1	69	19	2	1	7	9	0	0	0	1	2	0
	%	100%	72.07%	27.93%	0.00%	0.90%	62.16%	17.12%	1.80%	0.90%	6.31%	8.11%	0.00%	0.00%	0.00%	0.90%	1.80%	0.00%
NR02	#	12	10	2	0	0	7	2	2	0	0	0	0	0	0	0	1	0
	%	100%	83.33%	16.67%	0.00%	0.00%	58.33%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
NR03	#	16	13	3	1	0	9	2	2	1	0	0	1	0	0	0	0	0
	%	100%	81.25%	18.75%	6.25%	0.00%	56.25%	12.50%	12.50%	6.25%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%
NR04	#	69	66	3	0	0	59	2	6	1	1	0	0	0	0	0	0	0
	%	100%	95.65%	4.35%	0.00%	0.00%	85.51%	2.90%	8.70%	1.45%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo Workforce	#	2,433	1,718	715	34	16	1,426	480	70	149	175	57	2	0	3	8	8	5
	%	100%	70.61%	29.39%	1.40%	0.66%	58.61%	19.73%	2.88%	6.12%	7.19%	2.34%	0.08%	0.00%	0.12%	0.33%	0.33%	0.21%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

YH01	#	27	4	23	1	1	3	13	0	6	0	2	0	1	0	0	0	0
	%	100%	14.81%	85.19%	3.70%	3.70%	11.11%	48.15%	0.00%	22.22%	0.00%	7.41%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%
YH02	#	834	221	613	14	17	153	391	15	78	37	111	0	5	1	2	1	9
	%	100%	26.50%	73.50%	1.68%	2.04%	18.35%	46.88%	1.80%	9.35%	4.44%	13.31%	0.00%	0.60%	0.12%	0.24%	0.12%	1.08%
YH03	#	30	18	12	0	0	18	10	0	2	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0.00%	0.00%	60.00%	33.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI01	#	114	25	89	1	6	12	31	4	21	7	25	0	3	0	2	1	1
	%	100%	21.93%	78.07%	0.88%	5.26%	10.53%	27.19%	3.51%	18.42%	6.14%	21.93%	0.00%	2.63%	0.00%	1.75%	0.88%	0.88%
YI02	#	72	25	47	3	1	15	29	2	5	5	11	0	0	0	0	0	1
	%	100%	34.72%	65.28%	4.17%	1.39%	20.83%	40.28%	2.78%	6.94%	6.94%	15.28%	0.00%	0.00%	0.00%	0.00%	0.00%	1.39%
YI03	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ01	#	71	33	38	4	2	16	16	2	8	9	11	0	0	0	0	2	1
	%	100%	46.48%	53.52%	5.63%	2.82%	22.54%	22.54%	2.82%	11.27%	12.68%	15.49%	0.00%	0.00%	0.00%	0.00%	2.82%	1.41%
YJ02	#	263	85	178	3	10	60	124	8	22	10	19	0	1	3	1	1	1
	%	100%	32.32%	67.68%	1.14%	3.80%	22.81%	47.15%	3.04%	8.37%	3.80%	7.22%	0.00%	0.38%	1.14%	0.38%	0.38%	0.38%
YJ03	#	5	3	2	0	0	2	2	1	0	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0.00%	0.00%	40.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ04	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	77.78%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK01	#	340	259	81	26	8	197	53	25	15	8	4	0	0	1	0	2	1
	%	100%	76.18%	23.82%	7.65%	2.35%	57.94%	15.59%	7.35%	4.41%	2.35%	1.18%	0.00%	0.00%	0.29%	0.00%	0.59%	0.29%
YK02	#	646	494	152	28	11	413	113	29	19	18	7	3	0	0	0	3	2
	%	100%	76.47%	23.53%	4.33%	1.70%	63.93%	17.49%	4.49%	2.94%	2.79%	1.08%	0.46%	0.00%	0.00%	0.00%	0.46%	0.31%
YK03	#	41	38	3	4	0	32	2	2	1	0	0	0	0	0	0	0	0
	%	100%	92.68%	7.32%	9.76%	0.00%	78.05%	4.88%	4.88%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL02	#	38	37	1	5	0	28	1	1	0	0	0	1	0	2	0	0	0
	%	100%	97.37%	2.63%	13.16%	0.00%	73.68%	2.63%	2.63%	0.00%	0.00%	0.00%	2.63%	0.00%	5.26%	0.00%	0.00%	0.00%
YL03	#	17	17	0	2	0	11	0	2	0	1	0	0	0	1	0	0	0
	%	100%	100.00%	0.00%	11.76%	0.00%	64.71%	0.00%	11.76%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%
YL04	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM01	#	92	90	2	8	0	61	2	18	0	3	0	0	0	0	0	0	0
	%	100%	97.83%	2.17%	8.70%	0.00%	66.30%	2.17%	19.57%	0.00%	3.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM02	#	46	41	5	3	0	33	5	5	0	0	0	0	0	0	0	0	0
	%	100%	89.13%	10.87%	6.52%	0.00%	71.74%	10.87%	10.87%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN01	#	713	687	26	49	1	488	17	88	7	26	0	14	1	13	0	9	0
	%	100%	96.35%	3.65%	6.87%	0.14%	68.44%	2.38%	12.34%	0.98%	3.65%	0.00%	1.96%	0.14%	1.82%	0.00%	1.26%	0.00%
YN02	#	335	295	40	17	6	231	28	30	5	8	1	4	0	2	0	3	0
	%	100%	88.06%	11.94%	5.07%	1.79%	68.96%	8.36%	8.96%	1.49%	2.39%	0.30%	1.19%	0.00%	0.60%	0.00%	0.90%	0.00%
YN03	#	62	55	7	4	1	42	5	6	1	2	0	1	0	0	0	0	0
	%	100%	88.71%	11.29%	6.45%	1.61%	67.74%	8.06%	9.68%	1.61%	3.23%	0.00%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%
YP01	#	1,242	619	623	27	31	467	419	63	93	36	55	4	5	5	2	17	18
	%	100%	49.84%	50.16%	2.17%	2.50%	37.60%	33.74%	5.07%	7.49%	2.90%	4.43%	0.32%	0.40%	0.40%	0.16%	1.37%	1.45%
Total NSPS Workforce	#	69,037	43,029	26,008	1,849	1,375	33,360	16,583	3,710	4,971	3,179	2,256	297	304	239	173	395	346
	%	100%	62.33%	37.67%	2.68%	1.99%	48.32%	24.02%	5.37%	7.20%	4.60%	3.27%	0.43%	0.44%	0.35%	0.25%	0.57%	0.50%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

Table A4-2: FY 2009 PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

GS 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
GS01	#	74	42	32	1	1	30	25	4	4	4	2	1	0	1	0	1	0
	%	0.10%	0.09%	0.13%	0.05%	0.07%	0.09%	0.16%	0.08%	0.08%	0.08%	0.07%	0.21%	0.00%	0.33%	0.00%	0.34%	0.00%
GS02	#	100	52	48	4	4	37	31	1	3	9	5	0	2	0	0	1	3
	%	0.14%	0.11%	0.19%	0.18%	0.28%	0.12%	0.20%	0.02%	0.06%	0.18%	0.18%	0.00%	0.90%	0.00%	0.00%	0.34%	1.79%
GS03	#	565	314	251	17	10	203	168	41	40	31	20	8	3	5	2	9	8
	%	0.80%	0.69%	1.01%	0.77%	0.69%	0.63%	1.10%	0.79%	0.83%	0.60%	0.74%	1.68%	1.35%	1.64%	1.03%	3.07%	4.76%
GS04	#	2,665	1,096	1,569	92	116	647	728	195	488	101	196	36	15	5	10	20	16
	%	3.77%	2.39%	6.31%	4.14%	7.98%	2.01%	4.77%	3.76%	10.11%	1.97%	7.23%	7.55%	6.73%	1.64%	5.13%	6.83%	9.52%
GS05	#	6,103	2,903	3,200	225	210	1,613	1,598	579	862	352	414	60	39	37	40	37	37
	%	8.64%	6.34%	12.88%	10.13%	14.45%	5.02%	10.46%	11.16%	17.85%	6.86%	15.27%	12.58%	17.49%	12.13%	20.51%	12.63%	22.02%
GS06	#	3,962	1,762	2,200	143	142	950	1,186	404	562	190	244	34	33	16	15	25	18
	%	5.61%	3.85%	8.85%	6.44%	9.77%	2.95%	7.76%	7.79%	11.64%	3.70%	9.00%	7.13%	14.80%	5.25%	7.69%	8.53%	10.71%
GS07	#	7,081	4,109	2,972	303	222	2,818	1,661	530	653	337	349	61	34	30	34	30	19
	%	10.03%	8.98%	11.96%	13.64%	15.28%	8.76%	10.87%	10.22%	13.53%	6.57%	12.87%	12.79%	15.25%	9.84%	17.44%	10.24%	11.31%
GS08	#	1,392	953	439	75	23	664	265	102	96	79	45	21	5	7	4	5	1
	%	1.97%	2.08%	1.77%	3.38%	1.58%	2.07%	1.73%	1.97%	1.99%	1.54%	1.66%	4.40%	2.24%	2.30%	2.05%	1.71%	0.60%
GS09	#	6,314	3,779	2,535	216	175	2,652	1,597	497	484	322	227	37	16	24	19	31	17
	%	8.94%	8.26%	10.20%	9.72%	12.04%	8.25%	10.45%	9.58%	10.02%	6.28%	8.37%	7.76%	7.17%	7.87%	9.74%	10.58%	10.12%
GS10	#	836	673	163	12	5	538	109	67	21	45	25	1	1	7	2	3	0
	%	1.18%	1.47%	0.66%	0.54%	0.34%	1.67%	0.71%	1.29%	0.43%	0.88%	0.92%	0.21%	0.45%	2.30%	1.03%	1.02%	0.00%
GS11	#	11,213	7,309	3,904	291	178	5,633	2,669	665	557	576	429	50	23	62	32	32	16
	%	15.88%	15.97%	15.71%	13.10%	12.25%	17.52%	17.47%	12.82%	11.54%	11.23%	15.82%	10.48%	10.31%	20.33%	16.41%	10.92%	9.52%
GS12	#	15,393	11,057	4,336	409	248	8,649	3,041	565	480	1,262	499	66	28	66	18	40	22
	%	21.80%	24.16%	17.45%	18.41%	17.07%	26.90%	19.91%	10.89%	9.94%	24.60%	18.41%	13.84%	12.56%	21.64%	9.23%	13.65%	13.10%
GS13	#	4,754	3,497	1,257	141	55	2,903	951	145	145	285	90	4	6	10	8	9	2
	%	6.73%	7.64%	5.06%	6.35%	3.79%	9.03%	6.23%	2.80%	3.00%	5.56%	3.32%	0.84%	2.69%	3.28%	4.10%	3.07%	1.19%
GS14	#	299	214	85	9	6	188	67	9	8	7	4	0	0	0	0	1	0
	%	0.42%	0.47%	0.34%	0.41%	0.41%	0.58%	0.44%	0.17%	0.17%	0.14%	0.15%	0.00%	0.00%	0.00%	0.00%	0.34%	0.00%
GS15	#	243	183	60	6	1	148	43	11	11	18	5	0	0	0	0	0	0
	%	0.34%	0.40%	0.24%	0.27%	0.07%	0.46%	0.28%	0.21%	0.23%	0.35%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	9,212	7,485	1,727	276	56	4,167	1,070	1,362	409	1,503	155	97	18	34	10	46	9
	%	13.05%	16.36%	6.95%	12.42%	3.85%	12.96%	7.00%	26.26%	8.47%	29.30%	5.72%	20.34%	8.07%	11.15%	5.13%	15.70%	5.36%
Senior Ex. Service	#	411	336	75	2	1	311	66	9	5	9	2	1	0	1	1	3	0
	%	0.58%	0.73%	0.30%	0.09%	0.07%	0.97%	0.43%	0.17%	0.10%	0.18%	0.07%	0.21%	0.00%	0.33%	0.51%	1.02%	0.00%
Total GS Workforce	#	70,617	45,764	24,853	2,222	1,453	32,151	15,275	5,186	4,828	5,130	2,711	477	223	305	195	293	168
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: FY 2009 PARTICIPATION RATES FOR DEMO (CHINA LAKE) GRADES by Race/Ethnicity and Sex

DEMO Grade		TOTAL EMPLOYEES			RACE/ETHNICITY																	
					Non- Hispanic or Latino				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
					All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
DG00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DG01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DG02	#	4	1	3	0	0	0	1	0	0	1	2	0	0	0	0	0	0	0			
	%	2.63%	1.08%	5.08%	0.00%	0.00%	0.00%	2.56%	0.00%	0.00%	20.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DG03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DG04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DG05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DA00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DA01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DA02	#	6	3	3	0	0	2	2	1	0	0	1	0	0	0	0	0	0	0			
	%	3.95%	3.23%	5.08%	0.00%	0.00%	2.82%	5.13%	8.33%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DA03	#	15	7	8	1	0	5	4	1	2	0	2	0	0	0	0	0	0	0			
	%	9.87%	7.53%	13.56%	33.33%	0.00%	7.04%	10.26%	8.33%	18.18%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DS01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DS02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DS03	#	54	28	26	2	0	19	19	5	5	2	2	0	0	0	0	0	0	0			
	%	35.53%	30.11%	44.07%	66.67%	0.00%	26.76%	48.72%	41.67%	45.45%	40.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DT00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DT01	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0			
	%	0.66%	0.00%	1.69%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DT02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DT03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DP00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DP01	#	10	6	4	0	0	5	3	1	0	0	1	0	0	0	0	0	0	0			
	%	6.58%	6.45%	6.78%	0.00%	0.00%	7.04%	7.69%	8.33%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
DP02	#	8	6	2	0	0	3	1	1	1	1	0	0	0	0	0	1	0	0			
	%	5.26%	6.45%	3.39%	0.00%	0.00%	4.23%	2.56%	8.33%	9.09%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%			
DP03	#	54	42	12	0	1	37	9	3	2	1	0	0	1	0	0	0	0	0			
	%	35.53%	45.16%	20.34%	0.00%	100.00%	52.11%	23.08%	25.00%	18.18%	20.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%			
DP04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Total DEMO Workforce	#	152	93	59	3	1	71	39	12	11	5	8	0	0	1	0	1	0	0			
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	100%	0%	100%	0%	0%			
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569	0			
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%	0%			

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: FY 2009 PARTICIPATION RATES FOR DEMO (NAVSEA) GRADES by Race/Ethnicity and Sex

DEMO 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
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
NG01	#	16	5	11	0	0	5	11	0	0	0	0	0	0	0	0	0	0	0
	%	0.12%	0.05%	0.35%	0.00%	0.00%	0.05%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG02	#	87	13	74	1	3	7	55	5	15	0	1	0	0	0	0	0	0	0
	%	0.63%	0.12%	2.36%	0.25%	2.01%	0.08%	2.25%	1.18%	4.90%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG03	#	146	15	131	2	10	10	98	2	19	0	4	1	0	0	0	0	0	0
	%	1.06%	0.14%	4.18%	0.50%	6.71%	0.11%	4.02%	0.47%	6.21%	0.00%	1.96%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG04	#	44	4	40	1	5	2	26	0	9	1	0	0	0	0	0	0	0	0
	%	0.32%	0.04%	1.28%	0.25%	3.36%	0.02%	1.07%	0.00%	2.94%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG05	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.00%	0.10%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT01	#	48	33	15	2	1	31	12	0	0	0	2	0	0	0	0	0	0	0
	%	0.35%	0.31%	0.48%	0.50%	0.67%	0.34%	0.49%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT02	#	42	16	26	1	1	13	22	2	3	0	0	0	0	0	0	0	0	0
	%	0.30%	0.15%	0.83%	0.25%	0.67%	0.14%	0.90%	0.47%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT03	#	220	99	121	4	8	64	84	20	21	6	6	4	2	0	0	1	0	
	%	1.59%	0.93%	3.86%	1.00%	5.37%	0.70%	3.44%	4.72%	6.86%	0.91%	2.94%	13.79%	20.00%	0.00%	0.00%	3.23%	0.00%	
NT04	#	1596	990	606	35	28	853	484	63	69	19	16	5	4	12	3	3	2	
	%	11.54%	9.25%	19.32%	8.71%	18.79%	9.37%	19.84%	14.86%	22.55%	2.87%	7.84%	17.24%	40.00%	25.00%	25.00%	9.68%	12.50%	
NT05	#	1,486	1,055	431	24	14	961	379	44	26	16	8	1	1	8	1	1	2	
	%	10.74%	9.86%	13.74%	5.97%	9.40%	10.56%	15.53%	10.38%	8.50%	2.42%	3.92%	3.45%	10.00%	16.67%	8.33%	3.23%	12.50%	
NT06	#	147	108	39	4	0	101	37	1	1	1	1	0	0	0	0	1	0	
	%	1.06%	1.01%	1.24%	1.00%	0.00%	1.11%	1.52%	0.24%	0.33%	0.15%	0.49%	0.00%	0.00%	0.00%	0.00%	3.23%	0.00%	
ND01	#	100	75	25	4	1	65	15	4	3	1	3	0	0	1	3	0	0	
	%	0.72%	0.70%	0.80%	1.00%	0.67%	0.71%	0.61%	0.94%	0.98%	0.15%	1.47%	0.00%	0.00%	2.08%	25.00%	0.00%	0.00%	
ND02	#	404	321	83	14	8	253	53	23	15	19	4	2	0	2	0	8	3	
	%	2.92%	3.00%	2.65%	3.48%	5.37%	2.78%	2.17%	5.42%	4.90%	2.87%	1.96%	6.90%	0.00%	4.17%	0.00%	25.81%	18.75%	
ND03	#	690	545	145	29	7	429	107	33	11	41	16	4	0	3	1	6	3	
	%	4.99%	5.09%	4.62%	7.21%	4.70%	4.71%	4.39%	7.78%	3.59%	6.19%	7.84%	13.79%	0.00%	6.25%	8.33%	19.35%	18.75%	
ND04	#	7,038	5,844	1,194	241	56	4,871	890	198	103	496	132	9	3	19	4	10	6	
	%	50.87%	54.63%	38.06%	59.95%	37.58%	53.52%	36.48%	46.70%	33.66%	74.92%	64.71%	31.03%	30.00%	39.58%	33.33%	32.26%	37.50%	
ND05	#	1,767	1,574	193	40	7	1,436	164	29	11	62	11	3	0	3	0	1	0	
	%	12.77%	14.71%	6.15%	9.95%	4.70%	15.78%	6.72%	6.84%	3.59%	9.37%	5.39%	10.34%	0.00%	6.25%	0.00%	3.23%	0.00%	
Total DEMO Workforce	#	13,834	10,697	3,137	402	149	9,101	2,440	424	306	662	204	29	10	48	12	31	16	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569	
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%	

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: FY 2009 PARTICIPATION RATES FOR DEMO (OTHER) GRADES by Race/Ethnicity and Sex

DEMO Grade		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NC01	#	84	38	46	1	3	28	33	6	9	3	1	0	0	0	0	0	0
	%	3.45%	2.21%	6.43%	2.94%	18.75%	1.96%	6.88%	8.57%	6.04%	1.71%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NC02	#	214	40	174	2	3	17	89	18	72	2	5	0	0	0	2	1	3
	%	8.80%	2.33%	24.34%	5.88%	18.75%	1.19%	18.54%	25.71%	48.32%	1.14%	8.77%	0.00%	0.00%	0.00%	25.00%	12.50%	60.00%
NC03	#	23	2	21	1	0	0	9	1	10	0	1	0	0	0	1	0	0
	%	0.95%	0.12%	2.94%	2.94%	0.00%	0.00%	1.88%	1.43%	6.71%	0.00%	1.75%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%
NO01	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	0.12%	0.06%	0.28%	0.00%	0.00%	0.07%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO02	#	132	20	112	1	3	11	77	7	24	1	6	0	0	0	1	0	1
	%	5.43%	1.16%	15.66%	2.94%	18.75%	0.77%	16.04%	10.00%	16.11%	0.57%	10.53%	0.00%	0.00%	0.00%	12.50%	0.00%	20.00%
NO03	#	111	37	74	1	1	25	54	7	18	2	1	1	0	0	0	1	0
	%	4.56%	2.15%	10.35%	2.94%	6.25%	1.75%	11.25%	10.00%	12.08%	1.14%	1.75%	50.00%	0.00%	0.00%	0.00%	12.50%	0.00%
NO04	#	68	32	36	0	0	28	29	2	6	1	0	0	0	0	1	1	0
	%	2.79%	1.86%	5.03%	0.00%	0.00%	1.96%	6.04%	2.86%	4.03%	0.57%	0.00%	0.00%	0.00%	0.00%	12.50%	12.50%	0.00%
NO05	#	37	24	13	0	0	23	10	0	2	1	1	0	0	0	0	0	0
	%	1.52%	1.40%	1.82%	0.00%	0.00%	1.61%	2.08%	0.00%	1.34%	0.57%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP01	#	26	21	5	0	0	18	5	0	0	2	0	0	0	1	0	0	0
	%	1.07%	1.22%	0.70%	0.00%	0.00%	1.26%	1.04%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
NP02	#	70	57	13	0	0	51	12	3	0	3	1	0	0	0	0	0	0
	%	2.88%	3.32%	1.82%	0.00%	0.00%	3.58%	2.50%	4.29%	0.00%	1.71%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP03	#	775	648	127	17	4	530	92	9	4	90	25	0	0	0	1	2	1
	%	31.85%	37.72%	17.76%	50.00%	25.00%	37.17%	19.17%	12.86%	2.68%	51.43%	43.86%	0.00%	0.00%	0.00%	12.50%	25.00%	20.00%
NP04	#	670	617	53	10	1	539	43	5	1	61	7	0	0	2	1	0	0
	%	27.54%	35.91%	7.41%	29.41%	6.25%	37.80%	8.96%	7.14%	0.67%	34.86%	12.28%	0.00%	0.00%	66.67%	12.50%	0.00%	0.00%
NP05	#	12	12	0	0	0	11	0	0	0	1	0	0	0	0	0	0	0
	%	0.49%	0.70%	0.00%	0.00%	0.00%	0.77%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR01	#	111	80	31	0	1	69	19	2	1	7	9	0	0	0	1	2	0
	%	4.56%	4.66%	4.34%	0.00%	6.25%	4.84%	3.96%	2.86%	0.67%	4.00%	15.79%	0.00%	0.00%	0.00%	12.50%	25.00%	0.00%
NR02	#	12	10	2	0	0	7	2	2	0	0	0	0	0	0	0	1	0
	%	0.49%	0.58%	0.28%	0.00%	0.00%	0.49%	0.42%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
NR03	#	16	13	3	1	0	9	2	2	1	0	0	1	0	0	0	0	0
	%	0.66%	0.76%	0.42%	2.94%	0.00%	0.63%	0.42%	2.86%	0.67%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR04	#	69	66	3	0	0	59	2	6	1	1	0	0	0	0	0	0	0
	%	2.84%	3.84%	0.42%	0.00%	0.00%	4.14%	0.42%	8.57%	0.67%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL DEMO Workforce	#	2,433	1,718	715	34	16	1,426	480	70	149	175	57	2	0	3	8	8	5
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

NOTE: Percentages computed down columns and NOT across rows.

YH01	#	27	4	23	1	1	3	13	0	6	0	2	0	1	0	0	0	0
	%	0.04%	0.01%	0.09%	0.05%	0.07%	0.01%	0.08%	0.00%	0.12%	0.00%	0.09%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%
YH02	#	834	221	613	14	17	153	391	15	78	37	111	0	5	1	2	1	9
	%	1.21%	0.51%	2.36%	0.76%	1.24%	0.46%	2.36%	0.40%	1.57%	1.16%	4.92%	0.00%	1.64%	0.42%	1.16%	0.25%	2.60%
YH03	#	30	18	12	0	0	18	10	0	2	0	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.05%	0.00%	0.00%	0.05%	0.06%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI01	#	114	25	89	1	6	12	31	4	21	7	25	0	3	0	2	1	1
	%	0.17%	0.06%	0.34%	0.05%	0.44%	0.04%	0.19%	0.11%	0.42%	0.22%	1.11%	0.00%	0.99%	0.00%	1.16%	0.25%	0.29%
YI02	#	72	25	47	3	1	15	29	2	5	5	11	0	0	0	0	0	1
	%	0.10%	0.06%	0.18%	0.16%	0.07%	0.04%	0.17%	0.05%	0.10%	0.16%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%
YI03	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ01	#	71	33	38	4	2	16	16	2	8	9	11	0	0	0	0	2	1
	%	0.10%	0.08%	0.15%	0.22%	0.15%	0.05%	0.10%	0.05%	0.16%	0.28%	0.49%	0.00%	0.00%	0.00%	0.00%	0.51%	0.29%
YJ02	#	263	85	178	3	10	60	124	8	22	10	19	0	1	3	1	1	1
	%	0.38%	0.20%	0.68%	0.16%	0.73%	0.18%	0.75%	0.22%	0.44%	0.31%	0.84%	0.00%	0.33%	1.26%	0.58%	0.25%	0.29%
YJ03	#	5	3	2	0	0	2	2	1	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.01%	0.00%	0.00%	0.01%	0.01%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ04	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.02%	0.01%	0.00%	0.00%	0.02%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK01	#	340	259	81	26	8	197	53	25	15	8	4	0	0	1	0	2	1
	%	0.49%	0.60%	0.31%	1.41%	0.58%	0.59%	0.32%	0.67%	0.30%	0.25%	0.18%	0.00%	0.00%	0.42%	0.00%	0.51%	0.29%
YK02	#	646	494	152	28	11	413	113	29	19	18	7	3	0	0	0	3	2
	%	0.94%	1.15%	0.58%	1.51%	0.80%	1.24%	0.68%	0.78%	0.38%	0.57%	0.31%	1.01%	0.00%	0.00%	0.00%	0.76%	0.58%
YK03	#	41	38	3	4	0	32	2	2	1	0	0	0	0	0	0	0	0
	%	0.06%	0.09%	0.01%	0.22%	0.00%	0.10%	0.01%	0.05%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL02	#	38	37	1	5	0	28	1	1	0	0	0	1	0	2	0	0	0
	%	0.06%	0.09%	0.00%	0.27%	0.00%	0.08%	0.01%	0.03%	0.00%	0.00%	0.00%	0.34%	0.00%	0.84%	0.00%	0.00%	0.00%
YL03	#	17	17	0	2	0	11	0	2	0	1	0	0	0	1	0	0	0
	%	0.02%	0.04%	0.00%	0.11%	0.00%	0.03%	0.00%	0.05%	0.00%	0.03%	0.00%	0.00%	0.00%	0.42%	0.00%	0.00%	0.00%
YL04	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM01	#	92	90	2	8	0	61	2	18	0	3	0	0	0	0	0	0	0
	%	0.13%	0.21%	0.01%	0.43%	0.00%	0.18%	0.01%	0.49%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM02	#	46	41	5	3	0	33	5	5	0	0	0	0	0	0	0	0	0
	%	0.07%	0.10%	0.02%	0.16%	0.00%	0.10%	0.03%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN01	#	713	687	26	49	1	488	17	88	7	26	0	14	1	13	0	9	0
	%	1.03%	1.60%	0.10%	2.65%	0.07%	1.46%	0.10%	2.37%	0.14%	0.82%	0.00%	4.71%	0.33%	5.44%	0.00%	2.28%	0.00%
YN02	#	335	295	40	17	6	231	28	30	5	8	1	4	0	2	0	3	0
	%	0.49%	0.69%	0.15%	0.92%	0.44%	0.69%	0.17%	0.81%	0.10%	0.25%	0.04%	1.35%	0.00%	0.84%	0.00%	0.76%	0.00%
YN03	#	62	55	7	4	1	42	5	6	1	2	0	1	0	0	0	0	0
	%	0.09%	0.13%	0.03%	0.22%	0.07%	0.13%	0.03%	0.16%	0.02%	0.06%	0.00%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%
YP01	#	1,242	619	623	27	31	467	419	63	93	36	55	4	5	5	2	17	18
	%	1.80%	1.44%	2.40%	1.46%	2.25%	1.40%	2.53%	1.70%	1.87%	1.13%	2.44%	1.35%	1.64%	2.09%	1.16%	4.30%	5.20%
Total NSPS Workforce	#	69,037	43,029	26,008	1,849	1,375	33,360	16,583	3,710	4,971	3,179	2,256	297	304	239	173	395	346
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

NOTE: Percentages computed down columns and NOT across rows.

Table A5-1: FY 2009 PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex

WAGE Grade	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
WT00	#	589	516	73	16	4	84	6	11	2	247	29	55	18	4	0	99	14
	%	100%	87.61%	12.39%	2.72%	0.68%	14.26%	1.02%	1.87%	0.34%	41.94%	4.92%	9.34%	3.06%	0.68%	0.00%	16.81%	2.38%
WG01	#	579	449	130	11	5	354	94	46	18	18	6	4	2	6	1	10	4
	%	100%	77.55%	22.45%	1.90%	0.86%	61.14%	16.23%	7.94%	3.11%	3.11%	1.04%	0.69%	0.35%	1.04%	0.17%	1.73%	0.69%
WG02	#	357	277	80	26	6	137	28	67	28	35	14	6	2	2	1	4	1
	%	100%	77.59%	22.41%	7.28%	1.68%	38.38%	7.84%	18.77%	7.84%	9.80%	3.92%	1.68%	0.56%	0.56%	0.28%	1.12%	0.28%
WG03	#	480	401	79	10	0	277	46	61	25	37	2	5	0	4	3	7	3
	%	100%	83.54%	16.46%	2.08%	0.00%	57.71%	9.58%	12.71%	5.21%	7.71%	0.42%	1.04%	0.00%	0.83%	0.63%	1.46%	0.63%
WG04	#	240	199	41	7	2	116	17	53	14	16	4	3	1	1	1	3	2
	%	100%	82.92%	17.08%	2.92%	0.83%	48.33%	7.08%	22.08%	5.83%	6.67%	1.67%	1.25%	0.42%	0.42%	0.42%	1.25%	0.83%
WG05	#	2,839	2,381	458	169	54	1,729	318	259	55	158	17	27	2	16	8	23	4
	%	100%	83.87%	16.13%	5.95%	1.90%	60.90%	11.20%	9.12%	1.94%	5.57%	0.60%	0.95%	0.07%	0.56%	0.28%	0.81%	0.14%
WG06	#	983	858	125	69	16	470	67	188	32	95	7	28	1	4		4	2
	%	100%	87.28%	12.72%	7.02%	1.63%	47.81%	6.82%	19.13%	3.26%	9.66%	0.71%	2.85%	0.10%	0.41%	0.00%	0.41%	0.20%
WG07	#	1,486	1,332	154	102	10	759	92	298	41	125	5	30	3	13	3	5	0
	%	100%	89.64%	10.36%	6.86%	0.67%	51.08%	6.19%	20.05%	2.76%	8.41%	0.34%	2.02%	0.20%	0.87%	0.20%	0.34%	0.00%
WG08	#	3,916	3,621	295	242	22	2,435	201	552	59	290	12	55	0	24	1	23	0
	%	100%	92.47%	7.53%	6.18%	0.56%	62.18%	5.13%	14.10%	1.51%	7.41%	0.31%	1.40%	0.00%	0.61%	0.03%	0.59%	0.00%
WG09	#	2,298	2,114	184	109	6	1,390	100	386	57	165	16	37	4	19	1	8	0
	%	100%	91.99%	8.01%	4.74%	0.26%	60.49%	4.35%	16.80%	2.48%	7.18%	0.70%	1.61%	0.17%	0.83%	0.04%	0.35%	0.00%
WG10	#	10,941	10,477	464	489	19	6,898	303	1,540	87	1,239	33	216	16	79	4	16	2
	%	100%	95.76%	4.24%	4.47%	0.17%	63.05%	2.77%	14.08%	0.80%	11.32%	0.30%	1.97%	0.15%	0.72%	0.04%	0.15%	0.02%
WG11	#	2,241	2,131	110	94	5	1,534	74	221	15	222	14	29	2	23	0	8	0
	%	100%	95.09%	4.91%	4.19%	0.22%	68.45%	3.30%	9.86%	0.67%	9.91%	0.62%	1.29%	0.09%	1.03%	0.00%	0.36%	0.00%
WG12	#	462	438	24	17	1	333	18	39	4	43	1	2	0	2	0	2	0
	%	100%	94.81%	5.19%	3.68%	0.22%	72.08%	3.90%	8.44%	0.87%	9.31%	0.22%	0.43%	0.00%	0.43%	0.00%	0.43%	0.00%
WG13	#	329	310	19	5	1	234	13	23	3	40	1	5	1	3	0	0	0
	%	100%	94.22%	5.78%	1.52%	0.30%	71.12%	3.95%	6.99%	0.91%	12.16%	0.30%	1.52%	0.30%	0.91%	0.00%	0.00%	0.00%
WG14	#	140	137	3	3	0	116	2	6	0	10	1	1	0	0	0	1	0
	%	100%	97.86%	2.14%	2.14%	0.00%	82.86%	1.43%	4.29%	0.00%	7.14%	0.71%	0.71%	0.00%	0.00%	0.00%	0.71%	0.00%
WG15	#	55	52	3	0	0	39	2	10	1	1	0	0	0	2	0	0	0
	%	100%	94.55%	5.45%	0.00%	0.00%	70.91%	3.64%	18.18%	1.82%	1.82%	0.00%	0.00%	0.00%	3.64%	0.00%	0.00%	0.00%
WL02	#	26	19	7	1	1	9	1	7	2	2	3	0	0	0	0	0	0
	%	100%	73.08%	26.92%	3.85%	3.85%	34.62%	3.85%	26.92%	7.69%	7.69%	11.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL03	#	4	2	2	0	0	0	0	1	2	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL04	#	8	6	2	1	0	1	0	2	2	2	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	12.50%	0.00%	12.50%	0.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL05	#	20	15	5	2	0	7	1	5	3	0	1	0	0	1	0	0	0
	%	100%	75.00%	25.00%	10.00%	0.00%	35.00%	5.00%	25.00%	15.00%	0.00%	5.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%
WL06	#	72	64	8	5	1	24	4	25	3	9	0	1	0	0	0	0	0
	%	100%	88.89%	11.11%	6.94%	1.39%	33.33%	5.56%	34.72%	4.17%	12.50%	0.00%	1.39%	0.00%	0.00%	0.00%	0.00%	0.00%

WS18	#	8	8	0	0	0	7	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	87.50%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD01	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD04	#	20	16	4	1	1	14	2	0	0	0	0	0	0	1	0	0	1
	%	100%	80.00%	20.00%	5.00%	5.00%	70.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	5.00%
WD05	#	19	13	6	0	0	12	5	1	1	0	0	0	0	0	0	0	0
	%	100%	68.42%	31.58%	0.00%	0.00%	63.16%	26.32%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD06	#	563	511	52	28		362	41	45	6	65	4	5	0	4	1	2	0
	%	100%	90.76%	9.24%	4.97%	0.00%	64.30%	7.28%	7.99%	1.07%	11.55%	0.71%	0.89%	0.00%	0.71%	0.18%	0.36%	0.00%
WD07	#	124	109	15	4	1	95	7	4	5	6	1	0	0	0	0	0	1
	%	100%	87.90%	12.10%	3.23%	0.81%	76.61%	5.65%	3.23%	4.03%	4.84%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%
WD08	#	338	317	21	11	0	244	16	21	2	30	3	4	0	6	0	1	0
	%	100%	93.79%	6.21%	3.25%	0.00%	72.19%	4.73%	6.21%	0.59%	8.88%	0.89%	1.18%	0.00%	1.78%	0.00%	0.30%	0.00%
WD09	#	15	13	2	0	0	13	2	0	0	0	0	0	0	0	0	0	0
	%	100%	86.67%	13.33%	0.00%	0.00%	86.67%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN04	#	7	7	0	0	0	6	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	85.71%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN07	#	44	41	3	1	1	33	2	1	0	6	0	0	0	0	0	0	0
	%	100%	93.18%	6.82%	2.27%	2.27%	75.00%	4.55%	2.27%	0.00%	13.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,306	32,607	2,699	1,637	162	21,629	1,666	4,638	547	3,535	196	685	66	258	28	225	34
	%	100.00%	92.36%	7.64%	4.64%	0.46%	61.26%	4.72%	13.14%	1.55%	10.01%	0.56%	1.94%	0.19%	0.73%	0.08%	0.64%	0.10%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100.00%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

WL05	#	20	15	5	2	0	7	1	5	3	0	1	0	0	1	0	0	0
	%	0.06%	0.05%	0.19%	0.12%	0.00%	0.03%	0.06%	0.11%	0.55%	0.00%	0.51%	0.00%	0.00%	0.39%	0.00%	0.00%	0.00%
WL06	#	72	64	8	5	1	24	4	25	3	9	0	1	0	0	0	0	0
	%	0.20%	0.20%	0.30%	0.31%	0.62%	0.11%	0.24%	0.54%	0.55%	0.25%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%
WL07	#	60	59	1	3	0	34	1	17	0	4	0	1	0	0	0	0	0
	%	0.17%	0.18%	0.04%	0.18%	0.00%	0.16%	0.06%	0.37%	0.00%	0.11%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%
WL08	#	111	97	14	6	0	56	8	25	5	9	1	1	0	0	0	0	0
	%	0.31%	0.30%	0.52%	0.37%	0.00%	0.26%	0.48%	0.54%	0.91%	0.25%	0.51%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%
WL09	#	244	219	25	14	0	126	13	51	10	19	1	6	1	3	0	0	0
	%	0.69%	0.67%	0.93%	0.86%	0.00%	0.58%	0.78%	1.10%	1.83%	0.54%	0.51%	0.88%	1.52%	1.16%	0.00%	0.00%	0.00%
WL10	#	1744	1676	68	66	1	1097	33	244	23	211	6	42	4	13	1	3	0
	%	4.94%	5.14%	2.52%	4.03%	0.62%	5.07%	1.98%	5.26%	4.20%	5.97%	3.06%	6.13%	6.06%	5.04%	3.57%	1.33%	0.00%
WL11	#	277	265	12	6	0	191	8	24	2	31	1	9	1	1	0	3	0
	%	0.78%	0.81%	0.44%	0.37%	0.00%	0.88%	0.48%	0.52%	0.37%	0.88%	0.51%	1.31%	1.52%	0.39%	0.00%	1.33%	0.00%
WL12	#	77	73	4	3	0	64	3	4	1	2	0	0	0	0	0	0	0
	%	0.22%	0.22%	0.15%	0.18%	0.00%	0.30%	0.18%	0.09%	0.18%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL13	#	80	76	4	0	0	51	3	5	0	19	1	1	0	0	0	0	0
	%	0.23%	0.23%	0.15%	0.00%	0.00%	0.24%	0.18%	0.11%	0.00%	0.54%	0.51%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%
WL14	#	29	29	0	0	0	24	0	2	0	3	0	0	0	0	0	0	0
	%	0.08%	0.09%	0.00%	0.00%	0.00%	0.11%	0.00%	0.04%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS01	#	6	5	1	0	0	2	0	3	1	0	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.04%	0.00%	0.00%	0.01%	0.00%	0.06%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS02	#	14	10	4	0	0	6	1	4	3	0	0	0	0	0	0	0	0
	%	0.04%	0.03%	0.15%	0.00%	0.00%	0.03%	0.06%	0.09%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS03	#	8	6	2	0	0	2	2	2	0	2	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.07%	0.00%	0.00%	0.01%	0.12%	0.04%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS04	#	20	15	5	0	0	6	3	6	1	3	0	0	1	0	0	0	0
	%	0.06%	0.05%	0.19%	0.00%	0.00%	0.03%	0.18%	0.13%	0.18%	0.08%	0.00%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%
WS05	#	22	21	1	3	0	10	0	7	0	1	1	0	0	0	0	0	0
	%	0.06%	0.06%	0.04%	0.18%	0.00%	0.05%	0.00%	0.15%	0.00%	0.03%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS06	#	43	39	4	1	0	24	3	7	1	5	0	0	0	2	0	0	0
	%	0.12%	0.12%	0.15%	0.06%	0.00%	0.11%	0.18%	0.15%	0.18%	0.14%	0.00%	0.00%	0.00%	0.78%	0.00%	0.00%	0.00%
WS07	#	61	56	5	3	0	32	2	15	1	6	2	0	0	0	0	0	0
	%	0.17%	0.17%	0.19%	0.18%	0.00%	0.15%	0.12%	0.32%	0.18%	0.17%	1.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS08	#	108	96	12	6	0	61	8	23	3	2	0	2	0	2	1	0	0
	%	0.31%	0.29%	0.44%	0.37%	0.00%	0.28%	0.48%	0.50%	0.55%	0.06%	0.00%	0.29%	0.00%	0.78%	3.57%	0.00%	0.00%
WS09	#	236	211	25	5	0	143	15	37	9	20	1	2	0	4	0	0	0
	%	0.67%	0.65%	0.93%	0.31%	0.00%	0.66%	0.90%	0.80%	1.65%	0.57%	0.51%	0.29%	0.00%	1.55%	0.00%	0.00%	0.00%
WS10	#	1860	1774	86	59	3	1231	56	238	18	177	3	55	4	12	2	2	0
	%	5.27%	5.44%	3.19%	3.60%	1.85%	5.69%	3.36%	5.13%	3.29%	5.01%	1.53%	8.03%	6.06%	4.65%	7.14%	0.89%	0.00%
WS11	#	293	280	13	14	0	204	7	28	2	27	3	7	1	0	0	0	0
	%	0.83%	0.86%	0.48%	0.86%	0.00%	0.94%	0.42%	0.60%	0.37%	0.76%	1.53%	1.02%	1.52%	0.00%	0.00%	0.00%	0.00%
WS12	#	88	82	6	4	0	62	6	7	0	6	0	1	0	2	0	0	0
	%	0.25%	0.25%	0.22%	0.24%	0.00%	0.29%	0.36%	0.15%	0.00%	0.17%	0.00%	0.15%	0.00%	0.78%	0.00%	0.00%	0.00%
WS13	#	88	83	5	4	2	62	2	5	0	10	0	2	1	0	0	0	0
	%	0.25%	0.25%	0.19%	0.24%	1.23%	0.29%	0.12%	0.11%	0.00%	0.28%	0.00%	0.29%	1.52%	0.00%	0.00%	0.00%	0.00%

WS14	#	507	477	30	12	0	334	27	8	0	85	2	32	1	5	0	1	0
	%	1.44%	1.46%	1.11%	0.73%	0.00%	1.54%	1.62%	0.17%	0.00%	2.40%	1.02%	4.67%	1.52%	1.94%	0.00%	0.44%	0.00%
WS15	#	82	79	3	3	0	46	3	2	0	21	0	7	0	0	0	0	0
	%	0.23%	0.24%	0.11%	0.18%	0.00%	0.21%	0.18%	0.04%	0.00%	0.59%	0.00%	1.02%	0.00%	0.00%	0.00%	0.00%	0.00%
WS16	#	25	25	0	2	0	12	0	0	0	7	0	4	0	0	0	0	0
	%	0.07%	0.08%	0.00%	0.12%	0.00%	0.06%	0.00%	0.00%	0.00%	0.20%	0.00%	0.58%	0.00%	0.00%	0.00%	0.00%	0.00%
WS17	#	14	14	0	0	0	13	0	0	0	1	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS18	#	8	8	0	0	0	7	0	0	0	1	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD01	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD04	#	20	16	4	1	1	14	2	0	0	0	0	0	0	1	0	0	1
	%	0.06%	0.05%	0.15%	0.06%	0.62%	0.06%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.39%	0.00%	0.00%	2.94%
WD05	#	19	13	6	0	0	12	5	1	1	0	0	0	0	0	0	0	0
	%	0.05%	0.04%	0.22%	0.00%	0.00%	0.06%	0.30%	0.02%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD06	#	563	511	52	28	0	362	41	45	6	65	4	5	0	4	1	2	0
	%	1.59%	1.57%	1.93%	1.71%	0.00%	1.67%	2.46%	0.97%	1.10%	1.84%	2.04%	0.73%	0.00%	1.55%	3.57%	0.89%	0.00%
WD07	#	124	109	15	4	1	95	7	4	5	6	1	0	0	0	0	0	1
	%	0.35%	0.33%	0.56%	0.24%	0.62%	0.44%	0.42%	0.09%	0.91%	0.17%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%
WD08	#	338	317	21	11	0	244	16	21	2	30	3	4	0	6	0	1	0
	%	0.96%	0.97%	0.78%	0.67%	0.00%	1.13%	0.96%	0.45%	0.37%	0.85%	1.53%	0.58%	0.00%	2.33%	0.00%	0.44%	0.00%
WD09	#	15	13	2	0	0	13	2	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.07%	0.00%	0.00%	0.06%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN04	#	7	7	0	0	0	6	0	0	0	1	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN07	#	44	41	3	1	1	33	2	1	0	6	0	0	0	0	0	0	0
	%	0.12%	0.13%	0.11%	0.06%	0.62%	0.15%	0.12%	0.02%	0.00%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,306	32,607	2,699	1,637	162	21,629	1,666	4,638	547	3,535	196	685	66	258	28	225	34
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

NOTE: Percentages computed down columns and NOT across rows.

Table A6: FY 2009 PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

Job Title/Series and 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
Electronics Engineering - 0855	#	8,461	7,561	900	383	57	5,525	503	289	89	1,255	237	51	9	25	2	33	3
	%	100%	89.36%	10.64%	4.53%	0.67%	65.30%	5.94%	3.42%	1.05%	14.83%	2.80%	0.60%	0.11%	0.30%	0.02%	0.39%	0.04%
Occupational CLF		100%	91.30%	8.70%	3.60%	0.40%	72.10%	5.50%	3.50%	0.90%	10.50%	1.60%	0.10%	0.00%	0.20%	0.00%	1.20%	0.10%
Information Technology Mgmt - 2210	#	7,731	5,094	2,637	205	118	3,969	1,840	477	433	317	187	47	18	24	17	55	24
	%	100%	65.89%	34.11%	2.65%	1.53%	51.34%	23.80%	6.17%	5.60%	4.10%	2.42%	0.61%	0.23%	0.31%	0.22%	0.71%	0.31%
Occupational CLF		100%	66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.40%
Management/Program Analysis - 0343	#	7,812	3,495	4,317	127	209	2,786	2,997	357	736	152	275	18	36	30	20	25	44
	%	100%	44.74%	55.26%	1.63%	2.68%	35.66%	38.36%	4.57%	9.42%	1.95%	3.52%	0.23%	0.46%	0.38%	0.26%	0.32%	0.56%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
Engineering Technician - 0802	#	6,905	6,286	619	204	22	5,302	488	357	47	309	49	38	4	48	5	28	4
	%	100%	91.04%	8.96%	2.95%	0.32%	76.78%	7.07%	5.17%	0.68%	4.48%	0.71%	0.55%	0.06%	0.70%	0.07%	0.41%	0.06%
Occupational CLF		100%	80.90%	19.10%	6.10%	1.60%	62.30%	13.00%	5.70%	2.20%	5.10%	1.80%	0.10%	0.00%	0.40%	0.10%	1.10%	0.40%
Mechanical Engineering - 0830	#	5,880	5,344	536	178	32	4,478	416	141	30	486	51	11	0	17	3	33	4
	%	100%	90.88%	9.12%	3.03%	0.54%	76.16%	7.07%	2.40%	0.51%	8.27%	0.87%	0.19%	0.00%	0.29%	0.05%	0.56%	0.07%
Occupational CLF		100%	93.40%	6.50%	3.10%	0.20%	79.00%	5.10%	3.00%	0.50%	6.80%	0.60%	0.10%	0.00%	0.20%	0.00%	1.10%	0.10%
Misc. Administration/Program - 0301	#	4,626	2,668	1,958	0	118	2,242	1,372	267	306	105	103	15	24	21	17	18	18
	%	100%	57.67%	42.33%	0.00%	2.55%	48.47%	29.66%	5.77%	6.61%	2.27%	2.23%	0.32%	0.52%	0.45%	0.37%	0.39%	0.39%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Financial Administration and Program - 0501	#	4,901	1,296	3,605	74	181	857	2,238	187	734	145	374	11	25	6	20	16	33
	%	100%	26.44%	73.56%	1.51%	3.69%	17.49%	45.66%	3.82%	14.98%	2.96%	7.63%	0.22%	0.51%	0.12%	0.41%	0.33%	0.67%
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Logistics Management - 0346	#	4,468	3,012	1,456	128	84	2,422	1,059	273	232	143	60	10	4	15	9	21	8
	%	100%	67.41%	32.59%	2.86%	1.88%	54.21%	23.70%	6.11%	5.19%	3.20%	1.34%	0.22%	0.09%	0.34%	0.20%	0.47%	0.18%
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Contracting - 1102	#	4,290	1,685	2,605	57	119	1,287	1,730	175	460	124	214	13	50	8	14	21	18
	%	100%	39.28%	60.72%	1.33%	2.77%	30.00%	40.33%	4.08%	10.72%	2.89%	4.99%	0.30%	1.17%	0.19%	0.33%	0.49%	0.42%
Occupational CLF		100%	47.00%	53.00%	2.90%	3.20%	39.80%	42.70%	2.50%	4.70%	1.00%	1.30%	0.00%	0.10%	0.20%	0.30%	0.40%	0.80%
Electronics Technician - 0856	#	3,619	3,433	186	123	12	2,908	147	204	17	127	6	18	3	40	1	13	0
	%	100%	94.86%	5.14%	3.40%	0.33%	80.35%	4.06%	5.64%	0.47%	3.51%	0.17%	0.50%	0.08%	1.11%	0.03%	0.36%	0.00%
Occupational CLF		100%	80.90%	19.10%	6.10%	1.60%	62.30%	13.00%	5.70%	2.20%	5.10%	1.80%	0.10%	0.00%	0.40%	0.10%	1.10%	0.40%
Total Major Occupations	#	58,693	39,874	18,819	1,479	952	31,776	12,790	2,727	3,084	3,163	1,556	232	173	234	108	263	156
	%	100%	67.94%	32.06%	2.52%	1.62%	54.14%	21.79%	4.65%	5.25%	5.39%	2.65%	0.40%	0.29%	0.40%	0.18%	0.45%	0.27%

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Applicants and Hires	TOTAL WORKFORCE		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

Job Title/Series:																	
Total Received	#																
Voluntarily Identified	#																
	%																
Qualified of those Identified	#																
	%																
Selected of those Identified	#																
	%																
CLF																	

Job Title/Series:																	
Total Received	#																
Voluntarily Identified	#																
	%																
Qualified of those Identified	#																
	%																
Selected of those Identified	#																
	%																
CLF																	

Job Title/Series:																	
Total Received	#																
Voluntarily Identified	#																
	%																
Qualified of those Identified	#																
	%																
Selected of those Identified	#																
	%																
CLF																	

Data currently not available. Corporate tracking system under development.

Table A8: FY 2009 NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

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	
							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	
Permanent	#	18,940	13,094	5,846	494	248	10,052	4,121	1,214	876	889	371	183	99	92	52	170	79
	%	100%	69.13%	30.87%	2.61%	1.31%	53.07%	21.76%	6.41%	4.63%	4.69%	1.96%	0.97%	0.52%	0.49%	0.27%	0.90%	0.42%
Temporary	#	5,256	3,142	2,114	178	123	2,360	1,423	321	311	185	175	28	29	22	18	48	35
	%	100%	59.78%	40.22%	3.39%	2.34%	44.90%	27.07%	6.11%	5.92%	3.52%	3.33%	0.53%	0.55%	0.42%	0.34%	0.91%	0.67%
Non-Appropriated	#	5,843	2,029	3,814	262	505	898	1,529	413	824	293	683	98	183	15	29	50	61
	%	100%	34.73%	65.27%	4.48%	8.64%	15.37%	26.17%	7.07%	14.10%	5.01%	11.69%	1.68%	3.13%	0.26%	0.50%	0.86%	1.04%
Total New Hires	#	30,039	18,265	11,774	934	876	13,310	7,073	1,948	2,011	1,367	1,229	309	311	129	99	268	175
	%	100%	60.80%	39.20%	3.11%	2.92%	44.31%	23.55%	6.48%	6.69%	4.55%	4.09%	1.03%	1.04%	0.43%	0.33%	0.89%	0.58%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Internal Competitive Promotion	TOTAL WORKFORCE			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	#																
Qualified	#																
	%																
Selected	#																
	%																
Relevant Applicant Pool	%																

Job Series of Vacancy:																	
Total Applications Received	#																
Qualified	#																
	%																
Selected	#																
	%																
Relevant Applicant Pool	%																

Job Series of Vacancy:																	
Total Applications Received	#																
Qualified	#																
	%																
Selected	#																
	%																
Relevant Applicant Pool	%																

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

Data currently not available. Corporate tracking system under development.

Table A10: FY 2009 NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Non-Competitive Promotion		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	#	16,714	11,263	5,451	515	363	8,446	3,507	992	888	930	460	131	85	75	50	174	98
	%	100%	67.39%	32.61%	3.08%	2.17%	50.53%	20.98%	5.94%	5.31%	5.56%	2.75%	0.78%	0.51%	0.45%	0.30%	1.04%	0.59%
Time in grade in excess of minimum																		
1 - 12 months	#	9,106	6,378	2,728	256	157	4,810	1,782	513	402	543	280	98	29	51	32	107	46
	%	100%	70.04%	29.96%	2.81%	1.72%	52.82%	19.57%	5.63%	4.41%	5.96%	3.07%	1.08%	0.32%	0.56%	0.35%	1.18%	0.51%
13 - 24 months	#	12,130	8,188	3,942	326	281	6,219	2,578	814	650	589	283	112	71	37	32	91	47
	%	100%	67.50%	32.50%	2.69%	2.32%	51.27%	21.25%	6.71%	5.36%	4.86%	2.33%	0.92%	0.59%	0.31%	0.26%	0.75%	0.39%
25+ months	#	41,193	26,955	14,238	1,312	910	20,082	9,093	2,443	2,552	2,243	1,132	287	200	211	122	377	229
	%	100%	65.44%	34.56%	3.19%	2.21%	48.75%	22.07%	5.93%	6.20%	5.45%	2.75%	0.70%	0.49%	0.51%	0.30%	0.92%	0.56%

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Senior Level Internal Selections	TOTAL WORKFORCE			RACE/ETHNICITY													
				Non- Hispanic or Latino													
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%																
Qualified	#																
	%																
Selected	#																
	%																
Relevant Applicant Pool																	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%																
Qualified	#																
	%																
Selected	#																
	%																
Relevant Applicant Pool																	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%																
Qualified	#																
	%																
Selected	#																
	%																
Relevant Applicant Pool																	

Data currently not available. Corporate tracking system under development for GS13-15 positions. Coordinating with newly established Executive Management Program Office to obtain SES data.

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

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Career Development Programs	TOTAL WORKFORCE			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

Career Development Programs for GS 5 - 12:

Slots	#																
Relevant Pool	%																
Applied	#																
	%																
Participants	#																
	%																

Career Development Programs for GS 13 - 14:

Slots	#																
Relevant Pool	%																
Applied	#																
	%																
Participants	#																
	%																

Career Development Programs for GS 15 and SES:

Slots	#																
Relevant Pool	%																
Applied	#																
	%																
Participants	#																
	%																

"Relevant Pool" includes all employees in pay grades eligible for the career development program.

Data currently not available. Corporate tracking system under development.

Table A14: FY 2008 SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

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	female	male	female	male	female	
Voluntary	#	12,197	7,875	4,322	404	201	5,707	2,820	980	881	591	304	61	34	72	33	60	49
	%	100%	64.57%	35.43%	3.31%	1.65%	46.79%	23.12%	8.03%	7.22%	4.85%	2.49%	0.50%	0.28%	0.59%	0.27%	0.49%	0.40%
Involuntary	#	3,005	1,926	1,079	96	59	1,333	601	304	274	136	101	20	14	19	8	18	22
	%	100%	64.09%	35.91%	3.19%	1.96%	44.36%	20.00%	10.12%	9.12%	4.53%	3.36%	0.67%	0.47%	0.63%	0.27%	0.60%	0.73%
Total Separations	#	15,202	9,801	5,401	500	260	7,040	3,421	1,284	1,155	727	405	81	48	91	41	78	71
	%	100%	64.47%	35.53%	3.29%	1.71%	46.31%	22.50%	8.45%	7.60%	4.78%	2.66%	0.53%	0.32%	0.60%	0.27%	0.51%	0.47%
Total Workforce	#	191,379	133,908	57,471	6,147	3,156	97,738	36,483	14,040	10,812	12,686	5,432	1,490	603	854	416	953	569
	%	100.00%	69.97%	30.03%	3.21%	1.65%	51.07%	19.06%	7.34%	5.65%	6.63%	2.84%	0.78%	0.32%	0.45%	0.22%	0.50%	0.30%

Table B1: FY 2009 DON TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure		TOTAL EMPLOYEES	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
Prior FY 2008	#	224,962	205,719	5,553	12,060	1,630	236	156	111	239	96	276	153	298	65
	%	100%	91.45%	2.47%	5.36%	0.72%	0.10%	0.07%	0.05%	0.11%	0.04%	0.12%	0.07%	0.13%	0.03%
Current FY 2009	#	231,138	211,344	5,723	12,461	1,610	239	159	104	228	90	263	141	322	64
	%	100%	91.44%	2.48%	5.39%	0.70%	0.10%	0.07%	0.04%	0.10%	0.04%	0.11%	0.06%	0.14%	0.03%
Difference	#	6,176	5,625	170	401	-20	3	3	-7	-11	-6	-13	-12	24	-1
Ratio Change	%	0.00%	-0.01%	0.01%	0.03%	-0.03%	0.00%	0.00%	0.00%	-0.01%	0.00%	-0.01%	-0.01%	0.01%	0.00%
Net Change	%	2.75%	2.73%	3.06%	3.33%	-1.23%	1.27%	1.92%	-6.31%	-4.60%	-6.25%	-4.71%	-7.84%	8.05%	-1.54%
Federal High	%					2.95%									
PERMANENT															
Prior FY 2008	#	175,892	160,591	3,825	10,098	1,378	216	111	99	217	90	229	133	225	58
	%	100%	91.30%	2.17%	5.74%	0.78%	0.12%	0.06%	0.06%	0.12%	0.05%	0.13%	0.08%	0.13%	0.03%
Current FY 2009	#	184,481	168,354	4,200	10,549	1,378	213	120	96	206	83	228	124	248	60
	%	100%	91.26%	2.28%	5.72%	0.75%	0.12%	0.07%	0.05%	0.11%	0.04%	0.12%	0.07%	0.13%	0.03%
Difference	#	8,589	7,763	375	451	0	-3	9	-3	-11	-7	-1	-9	23	2
Ratio Change	%	0.00%	-0.04%	0.10%	-0.02%	-0.04%	-0.01%	0.00%	0.00%	-0.01%	-0.01%	-0.01%	-0.01%	0.01%	0.00%
Net Change	%	4.88%	4.83%	9.80%	4.47%	0.00%	-1.39%	8.11%	-3.03%	-5.07%	-7.78%	-0.44%	-6.77%	10.22%	3.45%
TEMPORARY															
Prior FY 2008	#	6,063	5,608	149	274	32	5	3	2	2	1	4	1	12	2
	%	100%	92.50%	2.46%	4.52%	0.53%	0.08%	0.05%	0.03%	0.03%	0.02%	0.07%	0.02%	0.20%	0.03%
Current FY 2009	#	6,999	6,492	200	261	46	10	4	1	2	3	8	0	17	1
	%	100%	92.76%	2.86%	3.73%	0.66%	0.14%	0.06%	0.01%	0.03%	0.04%	0.11%	0.00%	0.24%	0.01%
Difference	#	936	884	51	-13	14	5	1	-1	0	2	4	-1	5	-1
Ratio Change	%	0.00%	0.26%	0.40%	-0.79%	0.13%	0.06%	0.01%	-0.02%	0.00%	0.03%	0.05%	-0.02%	0.04%	-0.02%
Net Change	%	15.44%	15.76%	34.23%	-4.74%	43.75%	100.00%	33.33%	-50.00%	0.00%	200.00%	100.00%	-100.00%	41.67%	-50.00%
NON-APPROPRIATED															
Prior FY 2008	#	43,007	39,520	1,579	1,688	220	15	42	10	20	5	43	19	61	5
	%	100%	91.89%	3.67%	3.92%	0.51%	0.03%	0.10%	0.02%	0.05%	0.01%	0.10%	0.04%	0.14%	0.01%
Current FY 2009	#	39,658	36,498	1,323	1,651	186	16	35	7	20	4	27	17	57	3
	%	100%	92.03%	3.34%	4.16%	0.47%	0.04%	0.09%	0.02%	0.05%	0.01%	0.07%	0.04%	0.14%	0.01%
Difference	#	-3,349	-3,022	-256	-37	-34	1	-7	-3	0	-1	-16	-2	-4	-2
Ratio Change	%	0.00%	0.14%	-0.34%	0.24%	-0.04%	0.01%	-0.01%	-0.01%	0.00%	0.00%	-0.03%	0.00%	0.00%	0.00%
Net Change	%	-7.79%	-7.65%	-16.21%	-2.19%	-15.45%	6.67%	-16.67%	-30.00%	0.00%	-20.00%	-37.21%	-10.53%	-6.56%	-40.00%

Table B2: FY 2009 DON TOTAL WORKFORCE BY COMPONENT

Component	TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
TOTAL FY 2009	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61	
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%	
Federal High						2.95%										
Chief Naval Operations (NV11)	#	4,882	4,365	198	296	23	1	2	2	3	0	2	7	6	0	
	%	100%	89.41%	4.06%	6.06%	0.47%	0.02%	0.04%	0.04%	0.06%	0.00%	0.04%	0.14%	0.12%	0.00%	
Assistant for Administration Office of the Under Secretary of the Navy (NV12)	#	4,949	4,284	383	253	29	11	2	0	6	2	4	0	4	0	
	%	100%	86.56%	7.74%	5.11%	0.59%	0.22%	0.04%	0.00%	0.12%	0.04%	0.08%	0.00%	0.08%	0.00%	
Office of Naval Research (NV14)	#	3,028	2,788	87	125	28	5	2	1	5	2	4	4	5	0	
	%	100%	92.07%	2.87%	4.13%	0.92%	0.17%	0.07%	0.03%	0.17%	0.07%	0.13%	0.13%	0.17%	0.00%	
Office of Naval Intelligence (NV 15)	#	1,703	1,583	24	85	11	2	0	1	3	0	4	0	1	0	
	%	100%	92.95%	1.41%	4.99%	0.65%	0.12%	0.00%	0.06%	0.18%	0.00%	0.23%	0.00%	0.06%	0.00%	
Bureau of Medicine and Surgery (NV18)	#	12,663	11,329	357	823	154	14	6	8	20	2	20	37	42	5	
	%	100%	89.47%	2.82%	6.50%	1.22%	0.11%	0.05%	0.06%	0.16%	0.02%	0.16%	0.29%	0.33%	0.04%	
Naval Air Systems Command (NV19)	#	23,853	22,061	310	1,303	179	37	14	16	21	17	29	2	31	12	
	%	100%	92.49%	1.30%	5.46%	0.75%	0.16%	0.06%	0.07%	0.09%	0.07%	0.12%	0.01%	0.13%	0.05%	
Navy Personnel Command (NV22)	#	1,680	1,478	55	132	15	6	0	2	2	1	2	0	1	1	
	%	100%	87.98%	3.27%	7.86%	0.89%	0.36%	0.00%	0.12%	0.12%	0.06%	0.12%	0.00%	0.06%	0.06%	
Naval Supply Systems Command (NV23)	#	6,756	6,076	131	430	119	23	9	9	26	6	18	10	11	7	
	%	100%	89.93%	1.94%	6.36%	1.76%	0.34%	0.13%	0.13%	0.38%	0.09%	0.27%	0.15%	0.16%	0.10%	
Naval Sea Systems Command (NV24)	#	24,509	22,177	898	1,224	210	33	21	19	33	15	39	8	34	8	
	%	100%	90.49%	3.66%	4.99%	0.86%	0.13%	0.09%	0.08%	0.13%	0.06%	0.16%	0.03%	0.14%	0.03%	
Naval Facilities Engineering Command (NV25)	#	15,305	14,036	310	856	103	22	11	3	9	4	21	12	16	5	
	%	100%	91.71%	2.03%	5.59%	0.67%	0.14%	0.07%	0.02%	0.06%	0.03%	0.14%	0.08%	0.10%	0.03%	
United States Marine Corps (NV27)	#	19,390	17,801	255	1,211	123	14	10	11	18	11	11	15	25	8	
	%	100%	91.81%	1.32%	6.25%	0.63%	0.07%	0.05%	0.06%	0.09%	0.06%	0.06%	0.08%	0.13%	0.04%	
Strategic Systems Programs (NV30)	#	925	810	57	55	3	0	1	0	2	0	0	0	0	0	
	%	100%	87.57%	6.16%	5.95%	0.32%	0.00%	0.11%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	
Military Sealift Command (NV33)	#	6,168	5,953	44	159	12	0	3	1	0	0	0	0	8	0	
	%	100%	96.51%	0.71%	2.58%	0.19%	0.00%	0.05%	0.02%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	
Space and Naval Warfare Systems Command (NV39)	#	8,124	7,509	105	461	49	9	3	2	7	3	12	1	10	2	
	%	100%	92.43%	1.29%	5.67%	0.60%	0.11%	0.04%	0.02%	0.09%	0.04%	0.15%	0.01%	0.12%	0.02%	
Naval Systems Management Activity (NV41)	#	573	521	21	29	2	0	0	1	0	1	0	0	0	0	
	%	100%	90.92%	3.66%	5.06%	0.35%	0.00%	0.00%	0.17%	0.00%	0.17%	0.00%	0.00%	0.00%	0.00%	
Commander, Navy Installations Command (NV52)	#	14,678	13,301	349	942	86	14	10	2	16	10	14	1	16	3	
	%	100%	90.62%	2.38%	6.42%	0.59%	0.10%	0.07%	0.01%	0.11%	0.07%	0.10%	0.01%	0.11%	0.02%	
Commander, U.S. Fleet Forces (NV60)	#	19,299	17,953	287	928	131	10	17	10	18	7	23	13	28	5	
	%	100%	93.03%	1.49%	4.81%	0.68%	0.05%	0.09%	0.05%	0.09%	0.04%	0.12%	0.07%	0.15%	0.03%	
Commander, U.S. Pacific Fleet (NV70)	#	17,038	15,543	416	982	97	15	10	6	11	4	17	13	19	2	
	%	100%	91.23%	2.44%	5.76%	0.57%	0.09%	0.06%	0.04%	0.06%	0.02%	0.10%	0.08%	0.11%	0.01%	
Commander, Navy Reserve Forces (NV72)	#	464	416	13	32	3	0	0	0	0	0	1	0	2	0	
	%	100%	89.66%	2.80%	6.90%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.43%	0.00%	
Naval Special Warfare Command (NV74)	#	1,028	916	22	86	4	0	1	0	1	0	2	0	0	0	
	%	100%	89.11%	2.14%	8.37%	0.39%	0.00%	0.10%	0.00%	0.10%	0.00%	0.19%	0.00%	0.00%	0.00%	
Naval Education and Training Command (NV76)	#	4,463	3,946	78	398	41	7	2	2	7	1	11	2	6	3	
	%	100%	88.42%	1.75%	8.92%	0.92%	0.16%	0.04%	0.04%	0.16%	0.02%	0.25%	0.04%	0.13%	0.07%	

Table B3-1: FY 2009 DON OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	TOTAL EMPLOYEES	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)	#	2,448	2,238	66	137	7	1	0	1	3	0	0	0	1	1
	%	100%	91.42%	2.70%	5.60%	0.29%	0.04%	0.00%	0.04%	0.12%	0.00%	0.00%	0.00%	0.04%	0.04%
Mid-Level (Grades 13-14)	#	5,727	5,231	123	352	21	0	4	4	3	2	6	0	2	0
	%	100%	91.34%	2.15%	6.15%	0.37%	0.00%	0.07%	0.07%	0.05%	0.03%	0.10%	0.00%	0.03%	0.00%
First level (Grades 12 and Below)	#	73	69	1	3	0	0	0	0	0	0	0	0	0	0
	%	100%	94.52%	1.37%	4.11%	0.00%	0.00%	0.00%	0.00%	0	0.00%	0.00%	0.00%	0.00%	0.00%
Other Officials and Managers	#	36,521	33,020	906	2,352	243	24	19	32	48	19	55	0	31	15
	%	100%	90.41%	2.48%	6.44%	0.67%	0.07%	0.05%	0.09%	0.13%	0.05%	0.15%	0.00%	0.08%	0.04%
Officials and Managers - TOTAL	#	44,769	40,558	1,096	2,844	271	25	23	37	54	21	61	0	34	16
	%	100%	90.59%	2.45%	6.35%	0.61%	0.06%	0.05%	0.08%	0.12%	0.05%	0.14%	0.00%	0.08%	0.04%
2. Professionals	#	62,738	57,816	1,492	3,069	361	39	42	20	67	24	73	0	82	14
	%	100%	92.15%	2.38%	4.89%	0.58%	0.06%	0.07%	0.03%	0.11%	0.04%	0.12%	0.00%	0.13%	0.02%
3. Technicians	#	16,596	15,047	351	1,087	111	15	8	12	19	8	17	3	25	4
	%	100%	90.67%	2.11%	6.55%	0.67%	0.09%	0.05%	0.07%	0.11%	0.05%	0.10%	0.02%	0.15%	0.02%
4. Sales Workers	#	11	9	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	81.82%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Office/Clerical	#	18,869	16,578	423	1,528	340	75	19	10	45	26	43	38	64	20
	%	100%	87.86%	2.24%	8.10%	1.80%	0.40%	0.10%	0.05%	0.24%	0.14%	0.23%	0.20%	0.34%	0.11%
6. Craft Workers	#	29,997	27,777	558	1,481	181	47	23	11	15	4	25	17	35	4
	%	100%	92.60%	1.86%	4.94%	0.60%	0.16%	0.08%	0.04%	0.05%	0.01%	0.08%	0.06%	0.12%	0.01%
7. Operatives	#	6,128	5,595	121	344	68	12	4	5	4	1	8	22	10	2
	%	100%	91.30%	1.97%	5.61%	1.11%	0.20%	0.07%	0.08%	0.07%	0.02%	0.13%	0.36%	0.16%	0.03%
8. Labors and Helpers	#	718	629	12	44	33	5	1	0	1	1	2	18	5	0
	%	100%	87.60%	1.67%	6.13%	4.60%	0.70%	0.14%	0.00%	0.14%	0.14%	0.28%	2.51%	0.70%	0.00%
9. Service Workers	#	11,593	10,787	338	409	59	5	4	2	3	1	7	26	10	1
	%	100%	93.05%	2.92%	3.53%	0.51%	0.04%	0.03%	0.02%	0.03%	0.01%	0.06%	0.22%	0.09%	0.01%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

Table B3-2: FY 2009 DON OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Categories	TOTAL EMPLOYEES	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)	#	2,448	2,238	66	137	7	1	0	1	3	0	0	0	1	1
	%	1.28%	1.28%	1.50%	1.27%	0.49%	0.45%	0.00%	1.04%	1.44%	0.00%	0.00%	0.00%	0.38%	1.64%
Mid-Level (Grades 13-14)	#	5,727	5,231	123	352	21	0	4	4	3	2	6	0	2	0
	%	2.99%	2.99%	2.80%	3.26%	1.48%	0.00%	3.23%	4.17%	1.44%	2.33%	2.56%	0.00%	0.75%	0.00%
First level (Grades 12 and Below)	#	73	69	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.02%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Officials and Managers	#	36,521	33,020	906	2,352	243	24	19	32	48	19	55	0	31	15
	%	19.07%	18.89%	20.59%	21.76%	17.09%	10.76%	15.32%	33.33%	23.08%	22.09%	23.50%	0.00%	11.70%	24.59%
Officials and Managers - TOTAL	#	44,769	40,558	1,096	2,844	271	25	23	37	54	21	61	0	34	16
	%	23.38%	23.20%	24.91%	26.31%	19.06%	11.21%	18.55%	38.54%	25.96%	24.42%	26.07%	0.00%	12.83%	26.23%
2. Professionals	#	62,738	57,816	1,492	3,069	361	39	42	20	67	24	73	0	82	14
	%	32.77%	33.07%	33.91%	28.39%	25.39%	17.49%	33.87%	20.83%	32.21%	27.91%	31.20%	0.00%	30.94%	22.95%
3. Technicians	#	16,596	15,047	351	1,087	111	15	8	12	19	8	17	3	25	4
	%	8.67%	8.61%	7.98%	10.06%	7.81%	6.73%	6.45%	12.50%	9.13%	9.30%	7.26%	2.40%	9.43%	6.56%
4. Sales Workers	#	11	9	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Office/Clerical	#	18,869	16,578	423	1,528	340	75	19	10	45	26	43	38	64	20
	%	9.85%	9.48%	9.61%	14.14%	23.91%	33.63%	15.32%	10.42%	21.63%	30.23%	18.38%	30.40%	24.15%	32.79%
6. Craft Workers	#	29,997	27,777	558	1,481	181	47	23	11	15	4	25	17	35	4
	%	15.67%	15.89%	12.68%	13.70%	12.73%	21.08%	18.55%	11.46%	7.21%	4.65%	10.68%	13.60%	13.21%	6.56%
7. Operatives	#	6,128	5,595	121	344	68	12	4	5	4	1	8	22	10	2
	%	3.20%	3.20%	2.75%	3.18%	4.78%	5.38%	3.23%	5.21%	1.92%	1.16%	3.42%	17.60%	3.77%	3.28%
8. Labors and Helpers	#	718	629	12	44	33	5	1	0	1	1	2	18	5	0
	%	0.37%	0.36%	0.27%	0.41%	2.32%	2.24%	0.81%	0.00%	0.48%	1.16%	0.85%	14.40%	1.89%	0.00%
9. Service Workers	#	11,593	10,787	338	409	59	5	4	2	3	1	7	26	10	1
	%	6.05%	6.17%	7.68%	3.78%	4.15%	2.24%	3.23%	2.08%	1.44%	1.16%	2.99%	20.80%	3.77%	1.64%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

NOTE: Percentages computed down columns and NOT across rows.

Table B4-1: FY 2009 DON PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS Grade		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS-1	#	74	69	1	2	2	0	0	0	0	0	0	2	0	0
	%	100%	93.24%	1.35%	2.70%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	0.00%	0.00%
GS-2	#	100	89	4	4	3	0	0	0	0	1	0	2	0	0
	%	100%	89.00%	4.00%	4.00%	3.00%	0.00%	0.00%	0.00%	0.00%	1.00%	0.00%	2.00%	0.00%	0.00%
GS-3	#	565	500	9	36	20	3	1	0	1	1	2	8	4	0
	%	100%	88.50%	1.59%	6.37%	3.54%	0.53%	0.18%	0.00%	0.18%	0.18%	0.35%	1.42%	0.71%	0.00%
GS-4	#	2,668	2,348	44	206	70	17	4	1	16	6	5	7	9	5
	%	100%	88.01%	1.65%	7.72%	2.62%	0.64%	0.15%	0.04%	0.60%	0.22%	0.19%	0.26%	0.34%	0.19%
GS-5	#	6,103	5,403	138	463	99	17	11	3	12	10	12	4	28	2
	%	100%	88.53%	2.26%	7.59%	1.62%	0.28%	0.18%	0.05%	0.20%	0.16%	0.20%	0.07%	0.46%	0.03%
GS-6	#	3,962	3,588	97	242	35	5	1	2	4	2	6	2	11	2
	%	100%	90.56%	2.45%	6.11%	0.88%	0.13%	0.03%	0.05%	0.10%	0.05%	0.15%	0.05%	0.28%	0.05%
GS-7	#	7,083	6,499	126	413	45	8	4	0	6	3	11	1	6	6
	%	100%	91.75%	1.78%	5.83%	0.64%	0.11%	0.06%	0.00%	0.08%	0.04%	0.16%	0.01%	0.08%	0.08%
GS-8	#	1,392	1,302	24	55	11	4	0	1	0	0	4	1	1	0
	%	100%	93.53%	1.72%	3.95%	0.79%	0.29%	0.00%	0.07%	0.00%	0.00%	0.29%	0.07%	0.07%	0.00%
GS-9	#	6,316	5,729	113	420	54	16	5	4	8	0	9	1	7	4
	%	100%	90.71%	1.79%	6.65%	0.85%	0.25%	0.08%	0.06%	0.13%	0.00%	0.14%	0.02%	0.11%	0.06%
GS-10	#	836	763	11	54	8	1	1	1	2	0	1	0	2	0
	%	100%	91.27%	1.32%	6.46%	0.96%	0.12%	0.12%	0.12%	0.24%	0.00%	0.12%	0.00%	0.24%	0.00%
GS-11	#	11,214	10,165	230	742	77	11	6	8	11	6	12	0	17	6
	%	100%	90.65%	2.05%	6.62%	0.69%	0.10%	0.05%	0.07%	0.10%	0.05%	0.11%	0.00%	0.15%	0.05%
GS-12	#	15,394	14,206	282	809	97	5	12	13	22	11	17	0	12	5
	%	100%	92.28%	1.83%	5.26%	0.63%	0.03%	0.08%	0.08%	0.14%	0.07%	0.11%	0.00%	0.08%	0.03%
GS-13	#	4,755	4,457	58	217	23	1	2	4	2	4	3	0	5	2
	%	100%	93.73%	1.22%	4.56%	0.48%	0.02%	0.04%	0.08%	0.04%	0.08%	0.06%	0.00%	0.11%	0.04%
GS-14	#	299	285	6	7	1	0	0	0	0	0	0	0	1	0
	%	100%	95.32%	2.01%	2.34%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.33%	0.00%
GS-15	#	243	233	5	5	0	0	0	0	0	0	0	0	0	0
	%	100%	95.88%	2.06%	2.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	9,212	8,708	168	307	29	2	3	2	4	0	8	0	10	0
	%	100%	94.53%	1.82%	3.33%	0.31%	0.02%	0.03%	0.02%	0.04%	0.00%	0.09%	0.00%	0.11%	0.00%
Senior Ex. Service	#	411	377	23	11	0	0	0	0	0	0	0	0	0	0
	%	100%	91.73%	5.60%	2.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total GS Workforce	#	70,627	64,721	1,339	3,993	574	90	50	39	88	44	90	28	113	32
	%	100%	91.64%	1.90%	5.65%	0.81%	0.13%	0.07%	0.06%	0.12%	0.06%	0.13%	0.04%	0.16%	0.05%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

Table B4-1: FY 2009 DON PARTICIPATION RATES FOR DEMO (CHINA LAKE) GRADES by Disability

DEMO Grade		TOTAL EMPLOYEES	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
DG-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-03	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	54	52	0	0	2	0	1	0	1	0	0	0	0	0
	%	100%	96.30%	0.00%	0.00%	3.70%	0.00%	1.85%	0.00%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-03	#	54	51	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	94.44%	1.85%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo Workforce	#	152	145	1	4	2	0	1	0	1	0	0	0	0	0
	%	100%	95.39%	0.66%	2.63%	1.32%	0.00%	0.66%	0.00%	0.66%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

Table B4-1: FY 2009 DON PARTICIPATION RATES FOR DEMO (NAVSEA) GRADES by Disability

DEMO Grade		TOTAL EMPLOYEES	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
NG01	#	16	12	1	1	2	0	0	0	0	1	0	1	0	0
	%	100%	75.00%	6.25%	6.25%	12.50%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	6.25%	0.00%	0.00%
NG02	#	87	71	0	13	3	1	0	0	1	0	0	1	0	0
	%	100%	81.61%	0.00%	14.94%	3.45%	1.15%	0.00%	0.00%	1.15%	0.00%	0.00%	1.15%	0.00%	0.00%
NG03	#	146	118	0	19	9	6	0	1	0	0	2	0	0	0
	%	100%	80.82%	0.00%	13.01%	6.16%	4.11%	0.00%	0.68%	0.00%	0.00%	1.37%	0.00%	0.00%	0.00%
NG04	#	44	41	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	93.18%	2.27%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT01	#	48	45	1	0	2	2	0	0	0	0	0	0	0	0
	%	100%	93.75%	2.08%	0.00%	4.17%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT02	#	42	38	1	2	1	0	0	0	0	0	1	0	0	0
	%	100%	90.48%	2.38%	4.76%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	2.38%	0.00%	0.00%	0.00%
NT03	#	220	190	10	14	6	1	0	1	2	0	1	0	1	0
	%	100%	86.36%	4.55%	6.36%	2.73%	0.45%	0.00%	0.45%	0.91%	0.00%	0.45%	0.00%	0.45%	0.00%
NT04	#	1,596	1,416	49	117	14	1	0	0	6	2	1	1	2	1
	%	100%	88.72%	3.07%	7.33%	0.88%	0.06%	0.00%	0.00%	0.38%	0.13%	0.06%	0.06%	0.13%	0.06%
NT05	#	1,486	1,336	52	92	6	0	0	1	2	2	1	0	0	0
	%	100%	89.91%	3.50%	6.19%	0.40%	0.00%	0.00%	0.07%	0.13%	0.13%	0.07%	0.00%	0.00%	0.00%
NT06	#	147	136	3	7	1	0	0	0	0	1	0	0	0	0
	%	100%	92.52%	2.04%	4.76%	0.68%	0.00%	0.00%	0.00%	0.00%	0.68%	0.00%	0.00%	0.00%	0.00%
ND01	#	100	89	9	1	1	0	1	0	0	0	0	0	0	0
	%	100%	89.00%	9.00%	1.00%	1.00%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND02	#	404	344	45	14	1	1	0	0	0	0	0	0	0	0
	%	100%	85.15%	11.14%	3.47%	0.25%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND03	#	690	628	28	30	4	0	1	0	0	1	0	0	2	0
	%	100%	91.01%	4.06%	4.35%	0.58%	0.00%	0.14%	0.00%	0.00%	0.14%	0.00%	0.00%	0.29%	0.00%
ND04	#	7,038	6,508	204	274	52	5	7	4	8	3	12	0	13	0
	%	100%	92.47%	2.90%	3.89%	0.74%	0.07%	0.10%	0.06%	0.11%	0.04%	0.17%	0.00%	0.18%	0.00%
ND05	#	1,767	1,653	52	54	8	0	2	0	1	0	4	0	1	0
	%	100%	93.55%	2.94%	3.06%	0.45%	0.00%	0.11%	0.00%	0.06%	0.00%	0.23%	0.00%	0.06%	0.00%
Total Demo Workforce	#	13,834	12,628	456	640	110	17	11	7	20	10	22	3	19	1
	%	100%	91.28%	3.30%	4.63%	0.80%	0.12%	0.08%	0.05%	0.14%	0.07%	0.16%	0.02%	0.14%	0.01%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

Table B4-1: FY 2009 DON PARTICIPATION RATES FOR DEMO (OTHER) GRADES by Disability

DEMO Grade	TOTAL EMPLOYEES	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	
NC01	#	84	71	3	5	5	3	0	0	0	1	0	1	0	0
	%	100%	84.52%	3.57%	5.95%	5.95%	3.57%	0.00%	0.00%	0.00%	1.19%	0.00%	1.19%	0.00%	0.00%
NC02	#	214	187	5	18	4	1	0	0	1	0	0	2	0	0
	%	100%	87.38%	2.34%	8.41%	1.87%	0.47%	0.00%	0.00%	0.47%	0.00%	0.00%	0.93%	0.00%	0.00%
NC03	#	23	23	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO04	#	132	120	2	10	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	1.52%	7.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO05	#	112	99	1	11	1	0	0	1	0	0	0	0	0	0
	%	100%	88.39%	0.89%	9.82%	0.89%	0.00%	0.00%	0.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP01	#	68	58	4	4	2	0	0	0	1	0	1	0	0	0
	%	100%	85.29%	5.88%	5.88%	2.94%	0.00%	0.00%	0.00%	1.47%	0.00%	1.47%	0.00%	0.00%	0.00%
NP02	#	37	35	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	94.59%	2.70%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP03	#	26	23	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	88.46%	11.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP04	#	70	66	2	1	1	0	0	0	0	0	0	0	1	0
	%	100%	94.29%	2.86%	1.43%	1.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.43%	0.00%
NP05	#	775	715	25	32	3	0	0	0	1	0	0	0	2	0
	%	100%	92.26%	3.23%	4.13%	0.39%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.26%	0.00%
NR01	#	670	636	13	16	5	0	0	1	2	0	2	0	0	0
	%	100%	94.93%	1.94%	2.39%	0.75%	0.00%	0.00%	0.15%	0.30%	0.00%	0.30%	0.00%	0.00%	0.00%
NR02	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR03	#	111	108	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	97.30%	0.90%	1.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR04	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	91.67%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR05	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo Workforce	#	2,362	2,178	61	102	21	4	0	2	5	1	3	3	3	0
	%	100%	92.21%	2.58%	4.32%	0.89%	0.17%	0.00%	0.08%	0.21%	0.04%	0.13%	0.13%	0.13%	0.00%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

YH-01	#	27	23	2	2	0	0	0	0	0	0	0	0	0	0
	%	100%	85.19%	7.41%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YH-02	#	836	753	41	39	3	0	0	0	0	0	2	0	1	0
	%	100%	90.07%	4.90%	4.67%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%	0.00%	0.12%	0.00%
YH-03	#	30	25	1	4	0	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	3.33%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-01	#	114	102	4	7	1	0	0	0	0	0	0	0	1	0
	%	100%	89.47%	3.51%	6.14%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%
YI-02	#	72	71	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	98.61%	0.00%	1.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-03	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-01	#	71	69	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	97.18%	0.00%	2.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-02	#	264	249	6	9	0	0	0	0	0	0	0	0	0	0
	%	100%	94.32%	2.27%	3.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-03	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-04	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-01	#	340	305	24	11	0	0	0	0	0	0	0	0	0	0
	%	100%	89.71%	7.06%	3.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-02	#	647	558	83	6	0	0	0	0	0	0	0	0	0	0
	%	100%	86.24%	12.83%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-03	#	41	37	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.24%	9.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-02	#	38	37	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	97.37%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-03	#	17	15	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	88.24%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-04	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-01	#	92	81	3	8	0	0	0	0	0	0	0	0	0	0
	%	100%	88.04%	3.26%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-02	#	46	38	4	4	0	0	0	0	0	0	0	0	0	0
	%	100%	82.61%	8.70%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-01	#	713	681	10	21	1	0	0	0	0	0	1	0	0	0
	%	100%	95.51%	1.40%	2.95%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%	0.00%	0.00%
YN-02	#	335	309	20	5	1	0	0	1	0	0	0	0	0	0
	%	100%	92.24%	5.97%	1.49%	0.30%	0.00%	0.00%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-03	#	62	59	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	95.16%	3.23%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP-01	#	1,242	1,159	41	31	11	2	0	0	1	0	3	0	5	0
	%	100%	93.32%	3.30%	2.50%	0.89%	0.16%	0.00%	0.00%	0.08%	0.00%	0.24%	0.00%	0.40%	0.00%
Total NSPS Workforce	#	69,119	62,728	1,829	4,162	400	42	34	33	73	25	79	7	85	22
	%	100%	90.75%	2.65%	6.02%	0.58%	0.06%	0.05%	0.05%	0.11%	0.04%	0.11%	0.01%	0.12%	0.03%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

Table B4-2: FY 2009 DON PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS Grade	TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS-1	#	74	69	1	2	2	0	0	0	0	0	0	2	0	0
	%	0.10%	0.11%	0.07%	0.05%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%
GS-2	#	100	89	4	4	3	0	0	0	0	1	0	2	0	0
	%	0.14%	0.14%	0.30%	0.10%	0.52%	0.00%	0.00%	0.00%	0.00%	2.27%	0.00%	7.14%	0.00%	0.00%
GS-3	#	565	500	9	36	20	3	1	0	1	1	2	8	4	0
	%	0.80%	0.77%	0.67%	0.90%	3.48%	3.33%	2.00%	0.00%	1.14%	2.27%	2.22%	28.57%	3.54%	0.00%
GS-4	#	2,668	2,348	44	206	70	17	4	1	16	6	5	7	9	5
	%	3.78%	3.63%	3.29%	5.16%	12.20%	18.89%	8.00%	2.56%	18.18%	13.64%	5.56%	25.00%	7.96%	15.63%
GS-5	#	6,103	5,403	138	463	99	17	11	3	12	10	12	4	28	2
	%	8.64%	8.35%	10.31%	11.60%	17.25%	18.89%	22.00%	7.69%	13.64%	22.73%	13.33%	14.29%	24.78%	6.25%
GS-6	#	3,962	3,588	97	242	35	5	1	2	4	2	6	2	11	2
	%	5.61%	5.54%	7.24%	6.06%	6.10%	5.56%	2.00%	5.13%	4.55%	4.55%	6.67%	7.14%	9.73%	6.25%
GS-7	#	7,083	6,499	126	413	45	8	4	0	6	3	11	1	6	6
	%	10.03%	10.04%	9.41%	10.34%	7.84%	8.89%	8.00%	0.00%	6.82%	6.82%	12.22%	3.57%	5.31%	18.75%
GS-8	#	1,392	1,302	24	55	11	4	0	1	0	0	4	1	1	0
	%	1.97%	2.01%	1.79%	1.38%	1.92%	4.44%	0.00%	2.56%	0.00%	0.00%	4.44%	3.57%	0.88%	0.00%
GS-9	#	6,316	5,729	113	420	54	16	5	4	8	0	9	1	7	4
	%	8.94%	8.85%	8.44%	10.52%	9.41%	17.78%	10.00%	10.26%	9.09%	0.00%	10.00%	3.57%	6.19%	12.50%
GS-10	#	836	763	11	54	8	1	1	1	2	0	1	0	2	0
	%	1.18%	1.18%	0.82%	1.35%	1.39%	1.11%	2.00%	2.56%	2.27%	0.00%	1.11%	0.00%	1.77%	0.00%
GS-11	#	11,214	10,165	230	742	77	11	6	8	11	6	12	0	17	6
	%	15.88%	15.71%	17.18%	18.58%	13.41%	12.22%	12.00%	20.51%	12.50%	13.64%	13.33%	0.00%	15.04%	18.75%
GS-12	#	15,394	14,206	282	809	97	5	12	13	22	11	17	0	12	5
	%	21.80%	21.95%	21.06%	20.26%	16.90%	5.56%	24.00%	33.33%	25.00%	25.00%	18.89%	0.00%	10.62%	15.63%
GS-13	#	4,755	4,457	58	217	23	1	2	4	2	4	3	0	5	2
	%	6.73%	6.89%	4.33%	5.43%	4.01%	1.11%	4.00%	10.26%	2.27%	9.09%	3.33%	0.00%	4.42%	6.25%
GS-14	#	299	285	6	7	1	0	0	0	0	0	0	0	1	0
	%	0.42%	0.44%	0.45%	0.18%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%
GS-15	#	243	233	5	5	0	0	0	0	0	0	0	0	0	0
	%	0.34%	0.36%	0.37%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Unspecified GS)	#	9,212	8,708	168	307	29	2	3	2	4	0	8	0	10	0
	%	13.04%	13.45%	12.55%	7.69%	5.05%	2.22%	6.00%	5.13%	4.55%	0.00%	8.89%	0.00%	8.85%	0.00%
Senior Executive Service	#	411	377	23	11	0	0	0	0	0	0	0	0	0	0
	%	0.58%	0.58%	1.72%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total GS Workforce	#	70,627	64,721	1,339	3,993	574	90	50	39	88	44	90	28	113	32
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total DON Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

NOTE: Percentages computed down columns and NOT across rows.

Table B4-2: FY 2009 DON PARTICIPATION RATES FOR DEMO (CHINA LAKE) GRADES by Disability

DEMO Grade	TOTAL EMPLOYEES	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	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
DG-00	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-01	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	4	2.63%	4	2.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	2.63%	2.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-03	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-04	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-05	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-00	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-01	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	6	3.95%	6	4.14%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	3.95%	4.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-03	#	15	9.87%	15	10.34%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	9.87%	10.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-01	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-02	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	54	35.53%	52	35.86%	0	100.00%	2	100.00%	1	100.00%	1	100.00%	0	100.00%
	%	35.53%	35.86%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-00	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-01	#	1	0.66%	1	0.69%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.66%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-02	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-03	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-00	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	10	6.58%	9	6.21%	0	0.00%	1	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	6.58%	6.21%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	8	5.26%	7	4.83%	0	0.00%	1	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	5.26%	4.83%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-03	#	54	35.53%	51	35.17%	1	100.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%
	%	35.53%	35.17%	100.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-04	#	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo Workforce	#	152	100%	145	100%	1	100%	4	100%	2	100%	0	0%	0	0%
	%	100%	100%	100%	100%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%
Total Workforce	#	191,478	100%	174,846	91.31%	4,400	2.30%	10,810	5.65%	1,422	0.74%	223	0.12%	124	0.06%
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

NOTE: Percentages computed down columns and NOT across rows.

Table B4-2: FY 2009 DON PARTICIPATION RATES FOR DEMO (NAVSEA) GRADES by Disability

DEMO Grade	TOTAL EMPLOYEES	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	
NG-01	#	16	12	1	1	2	0	0	0	0	1	0	1	0	0
	%	0.12%	0.10%	0.22%	0.16%	1.82%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	33.33%	0.00%	0.00%
NG-02	#	87	71	0	13	3	1	0	0	1	0	0	1	0	0
	%	0.63%	0.56%	0.00%	2.03%	2.73%	5.88%	0.00%	0.00%	5.00%	0.00%	0.00%	33.33%	0.00%	0.00%
NG-03	#	146	118	0	19	9	6	0	1	0	0	2	0	0	0
	%	1.06%	0.93%	0.00%	2.97%	8.18%	35.29%	0.00%	14.29%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%
NG-04	#	44	41	1	2	0	0	0	0	0	0	0	0	0	0
	%	0.32%	0.32%	0.22%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG-05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-01	#	48	45	1	0	2	2	0	0	0	0	0	0	0	0
	%	0.35%	0.36%	0.22%	0.00%	1.82%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-02	#	42	38	1	2	1	0	0	0	0	0	1	0	0	0
	%	0.30%	0.30%	0.22%	0.31%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%	0.00%	0.00%	0.00%
NT-03	#	220	190	10	14	6	1	0	1	2	0	1	0	1	0
	%	1.59%	1.50%	2.19%	2.19%	5.45%	5.88%	0.00%	14.29%	10.00%	0.00%	4.55%	0.00%	5.26%	0.00%
NT-04	#	1,596	1,416	49	117	14	1	0	0	6	2	1	1	2	1
	%	11.54%	11.21%	10.75%	18.28%	12.73%	5.88%	0.00%	0.00%	30.00%	20.00%	4.55%	33.33%	10.53%	100.00%
NT-05	#	1,486	1,336	52	92	6	0	0	1	2	2	1	0	0	0
	%	10.74%	10.58%	11.40%	14.38%	5.45%	0.00%	0.00%	14.29%	10.00%	20.00%	4.55%	0.00%	0.00%	0.00%
NT-06	#	147	136	3	7	1	0	0	0	0	1	0	0	0	0
	%	1.06%	1.08%	0.66%	1.09%	0.91%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%
ND-01	#	100	89	9	1	1	0	1	0	0	0	0	0	0	0
	%	0.72%	0.70%	1.97%	0.16%	0.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-02	#	404	344	45	14	1	1	0	0	0	0	0	0	0	0
	%	2.92%	2.72%	9.87%	2.19%	0.91%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-03	#	690	628	28	30	4	0	1	0	0	1	0	0	2	0
	%	4.99%	4.97%	6.14%	4.69%	3.64%	0.00%	9.09%	0.00%	0.00%	10.00%	0.00%	0.00%	10.53%	0.00%
ND-04	#	7,038	6,508	204	274	52	5	7	4	8	3	12	0	13	0
	%	50.87%	51.54%	44.74%	42.81%	47.27%	29.41%	63.64%	57.14%	40.00%	30.00%	54.55%	0.00%	68.42%	0.00%
ND-05	#	1,767	1,653	52	54	8	0	2	0	1	0	4	0	1	0
	%	12.77%	13.09%	11.40%	8.44%	7.27%	0.00%	18.18%	0.00%	5.00%	0.00%	18.18%	0.00%	5.26%	0.00%
Total Demo Workforce	#	13,834	12,628	456	640	110	17	11	7	20	10	22	3	19	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

NOTE: Percentages computed down columns and NOT across rows.

Table B4-2: FY 2009 DON PARTICIPATION RATES FOR DEMO (OTHER) GRADES by Disability

DEMO Grade		TOTAL EMPLOYEES	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
NC-01	#	84	71	3	5	5	3	0	0	0	1	0	1	0	0
	%	3.46%	3.17%	4.55%	4.76%	23.81%	75.00%	0.00%	0.00%	0.00%	100.00%	0.00%	33.33%	0.00%	0.00%
NC-02	#	214	187	5	18	4	1	0	0	1	0	0	2	0	0
	%	8.80%	8.35%	7.58%	17.14%	19.05%	25.00%	0.00%	0.00%	20.00%	0.00%	0.00%	66.67%	0.00%	0.00%
NC-03	#	23	23	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.95%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NK-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	132	120	2	10	0	0	0	0	0	0	0	0	0	0
	%	5.43%	5.36%	3.03%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-03	#	112	99	1	11	1	0	0	1	0	0	0	0	0	0
	%	4.61%	4.42%	1.52%	10.48%	4.76%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-04	#	68	58	4	4	2	0	0	0	1	0	1	0	0	0
	%	2.80%	2.59%	6.06%	3.81%	9.52%	0.00%	0.00%	0.00%	20.00%	0.00%	33.33%	0.00%	0.00%	0.00%
NO-05	#	37	35	1	1	0	0	0	0	0	0	0	0	0	0
	%	1.52%	1.56%	1.52%	0.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-01	#	26	23	3	0	0	0	0	0	0	0	0	0	0	0
	%	1.07%	1.03%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-02	#	70	66	2	1	1	0	0	0	0	0	0	0	1	0
	%	2.88%	2.95%	3.03%	0.95%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
NP-03	#	775	715	25	32	3	0	0	0	1	0	0	0	2	0
	%	31.88%	31.93%	37.88%	30.48%	14.29%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	66.67%	0.00%
NP-04	#	670	636	13	16	5	0	0	1	2	0	2	0	0	0
	%	27.56%	28.41%	19.70%	15.24%	23.81%	0.00%	0.00%	50.00%	40.00%	0.00%	66.67%	0.00%	0.00%	0.00%
NP-05	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.49%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-01	#	111	108	1	2	0	0	0	0	0	0	0	0	0	0
	%	4.57%	4.82%	1.52%	1.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.49%	0.49%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-03	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.66%	0.63%	0.00%	1.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	69	61	5	3	0	0	0	0	0	0	0	0	0	0
	%	2.84%	2.72%	7.58%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo Workforce	#	2,431	2,239	66	105	21	4	0	2	5	1	3	3	3	0
	%	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	100%	0%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

NOTE: Percentages computed down columns and NOT across rows.

YH-01	#	27	23	2	2	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.11%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YH-02	#	836	753	41	39	3	0	0	0	0	0	2	0	1	0
	%	1.21%	1.20%	2.24%	0.94%	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	2.53%	0.00%	1.18%	0.00%
YH-03	#	30	25	1	4	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.05%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-01	#	114	102	4	7	1	0	0	0	0	0	0	0	1	0
	%	0.16%	0.16%	0.22%	0.17%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%
YI-02	#	72	71	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.10%	0.11%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-03	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-01	#	71	69	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.10%	0.11%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-02	#	264	249	6	9	0	0	0	0	0	0	0	0	0	0
	%	0.38%	0.40%	0.33%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-03	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-04	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-01	#	340	305	24	11	0	0	0	0	0	0	0	0	0	0
	%	0.49%	0.49%	1.31%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-02	#	647	558	83	6	0	0	0	0	0	0	0	0	0	0
	%	0.94%	0.89%	4.54%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-03	#	41	37	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.06%	0.06%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-02	#	38	37	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.05%	0.06%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-03	#	17	15	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-04	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-01	#	92	81	3	8	0	0	0	0	0	0	0	0	0	0
	%	0.13%	0.13%	0.16%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-02	#	46	38	4	4	0	0	0	0	0	0	0	0	0	0
	%	0.07%	0.06%	0.22%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-01	#	713	681	10	21	1	0	0	0	0	0	1	0	0	0
	%	1.03%	1.09%	0.55%	0.50%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	1.27%	0.00%	0.00%	0.00%
YN-02	#	335	309	20	5	1	0	0	1	0	0	0	0	0	0
	%	0.48%	0.49%	1.09%	0.12%	0.25%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-03	#	62	59	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.09%	0.09%	0.11%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP-01	#	1,242	1,159	41	31	11	2	0	0	1	0	3	0	5	0
	%	1.80%	1.85%	2.24%	0.74%	2.75%	4.76%	0.00%	0.00%	1.37%	0.00%	3.80%	0.00%	5.88%	0.00%
Total NSPS Workforce	#	69,119	62,728	1,829	4,162	400	42	34	33	73	25	79	7	85	22
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

NOTE: Percentages computed down columns and NOT across rows.

WD-04	#	20	17	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	85.00%	5.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	19	17	0	1	1	0	1	0	0	0	0	0	0	0
	%	100%	89.47%	0.00%	5.26%	5.26%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-06	#	563	520	8	32	3	0	0	0	1	0	1	0	0	1
	%	100%	92.36%	1.42%	5.68%	0.53%	0.00%	0.00%	0.00%	0.18%	0.00%	0.18%	0.00%	0.00%	0.18%
WD-07	#	124	117	4	2	1	0	0	0	0	0	1	0	0	0
	%	100%	94.35%	3.23%	1.61%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%	0.00%	0.00%
WD-08	#	338	323	4	9	2	1	1	0	0	0	0	0	0	0
	%	100%	95.56%	1.18%	2.66%	0.59%	0.30%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-09	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-04	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	44	39	2	3	0	0	0	0	0	0	0	0	0	0
	%	100%	88.64%	4.55%	6.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,265	32,335	709	1,905	316	68	28	17	21	6	42	83	45	6
	%	100.00%	91.69%	2.01%	5.40%	0.90%	0.19%	0.08%	0.05%	0.06%	0.02%	0.12%	0.24%	0.13%	0.02%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100.00%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

WD-06	#	563	520	8	32	3	0	0	0	1	0	1	0	0	1
	%	1.60%	1.61%	1.13%	1.68%	0.95%	0.00%	0.00%	0.00%	4.76%	0.00%	2.38%	0.00%	0.00%	16.67%
WD-07	#	124	117	4	2	1	0	0	0	0	0	1	0	0	0
	%	0.35%	0.36%	0.56%	0.10%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	2.38%	0.00%	0.00%	0.00%
WD-08	#	338	323	4	9	2	1	1	0	0	0	0	0	0	0
	%	0.96%	1.00%	0.56%	0.47%	0.63%	1.47%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-09	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-04	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	44	39	2	3	0	0	0	0	0	0	0	0	0	0
	%	0.12%	0.12%	0.28%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,265	32,335	709	1,905	316	68	28	17	21	6	42	83	45	6
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100.00%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

NOTE: Percentages computed down columns and NOT across rows.

Table B6: FY 2009 DON PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

Job Title/Series		TOTAL EMPLOYEES	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
Electronics Engineering - 0855	#	8,466	7,978	145	307	36	1	5	5	7	1	8	0	8	1
	%	100%	94.24%	1.71%	3.63%	0.43%	0.01%	0.06%	0.06%	0.08%	0.01%	0.09%	0.00%	0.09%	0.01%
Information Technology Mgmt - 2210	#	7,734	6,911	166	584	73	13	11	4	17	7	11	0	7	3
	%	100%	89.36%	2.15%	7.55%	0.94%	0.17%	0.14%	0.05%	0.22%	0.09%	0.14%	0.00%	0.09%	0.04%
Management/Program Analysis - 0343	#	7,815	7,010	250	511	44	4	6	5	12	2	10	0	5	0
	%	100%	89.70%	3.20%	6.54%	0.56%	0.05%	0.08%	0.06%	0.15%	0.03%	0.13%	0.00%	0.06%	0.00%
Engineering Technician - 0802	#	6,907	6,259	159	442	47	11	6	6	7	3	4	0	7	3
	%	100%	90.62%	2.30%	6.40%	0.68%	0.16%	0.09%	0.09%	0.10%	0.04%	0.06%	0.00%	0.10%	0.04%
Mechanical Engineering - 0830	#	5,881	5,506	139	208	28	3	3	0	4	3	6	0	9	0
	%	100%	93.62%	2.36%	3.54%	0.48%	0.05%	0.05%	0.00%	0.07%	0.05%	0.10%	0.00%	0.15%	0.00%
Misc. Administration/Program - 0301	#	4,766	4,282	125	335	24	2	2	3	5	2	2	0	4	4
	%	100%	89.84%	2.62%	7.03%	0.50%	0.04%	0.04%	0.06%	0.10%	0.04%	0.04%	0.00%	0.08%	0.08%
Financial Administration and Program -	#	4,906	4,518	100	250	38	5	2	5	10	4	6	0	2	4
	%	100%	92.09%	2.04%	5.10%	0.77%	0.10%	0.04%	0.10%	0.20%	0.08%	0.12%	0.00%	0.04%	0.08%
Logistics Management - 0346	#	4,473	4,016	91	331	35	1	3	5	7	3	9	0	5	2
	%	100%	89.78%	2.03%	7.40%	0.78%	0.02%	0.07%	0.11%	0.16%	0.07%	0.20%	0.00%	0.11%	0.04%
Contracting - 1102	#	4,291	3,956	93	214	28	1	4	6	2	4	6	0	5	0
	%	100%	92.19%	2.17%	4.99%	0.65%	0.02%	0.09%	0.14%	0.05%	0.09%	0.14%	0.00%	0.12%	0.00%
Electronics Technician - 0856	#	3,620	3,268	78	254	20	2	1	3	3	4	3	1	3	0
	%	100%	90.28%	2.15%	7.02%	0.55%	0.06%	0.03%	0.08%	0.08%	0.11%	0.08%	0.03%	0.08%	0.00%
Total Major Occupations	#	58,859	53,704	1,346	3,436	373	43	43	42	74	33	65	1	55	17
	%	100%	91.24%	2.29%	5.84%	0.63%	0.07%	0.07%	0.07%	0.13%	0.06%	0.11%	0.00%	0.09%	0.03%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%

Table B7: FY 2009 DON APPLICATIONS AND HIRES by Disability

Applicants and Hires	TOTAL EMPLOYEES	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	Autism/Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Schedule A														
Applications	#													
	%													
Hires	#													
	%													
Voluntarily Identified (Outside of Schedule A Applicants)														
Applications	#													
	%													
Hires	#													
	%													

Data currently not available. Corporate tracking system under development.

Table B8: FY 2009 DON NEW HIRES By Type of Appointment - Distribution by Disability

Type of Appointment		TOTAL EMPLOYEES	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	#	19,047	17,073	1,192	722	60	4	8	3	4	5	7	1	26	2
	%	100%	89.64%	6.26%	3.79%	0.32%	0.02%	0.04%	0.02%	0.02%	0.03%	0.04%	0.01%	0.14%	0.01%
Temporary	#	5,434	4,897	246	258	33	6	5	0	3	1	2	1	14	1
	%	100%	90.12%	4.53%	4.75%	0.61%	0.11%	0.09%	0.00%	0.06%	0.02%	0.04%	0.02%	0.26%	0.02%
Non-Appropriated	#	5,869	5,304	272	269	24	1	6	0	0	0	4	2	11	0
	%	100%	90.37%	4.63%	4.58%	0.41%	0.02%	0.10%	0.00%	0.00%	0.00%	0.07%	0.03%	0.19%	0.00%
Total New Hires	#	30,350	27,274	1,710	1,249	117	11	19	3	7	6	13	4	51	3
	%	100%	89.86%	5.63%	4.12%	0.39%	0.04%	0.06%	0.01%	0.02%	0.02%	0.04%	0.01%	0.17%	0.01%
Prior Year	#	21,281	20,030	1,137	21	93	9	7	8	6	3	18	3	37	2
	%	100%	94.12%	5.34%	0.10%	0.44%	0.04%	0.03%	0.04%	0.03%	0.01%	0.08%	0.01%	0.17%	0.01%

Table B9: FY 2009 DON SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

Internal Competitive Promotions	TOTAL EMPLOYEES	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:														
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Relevant Applicant Pool	%													
Job Series:														
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Relevant Applicant Pool	%													
Job Series:														
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Relevant Applicant Pool	%													

Data currently not available. Corporate tracking system under development.

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

Table B10: FY 2009 DON NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

Non-Competitive Promotion		TOTAL EMPLOYEES	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 in Career Ladder	#	16,715	15,494	408	716	97	11	14	6	8	3	16	2	31	6
	%	100%	92.70%	2.44%	4.28%	0.58%	0.07%	0.08%	0.04%	0.05%	0.02%	0.10%	0.01%	0.19%	0.04%
Time in Grade in excess of minimum															
1-12 months	#	4,582	4,283	104	173	22	3	6	2	1	1	2	-	6	1
	%	100%	93.47%	2.27%	3.78%	0.48%	0.07%	0.13%	0.04%	0.02%	0.02%	0.04%	0.00%	0.13%	0.02%
13-24 months	#	1,516	1395	36	72	13	2	1	1	0	0	1	1	6	1
	%	100%	92.02%	2.37%	4.75%	0.86%	0.13%	0.07%	0.07%	0.00%	0.00%	0.07%	0.07%	0.40%	0.07%
25+ months	#	10,617	9,816	268	471	62	6	7	3	7	2	13	1	19	4
	%	100%	92.46%	2.52%	4.44%	0.58%	0.06%	0.07%	0.03%	0.07%	0.02%	0.12%	0.01%	0.18%	0.04%

Table B11: FY 2009 DON INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

Senior Level Internal Selections	Total by Disability Status					Detail for Targeted Disabilities								
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine

Job Series/Grade(s) of Vacancy:

Relevant Pool														
Total Applications Received	#													
	%	100%												
Qualified	#													
	%	100%												
Selected	#													
	%	100%												

Job Series/Grade(s) of Vacancy:

Relevant Pool														
Total Applications Received	#													
	%	100%												
Qualified	#													
	%	100%												
Selected	#													
	%	100%												

Job Series/Grade(s) of Vacancy:

Relevant Pool														
Total Applications Received	#													
	%	100%												
Qualified	#													
	%	100%												
Selected	#													
	%	100%												

Job Series/Grade(s) of Vacancy:

Relevant Pool														
Total Applications Received	#													
	%	100%												
Qualified	#													
	%	100%												
Selected	#													
	%	100%												

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

Data currently not available. Coordinating with newly established Corporate tracking system under development for GS 13-15 positions. Office to obtain SES data.

Table B12: FY 2009 DON PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

Career Development Programs	Total by Disability Status					Detail for Targeted Disabilities								
	TOTAL EMPLOYEES	(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	#													
Relevant Pool	%													
Applied	#													
	%													
Participants	#													
	%													
Career Development Programs for GS 13-14														
Slots	#													
Relevant Pool	%													
Applied	#													
	%													
Participants	#													
	%													
Career Development Programs for GS 15 and SES														
Slots	#													
Relevant Pool	%													
Applied	#													
	%													
Participants	#													
	%													

Data currently not available. Corporate tracking system under development.

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

Table B14: FY 2009 DON SEPARATIONS By Type of Separation- Distribution by Disability

Type of Separation	TOTAL EMPLOYEES	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	#	13,163	11,865	304	887	107	10	3	10	23	11	13	9	24	4
	%	100%	90.14%	2.31%	6.74%	0.81%	0.08%	0.02%	0.08%	0.17%	0.08%	0.10%	0.07%	0.18%	0.03%
Involuntary	#	3,067	2,752	124	169	22	0	1	1	6	3	2	0	9	0
	%	100%	89.73%	4.04%	5.51%	0.72%	0.00%	0.03%	0.03%	0.20%	0.10%	0.07%	0.00%	0.29%	0.00%
Total Separations	#	16,230	14,617	428	1,056	129	10	4	11	29	14	15	9	33	4
	%	100%	90.06%	2.64%	6.51%	0.79%	0.06%	0.02%	0.07%	0.18%	0.09%	0.09%	0.06%	0.20%	0.02%
Total Workforce	#	191,478	174,846	4,400	10,810	1,422	223	124	96	208	86	234	125	265	61
	%	100%	91.31%	2.30%	5.65%	0.74%	0.12%	0.06%	0.05%	0.11%	0.04%	0.12%	0.07%	0.14%	0.03%