



Department of the Navy
EEO Program Status Report
FY 2013

EEO Program Status Report

FY 2013

PARTS A - D

For period covering October 1, 2012 to September 30, 2013

PART A Department or Agency Identifying Information	1. Agency		Department of Defense	
	1.a. 2nd level reporting component		Department of the Navy	
	1.b. 3rd level reporting component			
	2. Address		Room 4E598, The Pentagon	
	3. City, State, Zip Code		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			191,214
	2. Enter total number of temporary employees			4,361
	3. Enter total number employees paid from non-appropriated funds			48,147
	4. Enter "Others"			204
	5. TOTAL EMPLOYMENT [add lines B 1 through 4]			243,926
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		Laura Lawson, EEO Program Director, Office of EEO & Diversity Management, GS-0260-15	
	4. Title VII Affirmative EEO Program Official		Judy Caniban, Affirmative Employment Program Manager	
	5. Section 501 Affirmative Action Program Official		Edward Castellon, People with Disabilities Program Manager	
	6. Complaint Program Manager		Judy Caniban, Complaints Manager	
	7. Other Responsible EEO Staff		Kelly Majiros, EEO Specialist	
			Command Deputy EEO Officers and Deputy EEO Officers. In addition, the Office of Civilian Human Resources Division Directors and Human Resources Program Managers are expected to address and incorporate EEO principles in the execution of their program responsibilities.	

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in this Report	Subordinate Component and Location (City/State)	CPDF and FIPS Code	
	Office of the Chief Naval Operations Washington, DC	NV11	95-2
	Department of the Navy Assistant for Administration Washington, DC	NV12	95-2
	Office of Naval Research Washington, DC	NV14	95-2
	Office of Naval Intelligence Suitland, MD	NV15	95-2
	Bureau of Medicine and Surgery Falls Church, VA	NV18	95-2
	Naval Air Systems Command Patuxent River, MD	NV19	95-2
	Bureau of Naval Personnel Washington, DC	NV22	95-2
	Naval Supply Systems Command Mechanicsburg, PA	NV23	95-2
	Naval Sea Systems Command Washington, DC	NV24	95-2
	Naval Facilities Engineering Command Washington, DC	NV25	95-2
	United States Marine Corp Quantico, VA	NV27	95-2
	Strategic Systems Programs Washington, DC	NV30	95-2
	Military Sealift Command Washington, DC	NV33	95-2
	Space and Naval Warfare Systems Command San Diego, CA	NV39	95-2
	Naval Systems Management Activity Washington, DC	NV41	95-2
	Commander, Navy Installations Command Washington, DC	NV52	95-2
	Commander, Fleet Cyber Command Fort Meade, MD	NV55	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 Command Norfolk, VA	NV60	95-2
	Commander, U.S. Pacific Fleet Honolulu, HI	NV70	95-2
	Navy Reserve Forces Norfolk, VA	NV72	95-2
	Naval Special Warfare Command San Diego, CA	NV74	95-2
	Naval Education and Training Command Pensacola, FL	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 <i>(Note: A certified copy of the DON's 462 report was electronically forwarded to and acknowledged received by EEOC in December 2013. Per EEOC 462 Team, there is no need to attach a copy of DON's 462 report to the FY 2013 annual EEO program status report.)</i>	NA
*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	NA
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

EEO Program Status Report

FY 2013

PART E

EXECUTIVE SUMMARY

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.

Introduction

FY2013 was a year of extreme changes for the DON. On the positive side, FY2013 was a year of “restructuring” the Human Resources and Equal Employment Opportunity (EEO) Offices service delivery models, providing commands with direct control of their own service providers. This also resulted in a “refresh” of skill sets, as new EEO Offices were established at Commands where none previously existed (as detailed in FY2013 Part H Service Delivery). Finally, this was also a year of “recalibration” as the DON Office of EEO Program Management, HR Systems Division and HR Analytics Division began a collaboration to build a DON data solution for all command EEO Offices. Environmentally, these initiatives took place during a DON imposed freeze on hiring, required furloughs for employees and imposed sequestration budget cuts which impacted training, travel and operating budgets. Despite these challenges, FY2013 will be remembered as the year that commands who were dependent on one centralized “provider” to supply EEO services (approximately 70% of the DON population) moved to a state where they are fully in command of their resources and future capabilities.

Summary of Self-Assessment Against the EEO Model Essential Elements

The DON remains committed to maintaining effective affirmative action programs of equal employment opportunity under Section 717 of Title VII (Part A) and effective affirmative action programs under Section 501 of the Rehabilitation Act (Part B). This commitment is evident at all levels of the organization in the FY 2013 assessment of the EEO Program, with the result that the DON makes equality of opportunity an organization imperative for our workforce and applicants for employment. In particular, the Service Delivery model transition is a notable step in the DON’s progress toward implementing a Model EEO Program in accordance with EEOC’s six essential elements.

ESSENTIAL ELEMENT A: Demonstrated Commitment from Agency Leadership

Strengths:

- The DON committed an unprecedented investment in the transformation of a decentralized HR model into a streamlined and customer focused service delivery model. With the implementation of the DON’s new HR model, the DON aligned EEO Programs across the enterprise resulting in the establishment of new EEO Offices and the hire of additional EEO specialists as well as multiple training opportunities to ensure skill sets for both new EEO specialist moving into positions as a result of the service delivery transition as well as for those specialist needing refresher training. Details of this significant change in EEO servicing are detailed in the FY 2013 PLAN H (New Service Delivery).
- FY2013 marked the 5th year that the DON Office of EEO and Diversity Management issued EEO program assessment status reports (DON EEO MD-715 Scorecards) on Major Command EEO

Programs. Ms. Patricia Adams, Deputy Assistant Secretary of the Navy (Civilian Human Resources) issues letters to the Commanders of the 21 major commands outlining accomplishments and/or deficiencies in achieving a Model EEO Program. In addition, one-on-one feedback was provided from the DON Program Manager for EEO and Diversity Management to the Command Deputy EEO Officers with detailed information on areas for improvement.

- New Supervisors are required to take EEO training and new employees and supervisors are provided copies of Command EEO policy statements.
- Reasonable accommodations procedures are posted on the following DON website:
(http://www.public.navy.mil/donhr/Documents/Civilian%20Human%20Resources%20Manual/1606_Procedures_for_Processing_Requests_for_Reasonable_Accommodation.pdf)
- SES-level executives, Managers and Supervisors are evaluated on their commitment to EEO policies.
- Command EEO offices are required to post program and remedial procedures through their facilities. Validation of this requirement occurs through periodic site visits.
- The DON's Executive Diversity Advisory Council (EDAC) is comprised of a select group of SES members who advise the Under Secretary of Navy on inclusion matters. The EDAC provides a forum for senior executives to leverage their skills, talents and experiences to augment existing competency development programs in the development of future DON leaders. The EDAC is instrumental in the development and deployment of the Bridging the Gap training program, targeting GS13-GS15, which focuses on building a pipeline for future Senior Executives.

Weaknesses: The EEO Policy Statement has not been issued annually. (See FY2014 Part H (Policies))

ESSENTIAL ELEMENT B: Integration of EEO into the Agency's Strategic Mission

Strengths:

- The HR service delivery model placing EEO practitioners in the commands they service provides a structure that enables EEO professionals to be involved and consulted on human resources issues. The service delivery transition also provided for resources to train new practitioners on all areas of EEO Program management including barrier analysis. Multiple commands established Command Deputy EEO Officer and Deputy EEO Officer positions, exemplifying the commitment of management to a strong EEO program across the DON.
- The collaboration of the DON Office of EEO Program Management, HR Systems Division and HR Analytics Division to build a DON data solution for all command EEO Offices will enable the commands to identify and eliminate barriers that impair the ability of individuals to compete in the workplace.

ESSENTIAL ELEMENT C: Management and Program Accountability

Strengths:

- As previously discussed in Essential Element A, the DON EEO MD-715 Scorecard provides a means to conduct audits annually to assess the effectiveness and efficiency of Command efforts to identify and remove barriers to equality of opportunity in the workplace.
- Commands recognized the importance of having Reasonable Accommodation and Disability Program Managers as part of their new EEO servicing delivery model, resulting in the assignment of numerous new practitioners to these areas. The DON further ensured that training was provided to all incoming RA/DPM practitioners. The DON Office of EEO and Diversity Management continues to provide sustainment training to aid new program managers in the performance of their duties.
- The DON Office of EEO and Diversity Management reviewed each finding of discrimination, and ensured compliance to the remedy order. Identified areas requiring training and action based on the decision/order. Compliance is tracked and validated via the corporate database, iComplaints.
- Each command is held accountable for timely compliance with settlement agreements and orders issued by the DON, EEOC and EEO-related cases. This is tracked and validated via the corporate database, iComplaints.

- The DON Office of EEO and Diversity Management has instituted a Scorecard to track and monitor timely, quality management and processing of complaints. In FY 2013, the following were tracked and measured via a complaints scorecard for each major command: timely counseling, timely submission of counselor report, timely issuance of notice of acceptance and dismissal and timely completion of investigation. The DON's ultimate goal is for all cases to be processed timely. However, the DON acknowledges that establishing milestones and recognizing small successes will help the servicing offices in their efforts to improve. Consequently, the green, yellow, and red zones were instituted to assist commands in reaching 100% compliance. In order to be effective, these zones will be adjusted at least on a yearly basis, ultimately recognizing only the green zone, which will equate to 100% timely processing.
- Daily management of cases was delegated to each major command in FY 2013. Commands were given tools to track and monitor efficiencies as well as ensure quality of processing of complaints. This resulted in commands having a better understanding of their issues and areas of concern, ability to identify specific training needs and deliver a more comprehensive briefing to their leadership on the status of complaints.
- The DON tested numerous applications for use by individuals with disabilities on the Navy Marine Corp Intranet. The DON also worked closely with the Department of Defense Computer/Electronic Accommodation Program to ensure that employees with disabilities have the assistive technologies to perform their essential functions.
- The DONs Office of EEO and Diversity Management and the DON Office of Civilian Human Resources work collaboratively to ensure equality of employment opportunity. DON EEO personnel collaborate with DON HR personnel to ensure recruitment efforts abide by merit system principles and are aligned with DON Affirmative Employment Program initiatives. The DON response to OPM on the FEORP and DVAAP are drafted by the DON OCHR Recruitment and Staffing Division, with review and input from the DON Office of EEO and Diversity Management. The DON Selective Placement Coordinator is a staffing specialist in the DON OCHR Recruitment and Staffing Division, who can provide applicants with disabilities expert advice on the DON hiring process and can refer individuals in the hiring process.

Weaknesses: As a result of the environmental challenges of 2013, a portion of DON commands were unable to conduct an in-depth review or establish a schedule to review of Merit Promotion, Employee Recognition/Awards, and Employee Development/Training Programs Policy and Procedures (See FY2014 Part H (Employment Program Review))

ESSENTIAL ELEMENT D. Proactive Prevention of Unlawful Discrimination

Strengths:

- All DON Commands and their subcommands are required to provide an annual assessment which includes barrier identification. Commands are issued a detailed scorecard on their annual assessment and a letter is provided to Command senior leadership outlining deficiencies.
- Multiple commands have established EEO and Diversity Advisory councils that assist with barrier analysis. In addition, the DON has an Executive Diversity Advisory Council which is chartered to look at issues that may impede the advancement of any groups into the Senior Executive Service as well as looking at issues to strengthen the pipeline of applicants for SES positions.
- Twelve of the DON commands (representing 88% of the DON population) have identified an Individuals With Disabilities Program Champion to assist in meeting the DON 2% participation rate goal for Individuals With Targeted Disabilities; nine commands have designated disability teams; and the DON Office of EEO and Diversity will work with the remainder to establish a Champion or a team in FY2014.

ESSENTIAL ELEMENT E: Efficiency

Strengths:

- The DON Office of EEO and Diversity Management implemented changes to the corporate database,

iComplaints, to ensure a more accurate and effective tracking and monitoring of complaints processing at the command and subordinate activity levels. iComplaints is a comprehensive tool that allow the DON to have visibility of all cases filed against the DON regardless of where and who the complaint is filed against and is able to pinpoint where the delays in the process and issues with the quality of processing.

- The DON Office of EEO and Diversity Management conducts an analysis on a quarterly basis to identify, monitor and report trends in complaint processing activity. This capability was also provided to the major commands giving them the ability to better manage their programs and provide them with the capability to determine if command/activity meets its obligations under Title VII and the Rehabilitation Act.
- The DON Office of EEO and Diversity Management collaborated with the DON Data Analytics Division and DON Workforce Development Division to establish system that will enable the DON, commands and subordinate activities to pull workforce data that will jumpstart an effective data analysis. This effort was instrumental to the DON's ability to comply with EEOC's workforce table data requirements.
- The DON Office of EEO and Diversity Management collaborated with the Office of Personnel Management to generate applicant flow data which identifies applicants by race, national origin and sex and the disposition of all applications. This effort resulted to the DON, commands and subordinate activities ability to initiate the analysis on applicant makeup and selection decisions.
- In FY2012 and again in FY2013 the Deputy Assistant Secretary of Navy (Civilian Human Resources) authorized the DON commands to use contract investigators due to significant backlogs at the DOD Investigation Review Division. This authority contributes to command compliance with regulatory timeframes.
- The DON strongly encourages participation in the Alternative Dispute Resolution process. Training is provided to supervisors and employees on ADR and managers and supervisors who elect NOT to participate in when the complainant accepts ADR must justify that decision on extenuating circumstances that are approved by a higher level management official not involved in the dispute.
- Seventeen major commands reported 90% compliance with DON timeframes for processing reasonable accommodation requests.

Weaknesses: While the DON has made significant improvements in the timely processing of pre-complaints, completing investigations and issuing final agency decisions within 60/45 days timely remain a concern. (See FY2013 Part H (Complaints))

ESSENTIAL ELEMENT F: Responsiveness and Legal Compliance

Strengths:

- The DON submitted the FY 2013 Annual Federal Equal Employment Opportunity Statistical Report (Form 462) and the FY 2012 Annual EEO Program Status Report (MD 715) timely using the newly-instituted EEOC tool, Federal Sector EEO Portal (FEDSEP).
- The DON has diligently pursued the status of all complaints pending in Investigation, Hearing and Final Agency Decisions. The DON established required timeframes for commands and subordinate activities to follow to ensure timely processing of all complaints at all stages of the EEO process. The DON required the Investigations and Resolutions Division to provide the DON with a monthly report to validate cases pending at IRD with the DON's inventory. The DON also requested EEOC for a regular report on cases pending hearing to ensure accurate tracking of cases pending hearing. The DON resolved requests from EEOC Administrative Judge (AJ), OFO Appeals and Compliance Division for case files and compliance reports. Resolved discrepancies and ensured EEOC AJ and OFO have the relevant record to adjudicate DON cases.

DON Workforce Analysis ¹

DON Total Workforce ^{2 3 4}

At the end of FY 2013, the Department of the Navy (DON) had a diverse workforce of 243,926 civilians. Of those, 191,214 were permanent Appropriated Fund (AF) employees, 4,361 were temporary AF and 48,147 were Non-Appropriated (NAF) employees. Of the overall DON workforce, 204 did not identify their race or claimed “other” as their race.

Table 1 Total Workforce Participation Rate

RNO	Gender	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013 rate ⁵
Hispanic	Male	3.30%	3.30% ↓	3.39% ↑	3.50% ↑	3.61% ↑	5.20%	1.59%
	Female	2.55%	2.54% ↓	2.61% ↑	2.68% ↑	2.79% ↑	4.80%	2.01%
White	Male	45.33%	44.98% ↓	44.89% ↓	44.63% ↓	44.04% ↓	38.30%	
	Female	20.37%	20.47% ↑	19.96% ↓	19.58% ↓	19.62% ↑	34.00%	14.38%
Black	Male	7.32%	7.39% ↑	7.51% ↑	7.70% ↑	7.84% ↑	5.50%	
	Female	6.94%	6.99% ↑	6.81% ↓	6.82% ↑	6.99% ↑	6.60%	
Asian	Male	6.50%	6.30% ↓	6.52% ↑	6.53% ↑	6.70% ↑	2.00%	
	Female	4.75%	4.00% ↓	4.71% ↑	4.63% ↓	4.81% ↑	2.00%	
NHOPI	Male	0.84%	1.13% ↑	1.00% ↓	1.05% ↑	1.07% ↑	0.10%	
	Female	0.56%	1.42% ↑	0.69% ↓	0.71% ↑	0.74% ↑	0.10%	
AIAN	Male	0.42%	0.43% ↑	0.41% ↓	0.39% ↓	0.57% ↑	0.30%	
	Female	0.27%	0.29% ↑	0.25% ↓	0.24% ↓	0.32% ↑	0.30%	

Table 1 shows the overall participation rates of each demographic in the DON civilian workforce for both AF and NAF. There are three groups that participate in the overall DON workforce at a lower rate than they do the National Civilian Labor Force (NCLF). These groups are Hispanic males (HM), Hispanic females (HF), and White females (WF). This is a change from previous years when the American Indian or Alaska Native (AIAN) females were also included as participating at a lower rate. However, in 2013 the AIAN population increased to 0.32% which is above the 2010 CLF. HM, HF, and WF have a five year trend of lower participation rates when compared to the NCLF.

¹ Analysis excludes data for “2 or more races”

² Based on Table A1 of 30 Sept 2013

³ Includes Non-Appropriated Fund (NAF) data

⁴ ↑ ↓ Indicates an increase or decrease from the previous years

⁵ Differences of 0.50% considered not significant when compared to the DON overall workforce

As begun in the FY 2012 Assessment Report, the DON will analyze AF employees separately NAF employees. Funding for the AF and NAF employees comes from two separate allocations. The AF employees are paid from funds that are appropriated by Congress. NAF employees are paid from revenue generated from services provided by the Morale, Welfare, and Recreation (MWR), Marine Corps Community Services (MCCS) and Navy Exchange (NEX) onboard Navy and Marine Corps installations all over the world. Three of the 20 DON major commands have NAF subordinate activities: NV52-Commander, Navy Installations Command has the MWR; NV27-U.S. Marine Corps has the MCCS; and NV23-Naval Supply Systems Command has the NEX. Furthermore, AF and NAF employees are governed by different sets of employment policies, practices and procedures. The DON required those commands with NAF activities to analyze their NAF and AF workforce separately and include this effort as an FY 2013 planned activity. However, due to furloughs, hard freeze and transition to the new service delivery, these commands were not able to fully execute their FY 2013 plans. Consequently, all analyses provided below will only cover AF employees.

AF Analysis: When the DON AF workforce was compared to the National Civilian Labor Force (NCLF), three groups continue to have significant low participation rates. These groups are Hispanic males, Hispanic females, and White females. In addition, the following two additional groups experience a lesser degree of low participation: Black female and American Indian Alaskan Native female. The level of participation of Black females is significantly lower than previously identified adjusting NCLF figures. In the 2000 Census the NCLF for Black females was 5.70% but under the 2010 Census has it is 6.60%. When the DON reviewed the AF workforce compared to the NCLF, the same three groups (Hispanic males and females, and White females), continue to have significantly low participation rates. However, in addition to those three groups, there are two additional groups consistently experiencing some low participation rates, Black female and American Indian Alaskan Native female.

Table 2 Appropriated Fund Participation Rate

RNO	Gender	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013 rate
Hispanic	Male	3.21%	3.25% ↑	3.31% ↑	3.44% ↑	3.60% ↑	5.20%	1.60%
	Female	1.65%	1.62% ↓	1.64% ↑	1.70% ↑	1.71% ↑	4.80%	3.09%
White	Male	51.07%	51.14% ↑	51.12% ↓	50.91% ↓	50.88% ↓	38.30%	
	Female	19.06%	18.68% ↓	18.38% ↑	17.91% ↓	17.56% ↓	34.00%	16.44%
Black	Male	7.34%	7.46% ↑	7.60% ↑	7.82% ↑	8.06% ↑	5.50%	
	Female	5.65%	5.61% ↓	5.46% ↓	5.42% ↓	5.47% ↑	6.60%	1.13%
Asian	Male	6.63%	6.72% ↑	6.65% ↓	6.65% ↔	6.94% ↑	2.00%	
	Female	2.84%	2.75% ↓	2.79% ↑	2.72% ↓	2.83% ↑	2.00%	
NHOPI	Male	0.78%	0.85% ↑	0.91% ↑	0.97% ↑	0.99% ↑	0.10%	
	Female	0.32%	0.32% ↔	0.37% ↑	0.38% ↑	0.38% ↔	0.10%	
AIAN	Male	0.45%	0.44% ↓	0.44% ↔	0.42% ↓	0.64% ↑	0.30%	
	Female	0.22%	0.20% ↓	0.20% ↔	0.18% ↓	0.27% ↑	0.30%	0.03%

AF Workforce

NAF Analysis: When the DON AF workforce was compared to the NCLF, Hispanic Females and Black Females are well represented; Hispanic Males and White Females continue to have low participation rates when compared to the NCLF; but the most surprising difference is the significantly low participation rate of White Males.

Table 3 Non-Appropriated Fund Participation Rate

RNO	Gender	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013 rate
Hispanic	Male	3.76%	3.88% ↑	3.74% ↓	3.75% ↑	3.66% ↓	5.20%	1.54%
	Female	6.91%	7.04% ↑	7.02% ↓	7.09% ↑	7.22% ↑	4.80%	
White	Male	17.39%	16.92% ↓	16.44% ↓	16.42% ↓	16.23% ↓	38.30%	12.07%
	Female	26.75%	27.34% ↑	27.21% ↓	27.08% ↓	27.99% ↑	34.00%	2.01%
Black	Male	7.24%	7.10% ↓	7.08% ↓	7.13% ↑	6.92% ↓	5.50%	
	Female	13.21%	13.06% ↓	13.00% ↓	13.12% ↑	13.18% ↑	6.60%	
Asian	Male	5.87%	5.64% ↓	5.92% ↑	5.96% ↑	5.70% ↓	2.00%	
	Female	14.03%	13.27% ↓	13.49% ↑	13.22% ↓	12.86% ↓	2.00%	
NHOPI	Male	1.15%	1.42% ↑	1.46% ↑	1.42% ↓	1.39% ↓	0.10%	
	Female	1.75%	1.97% ↑	2.15% ↑	2.21% ↑	2.21% ↔	0.10%	
AIAN	Male	0.30%	0.27% ↓	0.24% ↓	0.24% ↔	0.27% ↑	0.30%	0.03%
	Female	0.50%	0.49% ↓	0.49% ↔	0.52% ↑	0.52% ↔	0.30%	

NAF Workforce

A review of the DON major commands' workforce profiles confirms similar trends as reported above. All 21 major commands show a participation rate of their AF workforce below the NCLF for Hispanic Males, Females and White Females. The same is true with the NAF workforce. All three major commands that have NAF employees demonstrate low participation of Hispanic Males, White Males and White Females. Since these anomalies are consistent across the enterprise, the DON will continue to focus our efforts to determine what, if any, factors are preventing these groups with significant low participation from participating at a level comparable to their availability in the labor force.

DON Major Occupations ^{6 7 8}

The tables below show the demographic groups with **significant low participation rates** in each of the DON major occupations. White males and Hispanic females are participating below the Occupational Civilian Labor Force (OCLF) in six of the ten DON major occupations. White females showed low participation in five occupations. Hispanic males are significantly absent in four major occupations. Black males, Black females, Asian males, and Asian females have low participation in two occupations. The participation levels of Asian males have greatly improved since the last reporting period. Only Native Hawaiian or Other Pacific Islander males and females are participating in the DON occupations at the expected rate when compared to their availability in the OCLF. The participation rate for American Indian or Alaskan Native males and females did not show significant low participation rates compared to their respective OCLFs.

Table 3 - Management Program Analysis (0343) Total Employees: 9,591

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
White Males	35.66%	36.30% ↑	38.20% ↑	38.41% ↑	38.81% ↑	49.10%	10.29%	+987
Asian Males	1.95%	2.03% ↑	1.95% ↓	2.12% ↑	2.38% ↑	3.40%	1.02%	+98

Table 4 - Information and Technology Management (2210) Total Employees: 9,265⁹¹⁰

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
White Females	23.80%	21.64% ↓	20.53% ↓	19.10% ↓	18.40% ↓	21.10%	2.7%	+250
Hispanic Females	1.53%	1.48% ↓	1.45% ↓	1.37% ↓	1.45% ↑	2.10%	0.65%	+60

Table 5 - Electronics Engineering (0855) Total Employees: 8,135

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
White Males	65.30%	64.59% ↓	63.84% ↓	63.05% ↓	62.16% ↓	71.10%	8.94%	+727

Table 6 - Engineering Technician (0802) Total Employees: 6,253¹¹

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
Hispanic Males	2.95%	3.00% ↑	3.13% ↑	3.26% ↑	3.60% ↑	7.00%	3.4%	+213
Hispanic Females	0.32%	0.25% ↓	0.23% ↓	0.24% ↑	0.22% ↓	1.60%	1.38%	+86
White Females	7.07%	7.20% ↑	7.04% ↓	6.80% ↓	5.79% ↓	12.90%	7.11%	+445
Black Females	0.68%	0.59% ↓	0.71% ↑	0.76% ↑	0.82% ↑	2.20%	1.38%	+80
Asian Females	0.71%	0.60% ↓	0.61% ↑	0.60% ↓	0.51% ↓	1.90%	1.39%	+87
Black Males	5.17%	5.20% ↑	5.64% ↑	5.81% ↑	6.21% ↑	6.80%	0.59%	+37

⁶ Based on EEOC Table A6 of 30 Sept 2013

⁷ Excludes NAF data

⁸ Differences of .50% or less between workforce participation and OCLF excluded

⁹ Asian Males and Asian Females have been removed from this category as the differences between workforce participation and OCLF are less than .50%.

¹⁰ Hispanic Females have been added to this category due to new information from the 2010 Census.

¹¹ Black Males have been added to this category due to new information from the 2010 Census.

Table 7 - Mechanical Engineering (0830) Total Employees: 6,305¹²

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
White Males	76.16%	75.20% ↓	74.39% ↓	73.94% ↓	73.31% ↓	78.80%	5.49%	+346
Black Males	2.40%	2.48% ↑	2.54% ↑	2.66% ↑	2.78% ↑	3.50%	0.72%	+45

Table 8 - Financial Administration and Program (0501) Total Employees: 5,371^{13 14}

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
Hispanic Males	1.51%	1.58% ↑	1.61% ↑	1.77% ↑	1.88% ↑	3.80%	1.92%	+103
White Males	17.49%	18.74% ↑	18.93% ↑	19.11% ↑	19.08% ↓	32.90%	13.82%	+742
Hispanic Females	3.69%	3.74% ↑	3.77% ↑	3.92% ↑	4.11% ↑	5.80%	1.69%	+91

Table 9 - Misc. Administration/Program (0301) Total Employees: 4,790^{15 16}

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
Hispanic Females	2.55%	2.44% ↓	2.38% ↓	2.78% ↑	2.69% ↓	5.70%	3.01%	+144
White Females	29.66%	27.49% ↓	26.62% ↓	26.15% ↓	25.09% ↓	44.10%	19.01%	+911
Black Females	6.61%	6.89% ↑	6.94% ↑	6.80% ↓	7.01% ↑	8.70%	1.06%	+81
Asian Females	2.23%	2.20% ↓	2.10% ↓	2.27% ↑	2.25% ↓	3.60%	1.35%	+65

Table 10 - Logistics Management (0346) Total Employees: 5,138¹⁷

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
Hispanic Males	2.86%	2.86% ↔	2.80% ↓	3.05% ↑	3.21% ↑	5.00%	1.79%	+92
White Females	23.70%	23.64% ↓	22.72% ↓	21.84% ↓	21.20% ↑	24.20%	3.0%	+154
Hispanic Females	1.88%	1.96% ↑	1.95% ↓	2.16% ↑	2.18% ↑	2.80%	0.62%	+32

Table 11 - General Engineering (0801) Total Employees: 4,974¹⁸

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
White Males	71.75%	70.41% ↓	70.15% ↓	69.60% ↓	69.48% ↓	71.00%	1.52%	+76
Asian Males	8.74%	8.41% ↓	8.15% ↓	8.00% ↓	7.58% ↓	9.20%	1.62%	+81
Hispanic Males		2.82%	2.84% ↑	3.18% ↑	3.30% ↑	4.00%	0.70%	+35

¹² Black Males have been added to this category due to new information from the 2010 Census.

¹³ Black Males have been removed from this category as the difference between workforce participation and OCLF is less than .50%.

¹⁴ Hispanic Females have been added to this category due to new information from the 2010 Census.

¹⁵ Hispanic Males have been removed from this category as the difference between workforce participation and OCLF is less than .50%.

¹⁶ Asian Females have been added to this category due to new information from the 2010 Census.

¹⁷ Hispanic Females have been added to this category due to new information from the 2010 Census.

¹⁸ Hispanic Males have been added to this category due to new information from the 2010 Census.

Table 12 - Contracting (1102) Total Employees: 4,551¹⁹

RNO/GENDER	2009	2010	2011	2012	2013	CLF(2010)	CLF minus 2013	Parity
Hispanic Males	1.33%	1.39% ↑	1.50% ↑	1.78% ↑	1.95% ↑	3.40%	1.42%	+65
White Males	30.00%	29.92% ↓	30.09% ↑	30.54% ↑	30.89% ↑	38.30%	7.41%	+330
White Females	40.33%	39.38% ↓	38.43% ↓	37.37% ↓	36.69% ↓	41.70%	5.01%	+223
Hispanic Females	2.77%	3.00% ↑	3.01% ↑	2.97% ↓	2.92% ↓	3.80%	0.88%	+39

A number of the demographic groups have continued to show decline in each of the five years since 2009 (Asian Males in the General Engineering (801) series; White Males in the Electronics Engineering (855), Mechanical Engineering (830), and General Engineering (801) series; and White Females in Information and Technology Management (2210), Misc. Administration/Program (0301), Logistics Management (0346) and Contracting (1102) series. With the release of the 2010 Census data several groups that were previously reported to have low participation are no longer showing low participation rates. Asian females are no longer reported as having low participation in the Information and Technology Management (2210) series; Black males no longer show low participation in the Financial Administration and Program (0501) series; and Hispanic Males no longer show low participation in the Misc. Administration/Program (0301) series.

There are also some groups which were not identified as having low participation rates in 2012 due to the use of the 2000 rather than the 2010 Census data. We have revised our 2012 reporting data to correctly report the following groups as having low participation: Hispanic females now show low participation rates for Fiscal Year 2012 in the Information and Technology Management (2210) series, the Financial Administration and Program (0501) series, the Logistics Management (0346) series, and the Contracting (1102) series. Black males show low participation rates in the 2012 Engineering Technician (0802) series and the Mechanical Engineering (0830) series. Asian Females show low participation for 2012 in the Misc. Administration/Program (0301) series. Hispanic Males show low participation in the 2012 General Engineering (0801) series.

¹⁹ Hispanic Females have been added to this category due to new information from the 2010 Census.

Table 13 - Accessions - Total: 11107^{20 21}

RNO/GENDER		NCLF	Accession		Net Gain (Acc#-Sep#)	
			FY12	FY13	FY12	FY13
Hispanic	Male	5.20%	2.38%	3.33% ↑	-146	-88
	Female	4.80%	1.12%	1.19% ↑	-119	-182
White	Male	38.30%	53.48%	49.64% ↓	+702	-2308
	Female	34.00%	20.66%	17.66% ↓	-297	-1399
Black	Male	5.50%	7.15%	9.21% ↑	-119	-213
	Female	6.60%	4.21%	5.44% ↑	-458	-377
Asian	Male	2.00%	4.84%	7.53% ↑	-22	-334
	Female	2.00%	1.92%	2.96% ↑	-122	-266
NHOPi	Male	0.10%	1.14%	0.79% ↓	+51	-35
	Female	0.10%	0.36%	0.34% ↓	-15	-9
AIAN	Male	0.30%	0.39%	0.75% ↑	-18	-22
	Female	0.30%	0.16%	0.21% ↑	-32	-24

Table 13 above shows that the number of new hires in FY 2013 that were White males fell below 50% (49.64%). This was a significant drop from 53.48% in FY 2012. Hispanic males, Black males, Black females, Asian males, and Asian females all had increased accession rates in FY 2013, while Hispanic females, AIAN males, and AIAN females had minimal increases. White males, white females, NHOPi males, and NHOPi females were the only race and gender groups that had lower accession rates in FY 2013 than they had in FY 2012.

²⁰ Based on EEOC Table A8 of 30 Sept 2013

²¹ Excludes NAF data

Table 14 - Separations - Total: 16,368^{22 23}

RNO/Gender		DON Participation	Separation		Difference (Acc%-Sep %)	
			FY12	FY13	FY12	FY13
Hispanic	Male	3.61%	2.72%	2.80% ↑	-0.35%	0.53%
	Female	2.79%	1.89%	1.92% ↑	-0.77%	0.07%
White	Male	44.04%	45.85%	47.78% ↑	7.63%	1.86%
	Female	19.62%	23.79%	20.53% ↓	-3.13%	-2.87%
Black	Male	7.84%	7.33%	7.55% ↑	0.18%	1.66%
	Female	6.99%	6.87%	5.99% ↓	-2.66%	-0.55%
Asian	Male	6.70%	5.16%	7.15% ↑	-0.32%	0.38%
	Female	4.81%	2.95%	3.64% ↑	-1.03%	-0.68%
NHOPI	Male	1.07%	0.46%	0.75% ↑	0.68%	0.04%
	Female	0.74%	0.33%	0.43% ↑	0.03%	-0.09%
AIAN	Male	0.57%	0.72%	0.64% ↓	-0.33%	0.11%
	Female	0.32%	0.52%	0.29% ↓	-0.36%	-0.08%

A review of the Table 14 – Separations indicates that Hispanic females, White males, White females, Asian males, and American Indian or Alaskan Native males are separating at a higher rate than their participation within the DON workforce. Likewise, White females, Black females, Asian females, NHOPI females, and AIAN females are separating at a faster rate than they are coming into the DON workforce. When comparing the DON accession and separation rates for FY 2013, only White males (1.86%) and black males (1.66%) show a significant net gain. However, at this aggregate level it is difficult to make any conclusive statements about the population gains or losses of any group, as it is only at the level of specific occupational series that we can truly see progress (or lack thereof.) For this reason, the DON will continue to focus on improving barrier analysis skills across the Enterprise. For more details on the DON focus on improving skills needed to conduct in-depth Barrier Analysis, See FY 2014 Plan H Workforce Data and FY2014 Plan H Employment Program Review.

²² Based on EEOC Table A14 of 30 Sept 2013

²³ Excludes NAF data

Individual with Targeted Disabilities (IWTD) 24

Several events in FY 2013 significantly impacted the DON Disability Program. In January 2013, the DON instituted a hiring freeze which significantly reduced hiring throughout the DON, to include individuals with targeted disabilities (IWTD). The hiring freeze will likely cause FY 2013 to appear as an anomaly in future reports. In April 2013, the DON instituted a new HR/EEO Service Delivery model which impacted how the DON Disability Program is administered in the DON and the personnel implementing the DON Disability Program. Sequestration and the subsequent budget reductions impacted the DON barrier analysis efforts, as did an influx of new personnel due to the new Service Delivery model. Despite these events, DON Disability Program continues to make progress in becoming a model program.

Workforce Analysis

As shown in Table 15, the DON population of IWTD decreased from 1,559 in FY 2012 to 1,550 in FY2013. However, the percentage increased from 0.63% in FY 2012, to 0.64% in FY2013.

There were 17,006 individuals with non-targeted disabilities in the DON population, an increase of 1,947 people from FY 2012. The percentage increased in from 6.11% in FY 2012, to 6.97% in FY2013

Table 15: IWTD/Non-Targeted Disabilities - Appropriated and Non-Appropriated Fund

Appropriated Fund and Non-Appropriate Fund ²⁵	EEOC Goal	2009	2010	2011	2012	2013	2.0% minus 2013 DON Participation
% IWTD	2.0%	0.70%	0.67% ↓	0.64% ↓	0.63% ↓	0.64% ↑	1.36%
IWTD		1,610	1,632 ↓	1,581 ↓	1,559 ↓	1,550 ↓	
% Non-Targeted Disabilities	N/A	5.39%	5.45% ↑	5.79% ↑	6.11% ↑	6.97% ↑	N/A
Non-Targeted Disabilities		12,461	13,266 ↑	14,227 ↑	15,059 ↑	17,006 ↑	

²⁴ Based on Tables B1, B6, B8, B14 of 30 Sept 2013

²⁵ Includes Non-Appropriated Fund (NAF) data

Table 16: IWTD/Non-Targeted Disabilities – Appropriated Fund Only

Appropriated Fund Only 26	EEOC Goal	2009	2010	2011	2012	2013	2.0% minus 2013 DON Participation
% IWTD	2.0%	0.74%	0.72% ↓	0.69% ↓	0.69% ↔	0.71% ↑	1.29%
IWTD		1,382	1,430 ↑	1,385 ↓	1,397 ↓	1,388 ↓	
% Non-Targeted Disabilities	N/A	5.65%	5.71% ↑	6.10% ↑	6.49% ↑	7.59% ↑	N/A
Non-Targeted Disabilities		10,810	11,413 ↑	12,297 ↑	13,088 ↑	14,856 ↑	

FY 2013 was the first fiscal year in which the participation rates of individuals with targeted disabilities increased. Despite the increase in participation, the DON remains 1.36% below EEOC’s and the DON goal of 2.0% participation of IWTD.

Individuals with non-targeted disabilities continued a five year trend of increased participation in FY 2013, increasing by .86% in FY 2013. When data is reviewed for only the non-appropriated workforce, the participation rate of individuals with non-targeted disabilities increases by 1.1% to 7.59%.

Accessions and Separations

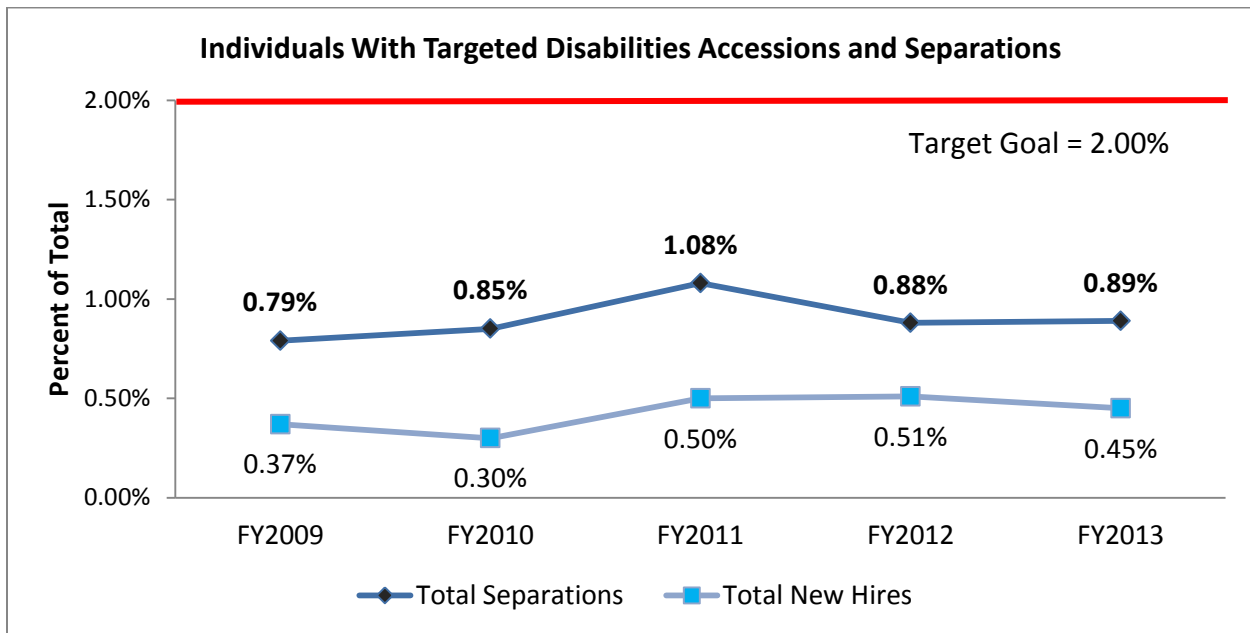
As stated above, the DON was under a hiring freeze for most of FY 2013. The hiring freeze had a significant impact on the hiring of individuals with disabilities. In FY 2013, the DON hired 51 individuals with targeted disabilities, 956 individuals with non-targeted disabilities, and 1,654 “30% or more” disabled veterans. Many of the DON’s major commands reported that recruitment and outreach efforts were severely impacted by budget constraints from the sequester.

Individuals with Targeted Disabilities

A five-year trend analysis of accessions and separations of appropriated fund employees with targeted disabilities showed that in each fiscal year for the past five years, the number of separations has been greater than the number of accessions.

²⁶ Excludes NAF data

Table 17: IWTD 5 Year Trend of Accessions and Separations



	FY2009	FY2010	FY2011	FY2012	FY2013
Total Separations	129	149	197	161	150
Total New Hires	93	74	103	91	51

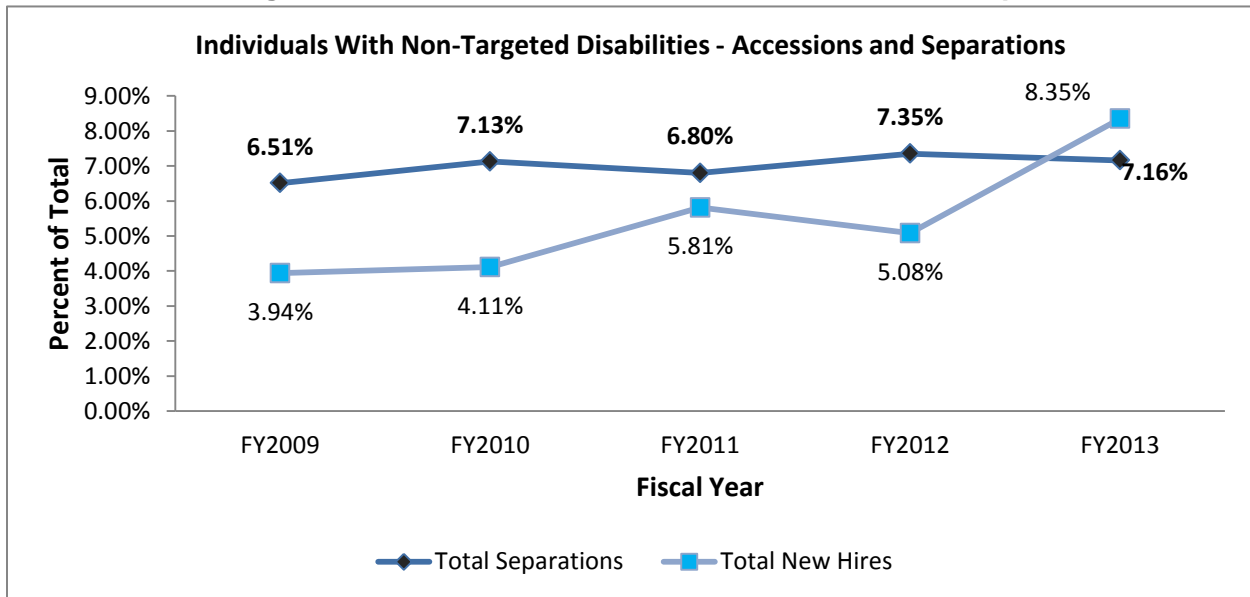
While there was a significant decrease in the number of accessions of individuals with targeted disabilities in FY 2013 due to the hiring freeze, the accession rate of individuals with targeted disabilities in FY 2013 is greater than the accession rates in FY 2009 and FY 2010. The total number of separating individuals with targeted disabilities (150) decreased in FY 2013, but the percent of individuals with targeted disabilities separations (.89%) increased in comparison to FY 2012 (161 and .88%, respectively).

An analysis of DON accessions by nature of action codes used in the hiring of individuals with targeted disabilities was conducted. In 2013, 80% of DON targeted disability hires were permanent hire appointments and 49.02% were hired into excepted appointments. For the last three fiscal years the most commonly used excepted appointment was the Schedule A, section 213.3102(u), representing 42.85% of all appointments made for individuals with targeted disabilities in FY 2013. (Schedule A, 5 CFR 213.3102(u), is an excepted hiring authority used to appoint persons with severe physical disabilities, psychiatric disabilities, and intellectual disabilities.) Several commands have stated that individuals with targeted disabilities are reluctant to self-identify and have only identified themselves as having a disability or targeted disability once on-board. A review of individuals hired using the Schedule A hiring authority for people with disabilities added support to these claims.

A similar nature of action code analysis was conducted into the separations of individuals with targeted disabilities. The majority of separations in FY 2013 were the result of retirements. There were 26 (17.33%) resignations by individuals with targeted disabilities. While we were unable to determine the exact nature of all the resignations, eight (30.76%) of the resignations were during the employees' probationary or trial period, which is an increase from FY 2012, in which there were five resignations (20.83%). In FY 2013, there were 23 terminations of individuals with non-targeted disabilities during an employee's probation or trial period.

Individuals with Non-Targeted Disabilities

Table 18: Non-Targeted Disabilities 5 Year Trend of Accessions and Separations



	FY2009	FY2010	FY2011	FY2012	FY2013
Total Separations	1056	1245	1246	1337	1209
Total New Hires	980	1018	1190	899	956

For the first time in five years, the accession rate of individuals with non-targeted disabilities is greater than the separation rate. Unlike people with no disabilities and targeted disabilities, the number and accession rate of individuals with non-targeted disabilities hired in FY 2013 increased, despite the hiring freeze. As a percentage of total hires, individuals with disabilities (both Targeted and Non-Targeted) increased from FY 2010 through FY 2012, despite the decreased hiring during that time frame. The DON has made significant progress in the hiring of individuals with non-targeted disabilities

An analysis into the accessions and separations data by nature of action code was also conducted for individuals with non-targeted disabilities. In FY 2013, 789 (85.57%) DON non-targeted disability hires were permanent hire appointments. The majority of individuals with non-

targeted disabilities were hired using career/career conditional appointments 547 (59.33%). The second most common appointment for individuals with non-targeted disabilities were excepted appointments with 259 (28.09%). The most commonly used permanent excepted appointment used in FY 2013 was Veteran's Recruitment Authority (VRA) appointments.

The most common form of separations for individuals with non-targeted disabilities were retirements (576 (47.64%)), and the vast majority (521 (90.45%)) were voluntary. The second most common form of separations in FY 2012 were resignations (309, (25.48%)). In FY 2013, there were 23 terminations of individuals with non-targeted disabilities during an employee's probation or trial period. The most common termination during the employee's probation or trial period were based on unacceptable or unsatisfactory performance or other factors unrelated to misconduct or delinquency.

30% Disabled Veteran

The Employment of People with Disabilities in the Federal Executive Branch Report, OPM's report to the President pursuant to Executive Order 13548, states that the primary elements used to identify individuals with disabilities are self-identification from the SF 256, the Schedule A hiring authority for individuals with disabilities and the statutory hiring authority for veterans who are 30% or more disabled. To provide a fuller picture of the DON disability population and remain consistent with the OPM's report to the President, information on 30% or more disabled veterans is provided below. Veteran hires accounted for 50% of new hires in FY 2013. Disabled veterans, not limited to 30% or more disabled veterans, accounted for 15% of DON FY 2013 hires. Veterans are often the most qualified individuals for many DON positions because of the skills acquired while serving in the military.

The number of 30% disabled veteran in the DON population increased in FY 2013, from 15,640 in FY 2012, to 16,730. Thirty percent disabled veterans represented 8.37% of the DON population at the end of FY 2013, which was an increase from 7.76% in FY 2012.

Although there are a large number of disabled veteran hires, only 1.21% reported having a targeted disability and 24.25% reported having a non-targeted disability. Similar reporting percentages were found for 30% or more disabled veterans, with 1.42% reporting targeted disabilities and 26.03% reporting non-targeted disabilities.

The majority of disabled veterans were hired using career-career conditional appointments, with 59.12% for 30% or more disabled veterans and 69.23% for non-30% or more disabled veterans. The two most commonly used career conditional appointments were VEOA appointments (295) and appointments from a certificate issued from a civil service register (295). VRA appointments (206) were also heavily used for excepted appointments.

The most common form of separation for 30% or more disabled veterans was resignation, which accounted for 39.41% (493) of all separations and was also the most common form of separation in FY 2012 (33.47% (421)). Resignations during the employees probationary or trial period represented 16.63% (82) of all resignation for this demographic in FY2013 which was a

decrease from FY 2012 where 27.55% (116) of resignations occurred during the probation or trial period.

As more commands utilize exit surveys we expect to gain better insight into why people with disabilities, including disabled veterans, are separating during their probationary or trial period. The DON will continue to monitor this area.

MAJOR OCCUPATIONS:

As seen in Table 5, eight of the top ten DON major occupations are also major occupations for individuals with disabilities and individuals with non-targeted disabilities.

Table 19: Major Occupation Comparison FY 2013

Major Occupation Comparison FY 2013		
DON Major Occupations	Most Populous Occupations for Individuals With Targeted Disabilities	Most Populous Occupations for Individuals With Non-Targeted Disabilities
(0343) – Mgmt Prog Analysis (2210) – Information Tech Mgmt (0855) - Electronics Engineering (0802) - Engineering Technician (0346) - Logistics Management (0501) - Financial Administration (1102) – Contracting (0830) - Mechanical Engineering (0301) – Program Specialist (0801) - General Engineering	(0343) - Mgmt Prog Analysis (2210) - Information Tech Mgmt (0855) - Electronics Engineering (0802) - Engineering Technician (0346) - Logistics Management (0501) - Financial Administration (1102) - Contracting (0830) - Mechanical Engineering (0303) - Misc. Clerk and Asst. (0203) - HR Clerical/ Assistance	(0343) - Mgmt Prog Analysis (2210) - Information Tech Mgmt (0855) - Electronics Engineering (0802) - Engineering Technician (0346) - Logistics Management (0501) - Financial Administration (1102) - Contracting (0301) - Program Specialist (0303) - Misc. Clerk and Asst. (0856) - Electronics Technician

The participation rate of IWTD in the aggregate DON major occupations has increased in each of the last four fiscal years from 0.58% (389) in FY2010 to .69% (442) in FY 2013. The participation rate for IWTD in the major occupations is less than their participation rate in the total DON appropriated fund workforce.

Additional information in all of the above areas for individuals with disabilities can be found in the Part J.

EEO Program Status Report

FY 2013

PART F

EEOC FORM 715-01 PART F	<p style="text-align: center;"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
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**CERTIFICATION OF ESTABLISHMENT OF CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Laura L. Lawson, am the Principal EEO Director/Official 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.



Laura L. Lawson
Program Director
Department of the Navy
Office of EEO & Diversity Management

Date



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

Date



EEO Program Status Report




FY 2013


PART G



SELF ASSESSMENT



CHECKLIST





EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
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>Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.</p> <p>The Agency Head (Secretary of the Navy, Raymond Edwin "Ray" Mabus, Jr.) was installed on May 19, 2009. The EEO policy statement was issued on December 2, 2010.</p>			X	<p>The Department of the Navy (DON) is an organization of over 243,000 employees, comprised of 21 major commands with over 1500 subordinate activities located around the world. Due to the unique organizational structure and size of the DON, the Secretary of the Navy (SECNAV) delegates the EEO Program responsibility to the Assistant Secretary of the Navy (Manpower & Reserve Affairs) who further delegates to the Chief of Naval Operations, Commandant of the Marine Corps, Assistant for Administration USN, and Heads of Echelon 2 Commands to ensure effective execution and management of the EEO Program. In addition, DON commands are required and are/ have been in compliance with a requirement to issue EEO policy statements that demonstrate command commitment to establish and maintain a model EEO Program that aligns with the DON EEO Program objectives..</p> <p>SEE Part H (Policies) to address this deficiency at the DON level.</p>
<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.</p>			X	<p>As detailed above, each subordinate command is required to issue/re-issue their EEO policies annually. Compliance at the command level is</p>


			substantiated through a DON-specific self-assessment checklist that requires the submission of documentation to validate responses to key program measures. Commands are required to submit documentation to validate their response to this question. SEE Part H (Policies) to address this deficiency at the DON level.	
Are new employees provided a copy of the EEO policy statement during orientation?	X			
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X			
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X			
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.	
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		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.	
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a






 Measures		Yes	No	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		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.
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		The DON's Schedule of Offenses and 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 at http://www.public.navy.mil/donhr/Documents/Civilian%20Human%20Resources%20Manual/752_SUBCHNEW.pdf .
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				





<p>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?</p>	<p>X</p>		<p>In addition, extensive training deployed in FY 2011 through FY 2013 resulted in the correction of this deficiency. There is more engagement and participation from command leadership, supervisors and managers with regards to EEO program execution efforts. The RA Procedures are posted in the DON HR website at http://www.public.navy.mil/donhr/Documents/Civilian%20Human%20Resources%20Manual/1606_Procedures_for_Processing_Requests_for_Reasonable_Accommodation.pdf. Each command also linkup their website to the DON's website to ensure it available to all DON employees regardless of their location.</p>	
<p>Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?</p>	<p>X</p>		<p>See response to preceding question.</p>	
<p>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.</p>				
<p> Compliance Indicator</p>	<p>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.</p>	<p>Measure has been met</p>		<p>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</p>
<p> Measures</p>		<p>Yes</p>	<p>No</p>	
<p>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?)</p>		<p>X</p>	<p>As previously discussed, at the agency level, the EEO Director reports directly to the Secretary of the Navy. At subordinate commands/activities, the Deputy EEO Officer is organizationally aligned to the Human Resources Office. However, they have a separate reporting line and direct access to the EEO Officer who is the Commanding EEO Officer.</p>	
<p>Are the duties and responsibilities of EEO officials clearly defined?</p>	<p>X</p>			





Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		A full schedule of training for practitioners was deployed in FY 2011 through FY 2013 as part of the DON Service Delivery Transition (See DON FY 2013 PART H (Service Delivery) for details). Progress was evident at the end of the current rating period, but we expect to see the full results of this training in FY 2014. We will continue to monitor this measure through ongoing evaluation of the quality and timeliness of program execution efforts.
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		The State of the Agency briefing was presented to the Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs), on 3 Apr 2013.
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		



Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
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		
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 ensure funding is available for reasonable accommodation requests within their respective commands. The DON also utilizes the Department of Defense Computer/Electronic Accommodations Program (CAP) to support this requirement.
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. On a larger scale, the Naval Facilities Engineering Command is responsible for all DON major military construction.
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		Major commands are required to report their compliance , which is then substantiated during 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		Major commands are required to report their compliance , which is then substantiated during 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		
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	Measure has been met	For all unmet measures, provide a





 Measures	EEO programs within each manager's or supervisor's area or responsibility.	Yes	No	brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			X	See DON FY 2013 PART H (Service Delivery) for progress to date and DON FY 2014 PART H (Review of Employment Policies, Practices and Procedures) for planned activities to address this program 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 preceding response.
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 preceding response.
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.			X	





Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		
Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
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		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are all employees encouraged to use ADR?		X		

Is the participation of supervisors and managers in the ADR process required?			X	Although there is no requirement to participate in the ADR process, commencing in FY 2009, the decision not to do so may only be made by a disinterested second level supervisor or above. Declinations must be in writing and articulate and justify a well-founded reason. The DON ADR Program Office tracks responses in order to monitor and reinforcing compliance.
Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows 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		X		

aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?				
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
<p>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 Office of EEO & Diversity Management approves the request, reviews the statement of work and holds the EEO processing office responsible for meeting timeframes. Contractor performance measures are reported to major commands. Very few contractors are currently used and performance oversight is managed by the EEO processing office. DON employs the services of the DoD Investigation Review Division (IRD) investigators and performs significant oversight of the investigative process to ensure timeliness and monitor/improve quality and efficiency. Issues with timeliness are discussed with IRD as they arise. In FY 2012 and FY 2013, due to the significant backlogs at IRD, the Deputy Assistant Secretary of the Navy (Civilian Human Resource) authorized the DON commands to use contract investigators. This demonstrates the DON's effort to raise the DON compliance to regulatory investigative timeframes and overall complaints processing. See FY 2013 PART H (Complaints) for more details.</p>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 Compliance Indicator	<p>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.</p>	Measure has been met		<p>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</p>
 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		For the last two reporting period, the DON has completed 90% of counseling in a timely manner. While we have made significant improvement in the timely processing of pre-complaints in FY 2009, the DON will continue to work towards 100% compliance.
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	See FY 2013 Part H (Complaints) for accomplishments to date and FY 2014 Part H (Complaints) for planned activities to address this program deficiency.

When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	See FY 2013 Part H (Complaints) for accomplishments to date and FY 2014 Part H (Complaints) for planned activities to address this program deficiency.
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
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate? NOTE: The percentage of declinations on the part of Supervisors is very low. Most instances of ADR being declined is on the part of the complainant and/or their representative.			X	Although there is no requirement to participate in the ADR process, commencing in FY 2009, the decision not to do so may only be made by a disinterested second level supervisor or above. Declinations must be in writing and articulate and justify a well-founded reason. The DON ADR Program Office tracks responses in order to monitor and reinforcing compliance
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
 Measures		Yes	No	

				FORM 715-01 PART H to the agency's status report
	Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?	X		
	Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?	X		
	Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?	X		
	Do the agency's EEO programs address all of the laws enforced by the EEOC?	X		
	Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	X		
	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	X		
	Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?	X		
	Does the agency discrimination complaint process ensure a neutral adjudication function?	X		
	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	X		
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		

 Compliance Indicator	<p>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.</p>	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
 Measure s		Yes	No	
<p>Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.</p>			<input checked="" type="checkbox"/>	<p>The Defense Finance and Accounting Service (DFAS) is responsible for all DoD payroll processing.</p>
<p>Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?</p>			N/A	
<p>Are procedures in place to promptly process other forms of ordered relief?</p>			N/A	
 Compliance Indicator	<p>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</p>	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
 Measure s		Yes	No	
<p>Is compliance with EEOC orders encompassed in the performance standards of any agency employees?</p>		<input checked="" type="checkbox"/>		
<p>If so, please identify the employees by title in the comments section, and state how performance is measured.</p>		<p>Ms. Judy Caniban, DON Complaints Manager, GS-260-14, was responsible for ensuring the agency complies with all EEOC orders. Ms. Caniban's performance plan includes an objective that measures the effectiveness of her oversight of these actions.</p>		
<p>Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?</p>		<input checked="" type="checkbox"/>		
<p>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.</p>				
<p>Have the involved employees received any formal training in EEO compliance?</p>		<input checked="" type="checkbox"/>		
<p>Does the agency promptly provide to the EEOC the following documentation for completing compliance:</p>		<input checked="" type="checkbox"/>		
<p>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?</p>		<input checked="" type="checkbox"/>		

Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

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.

EEO Program Status Report
FY 2013
PART H
ACCOMPLISHMENTS

<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 2013 PLAN H (Complaints)</p>
<p>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>While the Department of the Navy (DON) has made significant improvement in the timely processing of pre-complaints (91.1% are timely), the number of timely investigations decreased from 43.9% in FY 2011 to 39.6% in FY 2012. We will continue our focus on improving the quality and timely processing of pre-complaints and formal complaints. This plan provides direction to the major commands on improving our efforts in this measure. (See FY 2012 Part H for accomplishments to date.)</p> <p><u>Essential Element E: Efficiency</u></p> <ul style="list-style-type: none"> • <i>Most of our major commands are not routinely meeting the regulatory timeframes for informal and formal complaints processing in accordance with 29 Code of Federal Regulations (CFR) §1614, the Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 110 and DON policy and guidance.</i>
<p>OBJECTIVES:</p>	<ul style="list-style-type: none"> • Complaints Processing <ul style="list-style-type: none"> ○ <u>Pre-Complaint Processing</u> – Ensure that, at a minimum, 90% of pre-complaint processing are completed in accordance with 29 CFR §1614, EEOC MD 110 and DON policy and guidance. ○ <u>Formal Complaint Processing</u> – Ensure that, at a minimum, 90% of formal cases are processed in accordance with all regulatory requirements. Specific issuances to be monitored for timeliness are: Notice of Receipt of Formal Complaint, Receipt of EEO Counselor’s Report, Accept/Dismiss Letter, Requests for Investigation, and Completion of Investigation. • Enhance/support EEO practitioner development through targeted training events, updated policy guidance, and job aides. • Develop and implement standard performance objective for EEO practitioners handling the processing of complaints to ensure compliance with DON and EEOC processing timelines.
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON Office of EEO & Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), EEO Practitioners, Agency Representatives at the command/activity levels</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2012</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVES:</p>	<p>September 2013</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)
<p>To ensure that, at least, 90% of pre-complaint and formal processing are conducted within the regulatory timeframes, commands must:</p> <ul style="list-style-type: none"> • Comply with DON policy and regulatory guidance on complaints processing in addition to the 29 CFR §1614 and EEOC requirements • Implement DON prescribed standard performance objectives requiring timely processing for all EEO practitioners responsible for processing complaints. • Support all DON training requirements for practitioners. • Conduct periodic reviews, in coordination with Agency representatives, of cases to determine the potential for resolution. • Review iComplaints database information, at a minimum, on a monthly basis and monitor EEO office's compliance with DON requirements for accuracy of data entry. <p><u>Action:</u> CDEEOOs, DEEOO, EEO practitioners, Agency Representatives at the command/activity levels</p>	<p>September 2013 (specific action officers identified with individual planned activities)</p>
<p>Commands will brief the DON Office of EEO & Diversity Management on the status of the command's complaints processing.</p> <p><u>Action:</u> CDEEOOs</p>	<p>July 2013 (specific action officers identified with individual planned activities)</p>
<p>For EEO practitioner development, the DON Office of EEO & Diversity Management will sponsor/coordinate sustainment training focusing on improving efficiency and compliance with regulatory guidance in accordance with needs as determined by Commands after implementation of new Service Delivery Model. Initial training in support of transition will be provided under the Fast Track training program.</p> <ul style="list-style-type: none"> • DON Office of EEO & Diversity Management will establish list of courses for EEO Practitioners. In addition, this office will evaluate all methods of delivering this sustainment training. • A review of specific complaints processing issues will be conducted in order to ensure training and development offerings address these issues. <p><u>Action:</u> DON Office of EEO & Diversity Management, CDEEOOs, DEEOO, EEO practitioners, Agency Representatives at the command/activity levels</p>	<p>September 2013 (specific action officers identified with individual planned activities)</p>

REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:

Fiscal Year (FY) 2013 was a very challenging period for the Department of the Navy (DON) Complaints Program. Efficiencies and quality of servicing were greatly impacted when the DON transitioned to a new EEO Service Delivery model in May 2013. The transition resulted in the loss of experienced EEO Specialists who had the corporate knowledge of the servicing and status of cases. With the new service delivery design, 90% of DON EEO offices not only reshuffled resources but also physically moved case files from one Command to another to comply with the transition requirement. As DON EEO offices are widely dispersed across the United States and overseas, it was inevitable that some EEO Offices experienced delay in receipt of case files, which also affected timely processing. A positive outcome of the new design was the additional resources allocated for the EEO Program across the DON. The downside was most of the new specialists assigned to the EEO Program had little or no EEO experience. Consequently, the DON developed basic and advanced training modules to develop the new and transitioning specialists, providing them with the skills critical for EEO program execution. The deployment of this training was interrupted by the administrative furlough between June and August 2013, pushing delivery to September 2013. During the furlough period, the DON utilized abridged versions of this training via Defense Connect Online (DCO) sessions, but was not able to ensure complete participation due to the furlough. However, the DON did see improvements confirmed in terms of understanding of roles and responsibilities and expectations of EEO specialists based on the questions and feedback received during meetings and DCOs. We expect to see a continuation of this growth curve in FY 2014.

Notwithstanding these challenges, the DON continues to hold major commands and servicing offices accountable for timely, quality management and processing of complaints. In FY 2013, the areas listed on the tables below were tracked and measured via a complaints scorecard for each major command. Tables 1 and 2 form the basis of the DON Scorecard.

Table 1: Criteria for Percent of Cases Timely Processed

Cases Timely Processed				
METRICS	Goal	Green	Yellow	Red
Pre Complaint Process	100%	= > 80%	= > 70% but <80%	< 70%
Formal Process	100%	= > 80%	= > 70% but <80%	< 70%

Table 2: Criteria for Processing Days

Processing Days			
METRICS	Goal	Green	Red
Counseling	30 or 90 with ADR or extension	= < 30/90	> 30/90
Counselor Report	7 from formal complaint received	= < 7	> 7
Accept/Dismiss Notice	30 from formal complaint received	= < 30	> 30
Investigation end	180 from formal complaint received or 270 with extension	= < 180/270	> 180/270

The DON's ultimate goal is for all cases to be processed timely. However, the DON acknowledges that establishing milestones and recognizing small successes will help the servicing offices in their efforts to improve. Consequently, the green, yellow, and red zones were instituted to assist commands in reaching 100% compliance. In order to be effective, these zones will be adjusted at least on a yearly basis, ultimately recognizing only the green zone, which will equate to 100% timely processing.

Table 3: Status of Processing (Only areas measured in FY 2013 Complaints Scorecard)

FY 2013	Informal Process	Formal Process		
Major Command	Counseling	Counselor Report	Accept or Dismiss	Completed Investigations
DON	90%(1079/1201)	60%(288/478)	63%(355/566)	40%(187/468)
NV11 – CNO	94%(30/32)	60%(9/15) ↑	74%(14/19)	56%(5/9) ↑
NV12 – DONAA	100%(35/35) ↑	8%(1/12)	35%(7/20)	60%(12/20) ↑
NV14 – ONR	100%(6/6) ↑	0%(0/2)	50%(1/2) ↑	0
NV15 – ONI	100%(11/11) ↑	0%(0/4)	20%(1/5)	25%(2/8)
NV18 – BUMED	90%(61/68) ↑	45%(10/22) ↑	64%(16/25) ↑	28%(9/32)
NV19 – NAVAIR	95%(158/167)	89%(79/89) ↑	83%(78/94) ↑	38%(26/68)
NV22 – BUPERS	100%(8/8) ↑	50%(1/1) ↑	67%(2/3) ↑	75%(3/4) ↑
NV23 – NAVSUP	83%(34/41)	36%(4/11) ↑	56%(9/16)	32%(8/25)
NV24 – NAVSEA	97%(69/71) ↑	82%(37/45) ↑	92%(44/48)	64%(18/28) ↑
NV25 – NAVFAC	86%(70/81)	48%(15/31) ↑	41%(15/37)	37%(13/35)
NV27 – USMC	80%(156/196)	40%(18/45) ↑	45%(39/87)	42%(30/71) ↑
NV30 – SSP	40%(2/5)	50%(1/2)	67%(2/3)	50%(2/4) ↑
NV33 – MSC	100%(43/43) ↑	80%(12/15) ↑	69%(9/13) ↑	36%(5/14) ↑
NV39 – SPAWAR	77%(20/26) ↑	42%(5/12) ↑	42%(5/12)	29%(2/7)
NV52 – CNIC	90%(181/202)	46%(42/91) ↑	48%(44/91) ↑	26%(22/84)
NV55 – CYBER	78%(7/9)	0	0	0
NV60 – FLTRCS	94%(67/71) ↑	58%(19/33) ↑	79%(31/39) ↑	67%(12/22) ↑
NV70 – PACFLT	98%(93/95) ↑	88%(29/33) ↑	86%(30/35) ↑	48%(14/29)
NV72 – RESERVES	100%(3/3) ↑	0%(0/2)	100%(2/2)	0
NV74 – SPECWAR	50%(4/8)	100%(3/3) ↑	100%(3/3) ↑	0
NV76 – NETC	91%(21/23) ↑	30%(3/10)	25%(3/12)	50%(3/6) ↑

Table 3 above shows improvement in the areas being measured in FY 2013 which positively affected the DON's overall processing.

- **Counseling**
 - 12 of the 21 commands improved. Of the 12, 6 commands processed their cases 100% timely.
- **Counselor Report Submission**
 - 14 commands are in compliance with the DON's 7-day submission requirement
- **Acceptance/Dismissal**
 - 9 commands processed the acceptance/dismissal of cases within 30 days or less.
- **Completed Investigation**
 - 9 commands increased the timeliness of investigation.

Table 4: Investigations Completed

	FY 09	FY 10	FY 11	FY 12	FY13
% Timely Investigations (within 180 days/270 with extension)	42.5	46.7	43.9	39.6***	35.52***

Investigations are one of the most challenging areas for the DON in FY 2013. As mandated by the Department of the Defense (DoD), all DoD components are required to use DoD’s Investigations and Resolution Division (IRD) for investigation purposes. As soon as cases are accepted for further processing, the DON relies on IRD to complete this process in a timely manner. Starting in 2011, IRD experienced backlogs that severely affected timely investigation of all DoD complaints. At the same time, the DON received an uncertified class complaint decision that resulted in a substantial number of individual complaints submitted to IRD for investigation in FY12 and FY13. In response to these factors, the following actions were implemented in FY 2013:

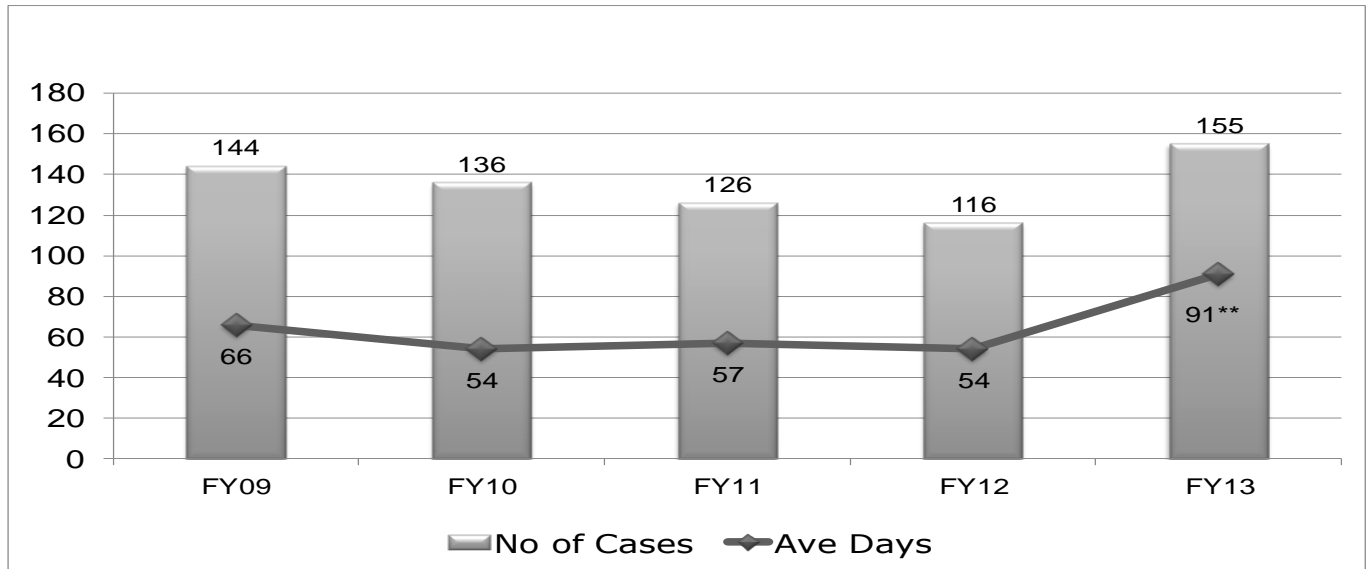
- The Deputy Assistant Secretary of the Navy (Civilian Human Resources) issued an authorization in August 2012 and extended in September 2013, to use contract investigators.
- The DON continued to hold commands accountable for effective, efficient management and processing of complaints via scorecards (see Table 3 above) and provided ongoing training (more information under Initiatives in FY 2013 below).
- The DON actively engaged IRD to find ways to improve timeliness of their process. The DON was part of IRD’s Lean Six Sigma study in 2012 and another DoD-directed study in 2013 with the goal of improving investigations. The DON was instrumental in identifying areas causing delays within the IRD process and ways to improve. Because of this engagement, IRD established timelines and implemented positive changes that will ultimately improve the investigative process.

The DON remains committed to 100% timeliness in investigations and the overall complaints processing. The DON will continue to engage and collaborate with all responsible components to effect positive change.

Another area of concern in FY 2013 was the issuance of Final Agency Decisions (FAD).

- The DON lost two experienced FAD Analysts due to retirement in November 2012 and January 2013. The hard freeze and sequestration prevented the DON from backfilling these two positions. This resulted in only two experienced FAD Analysts onboard in FY 2013 compared to four in previous fiscal years
- In FY 2013, the DON received on average seven FAD requests a week compared to four requests in previous years. In addition, there were already pending cases in the DON’s inventory after the retirement of the two Analysts. Most of the cases received were complex, involving two or more claims with a Report of Investigation comprised of over 3000 pages.
- The DON proactively tried different avenues in an effort to improve timely FAD issuance. The remaining FAD Analysts bundled cases by claims. For example, one Analyst reviewed all non-selection cases while the other one reviewed all mixed cases. Another temporary remedy was to reassign the Special Emphasis Program Manager (SEP PM) to review cases and draft FAD. However, the reassignment interrupted the work of the other Analyst since the SEP PM required close guidance due to limited experience writing FADs.
- Consequently, with only two experienced FAD Analysts onboard and considering the volume of requests received on a weekly basis as well as pending inventory, the DON was not able to meet the 60-day/45-day (mixed) issuance requirement.

Table 5: Status of FAD Processing (Includes Mixed Cases)



Initiatives implemented in FY 2013:

- Daily management of cases was delegated to each major command. This resulted in commands having a better understanding of their issues and areas of concern.
- Commands were given tools to track and monitor efficiencies as well as ensure the quality of their servicing offices. This resulted in commands being able to identify specific training needs and deliver a more comprehensive briefing to their leadership on the status of complaints.
- Bi-monthly training was provided on complaints processing, status of cases, and other concerns within complaints processing via Defense Connect Online (DCO). Ongoing informational email on complaints processing to ensure appropriate, timely and quality processing. In FY 2013, the DON held four DCOs. Training provided included proper recording of case status in the DON's corporate database, iComplaints; tracking and monitoring timeliness of processing; and new initiatives implemented by IRD to streamline investigative process. Participants were also given the opportunity to ask questions on specific case processing issues. DCO participation varied between 80-150 per session. Guidance was provided to the EEO Community on multiple occasions on subjects such as furlough-related individual and class complaints.
- Continued collaboration with IRD on improving investigation. The DON established regular participation from IRD staff in the DON's DCO training to discuss concerns, issues and changes to IRD's processes.
- Monthly IRD reports to the commands on the status of cases pending at IRD. Instead of waiting for months, this allows the DON to resolve deficiencies between what is pending at IRD and what is reported in the DON complaints database within days. The previous delay in resolution of these deficiencies definitely contributed to the untimely processing of cases.
- At least, bi-annual report on pending cases at hearing received from EEOC distributed to the commands to determine deficiencies between EEOC's and DON's inventory. Resolution was immediate once issues were identified.
- Continued collaboration with EEOC in ensuring case file deficiencies are immediately resolved for cases at hearing.

Summary of DON FY 2013 Complaints Statistics:

Table 6: Top Five Bases and Issues

FY 2011	FY 2012	FY 2013
Bases: <ul style="list-style-type: none"> • Race – Black • Reprisal • Age • Sex – Female • Disability – Physical 	Bases: <ul style="list-style-type: none"> • Reprisal • Age • Race – Black • Sex - Female • Disability – Physical 	Bases: <ul style="list-style-type: none"> • Reprisal • Age • Race – Black • Sex - Female • Disability – Physical
Issues: <ul style="list-style-type: none"> • Promotion/Non-Selection • Non-sexual Harassment • Disciplinary Action • Terms/Conditions of Employment • Assignment of Duties 	Issues <ul style="list-style-type: none"> • Non-sexual Harassment • Disciplinary Action • Promotion/Non-Selection • Terms/Conditions of Employment • Termination 	Issues <ul style="list-style-type: none"> • Non-sexual Harassment • Promotion/Non selection • Disciplinary Action • Assignment of Duties • Terms/Conditions of Employment

In FY 2012 and FY 2013, the basis most commonly alleged was reprisal and the issue filed the most was non-sexual harassment. Table 6 above shows that for the last three fiscal years, the top five bases have basically remained the same with no significant change of the issues most frequently filed.

Table 7: Number of Counseling and Formal Filed

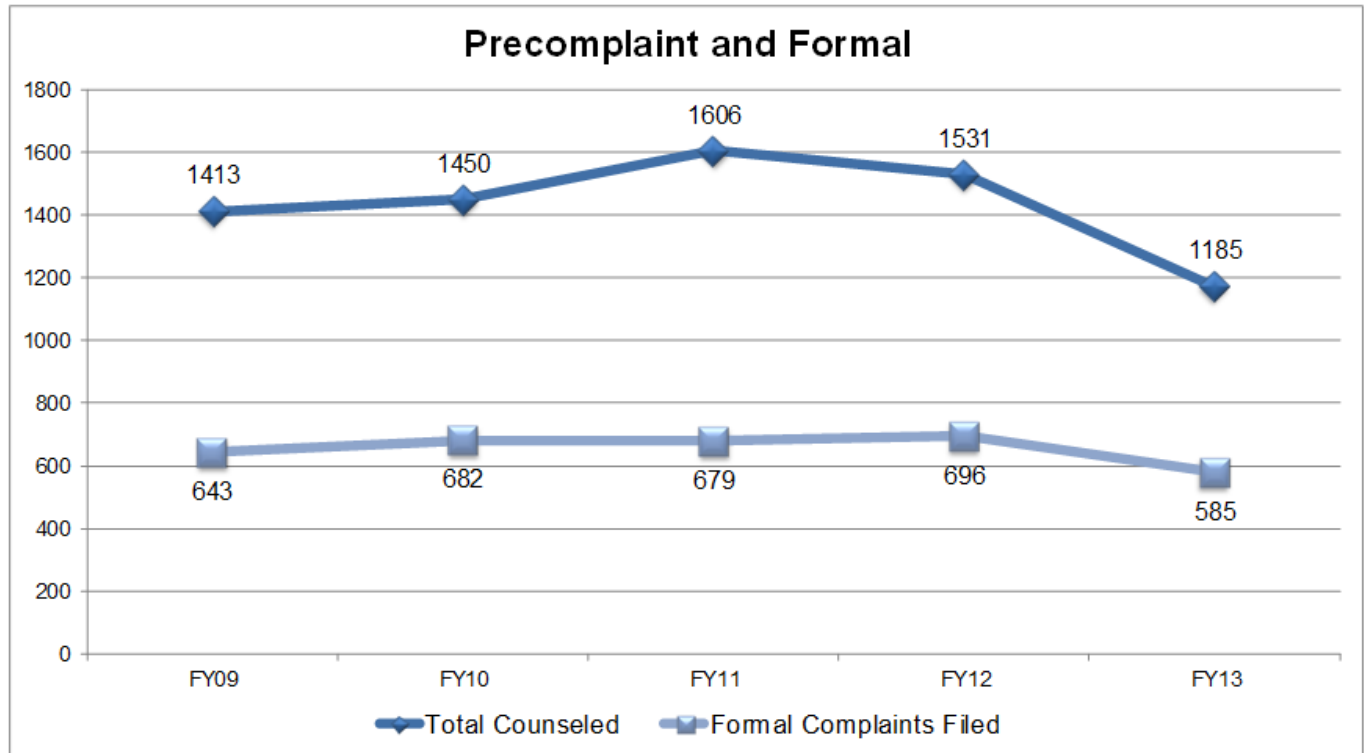
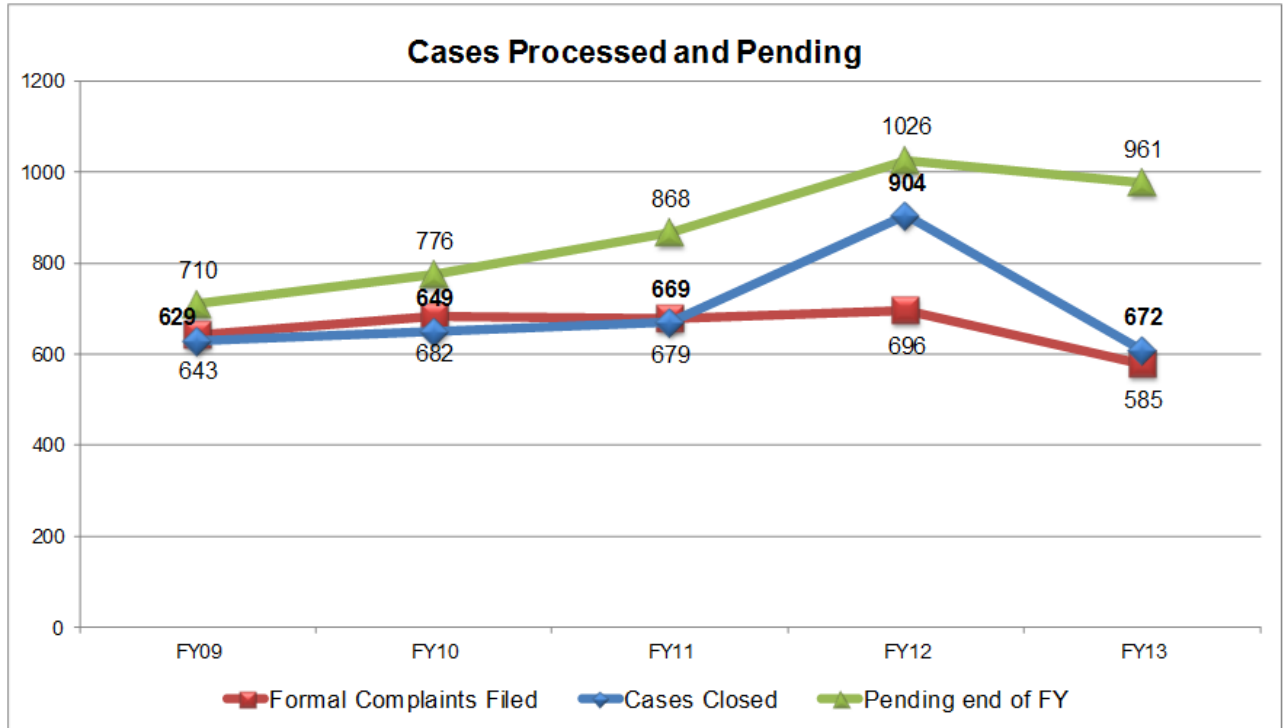


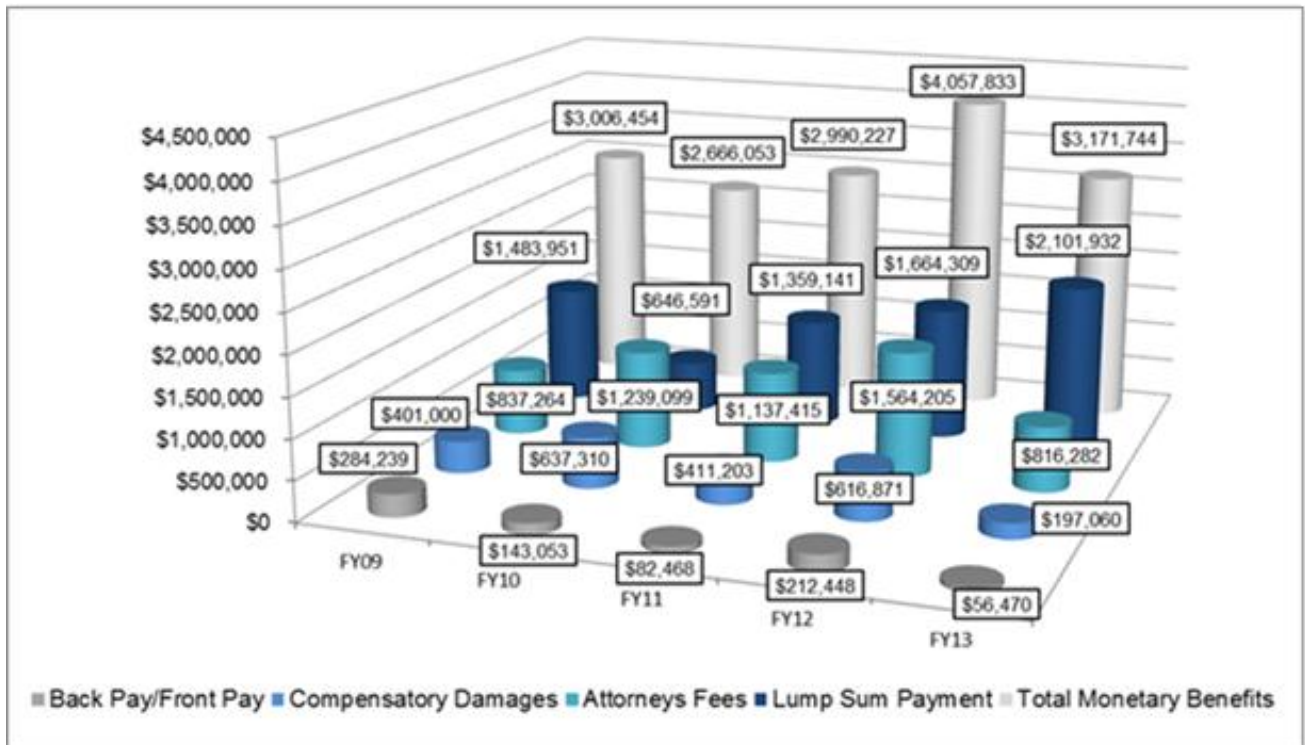
Table 7 shows slightly increased precomplaint activity within the DON in FY 2011 and FY 2012. The increase was attributed to the previously mentioned decertified class complaint which resulted in individuals going through the counseling stage before filing a formal class complaint. The class was not certified but a significant number filed individual complaint. A noticeable drop in precomplaint and formal activities is seen in FY 2013. Otherwise, the number of precomplaint and formal filed have remained at the same level for the last three to four fiscal years.

Table 8: Formal Complaint



The number of pending cases in FY 2012 includes the individual complaints filed by the members of the uncertified class complaint, hence, Table 8 is showing a high number of pending complaints at the end of FY 2012.

Table 9: Monetary Benefit



Although there is a slight increase in the total monetary benefits in FY 2012 when compared to the other fiscal years, total monetary awards in general have remained the same for the last five fiscal years. With the exemption of lump sum payment, FY 2013 shows noticeable decreases in back pay/front pay, compensatory damages and attorneys fees awarded. However, since the lump sum payment category was at its highest in FY 2013, the decreases in all other awards did not lower the total monetary awards for FY 2013.

Table 10: Fiscal Year Comparison

	FY 09	FY 10	FY 11*	FY 12	FY13
Total Counseled	1413	1450	1606	1531	1185
PreComplaint Resolution and Complaint not Filed	54.5%	52.9%	57.7%	54.5%	52%
Total Complaints Filed	643	682	679	696	585
Total Individuals Filing Complaints	621	673	672	679	572
Open Cases End of FY	710	776	868	1026	961
Average Age of Pending Cases	344	375	238	407	494
Total Closed**	629	649	669	904	672
Average Age of Closed Cases	322	321	365	332	442

Plans for FY 2014:

- **Critical to progress in the overall DON complaints program is bridging the competency gaps within the 0260 community. For this reason, it is the DON's priority to continue to deploy training and information meetings on a regular basis.**
- **Moving into FY 2014, we understand that there will be additional fiscal challenges resulting from the partial sequestration still in effect so the DON will utilize the DCO to continue deployment of weekly/monthly training on complaints processing, status of processing and areas of concern specific to the DON.**
- **Finalize and deploy the DON's Complaints Blog, to reach out to the field EEO practitioners to bring changes to EEO regulations and areas of concerns/Best Practices for process improvement.**
- **To raise the DON's compliance in formal processing, especially in investigation, the following are part of FY 2014 planned activities:**
 - **In addition to the current areas being measured, the following will be included in the command's Scorecard:**
 - **Request for Investigation**
 - **Submission of Documents requested by IRD**
 - **Sufficiency Review of ROI**

- Issuance of 108(F) Notice
- Submission of Case files to EEOC for hearing
- Submission of Case files to NAVOECMA for FAD

Table 11: FY 2014 Criteria for Complaints Scorecard

Processing Days			
METRICS	Goal	Green	Red
Counseling	30 or 90 with ADR or extension	= < 30/90	> 30/90
Counselor Report	7 from formal complaint received	= < 7	> 7
Accept/Dismiss Notice	30 from formal complaint received	= < 30	> 30
Request for Investigation	30 from formal complaint received	= < 30	> 30
Submission of docs per IRD request	7 from receipt of request from IRD	= < 7	> 7
Sufficiency Review	14 from download from FileX	= < 14	> 14
Investigation end	180 from formal complaint received or 270 with extension	= < 180/270	> 180/270
108 (F) Notice	14 from sufficiency review completed	= < 14	> 14
Submission of Case file for Hearing	15 from receipt of hearing request	= < 15	> 15
Submission of Case file for FAD/FO	7 from expiration of 30 days on 108(F) notice or from receipt of AJ decision	= < 7	> 7

- Continued close engagement and collaboration with IRD and other DoD components to resolve areas of delay within the IRD process
- Attend regularly scheduled customer meeting with IRD to discuss current processing and plans to further improve timeliness
- Continue to engage IRD staff during the DON's weekly complaints DCO to discuss areas of concern and ways to improve
- Continue monthly IRD report and ensure commands and IRD resolve deficiencies within a week of discovery
- The DON will continue its effort to request exemptions from any budgetary cuts or hiring freezes to resolve backlogs in the FAD area. The request will include:
 - Hiring of two full time FAD Analyst; or,
 - Hiring of one full time and two reemployed annuitants as FAD Analysts

DEPARTMENT OF THE NAVY

FY 2013 PLAN H (New Service Delivery)

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:

The DON has made significant progress in aligning the EEO Program across the enterprise. With the Under Secretary of the Navy's approval of the DON's new HR service delivery in October 2011, we continue to strengthen EEO Program integration of equality of opportunity into the DON's strategic mission. Although final implementation will occur in April 2013, the core planning and execution began in 2011 and 2012. With deployment of the new service delivery model in 2013, the DON will provide consistent HR services and resourcing; establish clearer lines of accountability at all levels in the organization; and ensure that the essential elements of a Model EEO Program are fully integrated in all department activities.

The DON will continue to ensure integration of equality of opportunity into the DON's strategic mission through review of established policies, practices and processes executed at all levels in the organization. 2013 will also be a year of focus on the core competencies needed by EEO and Diversity practitioners in order to support and lead efforts to build a Model EEO Program.

FY 2012 assessment shows the following deficiencies:

Essential Element B: Integration of EEO into the Agency's Strategic Mission

- *Due to the DON's transition to a new Human Resources (HR) service delivery design, most commands will undergo major program restructuring that will result in competency gaps and a significant need for training to (re)gain the skills critical for EEO program execution efforts.*

Essential Element C: Management and Program Accountability

- *Although the majority of the commands were able to establish a schedule to review employment programs and identified appropriate stakeholders responsible for this effort, only a few commands were able to initiate these reviews and report results in FY 2012*

OBJECTIVES:

- To ensure the integration of EEO and Diversity into Department's strategic mission.
- To provide equality of opportunity through efficient, responsive and legally compliant EEO program services.
- To ensure commands/activities have the appropriate program structure in place and necessary skills to conduct regular reviews of employment programs, policies, procedures and practices and report the results.
- To continue the development and sustainment of competencies for effective EEO Program execution.

RESPONSIBLE OFFICIAL:

DON Office of EEO & Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), Director, Civilian Human Resources (DCHR), Human Resources Director (HRO), DON Office of Civilian Human Resources (OCHR) HR Policy and Programs Department, OCHR Transition Team, managers and supervisors at all levels

DATE OBJECTIVE INITIATED:	October 2012
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 2013
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)
<p>The DON Office of EEO and Diversity Management will work with the HR Transition Management Office and the Civilian Workforce Development Division to conduct an analysis on the impact to the EEO Office structure in the “to be” model; determine critical needs resulting from the DON transition into the new HR service delivery; and develop a plan to address areas of concern.</p> <ul style="list-style-type: none"> • The analysis will focus on: <ul style="list-style-type: none"> ○ Resources ○ Functional Assignment ○ Competencies of transitioning and/or current EEO practitioners ○ Basic Training Needs ○ Sustainment Plan for Competency Development ○ Lines of Authority ○ Accountability Measures • The Office of EEO and Diversity Management will provide feedback and engage the commands in a collaborative discussion to address gaps in their ability to provide the full range of EEO services under the new HR service delivery model, if any. • Those commands most affected by the new HR service delivery currently receive complaints servicing from another command. Accordingly, the transition process will have significant impact on the processing of pending complaints. Commands will utilize the POA&M issued by the DON office of EEO & Diversity Management to ensure an efficient and effective continuation of service. The POA&M includes a protocol on the transfer of cases from losing to gaining servicing office. <p><u>Action:</u> DON Office of EEO and Diversity Management , OCHR Transition Team, CDEEOOs, DEEOOs, supervisors/managers, HR/EEO practitioners</p>	April 30, 2013
<p>Commands will provide the DON an update on their EEO program services and execution efforts following transition, to include efforts to integrate EEO into the strategic mission of commands.</p> <ul style="list-style-type: none"> • Discussion will focus on status of command’s EEO Program Structure under the new HR service delivery (e.g., EEO practitioner’s competency level, training needs, integration into command strategic mission, interface with senior leaders, etc. • Commands will provide updates on the method/status/progress of barrier analysis efforts on the DON’s identified triggers, i.e., Hispanic males and females, White female, IWTD and high grades. 	July 31, 2013

<p>The DON Office of EEO and Diversity Management will provide feedback and assistance where needed and as appropriate to ensure command efforts are consistent and aligned with the DON.</p> <p><u>Action:</u> DON Office of EEO and Diversity Management, CDEEOOs, DEEOOs, supervisors/managers, HR/EEO practitioners</p>	
<p>The DON established 2 day fast-track training program to support transitioning employees who have been identified to transition into another HR functional area but have limited experience or formal training in the occupation to which they are moving. The DON Office of EEO and Diversity Management, in collaboration with the OCHR Workforce Development Team, developed the EEO module, providing participants with an overview of the EEO regulatory requirements and DON program expectations. The course was deployed in September 2012 and offered in two different locations to maximize participation.</p> <p>Feedback from participants clearly showed a need to provide more specifics on each EEO Program component to equip them with the skills and knowledge critical in the performance of their new function. As a result, the DON Office of EEO & Diversity Management will revise the training curriculum to be deployed in FY 2013 as follows:</p> <ul style="list-style-type: none"> • Using the DCO system, deploy a mandatory two-day prerequisite overview class. • Develop an expanded five day training course to cover all EEO/Diversity program areas, to be deployed live. • Invite CDEEOOs/command representatives as the voice of the customer to participate in the online and/or five-day courses. • Working with Commands, determine the part/s of the EEO Fast Track modules they can utilize to further develop and/or maintain the competency level of their EEO practitioners, and determine the need for further training in specific areas. <p><u>Action:</u> DON Office of EEO and Diversity Management , OCHR Workforce Development Team, CDEEOOs, DCHRs, DEEOOs, HRDs, and HR/EEO practitioners</p>	<p>April 30, 2013</p>
<p>Concurrent to re/structuring their EEO Program, commands will review their merit promotion program, awards, employee development and training program, and other employment programs, and report interim/final results.</p> <ul style="list-style-type: none"> • Review policies, practices and procedures in place. • Report results of review. At the minimum the following information should be included in the status report: <ul style="list-style-type: none"> ○ Documents reviewed ○ Stakeholders involved/interviewed in this effort ○ Mechanisms utilized to determine/confirm compliance and consistency of application 	<p>September 30, 2013</p>

- Results of audits/assessments conducted, if any

- If not yet in the position to draw any conclusion, provide a status on what was completed thus far and next steps in the process.

Action: CDEEOOs, DCHRs, DEEOOs, HRDs, supervisors/managers, HR/EEO practitioners

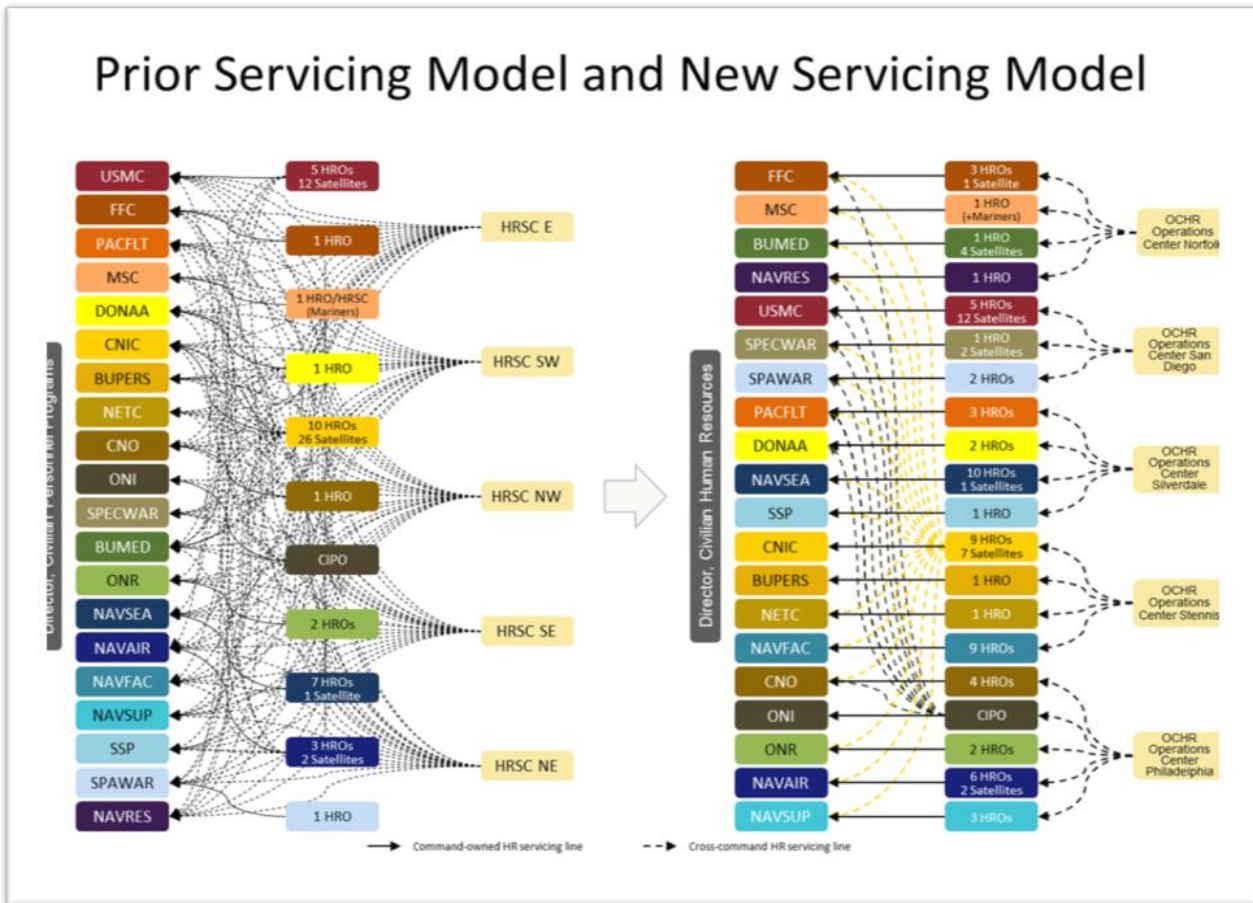
REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:

DON New Service Delivery

In April 2013, the Department of the Navy deployed a new model for delivering EEO services. The process to deploy a new service delivery model began in 2011 when the Under Secretary of the Navy required the Assistant Secretary of the Navy (Manpower and Reserve Affairs) to create a more streamlined and customer-focused Human Resources (HR) and EEO services.

The diagram below depicts the servicing relationship between HR and EEO offices to each major command. In the prior model, not all EEO Officers (EEOO) owned the resources needed to accomplish their requirement, resulting in major differences in the quality and level of services provided. Approximately 70% of DON HR and EEO services were provided by a single major command, Commander Navy Installations Command (CNIC). The new service delivery gives the EEOO the responsibility for the establishment and maintenance of a model EEO Program at the command and field levels. As seen below, under the new model, each major command now has its own HR and EEO Offices.

Table 1: DON Service Delivery Model



As a result of service delivery, DON Commands have experienced significant changes in their EEO personnel. Under the new model many commands created new EEO offices. The establishment of new EEO Offices also created the need for additional EEO resources. To staff the new offices, a placement process was developed in which many current EEO specialists were reassigned to new commands. As individuals were notified of their proposed placements, and with the continuation of normal turnover, the EEO community began to see individuals seek employment in positions not impacted by service delivery. The movement of these individuals created an environment of constant manpower changes and loss of corporate knowledge and expertise, resulting in a very difficult environment for some commands to conduct normal operations. In the months leading to the implementation of the new service delivery model, the number of EEO positions and available personnel were in a state of flux as the final implementation models were realized.

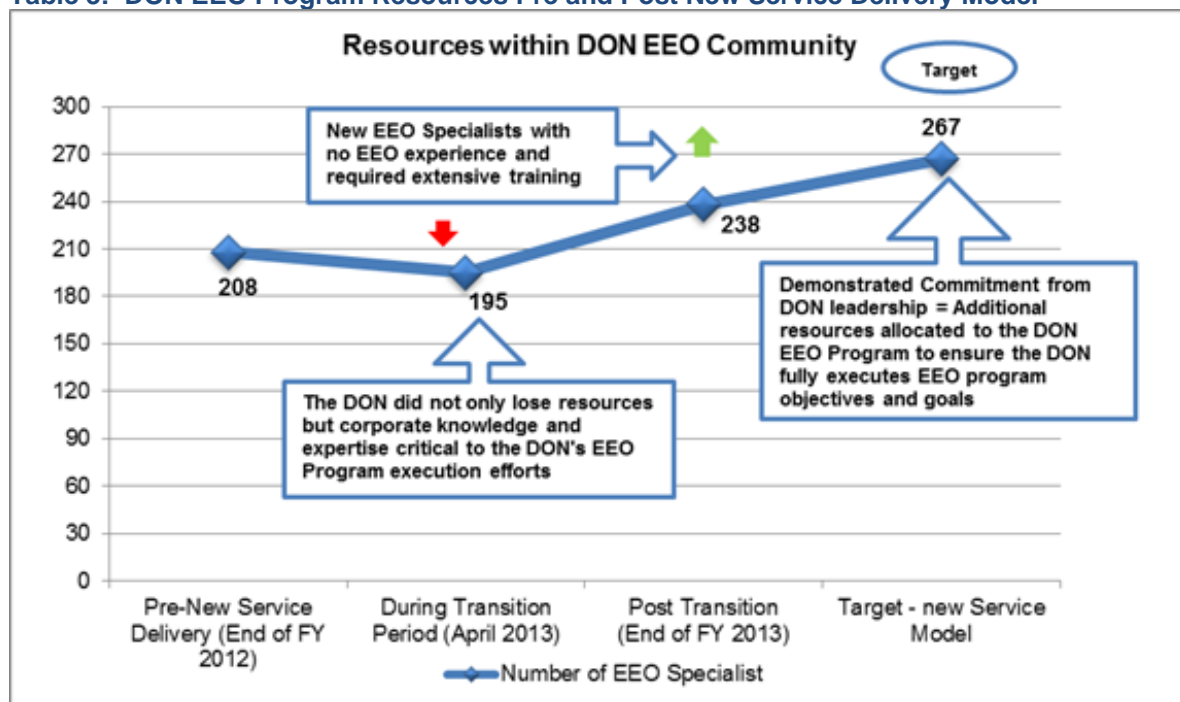
The DON commands vary in size, geographical dispersion of subordinate activities, and mission. Table 2 below shows that, with one exception, DON commands fall under “Large” and “Mid-Size” Agency equivalents.

Table 2: DON Major Command Population (Command Names are listed in PART D)

DON	NV18	NV19	NV23	NV24	NV25	NV27	NV52	NV60	NV70		
243722	11871	24208	18045	26055	15376	33360	35893	22218	18852	Large Agency Category	
100.00%	4.87%	9.93%	7.40%	10.69%	6.31%	13.69%	14.73%	9.12%	7.74%		
	NV11	NV12	NV14	NV15	NV22	NV30	NV33	NV39	NV74	NV76	Mid-Size Category
	4318	4483	2951	1624	1685	1009	6983	9175	1161	4018	
	1.77%	1.84%	1.21%	0.67%	0.69%	0.41%	2.87%	3.76%	0.48%	1.65%	
	NV72										
	437	Small Agency Category									
	0.18%										

Servicing requirements, resources and the level of execution differ from one command to the other because of the variances in size, mission and other requirements. The allocation of EEO program resources was determined according to a command’s servicing needs.

Table 3: DON EEO Program Resources Pre and Post New Service Delivery Model



Throughout FY 2012 and FY 2013, the DON Office of EEO and Diversity Management worked with commands to ensure action plans were in place to effectively execute EEO program requirements prior to and following transition to the new service delivery model. One-on-one discussions were held with the commands that were most impacted by the new service delivery model in order to help set objectives and milestones and address major concerns, such as, resources, structure, competencies, training and accountability measures.

Depending on the command size, need and mission, all commands affected by the transition established action plans before the transition to ensure minimum, if at all, interruption to EEO services. Their preparation, active engagement and collaboration were vital in contributing to a successful implementation of the new EEO service delivery.

- All commands scheduled to transition were actively involved in all phases of planning for the command's new EEO Program structure under the new service delivery model. The CDEEOOs participated in assessment efforts to determine needs and requirements; EEO staff selection and placement; establishment of organizational structure; transfer of functions, case files, servicing; and, development of competencies, expectations and accountability measures.
- CDEEOOs worked with their HR to update positions descriptions to fit new servicing requirements and ensure expectations and standards were clearly communicated to new staff.
- Commands implemented their training plan as soon as transition was completed with the goal of providing critical skills to the new EEO Specialists. Commands were able to send all new specialists to the DON's fast track training and other training sessions specifically geared towards those without EEO background.
 - One large-sized command developed long-range training plans for EEO staff to build competencies, provided a "tool-kit" for new Specialists which contained forms, instructions, best practices, organizational flowcharts for processing and management of EEO programs and implemented a matrix outlining desired EEO competencies as a guide when establishing Individual Development Plan (IDP) for new EEO staff.
 - A few commands implemented a mentoring program, pairing experienced Specialist with new Specialist to provide a hands-on learning experience in order to provide an easier transition.
 - A few commands established ongoing and regular meetings with the transitioning Specialists even before the final implementation of the new service delivery model to ensure alignment and minimize interruption of services.
- All commands provided regular briefings to senior leadership to update the status of the new service model implementation and address issues in real time.

Training

The DON Office of EEO and Diversity Management developed and deployed EEO/Diversity training for the HR practitioners and individuals from other functional areas with little or no EEO background or experience, who were identified to transition into EEO. The following plans were developed and deployed in FY 2013:

- A mandatory two-day course which provided a basic understanding of EEO, the DON Office of EEO and Diversity Management expectations of EEO Specialists, and an overview of the competencies required to perform the essential functions of an EEO practitioner.
 - The major areas covered were EEO Program Management, Roles and Responsibilities, Management Directive 715, Barrier Analysis, Special Emphasis Programs, RA and Complaints processing

- Training were conducted in Philadelphia, Pennsylvania and San Diego, California in September 2012 and via the Defense Connect On-line (DCO), in February 2013.
- A total of 89 employees were trained.
- An additional mandatory 5-day course was offered in Norfolk, Virginia and San Diego, California for the same targeted audience of practitioners with little or no EEO experience..
 - This training was designed to provide in-depth instruction on the major components of an EEO program. Topics addressed in the two-day course were covered in-depth in the five-day course (i.e. Program Management, Barrier Analysis, RA and Complaints). The 5-day course also added instruction on Diversity and Inclusion. The instruction on Barrier Analysis, Reasonable Accommodation and Complaints included numerous exercises and scenarios to provide participants with real life examples of the work done as an EEO professional.
 - Training sessions were conducted in March 2013 and April 2013
 - A total of 59 employees attended the 5-day course.
- In September 2013, the DON Office of EEO and Diversity Management offered the following additional training courses in Southbridge, MA as follow-on for new/inexperienced EEO practitioners, with “space-available” for any EEO specialist in need of refresher training:
 - Two 2-day Barrier Analysis courses - provided participants with in-depth barrier analysis training, which included data analysis training in a computer lab.
 - A half-day Reasonable Accommodations (RA) session, designed to provide experienced practitioners with more advanced training on processing RA requests.
 - A half-day PreComplaints Processing course - designed to provide experienced practitioners with more advanced training on processing informal complaints in a timely manner without compromising quality of process.
- For the MD 715 workshop a total of 97 employees attended. For the RA session, there were 58 participants and for the precomplaint session, a total of 61 attendees.

Recognizing the need for continuous learning for our new DON EEO practitioners, as well as sustained efforts necessary to build competencies, the DON Complaints Manager and the DON Disability Program Manager (DPM) initiated a series of on-line training sessions using Defense Connect On-line (DCO) from July to September 2013.

- Complaints DCOs covered complaints processing, discussion on status of cases, proper recording of case status in the DON’s corporate database, iComplaints, tracking and monitoring of processing and timeliness of process, new initiatives implemented by IRD to streamline and ensure timeliness of investigative process. DCO participation varies between 80-150 per session
- Disability Program DCOs included instructions and guidance on how to process RA requests with extensive discussion on reassignment process. DCO participation has averaged around 100 per session.

What began as an adjunct to the training received by transitioning specialists has evolved into a weekly or bi-weekly session on topics of importance to specialist in these two areas. The target audience expanded any EEO specialist working with complaints or disability management and the DCO training will continue in FY 2014 to address the training needs of the DON EEO workforce.

Review of Merit Promotion Program, Awards, Employee Development and Training Program, and other Employment Programs

Our FY 2012 self-assessment showed that commands did not have a good grasp of the full intent of the requirement to review employment policies, practices, and procedures. Most of the commands believed a review of the instructions was sufficient to understand whether there were issues impacting progress of groups. Consequently, the DON established this PART H in FY 2013 to address this deficiency.

To reiterate, FY 2013 was a very challenging period across federal agencies due to sequestration and furloughs. For the DON, this challenge was further compounded by the self-imposed hiring freeze and transition to the new EEO service delivery model. Consequently, full execution of this EEO program objective was interrupted by the aforementioned events. However, though the DON has not completed the analysis, some of the planned activities were implemented and are providing initial results as detailed below. The DON will continue the review of employment policies, practices and procedures as part of our FY 2014 action plan.

- At the DON-level, a working group was established, led by a DON-level specialist, with participation from commands, chartered to establish procedures on how to do the review, the extent and intent of the review and other requirements, including reporting results. Due to the challenges in FY 2013, the group was not able to fully execute the established plan of action but will continue to meet and conduct the required analysis moving into FY 2014.
- Notwithstanding the service delivery transition and challenges in FY 2013, nine commands (NV24, NV30, NV33, NV39, NV52, NV60, NV70, NV74 and NV76) were able to continue their efforts to examine employment programs to determine if there are systemic barriers that prevent all groups, including Individuals with Targeted Disabilities (IWTD) full participation in the DON workforce.
 - For those commands that were able to conduct the reviews, they looked into command policies, procedures and practices on merit promotion; employee recognition or awards; training and development; and recruitment and hiring.
- Two large and four mid-sized commands (NV24, NV33, NV39, NV70, NV74, NV76) established barrier analysis teams. These teams were instrumental in moving the command's review efforts forward.
 - NV24
 - Working groups comprised of command and subordinate activities HR Program Managers reviewed 5 Code of Federal Regulations 451, Department of Defense Instruction 1400.25-M and DON Civilian Human Resources Manual. Examined existing merit promotion, employee recognition awards, employee development or training policies and instructions.
 - Result: Initial finding shows lack of command-wide HR policies and instructions. No tracker or tool available to the command to monitor awards and career development programs. Award nomination process is time consuming and no specific guidance on ranking and interview process. Senior leaders were provided briefing on the status of reviews.
 - FY 2014 Initiatives: Establish enterprise-wide HR policies and procedures to align and standardize HR procedures, pilot revised award nomination procedures, issue new guidance on rating and ranking as well alternatives in awarding employees. Implement a tracker for awards and career development programs, develop a mechanism to validate compliance and consistent application of HR policies and procedures, utilize command EEO and Diversity Council to reinforce leadership commitment, increase collaboration between program managers, Employee Resource Group, Senior Executive Champions, managers and supervisors.

- **NV33**
 - **Established Barrier Analysis Working Group.** The group reviewed merit promotion plan, employment development and training programs, instructions and policies, and awards. Examined command instructions on training and executive management and supervisory development. Conducted interviews with hiring officials to determine potential barriers that prevent groups from participation in workforce.
 - **Result:** Initial result shows that NV33 utilizes Management Identification of Candidates (MIC) as primary source for filling vacancies due to hiring freeze. Vacancies were advertised electronically within the command and so far all selection criteria meet business-based requirements. Other program areas require additional review.
 - **FY 2014 Initiatives:** The command will continue its current efforts and ensure they collect additional information in FY 2014 to analyze and establish trends.
- **NV39**
 - **Persons with Targeted Disabilities Team** reviewed data including recruitment processes to determine what barriers exist in hiring individuals with targeted disabilities.
 - **Females in High Grades Team** reviewed data including selection and rating processes, hiring instructions, and grading criteria to determine potential barriers to women from full participation in the workforce.
 - **Employment Development and Training Group** reviewed instructions, policies, processes to determine what barriers exist in full participation of all groups in training and development area.
 - **The Science and Technology Reinvention Laboratory (STRL) Performance Promotion Awards and Paysetting Group** reviewed instructions, policies, procedures and processes on promotion, awards and paysetting specific to STRL. A separate review was conducted on General Schedule (GS)
 - **FY 2014 Initiatives:** Additional review and examination is required and will be implemented in FY 2014 to determine potential barriers.
- **NV70:**
 - **Team established, comprised of functional HR lead/transition members, to review awards, promotion and employee development**
 - **Result:** Initial determination shows that hiring freeze in FY 2013 affected the command's ability to hire. Budgetary constraints limited awards in FY 2013.
 - **FY 2014 Initiatives:** Team working on HR Manual. Continue review in FY 2014.
- **NV74**
 - **The Barrier Analysis Team** reviewed three-year worth of data (approximately 130 hires). The review included series, grade, recruitment source excludes non-veteran, how positions were advertised, area of consideration, hiring authority, specific command experience requirement, sources of persons with disabilities, demographic makeup of applicants including disability, demographic profile of selectees including disability. Team comprised of representatives from subordinate activities. CDEEO reviewed subordinate command policies and instructions as part of Inspector General inspections. Files, portals and bulletin boards were spot-checked for compliance with completion of EEO training, posting of EEO policies and procedures, use of hiring authorities and supervisory EEO critical elements.
 - **Result:** Command has not discovered a potential barrier. EEO and HR work collaboratively on products such as new Recruitment and Selection Guide for Managers

and the New Employee Guide. These documents include sections on EEO topics such as merit promotion, hiring authorities, discrimination complaint process, RA, and Alternative Dispute Resolution. Self-assessments and Inspector General assessments and close working relationship between EEO and HR assure compliance and consistency of application of policies, practices, procedures.

- FY 2014 Initiative: Continue the review and report results.
- NV76
 - The team reviewed current policies and procedures on merit promotion, employee recognition and awards, employee development and training.
 - Result: No systemic issues uncovered. Merit Promotion Plan was outdated.
 - FY 2014 Initiatives: Continue review efforts. Revised Merit Promotion Plan and draft currently under review.
- Commands unable to initiate or continue with their reviews in FY 2013 established plan of action for execution in FY 2014 including identification of appropriate and key stakeholders to conduct the reviews and report results.

The DON will establish an FY 2014 PART H to continue enterprise-wide review of employment practices, procedures and policies. See FY 2014 PART H (Employment Programs Review) for additional information.

EEO Program Status Report

FY 2014

PART H

**PLANS TO CORRECT
IDENTIFIED DEFICIENCIES**

<p align="center">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 2014 PLAN H (Complaints)</p>
<p>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>Fiscal Year (FY) 2013 was a very challenging period for the Department of the Navy (DON) Complaints Program. Efficiencies and quality of servicing were greatly impacted when the DON transitioned to a new EEO Service Delivery model in May 2013. The transition resulted in the loss of experienced EEO Specialists who had the corporate knowledge of the servicing and status of cases. With the new service delivery design, 90% of DON EEO offices not only reshuffled resources but also physically moved case files from one Command to another to comply with the transition requirement. As DON EEO offices are widely dispersed across the United States and overseas, although there was no loss, delays in receipt of case files was inevitable, which also affected timely processing.</p> <p><u>Essential Element E: Efficiency</u></p> <ul style="list-style-type: none"> • <i>Most of our major commands are not routinely meeting the regulatory timeframes for informal and formal complaints processing in accordance with 29 Code of Federal Regulations (CFR) §1614, the Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 110 and DON policy and guidance.</i> 	
<p>OBJECTIVES:</p>	<ul style="list-style-type: none"> • Complaints Processing <ul style="list-style-type: none"> ○ <u>Pre-Complaint Processing</u> – Ensure that, at a minimum, 90% of pre-complaint processing are completed in accordance with 29 CFR §1614, EEOC MD 110 and DON policy and guidance. ○ <u>Formal Complaint Processing</u> – Ensure that, at a minimum, 90% of formal cases are processed in accordance with all regulatory requirements. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON Office of EEO & Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), EEO Practitioners, Agency Representatives at the command/activity levels</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2013</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVES:</p>	<p>September 2014</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</p>		<p>TARGET DATE (Must be specific)</p>
<p>The DON's ultimate goal is for all cases to be processed timely. However, the DON acknowledges that establishing milestones and recognizing small successes will help the servicing offices in their efforts to improve. Consequently, the complaints</p>		<p>September 2014 (specific action officers identified with</p>

scorecard with green, yellow, and red zones was established to assist commands in reaching 100% compliance. In order to be effective, these zones will be adjusted at least on a yearly basis, ultimately recognizing only the green zone, which will equate to 100% timely processing.

- The DON Office of EEO and Diversity Management will meet one-on-one with each command to discuss timeliness and quality of service in FY 2013. Discussion will include specific plan of action depending on the command's status of processing.
- To raise the DON's compliance in formal processing, especially in investigation, the following areas will be included in the command's Scorecard:

Cases Timely Processed				
METRICS	Goal	Green	Yellow	Red
Pre Complaint Process	100%	= > 80%	= > 70% but <80%	< 70%
Formal Process	100%	= > 80%	= > 70% but <80%	< 70%

Processing Days			
METRICS	Goal	Green	Red
Counseling	30 or 90 with ADR or extension	= < 30/90	> 30/90
Counselor Report	7 from formal complaint received	= < 7	> 7
Accept/Dismiss Notice	30 from formal complaint received	= < 30	> 30
Request for Investigation	30 from formal complaint received	= < 30	> 30
Submission of docs per IRD request	7 from receipt of request from IRD	= < 7	> 7
Sufficiency Review	14 from download from FileX	= < 14	> 14
Investigation end	180 from formal complaint received or 270 with extension	= < 180/270	> 180/270
108 (F) Notice	14 from sufficiency review completed	= < 14	> 14
Submission of Case file for Hearing	15 from receipt of hearing request	= < 15	> 15
Submission of Case file for FAD/FO	7 from expiration of 30 days on 108(F) notice or from receipt of AJ decision	= < 7	> 7

- The Office of EEO and Diversity Management will pull scorecard data by major command on a quarterly basis to ensure timeliness and quality of processing issues are addressed immediately as they arise.
- CDEEOOs will be required to pull, at least, on a quarterly basis, scorecard data by servicing office to track compliance to regulatory requirements and address timeliness and quality of processing issues as expeditiously as possible when there is a need.

Action: DON Office of EEO and Diversity Management, CDEEOOs, DEEOO, EEO practitioners, Agency Representatives at the command/activity levels

individual planned activities)

Critical to progress in the overall DON complaints program is bridging the competency gaps within the 0260 community. For this reason, it is the DON's priority to continue to deploy training and information meetings on a regular basis in FY 2014.

September 2014 (specific action officers identified with individual planned

<ul style="list-style-type: none"> • Understanding the continuing fiscal challenges in FY 2014, the DON Office of EEO and Diversity Management will utilize the DCO to continue deployment of weekly/monthly training and discussion on complaints processing, status of processing and areas of concern specific to the DON. • Finalize and deploy the DON's Complaints Blog, to reach out to the field EEO practitioners to bring changes to EEO regulations and areas of concerns/Best Practices for process improvement. • Continue the Complaints Processing Working Group established in FY 2013. Sharing of best practices and common issues in order to find resolution and move each command and DON towards 100% compliance. • Establish a standard DON performance objective for all DON EEO Practitioners that will ensure efficiency and quality of processing across the enterprise. <p><u>Action:</u> DON Office of EEO and Diversity Management, CDEEOOs, DEEOO, EEO practitioners, Agency Representatives at the command/activity levels</p>	<p>activities)</p>
<p>The DON Office of EEO and Diversity Management will continue close engagement and collaboration with IRD and other DoD components to resolve areas of delay within the investigative process.</p> <ul style="list-style-type: none"> • DON Office of EEO and Diversity Management staff will attend regularly scheduled customer meeting with IRD to discuss current processing and plans to further improve timeliness. • Continue to engage IRD staff during the DON's weekly/monthly complaints DCO to discuss areas of concern and ways to improve • Continue monthly IRD report and ensure commands and IRD resolve deficiencies within a week of discovery <p><u>Action:</u> DON Office of EEO & Diversity Management</p>	
<p>The DON will continue its effort to request exemptions from any budgetary cuts or hiring freezes to resolve backlogs in the FAD area. The request will include:</p> <ul style="list-style-type: none"> • Hiring of two full time FAD Analyst; or, • Hiring of one full time and two reemployed annuitants as FAD Analysts • Another Specialist at the DON Office of EEO and Diversity Management dedicated to track and monitor timeliness of process at the servicing office level. <p><u>Action:</u> DON Office of EEO & Diversity Management</p>	
<p>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</p>	

<p>1EEOC 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 2014 PLAN H (Employment Program Review)</p>
<p>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>The FY 2012 DON self-assessment showed that majority of commands were able to establish a schedule to review employment programs and identified appropriate stakeholders responsible for this effort, but only a few commands were able to initiate these reviews and report results in FY 2012. The DON also found that commands did not have a good grasp of the full intent of the requirement to review employment policies, practices, and procedures. Most of the commands believed a review of the instructions was sufficient to understand whether there were issues impacting progress of groups.</p> <p>At the DON-level, a working group was established, led by a DON-level specialist, with participation from commands, chartered to establish procedures on how to do the review, the extent and intent of the review and other requirements, including reporting results. Due to the challenges in FY 2013, the group was not able to fully execute the established plan of action but will continue to meet and conduct the required analysis moving into FY 2014.</p> <p>Nine commands (NV24, NV30, NV33, NV39, NV52, NV60, NV70, NV74 and NV76) were able to continue their efforts to examine employment programs to determine if there are systemic barriers that prevent all groups, including Individuals with Targeted Disabilities (IWTD) full participation in the DON workforce. Detailed information is provided in the Accomplishments section of the DON FY 2013 Plan H (New Service Delivery)</p> <p><u>Essential Element C: Management and Program Accountability</u></p> <ul style="list-style-type: none"> • Due to the environmental challenges of 2013, and the maturation level of new EEO specialist under the Service Delivery Transition, the totality of commands were unable to conduct an in-depth review of their Merit Promotion, Employee Recognition/ Awards, and Employee Development/Training Programs Policy and Procedures. However, time-tables or schedules have been established by the majority of commands to review their systemic barriers that may be impeding full participation in promotion opportunities by all groups. 	
<p>OBJECTIVES:</p>	<ul style="list-style-type: none"> • Ensure commands understand the intent of the requirement to review employment practices, policies, and procedures, and ensure commands have the skills to conduct an appropriate review. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON Office of EEO & Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEEO), Deputy EEO Officers (DEEEO), Director, Civilian Human Resources (DCHR), Human Resources Director (HRO), EEO and HR practitioners and managers and supervisors at all levels.</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 2014</p>	

TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)	
<ul style="list-style-type: none"> • Continue the Working Group to examine and share best practices related to the examination of policies/practices/procedures and establish procedures on how to do the review, the extent and intent of the review and other requirements. 	September 30 2014	
<ul style="list-style-type: none"> • Commands will review policies, practices and procedures in place. 	September 30 2014	
<ul style="list-style-type: none"> • Commands will report the results of review. At the minimum the following information should be included in the status report: <ul style="list-style-type: none"> ○ Documents reviewed ○ Stakeholders involved/interviewed in this effort ○ Mechanisms utilized to determine/confirm compliance and consistency of application ○ Results of audits/assessments conducted, if any. If not yet in the position to draw any conclusion, provide a status on what has been completed thus far and next steps in the process. 	November 21 2014	

<p>1EEOC 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 2014 PLAN H (Policy Statements)</p>
<p>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>The DON has promulgated an Equal Employment Opportunity Program Policy through the Civilian Human Resources Manual Subchapter 1601, which state:</p> <ul style="list-style-type: none"> • Equality of opportunity is recognized as an essential element of readiness and is vital in attracting, developing and retaining a top-quality workforce in order to accomplish the DON strategic mission. It is therefore DON policy to: <ul style="list-style-type: none"> (1) Ensure EEO is fully integrated into the DON mission with demonstrated commitment from leadership at all levels; (2) Provide equal opportunity in employment for all employees and applicants through clearly defined Human Resources (HR) and EEO policies and programs; (3) Prohibit and proactively prevent discrimination in employment because of race, color, religion, sex, national origin, age or disability; and prohibit acts of reprisal against persons presenting or processing allegations of discrimination; (4) Ensure that managers and supervisors share responsibility with EEO and HR personnel for successful policy and program implementation; and (5) Promote the full realization of equal employment opportunity through continuing affirmative programs that are efficient, responsive and legally compliant; • DON will develop, implement, and annually assess the EEO Program <p>This policy was not issued in the form of an annual EEO Policy Statement and has not been re-issued annually by the Secretary of the Navy.</p> <p>However, DON commands are required and have been in compliance with the requirement to issue, and re-issue annually, EEO policy statements that demonstrate command commitment to establishing and maintaining a model EEO Program. The DON is an organization of over 245, 000 employees and comprised of 21 major commands with over 1500 subordinate activities. Due to the unique organizational structure and size of the DON, the Secretary of the Navy (SECNAV) delegates the EEO Program responsibility to the Assistant Secretary of the Navy (Manpower & Reserve Affairs) who further delegates to the Chief of Naval Operations, Commandant of the Marine Corps, Assistant for Administration USN, and Heads of Echelon 2 Commands to ensure effective execution and management of the EEO Program. As stated above and following DON Office of EEO Program Management, Commands are required and are in compliance with issuing updated EEO policies on an annual basis.</p> <p><u>Essential Element A:</u> Demonstrated Commitment From Agency Leadership</p> <ul style="list-style-type: none"> • <i>A DON EEO policy statement signed by the Secretary of the Navy has not</i> 	

	<p><i>been re-issued annually.</i></p> <p><u>Essential Element A: Proactive Prevention</u></p> <ul style="list-style-type: none"> A DON Anti-harassment policy statement <i>signed by the Secretary of the Navy</i> has not been issued. 	
OBJECTIVES:	<ul style="list-style-type: none"> Issue and disseminate a DON EEO Policy Statement and a DON Anti-harassment Policy Statement signed by the Secretary of the Navy. 	
RESPONSIBLE OFFICIAL:	Secretary of the Navy, Assistant Secretary of the Navy (Manpower and Reserve Affairs), Deputy Assistant Secretary of the Navy (Civilian Human Resources), Director Office of Civilian Human Resources, Director HR Policy & Program Department, Department of the Navy EEO Office,	
DATE OBJECTIVE INITIATED:	January 2014	
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)	
<ul style="list-style-type: none"> Draft an EEO Policy Statement and Anti-harassment Policy Statement 	March 1 2014 (DON EEO Office)	
<ul style="list-style-type: none"> Coordinate and route policies through the SECNAV signature process 	July 30 2014	
<ul style="list-style-type: none"> Obtain SECNAV signature on both policies 	Aug 30 2014	
<ul style="list-style-type: none"> Disseminate policies to DON workforce 	September 30 2014	

EEO Program Status Report
FY 2013
PART I
ACCOMPLISHMENTS

Department of the Navy

FY 2013 Plan I

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?

At the end of FY 2012, the Department of the Navy (DON) had a diverse workforce of 246,237 civilians. Of those, 195,527 were permanent Appropriate Fund (AF) employees, 5,886 were temporary AF and 44,824 were Non AF (NAF) employees.

Funding for the AF and NAF employees comes from two separate allocations. The AF employees are paid from funds that are appropriated by Congress. NAF employees are paid from revenue generated from services provided by the Morale, Welfare, and Recreation (MWR), Marine Corps Community Services (MCCS) and Navy Exchange (NEX) onboard Navy and Marine Corps installations all over the world. Three of the 20 DON major commands have NAF subordinate activities: Commander, Navy Installations Command has the MWR; U.S. Marine Corps has the MCCS; and Naval Supply Systems Command has the NEX. Furthermore, AF and NAF employees are governed by different sets of employment policies, practices and procedures. Therefore, it is appropriate for the DON to conduct a separate analysis on AF and NAF workforce. The DON will require those commands with NAF activities to analyze their NAF and AF workforce separately and include this effort as an FY 2013 planned activity. Results of the analysis will be included in the DON's FY 2013 assessment.

AF Analysis: When the DON AF workforce was compared to the National Civilian Labor Force (NCLF), three groups continue to have significant low participation rates. These groups are Hispanic Males and Females, and White Females. In addition, the following two additional groups experience a lesser degree of low participation : Black female and American Indian Alaskan Native female.

Table 1: AF Workforce compared to the NCLF by RNO/Gender

RNO	Gender	2009	2010	2011	2012	CLF
Hispanic	Male	3.21%	3.25%	3.31%	3.44%	6.20%
	Female	1.65%	1.62%	1.64%	1.70%	4.50%
White	Male	51.07%	51.14%	51.12%	50.91%	39.00%
	Female	19.06%	18.68%	18.38%	17.91%	33.70%
Black	Male	7.34%	7.46%	7.60%	7.82%	4.80%
	Female	5.65%	5.61%	5.46%	5.42%	5.70%
Asian	Male	6.63%	6.72%	6.65%	6.65%	1.90%
	Female	2.84%	2.75%	2.79%	2.72%	1.70%
NHOPI	Male	0.78%	0.85%	0.91%	0.97%	0.10%
	Female	0.32%	0.32%	0.37%	0.38%	0.10%
AIAN	Male	0.45%	0.44%	0.44%	0.42%	0.30%
	Female	0.22%	0.20%	0.20%	0.18%	0.30%

A review of the DON major commands' workforce profiles confirms similar trends,

with all 20 major commands showing a participation rate below the NCLF for Hispanic Males and Females. With the exception of two commands, all the rest also demonstrate a low participation of White Females. Since these anomalies are consistent across the enterprise, the DON will continue to focus our efforts to determine if any factors are preventing these groups with significant low participation from participating at a level comparable to their availability in the labor force.

Additional review of the DON AF workforce also shows Asian Males and Females have robust participation but do not enjoy the same participation rate in high grades and Senior Executive Service (SES) levels when considering their presence in the pipeline grades. The DON began to examine this anomaly in FY 2009 which was then expanded to include analysis of all other groups' participation at the pipeline, high grades and SES.

The participation of individuals with targeted disabilities in the AF workforce remained constant from FY 2011 to FY 2012, which is a change from the continued downward trend from previous years. At the end of FY 2012, 0.69% of the DON AF population were individuals who self-identified as having a targeted disability. Furthermore, a four-year trend analysis on accessions and separations of individuals with targeted disabilities showed that in each fiscal year for the past four years, separations have been greater than accessions despite aggressive efforts to bring people with disabilities and targeted disabilities into the DON workforce.

Table 2: AF Workforce by Disability

Workforce	Beginning of FY 2012		End of FY 2012		Net Change	
	#	%	#	%	#	Rate of Change
Total Work Force	201,526	100%	201,619	100 %	93	0.05%
Reportable Disability	12,297	6.10%	13,088	6.49%	791	6.43%
Targeted Disability*	1,385	0.69%	1,397	0.69%	12	0.87%

For a more detailed information on the DON's FY 2012 AF analysis on all the triggers mentioned above, refer to FY 2012 PART I (1) to (4) and FY 2012/FY 2013 PART J.

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

Because analysis of the described triggers at the aggregate level results in obfuscation of the actual barriers, much of the information required to conduct an in-depth barrier analysis is required from the command level. For example, analysis of specific promotion policies, practices and procedures, as well as recruitment and hiring practices must be conducted at the levels of major commands and activities. With the proviso that they are compliant with law, rule, regulation or higher directives/instructions, commands have the latitude of establishing local instructions on promotions, hiring or other employment life cycles, or negotiating local procedures in their collective bargaining agreements. This further drives the need for analysis at the command and activity level. In addition, the determination of positions that are considered mission-critical is also made at the command level. Therefore, we rely

	<p>on the information provided by the major commands to identify the specific barriers with resultant plans of corrective action. Commands are at different stages in their barrier analysis efforts, which further impacts our ability to conduct in-depth analysis at the aggregate level.</p> <p>An additional layer of complications impacting identification of specific barriers is the implementation of DON's service delivery model, effective April 2013. This new model will require major restructuring of HR/ EEO program services at the command level. The transition began impacting EEO practitioners across the command in FY 2012, as EEO practitioners began to accept new positions rather than make the move required by the service transition. For many commands this has resulted in a loss of the experience and knowledge necessary to conduct command barrier analyses. Moving forward, commands will need to train incoming/new practitioners who will be responsible for conducting the barrier analysis, and who have varying levels of expertise and knowledge of the commands to which they have been assigned. For this reason, DON will focus on the development of the competencies required by EEO practitioners in order to help commands achieve a Model EEO Program in FY 2013.</p> <p>To accelerate these overall program execution efforts, the DON will continue to develop and deploy numerous training courses critical to the development of competencies, as well as ensuring engagement of appropriate stakeholders at the command and activity levels. Overall, the commands' barrier analysis efforts to date indicate a better understanding of the data analysis process and the need for a more strategic approach in order to complete the barrier analysis process. The majority of major commands are engaging in good data analysis and are moving toward "in-depth" analysis; however, there are still a few that have not demonstrated an ability to conduct "in-depth" data analysis. While they are capable of performing initial analyses on policies and procedures, they do not demonstrate the ability to peel back the "layers of the onion" in order to understand the root cause of the potential barrier.</p> <p>The DON has developed EEO Plans for the commands and activities to address the triggers noted above, taking into consideration the varying degrees of experience and skills now resident in commands. In FY 2013, DON will use varying methods to leverage the experience and skills of those commands that have retained their experienced workforce and have had success with barrier analysis. While we cannot identify specific barriers based on the analyses performed across DON to date, we can take advantage of ongoing training and cooperative efforts to establish working groups that will both advance the understanding of triggers which possibly point toward barriers, as well as leverage existing practitioner skills and experience to assist with the knowledge transfer needed to ensure a strong EEO/Diversity program across DON.</p>
<p>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.</p>	<p>While we can conclusively identify triggers that could suggest barriers in the recruitment, hiring, retention and development of the DON workforce, DON cannot pinpoint an identified barrier without the full range of analysis necessary to fully understand the conditions affecting full participation by all groups. Efforts to identify barriers will continue in FY 2013.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<ul style="list-style-type: none"> To determine if there are barriers within the DON that impact opportunities for Hispanic Males, Hispanic Females, White Females and Individuals with Targeted Disabilities throughout the entire employment cycle. To determine the factors that limit or impact advancement of Asian Males and Asian Females, as well as other groups, to high grade and SES levels.
RESPONSIBLE OFFICIAL:	DON Office of EEO & Diversity Management Program Director & staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), HR Officers, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts, and Office of Civilian Human Resources (OCHR) Transition Team
DATE OBJECTIVE INITIATED:	October 2012
TARGET DATE COMPLETION OF OBJECTIVE:	September 2013
EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p><i>Note: Although more in-depth barrier analysis at the command and activity levels will continue to be a requirement in FY 2013, it is imperative that major commands leverage the DON's transition to the new HR service delivery to establish a robust EEO program infrastructure that will include resources, with competencies that will advance the commands' program execution efforts. Without the foundation necessary to conduct in-depth barrier analysis, the DON cannot identify the specific barriers preventing full participation of all groups. Therefore, to accomplish this Plan, commands will follow the requirements established under the DON's FY 2013 PART H (Service Delivery) with regards to program (re)structuring</i></p>	
<p>1. In FY 2013, the commands will continue to examine and determine what factors, if any, potentially <u>limit employment opportunities for Hispanic Males, Hispanic Females, White Females, and Individuals with Targeted Disabilities.</u> Commands should also look into the factors that potentially impede the <u>advancement of Asian Males, Asian Females and other groups to high grade and SES levels.</u></p> <ul style="list-style-type: none"> ○ If it is determined that there is no barrier at the command/activity level, an explanation of the <u>type of review conducted, why and how the command reached this conclusion</u> must be provided. ○ If the review shows there is a potential barrier, provide a detailed report on the <u>extent of the review, why and how the command reached this conclusion.</u> ○ If a barrier is found, commands must detail <u>why and how the</u> 	September 30, 2013

<p><u>command reached this conclusion, establish action plans to correct and eliminate the identified barrier, monitor progress, evaluate effectiveness of the planned activities and modify, if needed.</u></p> <ul style="list-style-type: none"> ○ If command is not yet in the position to draw any conclusion, commands must provide an explanation of the <u>type of review conducted, why and how the command reached this conclusion, including a status on the planned activities completed</u> thus far and their <u>next steps in the process.</u> ○ If results of separate analysis on each group confirm that issues found are consistent across most or all groups, status reports must reflect this determination. Consequently, commands may establish one barrier elimination plan for all groups affected. <p><u>Action:</u> DON Office of EEO and Diversity Management CDEEOOs, DEEOOs, HR/EEO practitioners, Designated Command Diversity Champions and Senior Leaders/Managers</p>	
<p>2. In conjunction with the plan detailed above, or exploration of other issues, the DON Office of EEO and Diversity Management will conduct tailored “mini-barrier analysis training” events to assist commands in the identification and examination of triggers and barriers. The approach will be more specialized and responsive to the level of the commands’ barrier analysis initiatives and skills. DON Office of EEO and Diversity Management will also explore the need for regular MD-715 Barrier Analysis Users Group meetings.</p> <p><u>Action:</u> DON Office of EEO and Diversity Management</p>	September 30, 2013
<p>3. The DON Office of EEO & Diversity Management will establish working groups to focus barrier analysis efforts on specific trigger/issues that are common across multiple commands. Working groups will explore common triggers affecting similar workforces in an effort to build synergy around barrier analysis for common problems. A DON Office of EEO & Diversity Management staff member will be assigned to guide the working group’s efforts.</p> <p>3.a The DON Office of EEO & Diversity Management will collaborate with the DON Recruitment Office and CDEEEO/recruitment offices chosen to participate in this pilot effort to develop a common approach to determine and analyze major command participation in Affinity Group events. Efforts will directly link to noted areas of low participation within commands and will follow established criteria to determine a return on investment for the DON.</p> <p>3.b The three major commands who comprise the NAF population will work together to conduct a separate analysis on their respective NAF workforces, looking for common triggers/barriers.</p>	September 30, 2013

3.c The commands that have identified an attitudinal barrier to the hiring of individuals with targeted disabilities will work together to identify effective barrier removal strategies. Commands that have already initiate barrier removal efforts are expected to share their initial evaluations of the effectiveness of their efforts. Participants will be selected based on commands that have identified an attitudinal barrier in their MD-715 Report.

3.d Working Group to examine and share best practices related to the examination of policies/practices/procedures. Participation in this working group will be determined following consultation with CDEEOOs.

Action: DON Office of EEO and Diversity Management, CDEEOOs, DEEOOs, HR/EEO practitioners, Designated Command Diversity Champions and Senior Leaders/Managers

4. DON Office of EEO and Diversity Management will schedule interim “year-to-date” command discussions to review the status of ongoing barrier analysis efforts and transition implementation progress/concerns.

September 30, 2013

Action: DON Office of EEO and Diversity Management, CDEEOOs, DCHRs, DEEOOs, HRDs, Supervisors/managers, HR/EEO practitioners

REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:

As we have previously reported, the DON commands vary in size, geographical dispersion of subordinate activities, and mission. Table 1 below shows that, with one exception, DON commands fall under “Large” and “Mid-Size” Agency equivalents. Servicing requirements and the level of execution differ from one command to the other because of the variances in size, mission, resources and competencies.

Table 1: DON Major Command Population (Command Names are listed in PART D)

DON	NV18	NV19	NV23	NV24	NV25	NV27	NV52	NV60	NV70	
243722	11871	24208	18045	26055	15376	33360	35893	22218	18852	Large Agency Category
100.00%	4.87%	9.93%	7.40%	10.69%	6.31%	13.69%	14.73%	9.12%	7.74%	
	NV11	NV12	NV14	NV15	NV22	NV30	NV33	NV39	NV74	Mid-Size Category
	4318	4483	2951	1624	1685	1009	6983	9175	1161	
	1.77%	1.84%	1.21%	0.67%	0.69%	0.41%	2.87%	3.76%	0.48%	1.65%
	NV72	Small Agency Category								
	437									
	0.18%									

To reiterate, much of the information required to conduct an in-depth barrier analysis is not available at the DON level. For example, some of the critical pieces of data that are not available at the agency level are information on specific promotion, hiring and recruitment and workforce development policies, practices and procedures. With the proviso that they are compliant with law, rule, regulation or higher directives/instructions, commands and activities have the latitude of establishing local instructions or negotiating local procedures in their collective bargaining agreements. Therefore, the DON relies on the information provided by the major commands to identify the specific barriers with resultant plans of corrective action.

Overall, commands’ barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process and the need to conduct a more in-depth analysis that goes beyond the data. However, as previously mentioned, because of the variances in size of servicing, allocation of resources

and competencies of those managing the EEO program, the commands are at different levels in their barrier analysis efforts. While some commands have conducted good data analysis and are moving forward to a more in-depth analysis, there are still a few commands that have not completed all aspects of barrier analysis. Furthermore, the DON's transition to the new service delivery, hiring freeze and furloughs in FY 2013 prevented most of the commands from conducting a more thorough barrier analysis.

Results of Barrier Analysis:

- **Hispanic Males and Females**
 - **NV19 – Hispanic population has incrementally grown in the past four years since Hispanic Engagement Action Team (HEAT) stood up. HEAT identified attitudinal barrier related to hiring process. It was also determined through barrier analysis process, that over the past four years, Hispanics are in the pipeline but hired at lower rate than anticipated. As expected, due to hiring freeze and sequestration, accession rate was lower than separation rate in FY 2013. Pilot project was developed to create closer working relationship with two universities with the goal of increasing interest from the Hispanic community to apply for jobs at this command as well as build relationships with the community that will ensure the command has a very diverse applicant makeup that will include Hispanics.**
 - **NV24 – Analysis of applicant flow data revealed decreasing trend from referral to selection for Hispanic Males and Females. At GS-15, Hispanic Males and Females were referred but not selected. At this point, the command has not clearly identified a barrier. In FY 2014, command will focus on understanding the progression of Asian Males and Females by examining policies, practices, procedures; re-establish command-wide mentoring program, solicit feedback from workforce; conduct trend analysis on applicant flow data to determine makeup of applications received, qualified candidates, candidates referred, selections made by Race and National Origin (RNO) and gender for all positions filled; monitor and analyze high-grade position selections.**
 - **NV60 - Demographic review shows participation rate for Hispanic Males and Females continue to show low participation in the overall Fleet Forces Command (FFC) workforce. Review also showed the certificate of eligible did not have a good number of Hispanic Females available for selection. At this point, the command determined that one of the potential issues is the non-availability of qualified individuals referred for selection. Hispanic Barrier Analysis Team (BAT) also determined that existing recruitment and retention efforts were not enough to attract and retain qualified Hispanics. Furthermore, in FY 2013, the BAT conducted Barrier Analysis Training, briefed senior leadership, developed recommendations on improving recruitment and retention efforts. The command will continue to evaluate current methods of recruitment and retention as well employee development plans to improve applicant pool makeup ensuring all groups, to include Hispanic, are participating. Command will address ways to highlight career opportunities at the Shipyard and ensure employees have access to leadership skills training. Command will ensure their EEO Program implementation of the EEO program plan-of-action is tracked.**
 - **NV70 - Overall and major occupation participation rates for Hispanic Males and Females are below the National CLF (NCLF). Data showed incremental increase in Hispanics since 2010. Review of Craft Workers and Officials and Managers occupational groups showed Hispanic Males and Females above or not as severely below Relevant CLF (RCLF). Gaps in barrier analysis processes identified relative to HR affirmative employment programs. Closer engagement of all appropriate stakeholders is required to determine applicable CLF and whether barriers exist for Hispanic Males and Females. Command's shipyard and maintenance facilities use apprentice programs. Career development programs were limited since most required travel and travel limited to mission essential trips only. Command's next steps include incorporate 2010 local CLFs where applicable and address gaps in barrier analysis process.**

- NV 72 – Hispanic population within the command increased since 2008 but still below NCLF. Hiring in FY 2013 was limited due to low attrition and separation, hiring freeze, and Reduction-In-Force (RIF) actions. Review showed that Hispanics are applying for positions within the command; however, vacancies are limited. Further analysis will be conducted in FY 2014 to determine if recruitment strategy is reaching all segments of population. For those already within the command, Hispanics did not apply for Civilian Professional Development Program (CPDP) in FY13. In FY14, command will analyze CPDP announcement and selection processes. Climate surveys indicated concerns about attending training. Training procedures will also be reviewed in FY 2014. Due to hiring freeze and RIF, command could not fully implement Hispanic Employment Plan but this effort will continue FY 2014.

- High Grades

- The DON analysis showed the following triggers at the Senior Executive Service (SES) and equivalent senior level positions:
 - Area of Consideration: Retired military members applying for and being selected into Senior Executive Service and equivalent senior level positions potentially limiting consideration opportunity for those without prior military experience
 - Geographical locations of SES/Equivalent Senior Level positions: Sixty five percent (65%) of DON SES positions are in Washington, DC area and an additional 20% are in the Norfolk, VA and Patuxent River, MD areas which limit opportunities for those who are currently in areas other than those listed above.
 - Limitation on Number of Positions: A relatively small number of occupational series make-up the majority of SES positions
- The DON implemented the following in FY 2013:
 - Ad Hoc Executive Resources Boards (AERB) process is required for all SES selections (unless the candidate pool is so small that interviews are conducted for all)
 - Interviews are required for SES
 - Use of succession slates to promote (select from within) current SES cadre. No longer solely relying on Talent Management Panel endorsement for candidate consideration
 - AERB Panel composition guidelines – reinforcing the structure
 - Requiring current SES to address Technical Qualifications in their application to internal announcements – provides additional rigor in the selection process
 - 2-year rotation maximum for participation on the SES Talent Management Panel. Increased diversity of Panel members by focusing on functional expertise and not individual participants; Executive Diversity Advisory Council (EDAC) membership on the Panel; and participation no longer limited to Tier 3 SES.
- NV19 – NAVAIR partnered with Leadership Education for Asian Pacifics to complete assessment of Asian pipeline to high grades. In FY 2013, twelve leadership interviews

of Senior Executive Service and GS-15 were conducted. Executive Diversity Council reviewed results and noted similarities to what NAVAIR might expect for other groups with low participation. Recommendations included short, mid-term and long-term goals that relate to people, process and technology. Short-term goals include mentoring, collateral assignments, celebrations and total force announcements. Mid-term goals comprise of skill-based program on communication, engagement with local community, leadership examination of all applicants for leadership development programs, formal interview process for promotions. A plan is also in place to engage Asians in recruitment and selection process and use of social media. Long-term goals are for leadership education beyond becoming a subject matter expert, succession planning strategy and implementing system for immediate project feedback. Leadership Education for Asian Pacific (LEAP) final phase is a survey planned for FY 2014 prepared to sample 20% workforce. Responses designed for all diversity teams to use answers for their own specific analysis needs.

- NV24 - Analysis of applicant flow data revealed decreasing trend from referral to selection for Asian Males. Asian Male and Female were selected at rates below application rates. Analysis of vacancies filled through Internal Merit Promotion revealed that Asian Males and Females applied at rates comparable to workforce participation rates. Asian Males selected for internal promotions were below the relevant civilian labor force. Asian Female selection rate was higher than application rate. Career Progression applicant flow data showed that Asian Males selection rate was above referral rate for key and critical vacancies, but ratio was reversed for gateway vacancies. Asian Female selection rate for gateway positions was above application and referral rate. No Asian Females selected for key and critical vacancies. Data revealed that at GS-13 grades, Asian Males had lower selection rates compared to referral rate. Asian Females had higher selection rate compared to referral rate. At GS-14, Asian Males and Females selected slightly below respective referral rate. At GS-15, Asian Females were referred but not selected. At this point, however, the command has not clearly identified a barrier. In FY 2014, NAVSEA will increase focus on progression of Asian Males and Females by examining policies, practices, procedures; re-establish command-wide mentoring program, solicit feedback from workforce; conduct trend analysis on applicant flow data to determine makeup of applications received, qualified candidates, candidates referred, selections made by RNO and gender for all positions filled; monitor and analyze high-grade position selections.
- NV60 – A review of the workforce shows that the demographic makeup of senior level positions reflects the command’s pipeline. The command’s initial finding indicates a need to ensure all groups participate in the grade levels that feed into high grades. Command plans to recruit at colleges and universities with large population majoring in fields related to command’s major occupations. However, it was a challenge to execute this plan in FY 2013 because of funding and hiring freeze. The applicant makeup for the command’s educational programs is also not as diverse as expected. Several of these programs lead to advanced degrees essential for upward mobility. Furthermore, the command determined that there is not enough opportunities for advancement to high grades within the command since these positions are normally filled at full performance level which limits bridge positions that would have helped lower graded employees to gain experience and skill for advancement purposes. Trends show also show that there is very little turnover in high grade positions. Once there is a vacancy, most of the time command cannot backfill budget constraints. In FY 2014, the command will focus on pinpointing the barriers that impede career progression of several groups including Asian Males and Females. The command will continue to review recruitment, hiring and promotion practices and procedures.
- NV70 - Analysis revealed Asian Men’s participation rate in High Grades commensurate with their pipeline rates, but low participation of White, Hispanic, Black, Asian, Native American Alaskan Native Females in feeder series to High Grades. At the command’s shipyards and maintenance facilities, there is low participation of all Females in High

Grades and gateway and feeder positions. Next steps are to share results on completed and ongoing barrier analysis findings and codify roles and responsibilities in barrier analysis process.

- NV72 – Asian Males and Females participation rates increased in FY 2013. Participation rate of Asian Females in high grades is above CLF while Asian Males are not found in high grades (GS-13 to GS-15). A review of the pipeline data showed no Asian Males participated in series that leads to high grades while only one Asian Female was in a series that leads to high grades. No Asian Male was selected for recently implemented training program. Asian Males are applying for all job vacancies filled prior to the hiring freeze. Next step will include interviews with hiring managers to identify reasons for non-selections. This will be monitored and recruitment strategy will be adjusted accordingly in FY 2014. For those already within the command, Asian Males and Females did not apply for Civilian Professional Development Program (CPDP) in FY 2013. In FY 2014, command will analyze CPDP announcement and selection processes. Once applicant flow data is made available to the command on a regular basis, command will be able to analyze makeup of applicants, individuals referred and selected.
- NV74 - Lack of diversity in high grades was pronounced. Feeder pools were small (no more than 6 employees in any of these groups at GS-13 level across the country). Intelligence community (GG grades) has little overall diversity, with only Hispanic and White Males well represented. Recruitment pool for Special Operations or Naval Surface Warfare Center (NSWC) is predominantly White Male. Evident from few GS-14 positions filled, higher-level positions are typically filled from outside by high-level retiring military members who are experts in their community. Individuals with experience in NSWC and special operations are often name-selected, limiting area of consideration and competition. NSWC has unique skill sets for many positions. These skillsets usually only acquired by someone previously in military and had experience in Special Operations. This preference and/or requirement screens out many potential qualified candidates for NSWC positions. Spec Operations and NSWC experience desirable for many other NSWC positions and are required in some Positions Descriptions and vacancy announcements. This requirement is validated by HR Specialists and managers. FY 2014 plans are being considered to quantify the need.
- Individuals with Targeted Disabilities (IWTG)
 - Several major commands have reported attitudinal barriers by supervisors and managers. This was first identified by three commands as noted in DON 2011 Part I submission, with an additional two commands joining them in 2012, along with 2 reporting “possible” attitudinal barriers. Commands confirming an attitudinal barrier represent approximately 36.61% of the DON population. Barriers were confirmed through conversations with supervisors and managers, statements made in open forums by supervisors and managers, and/or surveys of supervisor and managers. Statements made included:
 - Discomfort with persons with disabilities
 - Concerns over how to interact with people with disabilities
 - Concerns with a perception that qualification standards must be lowered for people with disabilities
 - Concerns about the cost of providing reasonable accommodations and the ability to provide accommodations
 - Statements suggesting people with disabilities could not be hired into positions

because of the type of work performed on ships and submarines

- **Concerns with individuals with disabilities meeting security requirements**
 - **NV15 – This command had previously identified a “possible” attitudinal barrier, reviewed and analyzed their hiring process. A survey was deployed to approximately 70 supervisors, with an 81% response rate. Survey results suggest that an attitudinal barrier on the part of selecting officials may be contributing to low participation rate of individuals with targeted disabilities. Survey results from one subcomponent expressed concerns with hiring people with disabilities because of the physical requirements in pre-employment screening, but stated they were willing to hire someone with a targeted disability for a position that does not require physical activity.**
 - **NV 19 - Command stated that they identified an attitudinal barrier based on comments made by during one-on-one conversations and in open forums. The comments included discomfort with persons with disabilities and concerns on how to interact with persons with disabilities, the cost of providing reasonable accommodations, how individuals with disabilities would “fit” in the work place, and an expectation that managers must lower qualification standards. To eliminate the barrier, command conducted training on unintentional bias, disability etiquette, and the Schedule A hiring authority. Command worked with Dr. Richard Pimentel and Mr. Milt Wright to conduct a three day train-the-trainer Windmills course to assist in the elimination of the attitudinal barrier. Follow-on to the train-the-trainer Windmills course included development of NAVAIR specific training courses with Dr. Pimentel and Mr. Wright, comprised of three modules: 1) a supervisory module, 2) a workforce module, and 3) an individuals with disabilities module. Dr. Pimentel visited four NAVAIR sites in FY 2013 and will visit four additional NAVAIR sites in FY 2014, after which command trainers will deploy Windmills training at their respective sites.**
 - **NV25 – This command stated that several subordinate commands reported that a barrier does exist. Conclusions were based on reported comments made by managers and supervisors during one-on-one conversations and public forums. Manager and supervisor comments included concerns with not knowing “how to interact” or not being “comfortable” interacting with individuals with disabilities.**
 - **NV39 – Command conducted interviews, reviewed exit survey data and developed a Workforce Improvement Survey as part of an effort to identify hiring and recruitment policies, processes, and procedures that might impede opportunities for individuals with disabilities. The command sent surveys to approximately 240 supervisors with a 37.5% response rate. The survey revealed that 5% of the supervisors felt intimidated and/or hesitant to hire individuals with targeted disabilities. Some of the reasons identified included concerns with communication and fear of the applicant’s ability to perform the required job or task independently and timely.**
 - **NV52 – Command reported, in FY 2012, an attitudinal barrier in one of their regions. The region developed and deployed a survey for supervisors and hiring managers. The results of the survey indicate that an attitudinal barrier to the hiring of individuals with disabilities existed. The region briefed their command leadership regarding the results of the survey. The command planned to implement supervisory training to address the attitudinal barrier. Once the training had been deployed the command planned to resurvey supervisors and hiring officials to determine the effectiveness of the training to eliminate the attitudinal barrier.**
- **White Females**
 - **NV19 – In FY 2013, White Female accession rate increased. Women's Advisory Group provided greater diversity awareness, command’s women population competed for and**

received awards/recognition from professional organization like Women of Color and Hispanic Engineering National Achievement Award.

- NV70 - The command analyzed the low participation rates for all Females in Project Management (PM). Focus groups were also established for Wage Grade and General Schedule Females. Results indicated that majority of Females eligible for feeder positions were not interested in PM because of negative work environment and/or job expectations that would potentially disrupt work and life balance. It was determined that positive work environment is an important factor to all Females' career choices. Command took actions to improve work and life balance for all employees. Command launched initiative "Women Moving Forward Project" in May 2013 to explore desired work environment. This initiative was attributed for improved work and life balance in PM career field. In September 2013, Professional Woman's Employee Networking Group conducted FY 2014 strategic planning and incorporated women Moving Forward Project in agenda; leadership incorporated Women Moving Forward Project concept to focus attention on work environment and work and life balance. Next steps are to share results on completed and ongoing barrier analysis findings and codify roles and responsibilities in barrier analysis process.
- NV72 – Participation of White Females decreased in FY 2013. There is very limited opportunity to hire due to low turnover and attrition rates within the command. In addition, all positions must be approved by the Resource Management Board before advertising. The DON recently switched to USA Staffing to fill vacant positions. The switch will enable the command to track applicant flow data to assist with barrier analysis.

Mini-Barrier Analysis

Instead of mini-barrier analysis training, the DON deployed in FY 2013 full program training modules with emphasis on the critical need for Barrier Analysis training. The DON Office of EEO and Diversity Management developed and deployed EEO/Diversity training for the HR practitioners and individuals from other functional areas with little or no EEO background or experience, who were identified to transition into EEO.

- A mandatory two-day course which provided a basic understanding of EEO, the DON Office of EEO and Diversity Management expectations of EEO Specialists, and an overview of the competencies required to perform the essential functions of an EEO practitioner. The major areas covered were EEO Program Management, Roles and Responsibilities, Management Directive 715, Barrier Analysis, Special Emphasis Programs, RA and Complaints processing. A total of 89 employees were trained.
- An additional mandatory 5-day course was offered in Norfolk, Virginia and San Diego, California for the same targeted audience of practitioners with little or no EEO experience. This training was designed to provide in-depth instruction on the major components of an EEO program. Topics addressed in the two-day course were covered in-depth in the five-day course (i.e. Program Management, Barrier Analysis, RA and Complaints). The 5-day course also added instruction on Diversity and Inclusion. The instruction on Barrier Analysis, Reasonable Accommodation and Complaints included numerous exercises and scenarios to provide participants with real life examples of the work done as an EEO professional. A total of 59 employees attended the 5-day course.
- In September 2013, the DON Office of EEO and Diversity Management offered the following additional training courses in Southbridge, MA as follow-on for new/inexperienced EEO practitioners, with "space-available" for any EEO specialist in need of refresher training:
 - Two 2-day Barrier Analysis courses - provided participants with in-depth barrier

analysis training, which included data analysis training in a computer lab.

- A half-day Reasonable Accommodations (RA) session, designed to provide experienced practitioners with more advanced training on processing RA requests.
 - A half-day Pre-Complaints Processing course - designed to provide experienced practitioners with more advanced training on processing informal complaints in a timely manner without compromising quality of process.
 - For the MD 715 workshop a total of 97 employees attended. For the RA session, there were 58 participants and for the pre-complaint session, a total of 61 attendees.
- Recognizing the need for continuous learning for our new DON EEO practitioners, as well as sustained efforts necessary to build competencies, the DON Complaints Manager and the DON Disability Program Manager (DPM) initiated a series of on-line training sessions using Defense Connect On-line (DCO) from July to September 2013.
 - Complaints DCOs covered complaints processing, discussion on status of cases, proper recording of case status in the DON's corporate database, iComplaints, tracking and monitoring of processing and timeliness of process, new initiatives implemented by IRD to streamline and ensure timeliness of investigative process. DCO participation varies between 80-150 per session
 - Disability Program DCOs included instructions and guidance on how to process RA requests with extensive discussion on reassignment process. DCO participation has averaged around 100 per session.

What began as an adjunct to the training received by transitioning specialists has evolved into a weekly or bi-weekly session on topics of importance to specialist in these two areas. The target audience expanded any EEO specialist working with complaints or disability management and the DCO training will continue in FY 2014 to address the training needs of the DON EEO workforce.

Working Groups

To assist the commands in their barrier analysis efforts, the DON established working groups in FY 2013 to discuss and share best practices and experience and institute barrier removal strategies. These working groups were led by a DON-level specialist, with participation from all commands.

- IWD Working Group
 - Commands that identified attitudinal barriers in FY 2011 and FY 2012 shared their experiences on how they identified the barrier, actions and strategies taken to eliminate the barrier, how they have or will determine if the implemented actions and strategies have been effective, how they have or will measure the effectiveness of the actions/strategies and the command's next steps.
 - In FY 2014, the Attitudinal Barrier Elimination Working Group will continue its efforts. The DON Office of EEO and Diversity Management will discuss with the OCHR Civilian Workforce Development Division on strategies to assist the major commands on assessing the effectiveness of the training deployed to eliminate identified attitudinal barriers.
- Complaints Program Working Group
 - Bi-monthly discussion on complaints processing, status of cases, and other concerns within complaints processing via Defense Connect Online (DCO). Ongoing informational email on complaints processing to ensure appropriate, timely and quality processing. Discussion included proper recording of case status in the DON's

corporate database, iComplaints; tracking and monitoring timeliness of processing; and new initiatives implemented by IRD to streamline investigative process. Participants were also given the opportunity to ask questions on specific case processing issues. Guidance was provided to the EEO Community on multiple occasions on subjects such as furlough-related individual and class complaints.

- This type of collaboration and discussion will continue in FY 2014.
- Due to the challenges the DON experienced in FY 2013, some of the working groups established in FY 2013 were not able to meet and thoroughly discuss specific issues and plan of action. This effort will continue in FY 2014.
 - Employment Policies, Practices and Procedures Working Group
 - NAF Working Group
 - Barrier Analysis by RNO/Gender Working Group

EEO Program Status Report

FY 2014

PART I

PLANS TO ELIMINATE

BARRIERS

Department of the Navy

FY 2014 Plan I

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?

At the end of FY 2013, the Department of the Navy (DON) had a diverse workforce of 243,926 civilians. Of those, 191,214 were permanent Appropriate Fund (AF) employees, 4,361 were temporary AF and 48,147 were Non-Appropriated (NAF) employees. Of the overall DON workforce, 204 did not identify their race or claimed "other" as their race.

Overall DON Workforce: When the DON workforce was compared to the 2010 National Civilian Labor Force (NCLF), the participation rate of three groups is below their respective NCLF. These groups are Hispanic Males, Hispanic Females and White Females, with the White Females being significantly below the NCLF.

Table 1: DON Workforce Groups with Low Participation Rates

RNO	Gender	2010	2011	2012	2013	2010 CLF
Hispanic	Male	3.35%	3.39%	3.50%	3.61%	5.20%
	Female	2.63%	2.61%	2.68%	2.79%	4.80%
White	Female	20.41%	19.96%	19.58%	19.62%	34.00%

AF Analysis: When only the DON AF workforce was compared to the NCLF, the same three groups above continue to have low participation rates. In addition, Black Females are also showing as below the NCLF.

Table 2: AF Workforce Groups with Low Participation Rates

RNO	Gender	2010	2011	2012	2013	2010 CLF
Hispanic	Male	3.25%	3.31%	3.44%	3.60%	5.20%
	Female	1.62%	1.64%	1.70%	1.71%	4.80%
White	Female	18.68%	18.38%	17.91%	17.56%	34.00%
Black	Female	5.61%	5.46%	5.42%	5.47%	6.60%

NAF Analysis: There is a huge difference between the NAF and AF workforce. Hispanic Females and Black Females are well represented while White Males are showing as significantly below the NCLF. Hispanic Males and White Females continue to have low participation rates when compared to the NCLF.

Table 3: NAF Workforce Groups with Low Participation Rates

RNO	Gender	2010	2011	2012	2013	2010 CLF
Hispanic	Male	3.83%	3.74%	3.75%	3.66%	5.20%
	Female	7.08%	7.02%	7.09%	7.22%	4.80%
White	Male	16.86%	16.44%	16.42%	16.23%	38.00%
	Female	27.31%	27.21%	27.08%	27.99%	34.00%
Black	Female	13.08%	13.00%	13.12%	13.18%	6.60%

The participation of individuals with targeted disabilities (IWTG) in the DON workforce went up by 0.01% from FY 2012 to FY 2013, which is a change from the downward trend from previous years. At the end of FY 2013, 0.64% of the DON population were individuals who self-identified as having a targeted disability. However, the DON continued to be below the 2% goal for IWTG.

Table 4: DON Workforce by Disability

Workforce	Beginning of FY 2013		End of FY 2013		Net Change	
	#	%	#	%	#	Rate of Change
Total Work Force	246,457	100%	243,926	100 %	- 2531	-1.03%
Reportable Disability	15,059	6.11%	17,006	6.97%	1,947	12.93%
Targeted Disability*	1,559	0.63%	1,550	0.64%	-9	-0.58%

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

As previously reported Funding for the AF and NAF employees comes from two separate allocations. The AF employees are paid from funds that are appropriated by Congress. NAF employees are paid from revenue generated from services provided by the Morale, Welfare, and Recreation (MWR), Marine Corps Community Services (MCCS) and Navy Exchange (NEX) onboard Navy and Marine Corps installations all over the world. Three of the 21 DON major commands have NAF subordinate activities: NV52-Commander, Navy Installations Command has the MWR; NV27-U.S. Marine Corps has the MCCS; and NV23-Naval Supply Systems Command has the NEX. Furthermore, AF and NAF employees are governed by different sets of employment policies, practices and procedures. Therefore, it is appropriate for the DON to conduct a separate analysis on AF and NAF workforce. The DON required those commands with NAF activities to analyze their NAF and AF workforce separately and include this effort as an FY 2013 planned activity. However, due to furloughs, hard freeze and transition to the new service delivery, these commands were not able to fully execute their FY 2013 plans. They will continue this effort and results of the analysis will be included in the DON's FY 2014 assessment.

A review of the DON major commands' workforce profiles confirms similar trends as reported above. All 21 major commands showing a participation rate of their AF workforce below the NCLF for Hispanic Males, Females and White Females. The same is true with the NAF workforce. All three major commands that have NAF employees demonstrate low participation of Hispanic Males, White Males and White Females. Since these anomalies are consistent across the enterprise, the DON will continue to focus our efforts to determine what, if any, factors are preventing these groups with significant low participation from participating at a level comparable to their availability in the labor force.

Examination of the AF occupational categories shows that the top three occupational categories are Officials and Managers, Professional and Craft Workers. This determination validates the fact that the top major commands within the DON have occupations largely in the Management and Program Analysis, Engineering, Information Technology, and Engineering Technician series. In contrast, most of the occupations in the NAF workforce are in the Educational Technician, Recreation Aid, Sales Store Clerical and Custodial Worker series. Again, this demonstrates how vastly different AF and NAF workforce are, requiring separate more in-depth analysis.

Additional review of the DON AF workforce also shows Asian males and females have robust participation but do not enjoy the same participation rate in high grades and Senior Executive Service (SES) levels when considering their presence in the pipeline grades. The DON began to examine this anomaly in FY 2009 which was then expanded to include analysis of all other groups' participation at the pipeline, high grades and SES.

Because analysis of the described triggers at the aggregate level results in obfuscation of the actual barriers, much of the information required to conduct an in-depth barrier analysis is required from the command level. For example, analysis of specific promotion policies, practices and procedures, as well as recruitment and hiring practices must be conducted at the levels of major commands and activities. With the proviso that they are compliant with law, rule, regulation or higher directives/instructions, commands have the latitude of establishing local instructions on promotions, hiring or other employment life cycles, or negotiating local procedures in their collective bargaining agreements. This further drives the need for analysis at the command and activity level. In addition, the determination of positions that are considered mission-critical is also made at the command level. Therefore, we rely on the information provided by the major commands to identify the specific barriers with resultant plans of corrective action. Commands are at different stages in their barrier analysis efforts which further impact our ability to conduct in-depth analysis at the aggregate level.

To accelerate these overall program execution efforts, the DON will continue to develop and deploy numerous training courses critical to the development of competencies, as well as ensuring engagement of appropriate stakeholders at the command and activity levels. Overall, the commands' barrier analysis efforts to date indicate a better understanding of the data analysis process and the need for a more strategic approach in order to complete the barrier analysis process. The majority of major commands are engaging in good data analysis and are moving toward "in-depth" analysis; however, there are still a few that have not fully completed all aspects of barrier analysis process. While they are capable of performing initial analyses on policies and procedures, they do not demonstrate the ability to peel back the "layers of the onion" in order to understand the root cause of the potential barrier.

The DON has developed EEO Plans for the commands and activities to address the triggers noted above, taking into consideration the varying degrees of experience and skills now resident in commands. In FY14, DON will use varying methods to leverage the experience and skills of those commands that have retained their experienced workforce and have had success with barrier analysis. While we cannot identify specific barriers based on the analyses performed across DON to date, we can take advantage of ongoing training and cooperative efforts to establish working groups that will both advance the understanding of

	<p>triggers which possibly point toward barriers, as well as leverage existing practitioner skills and experience to assist with the knowledge transfer needed to ensure a strong EEO/Diversity program across DON.</p> <p>For a more detailed information on the DON's FY 2013 AF analysis on all the triggers mentioned above, refer to FY 2013 PART I, FY 2013 PART J and PART E Attachment (Workforce Analysis).</p>
<p>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.</p>	<p>While we can conclusively identify triggers that could suggest barriers in the recruitment, hiring, retention and development of the DON workforce, DON cannot pinpoint an identified barrier without the full range of analysis necessary to fully understand the conditions affecting full participation by all groups. Efforts to identify barriers will continue in FY 2014.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> • To determine if there are barriers within the DON that impact opportunities for Hispanic males, Hispanic females, White females and Individuals with Targeted Disabilities throughout the entire employment cycle. • To determine the factors that limit or impact advancement of Asian males and Asian females, as well as other groups, to high grade and SES levels.
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON Office of EEO & Diversity Management Program Director & staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), HR Officers, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts, and Office of Civilian Human Resources (OCHR) Transition Team</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2013</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2014</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>

Note: In addition to the furloughs and hiring freeze, barrier analysis efforts in FY 2013 was further interrupted by the implementation of DON's service delivery model in May 2013. As previously reported, the new model required major restructuring of EEO program services at the command level. For many commands this resulted in a loss of the experience and knowledge necessary to conduct barrier analyses. FY 2013 was a year of "reset" and "refresh." The DON conducted multiple training to the new EEO Specialists who transitioned in May 2013 and current EEO Specialist who remained after the new service delivery transition who will help the commands execute their EEO Program objectives. The commands are at varying levels in their barrier analysis due to the differences in expertise and knowledge of the people assigned to manage their EEO Program.

In FY 2014, the commands will continue to examine and determine what factors, if any, are causing low participation rates for:

- Hispanic males
- Hispanic females
- White females
- Individuals with Targeted Disabilities (Commands should consider conducting focus groups, examining employee surveys, meet with managers and supervisors, and review exit survey results.)

Commands should also look into the factors that potentially impede the advancement into the high grades and SES for:

- Asian males
- Asian females
- other groups as appropriate

If it is determined that there is no barrier at the command/activity level, an explanation of the type of review conducted, why and how the command reached this conclusion must be provided.

If the review shows there is a potential barrier, provide a detailed report on the extent of the review, why and how the command reached this conclusion.

If a barrier is found, commands must detail why and how the command reached this conclusion, establish action plans to correct and eliminate the identified barrier, monitor progress, evaluate effectiveness of the planned activities and modify, if needed.

If command is not yet in the position to draw any conclusion, commands must provide an explanation of the type of review conducted, why and how the command reached this conclusion, including a status on the planned activities completed thus far and their next steps in the process.

If results of separate analysis on each group confirm that issues found are consistent across most or all groups, status reports must reflect this determination. Consequently, commands may establish one barrier elimination plan for all groups affected.

Action: DON Office of EEO and Diversity Management CDEEOOs, DEEOOs, HR/EEO practitioners, Designated Command Diversity Champions and Senior Leaders/Managers

September 30, 2014

The DON Office of EEO & Diversity Management will continue to utilize working groups to focus barrier analysis efforts on specific trigger/issues that are common across multiple commands. Working groups will explore common triggers affecting similar workforces in an effort to build synergy around barrier analysis for common problems. A DON Office of EEO & Diversity Management staff member will be assigned to guide the working group's efforts.

September 30, 2014

- The DON Office of EEO & Diversity Management will collaborate with the DON Program Executive Office to analyze and determine if there are barriers at the Senior Executive Service level that potentially prevent all groups from participating at a much higher rate.
- Establish a working group that will conduct a more thorough analysis on the low participation of Hispanic Males, Hispanic Females, White Females, and High Grades. Commands will work together to identify effective barrier removal strategies for each group once a barrier is identified. Commands that have already initiate barrier removal efforts are expected to share their initial evaluations of the effectiveness of their efforts. Participants will be selected based on commands with similar issues.
- The three major commands who comprise the NAF population will work together to conduct a separate analysis on their respective NAF workforces, looking for common triggers/barriers.
- The commands that have identified an attitudinal barrier to the hiring of individuals with targeted disabilities will work together to identify effective barrier removal strategies. Commands that have already initiate barrier removal efforts are expected to share their initial evaluations of the effectiveness of their efforts. Participants will be selected based on commands that have identified an attitudinal barrier in their MD-715 Report.

Action: DON Office of EEO and Diversity Management, CDEEOOs, DEEOOs, HR/EEO practitioners, Designated Command Diversity Champions and Senior Leaders/Managers

REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:

EEO Program Status Report

FY 2013

PART J

**INDIVIDUALS WITH
DISABILITY PROGRAM**

2EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities									
PART I Department or Agency Information	1. Agency		1. 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	246,408	100.00%	243,888	100.00%	-2,520	-1.02%			
	Reportable Disability	15,059	6.11%	17,006	6.97%	1,947	12.93%			
	Targeted Disability*	1,559	0.63%	1550	0.64%	-9	-0.58%			
	* 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.					Information not currently available				
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period (includes non-appropriated fund)					206 (0.63%)					
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	13,587	918	6.76%	123	0.91%	272	2.00%	12274	90.34%	
5. Employee Career Development Programs										
5.a. Grades 5 - 12	78,586	6,762	8.60%	662	0.84%	1,689	2.15%	68,811	87.56%	
5.b. Grades 13 - 14	25,085	1,905	7.59%	105	0.42%	752	3.00%	22,218	88.57%	
5.c. Grade 15/SES	3,287	235	7.15%	7	0.21%	144	4.38%	2,894	88.04%	
6. Employee Recognition and Awards										
6.a. Time-Off Awards (Total hrs awarded)	401,672	36,190	9.01%	2,496.82	.62%	8,753	2.18%	351,735.78	87.57%	
6.b. Cash Awards (total \$\$\$ awarded)	\$61,596,620.80	\$4,394,190	7.13%	\$280,602	.46%	\$1,678,241	2.72%	\$55,243,587.80	89.69%	
6.c. Quality-Step Increase	2,238	170	7.60%	13	0.58%	56	2.20%	1,999	89.69%	

<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> <hr/> <p>Several events in FY 2013 significantly impacted the DON Disability Program. In January 2013, the DON instituted a hiring freeze which significantly reduced hiring throughout the DON, to include individuals with targeted disabilities (IWTD). The hiring freeze will likely cause FY 2013 to appear as an anomaly in future reports. In April 2013, the DON instituted a new HR/EEO Service Delivery model which impacted how the DON Disability Program is administered in the DON and the personnel implementing the DON Disability Program. Sequestration and the subsequent budget reductions impacted the DON barrier analysis efforts, as did an influx of new personnel due to the new Service Delivery model. Despite these events, DON Disability Program continues to make progress in becoming a model program.</p> <p><u>Barrier Analysis</u></p> <p>In FY 2008 the DON began establishing objectives to improve barrier analysis efforts at the command and activity level. The size and complexity of the DON demanded that meaningful barrier analysis be done at the command and activity levels. The DON issued a guide for conducting effective barrier analysis in 2008 and in 2010 launched a two-day barrier analysis course that was deployed throughout the DON with instruction by DON headquarters and major command personnel. In FY 2013, the DON implemented a new HR/EEO Service Delivery Model which resulted in the reorganization of existing EEO offices as well as the creation of a number of new EEO Offices (See Part H-2 FY13). This resulted in the reassignment of a number of HR specialist to the Disability Program or Reasonable Accommodations Specialist positions. This reorganization necessitated the barrier analysis training for individuals who were not previously involved in the barrier analysis process. Focused efforts were made to update and improve the DON barrier analysis training and deploy the revised training to EEO practitioners involved in the disabilities/reasonable accommodations program.</p> <p>Barrier analysis was identified as a key initiative to aid in the hiring of individuals with disabilities. The DON goal of a 2% rate of participation of Individuals With Targeted Disabilities (IWTD) is dependent upon efforts to eliminate barriers through understanding where and how equality of opportunity for IWTD is impacted. All commands have adopted the 2% goal and are working on achieving this goal. Achievement of this goal will be difficult, if not impossible, to obtain if practitioners are not skilled in barrier analysis. The DON barrier analysis plan requires each command to conduct barrier analysis into IWTD low participation rates. Due to the inexperience of new practitioners, commands have reported varying degrees of success in analyzing their recruitment process, practices and procedures.</p> <p>Several major commands have reported attitudinal barriers by supervisors and managers (first identified by three commands as noted in DON 2011 Part I submission, with an additional two commands joining them in 2012, along with 2 reporting “possible” attitudinal barriers.) Commands confirming an attitudinal barrier represent approximately 36.61% of the DON population. Barriers were confirmed through conversations with supervisors and managers, statements made in open forums by supervisors and managers, and/or surveys of supervisor and managers. Statements made included:</p> <ul style="list-style-type: none"> • Discomfort with persons with disabilities • Concerns over how to interact with people with disabilities • Concerns with a perception that qualification standards must be lowered for people with disabilities
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- Concerns about the cost of providing reasonable accommodations and the ability to provide accommodations
- Statements suggesting people with disabilities could not be hired into positions because of the type of work performed on ships and submarines
- Concerns with individuals with disabilities meeting security requirements

The following are detailed examples of barrier analysis by these Navy commands:

- The Office of Naval Intelligence, which had previously identified a “possible” attitudinal barrier, reviewed and analyzed their hiring process. A survey was deployed to approximately 70 supervisors, with an 81% response rate. Survey results suggest that an attitudinal barrier on the part of selecting officials may be contributing to low participation rate of individuals with targeted disabilities. Survey results from one subcomponent expressed concerns with hiring people with disabilities because of the physical requirements in pre-employment screening, but stated they were willing to hire someone with a targeted disability for a position that does not require physical activity.
- The Naval Facilities Engineering Command report stated that several subordinate commands reported that a barrier does exist. Conclusions were based on reported comments made by managers and supervisors during one-on-one conversations and public forums. Manager and supervisor comments included concerns with not knowing “how to interact” or not being “comfortable” interacting with individuals with disabilities.
- The Space and Naval Warfare Systems Command, Systems Center Atlantic conducted interviews, reviewed exit survey data and developed a Workforce Improvement Survey as part of an effort to identify hiring and recruitment policies, processes, and procedures that might impede opportunities for individuals with disabilities. The command sent surveys to approximately 240 supervisors with a 37.5% response rate. The survey revealed that 5% of the supervisors felt intimidated and/or hesitant to hire individuals with targeted disabilities. Some of the reasons identified included concerns with communication and fear of the applicant’s ability to perform the required job or task independently and timely.

Commands identifying an attitudinal barrier are at various stages in plans to eliminate the barriers. In order to assist commands, the DON established a working group in FY2013 to discuss and share best practices and experiences. All DON commands were invited to participate in the working group to discuss and share past elimination efforts and planned activities. Commands identifying attitudinal barriers in FY 2011 and FY 2012 were invited to share their experiences on identifying the barriers; actions/strategies taken to eliminate barriers; how they determine if the implemented actions/strategies are effective; how they will measure the effectiveness of the actions/strategies; and the command’s next steps. Multiple commands participated in the working group facilitated by the DON Disability Program Manager.

It is important to note that each major command has its own culture, environment, workforce, processes/procedures, and have identified barriers specific to their command. As a result, they must determine the course of action necessary to address the identified attitudinal barriers. A “one size fits all” approach would not be effective. For example, the Military Sealift Command (MSC) has responsibility for up to 120 active and reserve civilian crewed ships that replenish U.S. Navy ships. Eighty-three percent of the MSC civilian population is afloat civil service mariners who must meet United States Coast Guard licensing and certification requirements. MSC has identified an attitudinal barrier towards employment of individuals with targeted disabilities and shipboard accommodations. In contrast, the Naval Air Systems Command (NAVAIR), which provide full life-cycle support of naval aviation aircraft, weapons and systems (i.e. research, design, development and systems engineering; acquisition; test and evaluation; training facilities and equipment; repair and modification; and in-service engineering and logistics support), identified a barrier in their

interviewing process. Each command has a unique culture. NAVAIR's civilian population is predominately at on shore installations and works at research, development, test and evaluation facilities, whereas, the MSC population is predominately on ships throughout the world. Each command must develop and implement their own elimination plan. However, there is still value in participating in a working group to share best practices, review potential training, and collaborate on possible approaches to eliminate the barrier.

FY 2013 Command Status Reports show commands are addressing attitudinal barriers through managers and supervisor training. The Naval Air Systems Command partnered with Richard Pimentel and Milt Wright to conduct a three day train-the-trainer Windmills course. Follow-on to the training included development of NAVAIR specific training courses with Dr. Pimentel and Mr. Wright, comprised of three modules: 1) a supervisory module, 2) a workforce module, and 3) an individuals with disabilities module. Dr. Pimentel visited four NAVAIR sites in FY 2013 and will visit four additional NAVAIR sites in FY 2014, after which command trainers will deploy Windmills training at their respective sites. Commander, U.S. Pacific Fleet (COMPACFLT) provided Windmills training videos and tools for each of their HR and EEO Offices. Subordinate commands plan to provide training in FY 2014. In addition to Windmills training, several other DON commands provided training to address attitudinal barriers through sessions on disability etiquette training and unconscious and hidden bias training. Commands will assess the effectiveness of the barrier elimination efforts in the future.

A majority of DON commands also continue to report on training to educate supervisors and managers on DON reasonable accommodation procedures, the disability program, disability etiquette, the various hiring authorities available to hire individuals with disabilities (e.g. Schedule A, subpart (u)) and hiring sources (e.g. Workforce Recruitment Program, OPM Shared Register, Wounded Warrior Programs), barrier analysis, and post-traumatic stress disorder and traumatic brain injury.

Barrier analysis efforts are hampered by the lack of applicant flow data allowing the DON to identify individuals with disabilities who have applied for DON positions. The newly released Office of Management and Budget's Demographic Information on Applicants form (OMB No. 3046-0046), will allow agencies to obtain disability related information from applicants. While the DON uses USAJOBS in its hiring process, it does not currently collect disability related applicant flow data. However, the Office of Personnel Management USAJOBS Program Management Office (PMO) advises that the USAJOBS 5.0 release is scheduled for the fall of 2014.

Recruitment

Recruitment efforts in the DON were substantially diminished in FY 2013 due to an across-the-board hiring freeze and budget constraints resulting from the sequester. On January 28, 2013, the DON executed an across-the-board hiring freeze with limited exceptions:

- Hiring actions with a confirmed entrance on duty date set on or before 14 January 2013
- Hiring actions where a formal job offer has been made in writing on or before 14 January 2013
- Hiring actions pending resolution/clearance of Department of Defense Priority Placement Program
- Defense Health Program-funded positions
- Non-appropriated fund positions
- Career conversion/transition of interns to their permanent positions/Commands
- Career conversion/transition of apprentices to their permanent positions
- Critical HR Service Delivery positions in the OCHR-approved Command Human Resources Office structures

- Movements internal to the budget submitting office.

A waiver process was implemented on case-by-case hiring needs with waivers to be approved by the Assistant Secretary of the Navy (Manpower and Reserve Affairs). The DON did approve a waiver to the hiring freeze to reassign an individual outside of their budget submitting office (BSO) as a reasonable accommodation.

Due to increased budget constraints, DON participation at affinity group events has been closely monitored and scrutinized with the majority of the DON commands reporting significant reductions in recruiting and outreach activities. The Navy System Commands (Naval Air Systems Command, Naval Sea Systems Command, Naval Facilities Engineering Command, Space and Warfare Systems Command and Naval Supply Systems Command) have created a Navy SYSCOM Recruiting Partnership to save costs through joint recruitment. The partnership includes the deployment of uniform feedback and recruiter feedback questionnaires to assess the success of the partnership. The partnership is using tablets to obtain feedback at recruiting events and will use the OMB Demographic Information on Applicants form to obtain applicant flow data real-time. This is an initiative that holds much promise and will be watched closely for FY2014.

Although the hiring freeze impacted all recruitment and hiring in FY2013, most commands reported some recruitment activity targeting IWTD. While these efforts showed diminished returns in number of hires, they ensure that the DON retains and builds relationships with organizations and events for future hiring in FY14 and beyond.

Events attended by DON major commands in FY2013 included:

- Wounded Warrior and Veteran Hiring Events and Programs
- Job Fairs
- Workforce Recruitment Program
- OPM Shared Register

DON FY2013 partnerships with included:

- Wounded Warrior Project
- Department of Veterans Affairs Coming Home to Work Program
- Marine Corps Wounded Warrior Battalions
- Department of the Army Wounded Warrior program
- Army Support Activity Fort Sam Houston
- Brooks Army Medical Center
- Navy Safe Harbor
- Multiple State and Local Vocational Rehabilitation Offices
- Colleges and Universities to include:
 - Gallaudet University
 - Rochester Institute of Technology/National Technical Institute for the Deaf
 - California State University at Northridge, People with Disabilities Office
 - California State Los Angeles University, Disability Office
 - South Carolina School for the Deaf and Blind
 - San Diego State University, Veteran's Program Coordinator

While commands reported FY13 recruitment and outreach efforts, many did not provide information pertaining to the return on investment of these efforts. One notable exception was the effort of NAVAIR to conduct an analysis of two of their recent hiring efforts. NAVAIR established a contract with Bender Consulting in 2011 to obtain qualified candidates with targeted disabilities. Bender Consulting referred 138 candidates with targeted disabilities to NAVAIR over a two year period.

Fifty-four individuals were invited to attend Meet and Greet events at NAVAIR locations, 30 individuals accepted, 16 declined invitations, and 8 individuals did not respond to their invitation. NAVAIR made 14 job offers, of which 8 were accepted. NAVAIR also signed a memorandum of understanding with Brook Army Medical Center, the Army Support Activity at Fort Sam Houston, and DON OCHR to help wounded warriors transition from the military to the civilian workplace. In FY 2012 and 2013 NAVAIR contacted 197 candidates. One hundred and sixty-three candidates were interviewed, 35 offers were made and ten hires were made in FY 2012 and eight in FY 2013. NAVAIR reported that these efforts resulted in a positive impact to their individuals with disabilities program.

WORK FORCE ANALYSIS

As shown in Table 1, the DON population of IWTD decreased from 1,559 in FY 2012 to 1,550 in FY2013. However, the percentage increased from 0.63% in FY 2012, to 0.64% in FY2013.

There were 17,006 individuals with non-targeted disabilities in the DON population, an increase of 1,947 people from FY 2012. The percentage increased in from 6.11% in FY 2012, to 6.97% in FY2013

Table 1: IWTD/Non-Targeted Disabilities - Appropriated and Non-Appropriated Fund

Appropriated Fund and Non-Appropriate Fund ¹	EEOC Goal	2009	2010	2011	2012	2013	2.0% minus 2013 DON Participation
% IWTD	2.0%	0.70%	0.67% ↓	0.64% ↓	0.63% ↓	0.64% ↑	1.36%
IWTD		1,610	1,632 ↓	1,581 ↓	1,559 ↓	1,550 ↓	
% Non-Targeted Disabilities	N/A	5.39%	5.45% ↑	5.79% ↑	6.11% ↑	6.97% ↑	N/A
Non-Targeted Disabilities		12,461	13,266 ↑	14,227 ↑	15,059 ↑	17,006 ↑	

Table 2: IWTD/Non-Targeted Disabilities – Appropriated Fund Only

Appropriated Fund Only ²	EEOC Goal	2009	2010	2011	2012	2013	2.0% minus 2013 DON Participation
% IWTD	2.0%	0.74%	0.72% ↓	0.69% ↓	0.69% ↔	0.71% ↑	1.29%
IWTD		1,382	1,430 ↑	1,385 ↓	1,397 ↓	1,388 ↓	
% Non-Targeted Disabilities	N/A	5.65%	5.71% ↑	6.10% ↑	6.49% ↑	7.59% ↑	N/A
Non-Targeted Disabilities		10,810	11,413 ↑	12,297 ↑	13,088 ↑	14,856 ↑	

FY 2013 was the first fiscal year in which the participation rates of individuals with targeted disabilities increased. Despite the increase in participation, the DON remains 1.36% below EEOC's goal of 2.0% participation of IWTD.

Individuals with non-targeted disabilities continued a five year trend of increased participation in FY 2013, increasing by .86% in FY 2013. When data is reviewed for only the non-appropriated workforce, the participation rate of individuals with non-targeted disabilities increases by 1.1% to 7.59%.

Accessions/Separations

Table 3 shows that since 2010, the total number of individuals hired into the DON has decreased significantly, especially in FY 2013 due to the Navy-wide hiring freeze.

¹ Includes Non-Appropriated Fund (NAF) data

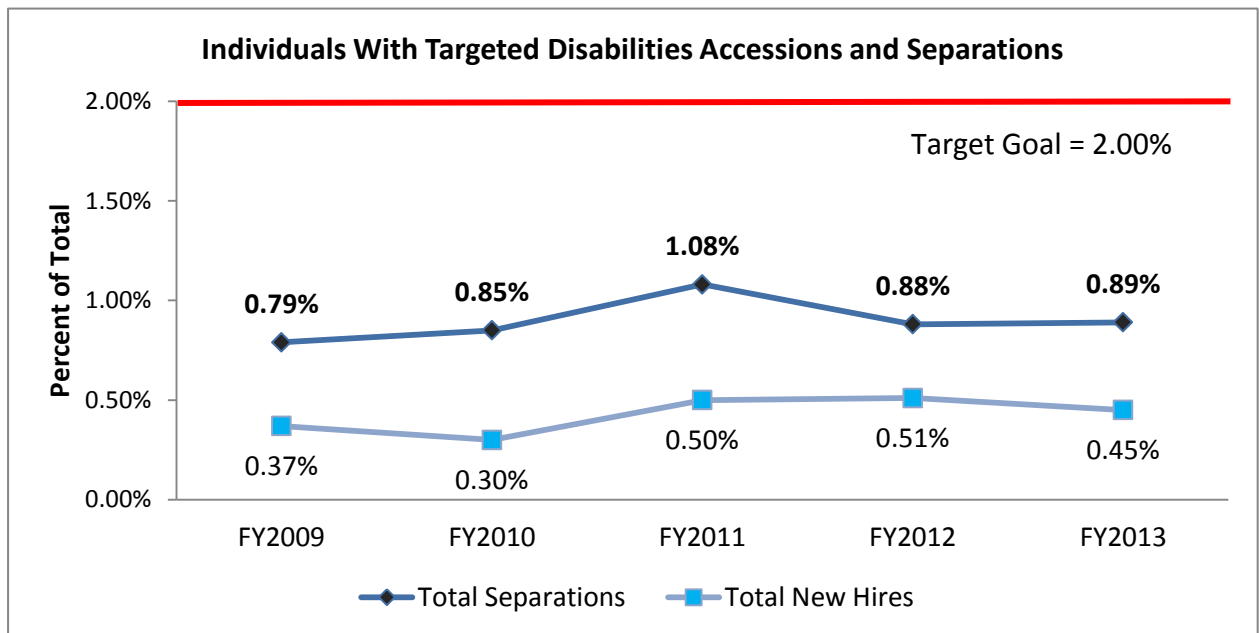
² Excludes NAF data

Table 3: Total DON Accessions and Separations

Total DON Accessions and Separations by Fiscal Year					
	FY2009	FY2010	FY2011	FY2012	FY2013
Total Separations	16230	17468	18312	18196	16619
Total New Hires	24481	24768	20477	17709	11410

Tables 4 through 7 compare the accessions and separations rates over the last five fiscal years for targeted and non-targeted disabilities, individuals who did not identify their disability status, and individuals with no disabilities.

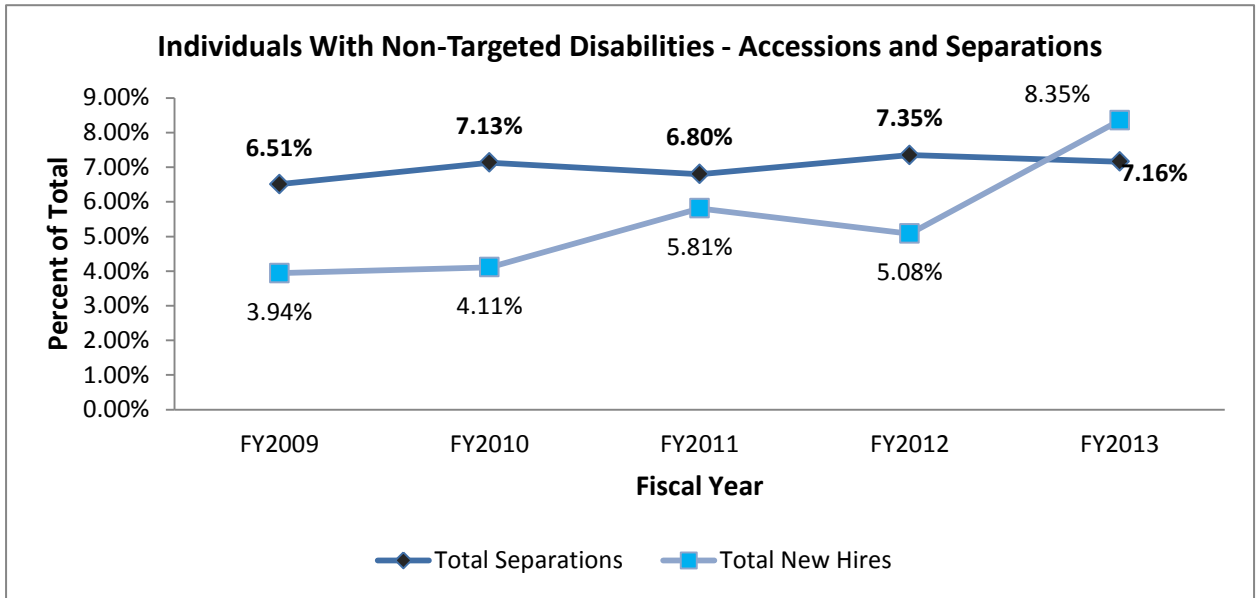
Table 4: IWTD 5 Year Trend of Accessions and Separations



	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>	<u>FY2013</u>
Total Separations	129	149	197	161	150
Total New Hires	93	74	103	91	51

IWTD Separations have outpaced Accessions for the past five fiscal years. While there was a significant decrease in the number of accessions of individuals with targeted disabilities in FY 2013 due to the hiring freeze, the accession rate of individuals with targeted disabilities in FY 2013 is greater than the accession rates in FY 2009 and FY 2010.

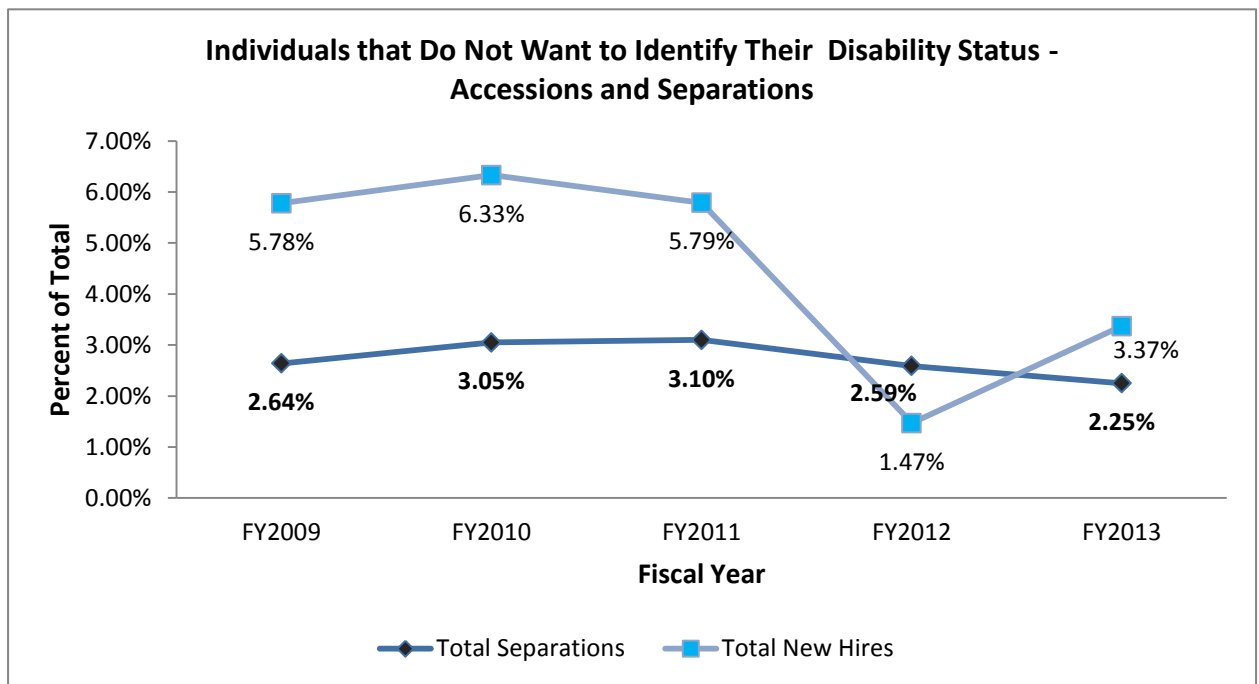
Table 5: Non-Targeted Disabilities 5 Year Trend of Accessions and Separations



	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>	<u>FY2013</u>
Total Separations	1056	1245	1246	1337	1209
Total New Hires	980	1018	1190	899	956

For the first time in five years, the accession rate of individuals with non-targeted disabilities is greater than the separation rate. Unlike people with no disabilities and targeted disabilities, the number and accession rate of individuals with non-targeted disabilities hired in FY 2013 increased, despite the hiring freeze. As a percentage of total hires, individuals with disabilities (both Targeted and Non-Targeted) increased from FY 2010 through FY 2012, despite the decreased hiring during that time frame. The DON has made significant progress in the hiring of individuals with non-targeted disabilities

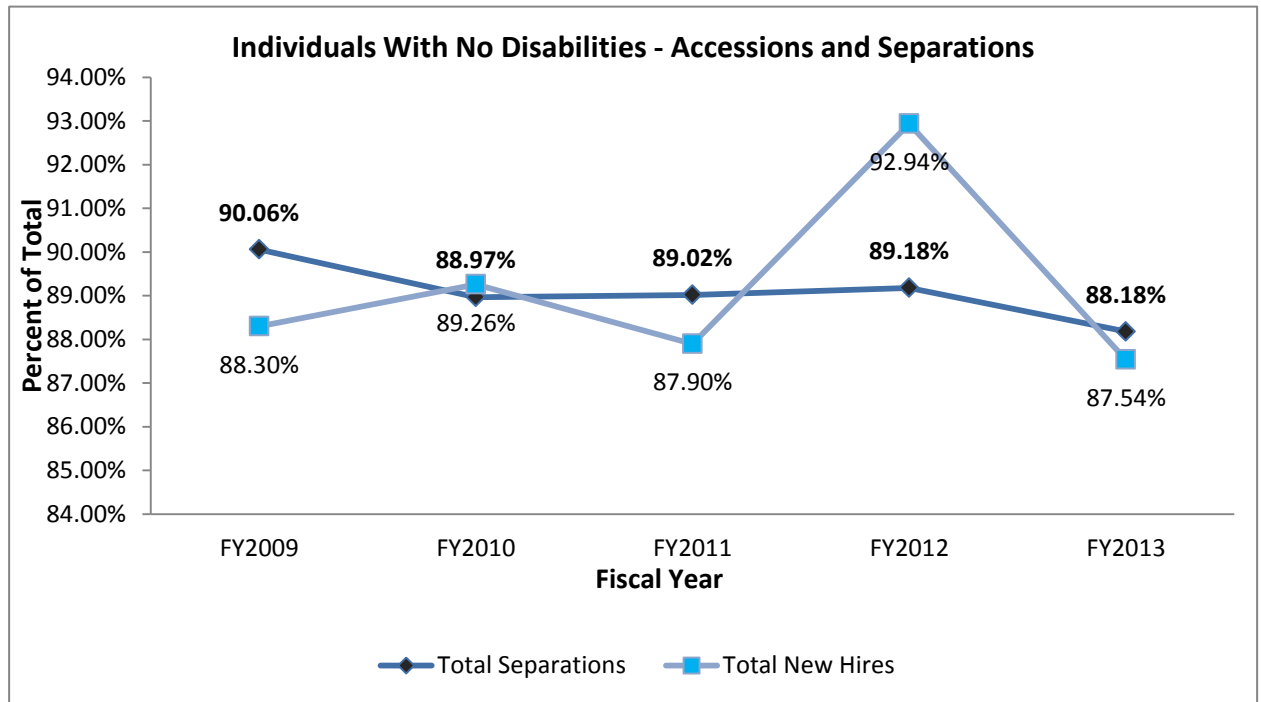
Table 6: Individuals that Do Not Want to Identify Their Disability Status 5 Year Trend of Accessions and Separations



	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>	<u>FY2013</u>
Total Separations	428	532	567	471	380
Total New Hires	1438	1567	1185	260	386

The chart above shows that a relatively large percentage of new hires, when provided the SF 256 to identify their disability status, selected the option that states that they did not wish to identify their disability status. The rate of individuals not identifying decreased in FY 2012, but increased in FY 2013. The percentage of individuals who have separated that do not wish to identify their disability has remained relatively constant over the last five fiscal years.

Table 7: Individuals With No Disabilities – Accessions and Separations



	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>	<u>FY2013</u>
Total Separations	14617	15542	16302	16227	14880
Total New Hires	21970	22109	17999	16459	10017

The chart above shows that the accession rate and separation rates of individuals with no disabilities has fluctuated over the last five fiscal years.

Individuals with Targeted Disabilities Analysis

A five-year trend analysis of accessions and separations of appropriated fund employees with targeted disabilities showed that in each of the past five fiscal years, the number of separations has been greater than the number of accessions. Also, as a percentage of total accessions and total separations, the separation rate of individuals with targeted disabilities has been greater than the accession rate for people with targeted disabilities in each of the past five fiscal years. In FY 2013, the DON hired fewer people with targeted disabilities than in FY 2012, which is to be expected when the DON was in a hiring freeze for most of the fiscal year. The total number of separating individuals with targeted disabilities (150) decreased in FY 2013, but the percent of individuals with targeted disabilities separations (.89%) increased in comparison to FY 2012 (161 and .88%, respectively).

Table 8: DON Appropriated Fund IWTD Separation, Accession and Population Data by Fiscal Year

DON Appropriated Fund IWTD Separation, Accession and Population Data by Fiscal Year			
Fiscal Year	Targeted Separations	Targeted Accessions	Total IWTD Population
2013	150 (.89%)	51 (.45%)	1,610
2012	161 (.88%)	91 (.51%)	1,632
2011	197 (1.08%)	103 (.50%)	1,581
2010	149 (.85%)	74 (.36%)	1,559
2009		93 (.38%)	1,550

As seen above in table 8, the number of separations (150) was greater than the number of accessions (51) in FY 2013. Despite the fact that there were 99 more separations than accessions, the total DON population of individuals with targeted disabilities decreased by only 9 employees

A major factor in the smaller decrease in population of individuals with disabilities compared to the difference between accessions and separations was the DON-wide revalidation effort. On December 13, 2012, the Deputy Assistant Secretary of the Navy (Civilian Human Resources) issued a memorandum to all employees asking them to revalidate their disability status in the Defense Civilian Personnel Data System (DCPDS). An attachment to the memorandum provided step-by-step instructions on how to navigate the self-service module of DCPDS. Numerous commands cited the revalidation effort as the reason for increased participation rates in FY 2013.

An analysis of DON accessions by nature of action codes used in the hiring of individuals with targeted disabilities was conducted. In both FY 2012 and 2013, 80% of DON targeted disability hires were permanent hire appointments. The percentage of individuals with targeted disabilities hired into excepted appointments decreased in FY 2013 (49.02%) as compared to FY 2012 (62.61%). For the last three fiscal years the most commonly used excepted appointment was the Schedule A, section 213.3102(u), representing 42.85% of all appointments made for individuals with targeted disabilities in FY 2013. (Schedule A, 5 CFR 213.3102(u), is an excepted hiring authority used to appoint persons with severe physical disabilities, psychiatric disabilities, and intellectual disabilities.) The percentage of individuals with targeted disabilities hired into career/career conditional appointments increased in FY 2013 (39.22%) as compared to FY 2012 (31.30%). Most career/career-conditional appointments (35%) were Veterans Employment Opportunity Act (VEOA) appointments, closely followed (30%) by appointments from a certificate issued from a civil service register.

In FY 2013 several commands continue to state that individuals with targeted disabilities are reluctant to self-identify and some will only identify themselves as having a disability or targeted disability once on-board. A review of individuals hired using the Schedule A hiring authority for people with disabilities added support to these claims. An individual hired under the Schedule A hiring authority for people with disabilities must disclose their disability status on the SF 256. Below is a table showing how individuals hired under the Schedule A hiring authority for individuals with disabilities self-identified over the last three fiscal years.

Table 9: DON Schedule A Hires Disability Status Coding FY 2011-2013

DON Schedule A Hires Disability Status Coding FY 2011 -2013				
Fiscal Year	No Disability	Not Identified	Other Disabilities	Targeted Disabilities
2013	1	10	44	9
2012	7	22	87	34
2011	23	4	70	16

As the data above shows, a number of people hired under Schedule A hires did not identify a disability or stated that they did not have disability.

A similar nature of action code analysis was conducted into the separations of individuals with targeted disabilities. The majority of separations in FY 2013 were the result of retirements. Seventy-six (88.37%) retirements were voluntary, an additional six (6.97%) were disability retirements, and two individuals (2.32%) accepted early retirement. There were 26 (17.33%) resignations by individuals with targeted disabilities. While we were unable to determine the exact nature of all the resignations, eight (30.76%) of the resignations were during the employees' probationary or trial period, which is an increase from FY 2012, in which there were five resignations (20.83%). A review of the data revealed that three out of eight individuals worked for the same major command, but all at different locations. Three individuals were HR Assistants, but all worked for different major commands. All eight individuals worked at different locations throughout the country. Four individuals self-identified as having psychiatric disabilities and three self-identified as having epilepsy. No further information was obtained. Several major commands reported the use of exit surveys and two additional commands are planning to implement exit surveys in the future. These surveys may lead to greater insight into the reasons individuals with targeted disabilities are separating from the DON.

In addition to the eight employees who resigned during their probation or trial period there were also four employees who were terminated during their probationary or trail period based on unacceptable or unsatisfactory performance or other factors unrelated to misconduct or delinquency. One employee was terminated during his/her probationary or trial period because of their conduct or delinquency after entrance on duty and because of unacceptable performance. All employees worked in different series, at different locations and for different major commands. Three individuals self-identified as having a psychiatric disability. No additional information was obtained. Nineteen employees (12.67%) were terminated when their appointments expired.

Individuals with Non-targeted Disabilities Analysis

As stated shown in table 10, below, the participation rate of individuals with non-targeted disabilities has increased in each of the last five fiscal years. The number of accessions for appropriated fund employees with non-targeted disabilities (956) increased in FY 2013 as compared to FY 2012 (899), despite the hiring freeze (See table 11). The percentage of individuals with non-targeted disabilities hired into the DON, in comparison to total hires, also increased in FY 2013 (8.35%), in comparison to FY 2011 (5.08%), and as a percentage of total hirers is twice as high than in FY 2009 and FY 2010. (See table below entitled DON Accession and Separation Data for Appropriated Fund Employees with Non-targeted Disabilities by Fiscal Year).

Table 10: DON Population of Individuals with Non-targeted Disabilities by Fiscal Year

DON Population of Individuals with Non-targeted Disabilities by Fiscal Year		
Fiscal Year	Number	Percentage
2013	17,006	6.97%
2012	15,063	6.11%
2011	14,227	5.79%
2010	13,226	5.45%
2009	12,461	5.39%

Table 11: DON Separation and Accession Data for Appropriated Fund Employees with Non-targeted Disabilities by Fiscal Year

DON Separation and Accession Data for Appropriated Fund Employees with Non-targeted Disabilities by Fiscal Year		
Fiscal Year	Targeted Separations	Targeted Accessions
2013	1209 (7.16%)	956 (8.35%)
2012	1337 (7.35%)	899 (5.08%)
2011	1246 (6.80%)	1190 (5.81%)
2010	1245 (7.13%)	1018 (4.11%)
2009	1056 (6.51%)	980 (4.00%)

An analysis into the accessions and separations data by nature of action code was also conducted for individuals with non-targeted disabilities. In FY 2013, 789 (85.57%) DON non-targeted disability hires were permanent hire appointments, while not a numerical increase, it does represent a percentage increase from FY 2012 1118 (81.87%). The majority of individuals with non-targeted disabilities were hired using career/career conditional appointments 547 (59.33%). Within career/career conditional appointments, 172 (31.44%) individuals were hired through a career conditional VEOA appointment and 158 (28.88%) individuals were hired from s from a civil service register. The second most common appointment for individuals with non-targeted disabilities were excepted appointments with 259 (28.09%) non-targeted disability hired. The majority, 242 (93.44%), of excepted appointments were permanent excepted appointments. The most commonly used permanent excepted appointment used in FY 2013 was Veteran's Recruitment Authority (VRA) appointments, 100 (38.61%). Individual's hired under a Schedule A, subsection (u), appointment accounted for 16.99% (44), of all permanent excepted appointments, which was a significant decrease from FY 2012 where 27.72% (102) of all permanent excepted appointments were Schedule A, subsection (u) appointments. There were also one additional time limited Schedule A appointment in FY 2013. In comparison in FY 2012 there were 22 time limited Schedule A appointments.

The most common form of separations for individuals with non-targeted disabilities were retirements (576 (47.64%)), and the vast majority (521 (90.45%)) were voluntary. The second most common form of separations in FY 2012 were resignations (309, (25.48%)). In FY 2011, resignations during the employee's initial appointment probation or trial period accounted for 33.18% (79) of resignations; in FY 2012, the percentage dropped to 24.9% (66); and in FY 2013, the percentage of resignations continued to drop to 21.43% (66) of resignations. A review of the data does not reveal any significant patterns regarding disability code, major command, occupational series or geographic location. As stated above, with more commands utilizing or planning to utilize exit surveys, we expect to have a better understanding of why individuals with

non-targeted disabilities are resigning during their probationary or trial period.

In FY 2013, there were 23 terminations of individuals with non-targeted disabilities during an employee's probation or trial period. The most common termination during the employee's probation or trial period were based on unacceptable or unsatisfactory performance or other factors unrelated to misconduct or delinquency, which accounted for 73.91% (17) of all terminations during an employee's probation or trial period. No significant patterns were identified in the data.

30% Disabled Veteran Analysis

The Employment of People with Disabilities in the Federal Executive Branch Report, OPM's report to the President pursuant to Executive Order 13548, states that the primary elements used to identify individuals with disabilities are self-identification from the SF 256, the Schedule A hiring authority for individuals with disabilities and the statutory hiring authority for veterans who are 30% or more disabled. To provide a fuller picture of the DON disability population and remain consistent with the OPM's report to the President, information on 30% or more disabled veterans is provided below. Veteran hires accounted for 50% of new hires in FY 2013. Disabled veterans, not limited to 30% or more disabled veterans, accounted for 15% of DON FY 2013 hires. Veterans are often the most qualified individuals for many DON positions because of the skills acquired while serving in the military.

The number of 30% disabled veteran in the DON population increased in FY 2013, from 15,640 in FY 2012, to 16,730. Thirty percent disabled veterans represented 8.37% of the DON population at the end of FY 2013, which was an increase from 7.76% in FY 2012. Although some disabled veterans will not meet the definition used by OPM in the standard form 256 for reportable disabilities, it is expected that the large effort to hire wounded warriors and disabled veterans will have a positive impact on the overall hiring of individuals with disabilities.

Many command wounded warrior programs work with and coordinate efforts with command disability programs. In FY 2013, the DON hired 1,751 disabled veterans, to include 1,300 30% or more disabled veterans. The FY 2013 disabled veterans and 30% disabled veterans hiring numbers represent a significant reduction from the numbers hired in FY 2012, 2,540 and 1,835, respectively.

Although there are a large number of disabled veteran hires, only 1.21% reported having a targeted disability and 24.25% reported having a non-targeted disability. Similar reporting percentages were found for 30% or more disabled veterans, with 1.42% reporting targeted disabilities and 26.03% reporting non-targeted disabilities.

The majority of disabled veterans were hired using career-career conditional appointments, with 59.12% for 30% or more disabled veterans and 69.23% for non-30% or more disabled veterans. The two most commonly used career conditional appointments were VEOA appointments (295) and appointments from a certificate issued from a civil service register (295). VRA appointments (206) were also heavily used for excepted appointments. Schedule A, subpart (u), appointments accounted for 16 appointments of 30% or more disabled veterans and none for non-30% or more disabled veteran.

The most common form of separation for 30% or more disabled veterans was resignation, which accounted for 39.41% (493) of all separations and was also the most common form of separation in FY 2012 (33.47% (421)). Resignations during the employees probationary or trial period represented 16.63% (82) of all resignation for this demographic in FY2013 which was a decrease from FY 2012 where 27.55% (116) of resignations occurred during the probation or trial period.

Retirements were the third most common separation for 30% or more disabled veterans, preceded by termination of their appointment in the agency. For non-30% or more disabled veterans, retirement was the most common form of separation in FY 2013, accounting for 44.57% (267) and in 40.19% (299) in FY 2012.

As more commands utilize exit surveys we expect to gain better insight into why people with disabilities, including disabled veterans, are separating during their probationary or trial period. The DON will continue to monitor this area.

MAJOR OCCUPATIONS:

As seen in Table 12, eight of the top ten DON major occupations are also major occupations for individuals with disabilities and individuals with non-targeted disabilities.

Table 12: Major Occupation Comparison FY 2013

Individuals With Disabilities Occupation Comparison FY 2013		
DON Major Occupations	Most Populous Occupations for Individuals With Targeted Disabilities	Most Populous Occupations for Individuals With Non-Targeted Disabilities
(0343) – Mgmt Prog Analysis (2210) - Information Tech Mgmt (0855) - Electronics Engineering (0802) - Engineering Technician (0346) - Logistics Management (0501) - Financial Administration (1102) – Contracting (0830) - Mechanical Engineering (0301) – Program Specialist (0801) - General Engineering	(0343) - Mgmt Prog Analysis (2210) - Information Tech Mgmt (0855) - Electronics Engineering (0802) - Engineering Technician (0346) - Logistics Management (0501) - Financial Administration (1102) - Contracting (0830) - Mechanical Engineering (0303) - Misc. Clerk and Asst. (0203) - HR Clerical/ Assistance	(0343) - Mgmt Prog Analysis (2210) - Information Tech Mgmt (0855) - Electronics Engineering (0802) - Engineering Technician (0346) - Logistics Management (0501) - Financial Administration (1102) - Contracting (0301) - Program Specialist (0303) - Misc. Clerk and Asst. (0856) - Electronics Technician

The participation rate of IWTD in the aggregate DON major occupations has increased in each of the last four fiscal years from 0.58% (389) in FY2010 to .69% (442) in FY 2013. The participation rate for IWTD in the major occupations is less than their participation rate in the total DON appropriated fund workforce. In FY 2013, the participation rate of IWTD was higher when compared to their participation rate in the overall population in the following five DON major occupations: Financial Administration (1.08%), Logistics Management (.99%), Information Technology Management (.90%), Management/Program Analysis (.72%), and Contracting (.72%). This is an increase from FY 2012, where participation rates were higher in only four of the major occupations.

Like the participation rate of IWTD, the participation of individuals with non-targeted disabilities has increased in the last four fiscal years from 5.95% (3,962) in FY 2010 to 8.15% (5,236) in FY 2013. In FY 2013, Individuals with non-targeted disabilities have higher participation rates in the following five major occupations as compared to their representation in the total DON workforce: Logistics Management (11.52%), Miscellaneous Administration and Program (11.21%), Information/Technology Management (10.61%), Management/Program Analysis (10.4%), Engineering Technician (8.31%).

In FY2013, the DON hired individuals with targeted disabilities into 33 different occupational series, including eighteen hires into seven of the DON’s major occupations, representing 35.29% of all targeted disability hires. The number of individuals hired into the major occupations decreased in FY 2013, as compared to 2012, likely due to the fewer accessions in FY 2013 due to the Navy-wide

hiring freeze. The DON hired individuals with non-targeted disabilities into 184 different occupational series, including all DON major commands, representing 32.64% (312) of all non-targeted disability hires.

FY 2013 ACCOMPLISHMENTS:

The following is a status report on DON Objectives identified for FY2013.

- FY 2013 objective #1: Continued barrier analysis efforts focusing on perceived attitudinal barrier as well as continued efforts to understand why employees with disabilities separate.
 - As previously discussed, the DON continues to make progress in its barrier analysis efforts. Since FY 2011, six major commands have identified attitudinal barriers to the hiring of individuals with disabilities. The DON established a working group to discuss and share best practices and experiences in an effort to identify effective attitudinal barrier removal strategies. The commands area at various stages in their plans to eliminate the identified barrier. We expect to learn about the effectiveness of the commands' removal strategies in the future.
 - A review of separations using nature of action codes was conducted in FY 2013. Four major commands have reviewed their command's exit survey data, while another two commands are in the process of developing exit surveys. Information provided by the commands did not reveal any areas of concerns. Commands have reported they will continue or plan to use exit data survey as part of their barrier analysis efforts.
- FY 2013 objective #2: Work with remaining commands that have not designated a Disability Champion or disability team.
 - As part of the DON Memorandum on increasing employment of individuals with disabilities, major commands were to identify a senior level official to be the command disability champion. Twelve of the DON major commands, representing 81.87% of the DON population, have designated a disability champion and nine commands have also established designated disability teams to assist in their command's disability programs. While not all commands have designated a disability champion, we will work with the remaining commands in FY 2014 to designate a disability champions or a disability team.
- FY 2013 objective #3: Deploy a script for HR professionals to use when speaking with hiring officials when they initiate the hiring process.
 - The deployment of a script was not executed in FY 2013. Due to the implementation of the Navy-wide hiring freeze in January 2013 and the implementation of the HR Service Delivery model in FY 2013, resources were focused on ensuring that EEO practitioners were properly trained to assuming their duties. With the lifting of the hiring efforts will be made in FY 2014 to deploy the script.
- FY 2013 objective #4: Send a memorandum to all DON employees to re-validate their disability status in the Defense Civilian Personnel Data System.
 - On December 13, 2012, the Deputy Assistant Secretary of the Navy (Civilian Human Resources) issued a memorandum to all DON employees asking them to verify their disability status in DCPDS. Numerous commands cited the revalidation effort as the reason for increased participation rates in FY 2013. The Navy-wide hiring freeze had a significant impact on the hiring of individuals with targeted disabilities. There were 99 more separations than accessions in the DON population; however, there was a net loss of 9 individuals with targeted disabilities. The revalidation effort is a large contributor to the smaller than expected decline in the number of individuals with targeted disabilities in the DON population.

- FY 2013 objective #5: Establish a working group with representatives from the OCHR Operation Centers to determine if changes are needed to the DON reasonable accommodation procedures for reassignment in light of the new HR service delivery model.
 - On June 17, 2013 the establishment of the DON Reasonable Accommodation Job Search Working Group was approved. The purpose of the working group was to adjust the DON reasonable accommodation process and procedures to: 1) compliment the DON's new HR service delivery process, 2) be compliant with pertinent laws, policies and regulations, and 3) effect reasonable accommodation placements in the most efficient manner. A member of the DON's Senior Executive Service was designated as the executive champion of the working group. The DON Disability Program Manager (DPM) is the project lead and a Lean Six Sigma Black belt and two green belts were assigned to support the effort. A list of volunteers from the OCHR Operation Centers was provided. The initial steps of mapping the current state commenced. This effort will continue in FY 2014.

- In addition, the DON achieved the following in FY2013:
 - The DON DPM provided two 2-day reasonable accommodations training to all new EEO Specialists attending the Fast Track Training for implementation of the HR Service Delivery. Fifty-nine people participated in these training events.
 - The DON DPM provided a follow on ½-day reasonable accommodation training course for EEO and HR practitioners. Fifty-eight people participated in this training.
 - Due to the changes resulting for HR Service Delivery the DON DPM revalidated the DON's reasonable accommodation points of contacts at the major commands. The command provided over 120 individuals that serve as reasonable accommodation points of contacts. To ensure all reasonable accommodation points of contacts are properly trained the DON initiated a reasonable accommodation point of contact working group. In FY 2013, four webinars were conducted which provided training on the DON reasonable accommodation procedures. Over 100 participants attended each webinar.
 - In FY 2013 the DON awarded the Next Generation Enterprise Network (NGEN) contract. NGEN will replace the DON's current shore-based information technology infrastructure network. The statement of work contains language that will require the contractor to test new assistive technologies within 30 days and ensure compliance with Section 508 of the Rehabilitation Act.
 - The DON participated in the Workforce Recruitment Program (WRP). Due to the hiring freeze only 6 students or recent graduates were hired during the summer of FY 2013.

<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 2014 STRATEGIC PLAN</p> <p>In FY 2014, the DON will continue its ongoing barrier analysis efforts. The DON's ability to recruit, hire, and advance individuals with targeted disabilities is likely impacted by the identified attitudinal barrier at several major commands. It is imperative that the barrier elimination efforts currently initiated at the major commands are successful. Therefore, the DON will continue its barrier elimination efforts pertaining to the identified attitudinal barrier.</p> <p>In FY 2013, the DON implemented a new HR service delivery design. The transition required significant restructuring for some EEO offices. The DON Office of EEO and Diversity Management and most DON commands expend significant efforts during the transition to ensure that the resources, processes and tools are in place for an effective EEO program. However, continued training is required to ensure EEO practitioners have the knowledge and skills to successfully execute a model EEO program. Therefore, the DON Office of EEO and Diversity Management will collaborate with the Commands to facilitate training of EEO personnel.</p> <p>Additional objectives for FY 2014 include:</p> <ul style="list-style-type: none"> • Continued barrier analysis efforts to eliminate the identified attitudinal barrier. This objective will include the continuation of the Attitudinal Barrier Removal Working Group. • Continued training of reasonable accommodation points of contact and EEO personnel on the DON reasonable accommodation procedures and other disability program elements. • Complete the efforts of the DON Reasonable Accommodation Job Search Working Group to improve the DON's reasonable accommodation reassignment process. • Work with remaining commands that have not designated a Disability Champion or disability team. • Deploy a script for HR professionals to use when speaking with hiring officials when they initiate the hiring process.
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EEO Program Status Report

FY 2013

WORKFORCE TABLES

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

Employment Tenure	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

TOTAL

Prior FY	#	246,237	159,314	86,923	8,620	6,610	109,900	48,207	18,950	16,799	16,067	11,405	2,589	1,759	963	588	2,225	1,555
	%	100%	64.70%	35.30%	3.50%	2.68%	44.63%	19.58%	7.70%	6.82%	6.53%	4.63%	1.05%	0.71%	0.39%	0.24%	0.90%	0.63%
Current FY*	#	243,926	156,746	86,976	8,807	6,812	107,324	47,809	19,099	17,041	16,326	11,725	2,611	1,809	1,389	776	1,172	1,004
	%	100%	64.26%	35.66%	3.61%	2.79%	44.00%	19.60%	7.83%	6.99%	6.69%	4.81%	1.07%	0.74%	0.57%	0.32%	0.48%	0.41%
CLF (2010)	%	100%	51.90%	48.10%	5.20%	4.80%	38.30%	34.00%	5.50%	6.60%	2.00%	2.00%	0.10%	0.10%	0.30%	0.30%	0.40%	0.40%
Difference	#	-2311	-2568	53	187	202	-2576	-398	149	242	259	320	22	50	426	188	-1053	-551
Ratio Change	%	0.00%	-0.44%	0.36%	0.11%	0.11%	-0.63%	0.02%	0.13%	0.16%	0.17%	0.18%	0.02%	0.03%	0.18%	0.08%	-0.42%	-0.22%
Net Change	%	-0.94%	-1.61%	0.06%	2.17%	3.06%	-2.34%	-0.83%	0.79%	1.44%	1.61%	2.81%	0.85%	2.84%	44.24%	31.97%	#####	-35.43%

PERMANENT - Appropriated Fund

Prior FY	#	195,527	139,862	55,665	6,804	3,289	99,843	34,583	15,453	10,572	13,169	5,150	1,919	738	836	334	1,838	999
	%	100%	71.53%	28.47%	3.48%	1.68%	51.06%	17.69%	7.90%	5.41%	6.74%	2.63%	0.98%	0.38%	0.43%	0.17%	0.94%	0.51%
Current FY	#	191,247	137,218	53,996	6,948	3,228	97,338	33,338	15,538	10,475	13,400	5,285	1,917	723	1,241	508	836	439
	%	100%	71.75%	28.23%	3.63%	1.69%	50.90%	17.43%	8.12%	5.48%	7.01%	2.76%	1.00%	0.38%	0.65%	0.27%	0.44%	0.23%
Difference	#	-4,280	-2,644	-1,669	144	-61	-2,505	-1,245	85	-97	231	135	-2	-15	405	174	-1,002	-560
Ratio Change	%	0.00%	0.22%	-0.24%	0.15%	0.01%	-0.17%	-0.26%	0.22%	0.07%	0.27%	0.13%	0.02%	0.00%	0.22%	0.09%	-0.50%	-0.28%
Net Change	%	-2.19%	-1.89%	-3.00%	2.12%	-1.85%	-2.51%	-3.60%	0.55%	-0.92%	1.75%	2.62%	-0.10%	-2.03%	48.44%	52.10%	#####	-56.06%

TEMPORARY - Appropriated Fund

Prior FY	#	5,886	3,469	2,417	133	145	2,697	1,486	300	346	225	328	35	29	20	19	59	64
	%	100%	58.94%	41.06%	2.26%	2.46%	45.82%	25.25%	5.10%	5.88%	3.82%	5.57%	0.59%	0.49%	0.34%	0.32%	1.00%	1.09%
Current FY	#	4,361	2,731	1,630	95	109	2,172	997	227	221	181	246	25	21	20	19	11	17
	%	100%	62.62%	37.38%	2.18%	2.50%	49.81%	22.86%	5.21%	5.07%	4.15%	5.64%	0.57%	0.48%	0.46%	0.44%	0.25%	0.39%
Difference	#	-1,525	-738	-787	-38	-36	-525	-489	-73	-125	-44	-82	-10	-8	0	0	-48	-47
Ratio Change	%	0.00%	3.69%	-3.69%	-0.08%	0.04%	3.98%	-2.38%	0.11%	-0.81%	0.33%	0.07%	-0.02%	-0.01%	0.12%	0.11%	-0.75%	-0.70%
Net Change	%	#####	-21.27%	-32.56%	-28.57%	#####	-19.47%	-32.91%	-24.33%	-36.13%	-19.56%	-25.00%	-28.57%	-27.59%	0.00%	0.00%	#####	-73.44%

NON-APPROPRIATED

Prior FY	#	44,824	15,983	28,841	1,683	3,176	7,360	12,138	3,197	5,881	2,673	5,927	635	992	107	235	328	492
	%	100%	35.66%	64.34%	3.75%	7.09%	16.42%	27.08%	7.13%	13.12%	5.96%	13.22%	1.42%	2.21%	0.24%	0.52%	0.73%	1.10%
Current FY	#	48,318	16,797	31,350	1,764	3,475	7,814	13,474	3,334	6,345	2,745	6,194	669	1,065	128	249	325	548
	%	100%	34.76%	64.88%	3.65%	7.19%	16.17%	27.89%	6.90%	13.13%	5.68%	12.82%	1.38%	2.20%	0.26%	0.52%	0.67%	1.13%
Difference	#	3,494	814	2,509	81	299	454	1,336	137	464	72	267	34	73	21	14	-3	56
Ratio Change	%	0.00%	-0.89%	0.54%	-0.10%	0.11%	-0.25%	0.81%	-0.23%	0.01%	-0.28%	-0.40%	-0.03%	-0.01%	0.03%	-0.01%	-0.06%	0.04%
Net Change	%	7.79%	5.09%	8.70%	4.81%	9.41%	6.17%	11.01%	4.29%	7.89%	2.69%	4.50%	5.35%	7.36%	19.63%	5.96%	-0.91%	11.38%

Note: Excludes 204 employees who claim "other" as a race.

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex
NAF EMPLOYEES

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
TOTAL FY	#	48318	16797	31350	1764	3475	7814	13474	3334	6345	2745	6194	669	1065	128	249	325	548
	%	100%	34.76%	64.88%	3.65%	7.19%	16.17%	27.89%	6.90%	13.13%	5.68%	12.82%	1.38%	2.20%	0.26%	0.52%	0.67%	1.13%
CLF (2010)	%	100%	51.90%	48.10%	5.20%	4.80%	38.30%	34.00%	5.50%	6.60%	2.00%	2.00%	0.10%	0.10%	0.30%	0.30%	0.40%	0.40%
NV23	#	11959	4063	7896	427	897	1500	2564	827	1426	794	2081	267	480	18	49	230	399
	%	100%	33.97%	66.03%	3.57%	7.50%	12.54%	21.44%	6.92%	11.92%	6.64%	17.40%	2.23%	4.01%	0.15%	0.41%	1.92%	3.34%
NV27	#	13446	4476	8970	557	1138	2251	4402	886	1822	479	1173	198	278	43	72	44	85
	%	100%	33.29%	66.71%	4.14%	8.46%	16.74%	32.74%	6.59%	13.55%	3.56%	8.72%	1.47%	2.07%	0.32%	0.54%	0.33%	0.63%
NV52	#	22,742	8,258	14,484	780	1,440	4,063	6,508	1,621	3,097	1,472	2,940	204	307	67	128	51	64
	%	100%	36.31%	63.69%	3.43%	6.33%	17.87%	28.62%	7.13%	13.62%	6.47%	12.93%	0.90%	1.35%	0.29%	0.56%	0.22%	0.28%

Note: Excludes 204 employees who claim "other" as a race.

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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
TOTAL FY	#	243926	156746	86976	8807	6812	107324	47809	19099	17041	16326	11725	2611	1809	1389	776	1172	1004
	%	100%	64.26%	35.66%	3.61%	2.79%	44.00%	19.60%	7.83%	6.99%	6.69%	4.81%	1.07%	0.74%	0.57%	0.32%	0.48%	0.41%
CLF (2010)	%	100%	51.90%	48.10%	5.20%	4.80%	38.30%	34.00%	5.50%	6.60%	2.00%	2.00%	0.10%	0.10%	0.30%	0.30%	0.40%	0.40%
NV11	#	4318	2703	1615	80	71	2174	1045	185	242	202	199	27	20	20	18	15	20
	%	100%	62.60%	37.40%	1.85%	1.64%	50.35%	24.20%	4.28%	5.60%	4.68%	4.61%	0.63%	0.46%	0.46%	0.42%	0.35%	0.46%
NV12	#	4483	2213	2270	159	127	1593	1237	311	692	106	159	12	15	17	12	15	28
	%	100%	49.36%	50.64%	3.55%	2.83%	35.53%	27.59%	6.94%	15.44%	2.36%	3.55%	0.27%	0.33%	0.38%	0.27%	0.33%	0.62%
NV14	#	2951	2063	888	51	20	1645	566	132	219	220	67	3	3	7	11	5	2
	%	100%	69.91%	30.09%	1.73%	0.68%	55.74%	19.18%	4.47%	7.42%	7.46%	2.27%	0.10%	0.10%	0.24%	0.37%	0.17%	0.07%
NV15	#	1624	1063	561	48	19	820	386	148	136	31	16	1	1	10	0	5	3
	%	100%	65.46%	34.54%	2.96%	1.17%	50.49%	23.77%	9.11%	8.37%	1.91%	0.99%	0.06%	0.06%	0.62%	0.00%	0.31%	0.18%
NV18	#	11871	4633	7238	339	458	2692	4022	785	1439	664	1122	59	72	61	74	33	51
	%	100%	39.03%	60.97%	2.86%	3.86%	22.68%	33.88%	6.61%	12.12%	5.59%	9.45%	0.50%	0.61%	0.51%	0.62%	0.28%	0.43%
NV19	#	24208	18193	6015	1068	365	14085	4534	1395	672	1403	344	73	24	137	58	32	18
	%	100%	75.15%	24.85%	4.41%	1.51%	58.18%	18.73%	5.76%	2.78%	5.80%	1.42%	0.30%	0.10%	0.57%	0.24%	0.13%	0.07%
NV22	#	1685	959	726	64	34	631	399	194	256	42	19	4	0	18	11	6	7
	%	100%	56.91%	43.09%	3.80%	2.02%	37.45%	23.68%	11.51%	15.19%	2.49%	1.13%	0.24%	0.00%	1.07%	0.65%	0.36%	0.42%
NV23	#	18045	7508	10537	610	1021	3800	4304	1290	1937	1156	2266	331	522	55	73	266	414
	%	100%	41.61%	58.39%	3.38%	5.66%	21.06%	23.85%	7.15%	10.73%	6.41%	12.56%	1.83%	2.89%	0.30%	0.40%	1.47%	2.29%
NV24	#	26055	19232	6823	827	410	15674	4904	1193	1001	1293	421	54	19	140	43	51	25
	%	100%	73.81%	26.19%	3.17%	1.57%	60.16%	18.82%	4.58%	3.84%	4.96%	1.62%	0.21%	0.07%	0.54%	0.17%	0.20%	0.10%
NV25	#	15376	11510	3866	629	287	7637	2159	1243	576	1486	625	334	147	91	38	90	34
	%	100%	74.86%	25.14%	4.09%	1.87%	49.67%	14.04%	8.08%	3.75%	9.66%	4.06%	2.17%	0.96%	0.59%	0.25%	0.59%	0.22%
NV27	#	33360	18845	14515	1696	1536	12121	7680	3241	3195	1104	1525	344	326	213	129	108	124
	%	100%	56.49%	43.51%	5.08%	4.60%	36.33%	23.02%	9.72%	9.58%	3.31%	4.57%	1.03%	0.98%	0.64%	0.39%	0.32%	0.37%
NV30	#	1009	733	276	38	18	585	176	52	56	45	20	3	1	9	3	1	2
	%	100%	72.65%	27.35%	3.77%	1.78%	57.98%	17.44%	5.15%	5.55%	4.46%	1.98%	0.30%	0.10%	0.89%	0.30%	0.10%	0.20%
NV33	#	6983	6083	900	272	50	2508	331	1547	356	1582	133	108	16	39	9	27	5
	%	100%	87.11%	12.89%	3.90%	0.72%	35.92%	4.74%	22.15%	5.10%	22.66%	1.90%	1.55%	0.23%	0.56%	0.13%	0.39%	0.07%
NV39	#	9175	6507	2668	359	210	4609	1588	471	384	901	397	81	39	54	25	32	25
	%	100%	70.92%	29.08%	3.91%	2.29%	50.23%	17.31%	5.13%	4.19%	9.82%	4.33%	0.88%	0.43%	0.59%	0.27%	0.35%	0.27%

NV52	#	35893	17179	18714	1429	1732	9749	8666	3001	4136	2213	3488	487	413	167	170	133	109
	%	100%	47.86%	52.14%	3.98%	4.83%	27.16%	24.14%	8.36%	11.52%	6.17%	9.72%	1.36%	1.15%	0.47%	0.47%	0.37%	0.30%
NV60	#	22218	18151	4067	401	119	13976	2544	3004	1165	486	158	82	29	153	30	49	22
	%	100%	81.70%	18.30%	1.80%	0.54%	62.90%	11.45%	13.52%	5.24%	2.19%	0.71%	0.37%	0.13%	0.69%	0.14%	0.22%	0.10%
NV70	#	18852	15444	3408	540	218	10267	2076	452	163	3170	666	590	147	147	41	278	97
	%	100%	81.92%	18.08%	2.86%	1.16%	54.46%	11.01%	2.40%	0.86%	16.82%	3.53%	3.13%	0.78%	0.78%	0.22%	1.47%	0.51%
NV72	#	437	240	197	18	11	150	106	53	64	14	9	2	5	1	2	2	0
	%	100%	54.92%	45.08%	4.12%	2.52%	34.32%	24.26%	12.13%	14.65%	3.20%	2.06%	0.46%	1.14%	0.23%	0.46%	0.46%	0.00%
NV74	#	1161	886	275	54	30	697	153	69	58	43	26	7	3	12	3	4	2
	%	100%	76.31%	23.69%	4.65%	2.58%	60.03%	13.18%	5.94%	5.00%	3.70%	2.24%	0.60%	0.26%	1.03%	0.26%	0.34%	0.17%
NV76	#	4018	2601	1417	125	76	1911	933	333	294	165	65	9	7	38	26	20	16
	%	100%	64.73%	35.27%	3.11%	1.89%	47.56%	23.22%	8.29%	7.32%	4.11%	1.62%	0.22%	0.17%	0.95%	0.65%	0.50%	0.40%

***Includes NAF and AF Employees**

Note: Excludes 204 employees who claim "other" as a race.

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	3235	2299	936	70	38	2045	735	102	119	51	35	6	2	19	6	6	1
	%	1.65%	1.64%	1.68%	0.99%	1.14%	2.06%	2.14%	0.65%	1.11%	0.38%	0.63%	0.31%	0.27%	1.51%	1.14%	0.71%	0.22%
- Mid-Level (Grades 13-14)	#	16375	10115	6260	394	310	8261	4293	842	1147	410	370	67	48	99	50	42	42
	%	8.37%	7.23%	11.25%	5.59%	9.29%	8.30%	12.50%	5.34%	10.72%	3.02%	6.69%	3.45%	6.45%	7.85%	9.49%	4.96%	9.21%
- First-Level (Grades 12 and Below)	#	31669	16673	14996	958	989	11513	9131	2504	3115	1222	1246	191	251	178	145	107	119
	%	16.19%	11.91%	26.96%	13.60%	29.64%	11.57%	26.59%	15.88%	29.12%	9.00%	22.53%	9.84%	33.74%	14.12%	27.51%	12.63%	26.10%
- Other	#	470	457	13	15	1	349	8	54	4	34		2		2		1	
	%	0.25%	0.34%	0.03%	0.21%	0.03%	0.37%	0.04%	0.34%	0.04%	0.27%	0.00%	0.10%	0.00%	0.24%	0.00%	0.12%	0.00%
Officials and Managers -TOTAL	#	51749	29544	22205	1437	1338	22168	14167	3502	4385	1717	1651	266	301	298	201	156	162
	%	26.46%	21.11%	39.92%	20.40%	40.10%	22.28%	41.26%	22.21%	41.00%	12.64%	29.85%	13.70%	40.46%	23.63%	38.14%	18.42%	35.53%
2. Professionals	#	64679	48466	16213	2231	827	37419	10930	2937	2084	5077	2046	274	98	309	133	219	95
	%	33.07%	34.63%	29.15%	31.68%	24.78%	37.60%	31.83%	18.63%	19.48%	37.38%	36.99%	14.11%	13.17%	24.50%	25.24%	25.86%	20.83%
3. Technicians	#	15719	13069	2650	553	144	10158	1634	1157	485	849	301	134	37	164	33	54	16
	%	8.04%	9.34%	4.76%	7.85%	4.32%	10.21%	4.76%	7.34%	4.53%	6.25%	5.44%	6.90%	4.97%	13.01%	6.26%	6.38%	3.51%
4. Sales Workers	#	5	2	3	0	0	2	1	0	1	0	1	0	0	0	0	0	0
	%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	16311	6096	10215	453	781	3030	5169	1548	2780	856	1078	95	189	67	111	47	107
	%	8.34%	4.36%	18.36%	6.43%	23.40%	3.04%	15.05%	9.82%	25.99%	6.30%	19.49%	4.89%	25.40%	5.31%	21.06%	5.55%	23.46%
6. Craft Workers	#	29807	27872	1935	1321	74	17889	1235	3992	342	3446	151	715	64	264	20	245	49
	%	15.24%	19.92%	3.48%	18.76%	2.22%	17.98%	3.60%	25.32%	3.20%	25.37%	2.73%	36.82%	8.60%	20.94%	3.80%	28.93%	10.75%
7. Operatives	#	5728	5116	612	245	21	3104	351	977	165	553	41	135	21	53	4	49	9
	%	2.93%	3.66%	1.10%	3.48%	0.63%	3.12%	1.02%	6.20%	1.54%	4.07%	0.74%	6.95%	2.82%	4.20%	0.76%	5.79%	1.97%
8. Laborers and Helpers	#	705	653	52	41	2	289	28	174	14	99	4	38	1	4	2	8	1
	%	0.36%	0.47%	0.09%	0.58%	0.06%	0.29%	0.08%	1.10%	0.13%	0.73%	0.07%	1.96%	0.13%	0.32%	0.38%	0.94%	0.22%
9. Service Workers	#	10869	9128	1741	762	150	5448	820	1478	440	984	258	285	33	102	23	69	17
	%	5.56%	6.52%	3.13%	10.82%	4.50%	5.47%	2.39%	9.38%	4.11%	7.25%	4.66%	14.68%	4.44%	8.09%	4.36%	8.15%	3.73%
Total Workforce	#	195572	139946	55626	7043	3337	99510	34335	15765	10696	13581	5531	1942	744	1261	527	847	456
	%	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 A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex
AF EMPLOYEES**

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
GS-01	#	119	72	47		2	53	34	8	2	9	7	1	2			1	
	%	0.12%	0.07%	0.09%	0.00%	0.06%	0.07%	0.10%	0.08%	0.02%	0.10%	0.13%	0.10%	0.31%	0.00%	0.00%	0.19%	0.00%
GS-02	#	162	76	86	2	5	53	49	8	7	13	23				1		1
	%	0.10%	0.07%	0.16%	0.04%	0.16%	0.07%	0.15%	0.08%	0.07%	0.15%	0.44%	0.00%	0.00%	0.00%	0.20%	0.00%	0.25%
GS-03	#	521	320	201	14	17	228	121	38	35	22	21	10	4	4	2	4	1
	%	0.34%	0.31%	0.38%	0.26%	0.53%	0.30%	0.37%	0.39%	0.35%	0.25%	0.40%	1.01%	0.62%	0.44%	0.40%	0.75%	0.25%
GS-04	#	2101	737	1364	53	121	424	618	171	388	63	193	11	15	9	19	6	10
	%	1.35%	0.72%	2.60%	1.00%	3.77%	0.55%	1.90%	1.74%	3.90%	0.73%	3.70%	1.11%	2.31%	0.99%	3.81%	1.13%	2.53%
GS-05	#	6792	3245	3547	245	288	1687	1660	705	972	411	473	124	66	37	45	36	43
	%	4.38%	3.16%	6.76%	4.63%	8.98%	2.20%	5.10%	7.18%	9.77%	4.75%	9.06%	12.50%	10.19%	4.06%	9.02%	6.79%	10.89%
GS-06	#	4701	2006	2695	155	189	1055	1408	490	677	234	304	37	51	18	29	17	37
	%	3.03%	1.95%	5.14%	2.93%	5.89%	1.38%	4.33%	4.99%	6.80%	2.71%	5.82%	3.73%	7.87%	1.98%	5.81%	3.21%	9.37%
GS-07	#	10399	5720	4679	496	335	3601	2466	912	1179	491	519	114	89	64	55	42	36
	%	6.70%	5.57%	8.92%	9.38%	10.45%	4.70%	7.58%	9.29%	11.85%	5.68%	9.94%	11.49%	13.73%	7.03%	11.02%	7.92%	9.11%
GS-08	#	2676	1505	1171	119	80	995	689	203	276	122	84	30	17	23	17	13	8
	%	1.72%	1.46%	2.23%	2.25%	2.49%	1.30%	2.12%	2.07%	2.77%	1.41%	1.61%	3.02%	2.62%	2.52%	3.41%	2.45%	2.03%
GS-09	#	11326	6503	4823	423	341	4211	2785	1049	1084	594	441	105	58	76	62	45	52
	%	7.30%	6.33%	9.19%	8.00%	10.63%	5.50%	8.56%	10.69%	10.89%	6.87%	8.45%	10.58%	8.95%	8.34%	12.42%	8.49%	13.16%
GS-10	#	2402	1579	823	95	53	1162	521	169	152	119	77	12	8	15	6	7	6
	%	1.55%	1.54%	1.57%	1.80%	1.65%	1.52%	1.60%	1.72%	1.53%	1.38%	1.47%	1.21%	1.23%	1.65%	1.20%	1.32%	1.52%
GS-11	#	22427	14219	8208	836	478	10069	5122	1681	1497	1245	869	136	110	154	71	98	61
	%	14.45%	13.84%	15.65%	15.81%	14.90%	13.15%	15.74%	17.13%	15.05%	14.40%	16.64%	13.71%	16.98%	16.90%	14.23%	18.49%	15.44%
GS-12	#	36641	25362	11279	1240	671	18898	7366	2165	1830	2477	1089	214	149	239	97	129	77
	%	23.61%	24.69%	21.50%	23.44%	20.92%	24.69%	22.64%	22.06%	18.39%	28.66%	20.85%	21.57%	22.99%	26.23%	19.44%	24.34%	19.49%
GS-13	#	28013	20241	7772	885	393	16183	5405	1355	1194	1484	624	105	57	151	60	78	39
	%	18.05%	19.70%	14.81%	16.73%	12.25%	21.14%	16.61%	13.80%	12.00%	17.17%	11.95%	10.58%	8.80%	16.58%	12.02%	14.72%	9.87%
GS-14	#	16652	12901	3751	481	144	10638	2709	619	464	989	373	60	19	72	23	42	19
	%	10.73%	12.56%	7.15%	9.09%	4.49%	13.90%	8.33%	6.31%	4.66%	11.44%	7.14%	6.05%	2.93%	7.90%	4.61%	7.92%	4.81%
GS-15	#	9769	7848	1921	242	86	6930	1509	229	185	359	121	30	3	47	12	11	5
	%	6.29%	7.64%	3.66%	4.58%	2.68%	9.05%	4.64%	2.33%	1.86%	4.15%	2.32%	3.02%	0.46%	5.16%	2.40%	2.08%	1.27%

All other (unspecified GS)	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	#	320	251	69	3	4	224	54	12	8	9	3	2		1			
	%	0.21%	0.24%	0.13%	0.06%	0.12%	0.29%	0.17%	0.12%	0.08%	0.10%	0.06%	0.20%	0.00%	0.11%	0.00%	0.00%	0.00%
Other Senior Executive	#	171	146	25			138	24	2		3	1	1		1		1	
	%	0.11%	0.14%	0.05%	0.00%	0.00%	0.18%	0.07%	0.02%	0.00%	0.03%	0.02%	0.10%	0.00%	0.11%	0.00%	0.19%	0.00%
TOTAL	#	155192	102731	52461	5289	3207	76549	32540	9816	9950	8644	5222	992	648	911	499	530	395
	%	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: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

AF EMPLOYEES-Top of Payband

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	11	3	8	0	0	1	3	0	0	1	3	1	2	0	0		
	%	100%	27.27%	72.73%	0.00%	0.00%	9.09%	27.27%	0.00%	0.00%	9.09%	27.27%	9.09%	18.18%	0.00%	0.00%	0.00%	0.00%
GS-02	#	92	38	54	2	4	20	19	6	7	10	23						1
	%	100%	41.30%	58.70%	2.17%	4.35%	21.74%	20.65%	6.52%	7.61%	10.87%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.09%
GS-03	#	306	165	141	7	12	101	79	26	28	15	17	9	3	3	1	4	1
	%	100%	53.92%	46.08%	2.29%	3.92%	33.01%	25.82%	8.50%	9.15%	4.90%	5.56%	2.94%	0.98%	0.98%	0.33%	1.31%	0.33%
GS-04	#	2490	1030	1460	60	126	663	686	195	402	82	201	13	15	10	20	7	10
	%	100%	41.37%	58.63%	2.41%	5.06%	26.63%	27.55%	7.83%	16.14%	3.29%	8.07%	0.52%	0.60%	0.40%	0.80%	0.28%	0.40%
GS-05	#	6624	3163	3461	238	281	1631	1602	692	953	406	471	123	66	37	45	36	43
	%	100%	47.75%	52.25%	3.59%	4.24%	24.62%	24.18%	10.45%	14.39%	6.13%	7.11%	1.86%	1.00%	0.56%	0.68%	0.54%	0.65%
GS-06	#	4685	1966	2719	156	189	1024	1430	487	681	227	301	37	52	18	29	17	37
	%	100%	41.96%	58.04%	3.33%	4.03%	21.86%	30.52%	10.39%	14.54%	4.85%	6.42%	0.79%	1.11%	0.38%	0.62%	0.36%	0.79%
GS-07	#	10373	5665	4708	492	328	3551	2470	917	1216	489	515	112	84	63	59	41	36
	%	100%	54.61%	45.39%	4.74%	3.16%	34.23%	23.81%	8.84%	11.72%	4.71%	4.96%	1.08%	0.81%	0.61%	0.57%	0.40%	0.35%
GS-08	#	2790	1574	1216	135	97	1037	724	205	252	130	94	31	21	23	18	13	10
	%	100%	56.42%	43.58%	4.84%	3.48%	37.17%	25.95%	7.35%	9.03%	4.66%	3.37%	1.11%	0.75%	0.82%	0.65%	0.47%	0.36%
GS-09	#	10743	6281	4462	405	324	4064	2546	1008	1016	583	417	102	57	74	56	45	46
	%	100%	58.47%	41.53%	3.77%	3.02%	37.83%	23.70%	9.38%	9.46%	5.43%	3.88%	0.95%	0.53%	0.69%	0.52%	0.42%	0.43%
GS-10	#	2419	1365	1054	64	60	1003	679	160	210	100	83	16	11	15	6	7	5
	%	100%	56.43%	43.57%	2.65%	2.48%	41.46%	28.07%	6.61%	8.68%	4.13%	3.43%	0.66%	0.45%	0.62%	0.25%	0.29%	0.21%
GS-11	#	19459	12521	6938	743	391	8831	4266	1531	1301	1065	764	120	100	141	61	90	55
	%	100%	64.35%	35.65%	3.82%	2.01%	45.38%	21.92%	7.87%	6.69%	5.47%	3.93%	0.62%	0.51%	0.72%	0.31%	0.46%	0.28%
GS-12	#	34336	23199	11137	1127	671	17313	7266	2047	1846	2151	1033	211	151	226	95	124	75
	%	100%	67.56%	32.44%	3.28%	1.95%	50.42%	21.16%	5.96%	5.38%	6.26%	3.01%	0.61%	0.44%	0.66%	0.28%	0.36%	0.22%
GS-13	#	37465	27922	9543	1314	493	21836	6521	1772	1394	2559	941	150	67	193	77	98	50
	%	100%	74.53%	25.47%	3.51%	1.32%	58.28%	17.41%	4.73%	3.72%	6.83%	2.51%	0.40%	0.18%	0.52%	0.21%	0.26%	0.13%
GS-14	#	9958	7178	2780	235	119	6053	2035	441	400	339	179	29	14	52	16	29	17
	%	100%	72.08%	27.92%	2.36%	1.20%	60.79%	20.44%	4.43%	4.02%	3.40%	1.80%	0.29%	0.14%	0.52%	0.16%	0.29%	0.17%
GS-15	#	11414	9109	2305	288	96	8019	1812	300	227	407	144	31	5	48	15	16	6
	%	100%	79.81%	20.19%	2.52%	0.84%	70.26%	15.88%	2.63%	1.99%	3.57%	1.26%	0.27%	0.04%	0.42%	0.13%	0.14%	0.05%

All other (unspecified GS)	#	1536	1155	381	20	12	1040	324	15	9	68	32	4	0	6	1	2	3
	%	100%	75.20%	24.80%	1.30%	0.78%	67.71%	21.09%	0.98%	0.59%	4.43%	2.08%	0.26%	0.00%	0.39%	0.07%	0.13%	0.20%
SES	#	320	251	69	3	4	224	54	12	8	9	3	2	0	1	0	0	0
	%	100%	78.44%	21.56%	0.94%	1.25%	70.00%	16.88%	3.75%	2.50%	2.81%	0.94%	0.63%	0.00%	0.31%	0.00%	0.00%	0.00%
Other Senior Executive	#	171	146	25	0	0	138	24	2	0	3	1	1	0	1	0	1	0
	%	100%	85.38%	14.62%	0.00%	0.00%	80.70%	14.04%	1.17%	0.00%	1.75%	0.58%	0.58%	0.00%	0.58%	0.00%	0.58%	0.00%

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

AF EMPLOYEES-Top of Payband

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	11	3	8			1	3			1	3	1	2				
	%	100%	0.00%	0.02%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.01%	0.06%	0.10%	0.31%	0.00%	0.00%	0.00%	0.00%
GS-02	#	92	38	54	2	4	20	19	6	7	10	23						1
	%	100%	0.04%	0.10%	0.04%	0.12%	0.03%	0.06%	0.06%	0.07%	0.12%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	306	165	141	7	12	101	79	26	28	15	17	9	3	3	1	4	1
	%	100%	0.16%	0.27%	0.13%	0.37%	0.13%	0.24%	0.26%	0.28%	0.17%	0.33%	0.91%	0.46%	0.33%	0.20%	0.75%	0.25%
GS-04	#	2490	1030	1460	60	126	663	686	195	402	82	201	13	15	10	20	7	10
	%	100%	1.00%	2.78%	1.13%	3.93%	0.87%	2.11%	1.99%	4.04%	0.95%	3.85%	1.31%	2.31%	1.10%	4.01%	1.32%	2.53%
GS-05	#	6624	3163	3461	238	281	1631	1602	692	953	406	471	123	66	37	45	36	43
	%	100%	3.08%	6.60%	4.50%	8.76%	2.13%	4.92%	7.05%	9.58%	4.70%	9.02%	12.40%	10.19%	4.06%	9.02%	6.79%	10.89%
GS-06	#	4685	1966	2719	156	189	1024	1430	487	681	227	301	37	52	18	29	17	37
	%	100%	1.91%	5.18%	2.95%	5.89%	1.34%	4.39%	4.96%	6.84%	2.63%	5.76%	3.73%	8.02%	1.98%	5.81%	3.21%	9.37%
GS-07	#	10373	5665	4708	492	328	3551	2470	917	1216	489	515	112	84	63	59	41	36
	%	100%	5.51%	8.97%	9.30%	10.23%	4.64%	7.59%	9.34%	12.22%	5.66%	9.86%	11.29%	12.96%	6.92%	11.82%	7.74%	9.11%
GS-08	#	2790	1574	1216	135	97	1037	724	205	252	130	94	31	21	23	18	13	10
	%	100%	1.53%	2.32%	2.55%	3.02%	1.35%	2.22%	2.09%	2.53%	1.50%	1.80%	3.13%	3.24%	2.52%	3.61%	2.45%	2.53%
GS-09	#	10743	6281	4462	405	324	4064	2546	1008	1016	583	417	102	57	74	56	45	46
	%	100%	6.11%	8.51%	7.66%	10.10%	5.31%	7.82%	10.27%	10.21%	6.74%	7.99%	10.28%	8.80%	8.12%	11.22%	8.49%	11.65%
GS-10	#	2419	1365	1054	64	60	1003	679	160	210	100	83	16	11	15	6	7	5
	%	100%	1.33%	2.01%	1.21%	1.87%	1.31%	2.09%	1.63%	2.11%	1.16%	1.59%	1.61%	1.70%	1.65%	1.20%	1.32%	1.27%
GS-11	#	19459	12521	6938	743	391	8831	4266	1531	1301	1065	764	120	100	141	61	90	55
	%	100%	12.19%	13.23%	14.05%	12.19%	11.54%	13.11%	15.60%	13.08%	12.32%	14.63%	12.10%	15.43%	15.48%	12.22%	16.98%	13.92%
GS-12	#	34336	23199	11137	1127	671	17313	7266	2047	1846	2151	1033	211	151	226	95	124	75
	%	100%	22.58%	21.23%	21.31%	20.92%	22.62%	22.33%	20.85%	18.55%	24.88%	19.78%	21.27%	23.30%	24.81%	19.04%	23.40%	18.99%
GS-13	#	37465	27922	9543	1314	493	21836	6521	1772	1394	2559	941	150	67	193	77	98	50
	%	100%	27.18%	18.19%	24.84%	15.37%	28.53%	20.04%	18.05%	14.01%	29.60%	18.02%	15.12%	10.34%	21.19%	15.43%	18.49%	12.66%
GS-14	#	9958	7178	2780	235	119	6053	2035	441	400	339	179	29	14	52	16	29	17
	%	100%	6.99%	2.71%	0.23%	0.12%	5.89%	1.98%	0.43%	0.39%	0.33%	0.17%	0.03%	0.01%	0.05%	0.02%	0.03%	0.02%

GS-15	#	11414	9109	2305	288	96	8019	1812	300	227	407	144	31	5	48	15	16	6
	%	100%	8.87%	4.39%	5.45%	2.99%	10.48%	5.57%	3.06%	2.28%	4.71%	2.76%	3.13%	0.77%	5.27%	3.01%	3.02%	1.52%
All other (unspecified GS)	#	1536	1155	381	20	12	1040	324	15	9	68	32	4	0	6	1	2	3
	%	100%	1.12%	0.73%	0.38%	0.37%	1.36%	1.00%	0.15%	0.09%	0.79%	0.61%	0.40%	0.00%	0.66%	0.20%	0.38%	0.76%
SES	#	320	251	69	3	4	224	54	12	8	9	3	2		1			
	%	100%	0.24%	0.13%	0.06%	0.12%	0.29%	0.17%	0.12%	0.08%	0.10%	0.06%	0.20%	0.00%	0.11%	0.00%	0.00%	0.00%
Other Senior Executive	#	171	146	25			138	24	2		3	1	1		1		1	
	%	100%	0.14%	0.05%	0.00%	0.00%	0.18%	0.07%	0.02%	0.00%	0.03%	0.02%	0.10%	0.00%	0.11%	0.00%	0.19%	0.00%
TOTAL	#	155192	102731	52461	5289	3207	76549	32540	9816	9950	8644	5222	992	648	911	499	530	395
	%	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: PARTICIPATION RATES FOR NON-APPROPRIATED FUND GRADES by Race/Ethnicity and Sex
NAF EMPLOYEES

NF & CY		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
NF-01	#	10817	3667	7150	380	786	1671	2830	813	1288	531	1559	123	380	34	55	115	252
	%	100%	33.90%	66.10%	3.51%	7.27%	15.45%	26.16%	7.52%	11.91%	4.91%	14.41%	1.14%	3.51%	0.31%	0.51%	1.06%	2.33%
NF-02	#	7193	2154	5039	180	472	1147	2323	384	940	300	996	90	194	16	35	37	79
	%	100%	29.95%	70.05%	2.50%	6.56%	15.95%	32.30%	5.34%	13.07%	4.17%	13.85%	1.25%	2.70%	0.22%	0.49%	0.51%	1.10%
NF-03	#	4906	1758	3148	142	261	983	1815	340	516	230	453	31	51	8	18	24	34
	%	100%	35.83%	64.17%	2.89%	5.32%	20.04%	37.00%	6.93%	10.52%	4.69%	9.23%	0.63%	1.04%	0.16%	0.37%	0.49%	0.69%
NF-04	#	3861	1491	2370	79	143	1050	1644	202	362	106	154	19	31	9	11	26	25
	%	100%	38.62%	61.38%	2.05%	3.70%	27.20%	42.58%	5.23%	9.38%	2.75%	3.99%	0.49%	0.80%	0.23%	0.28%	0.67%	0.65%
NF-05	#	594	352	242	9	5	308	197	20	28	11	6	0	0	1	2	3	4
	%	100%	59.26%	40.74%	1.52%	0.84%	51.85%	33.16%	3.37%	4.71%	1.85%	1.01%	0.00%	0.00%	0.17%	0.34%	0.51%	0.67%
NF-06	#	11	8	3	0	0	8	2	0	0	0	1	0	0	0	0	0	0
	%	100%	72.73%	27.27%	0.00%	0.00%	72.73%	18.18%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CY-01	#	2970	286	2684	37	398	84	1185	114	667	34	301	11	86	2	30	4	17
	%	100%	9.63%	90.37%	1.25%	13.40%	2.83%	39.90%	3.84%	22.46%	1.14%	10.13%	0.37%	2.90%	0.07%	1.01%	0.13%	0.57%
CY-02	#	3970	189	3781	26	491	65	1450	66	1109	19	596	9	88	1	30	3	17
	%	100%	4.76%	95.24%	0.65%	12.37%	1.64%	36.52%	1.66%	27.93%	0.48%	15.01%	0.23%	2.22%	0.03%	0.76%	0.08%	0.43%
All Others	#	3605	1863	1742	221	270	536	376	399	313	451	586	164	97	9	8	83	92
	%	100%	51.68%	48.32%	6.13%	7.49%	14.87%	10.43%	11.07%	8.68%	12.51%	16.26%	4.55%	2.69%	0.25%	0.22%	2.30%	2.55%

Table A4: PARTICIPATION RATES FOR NON-APPROPRIATED FUND GRADES by Race/Ethnicity and Sex

NAF EMPLOYEES

NF & CY		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			
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NF-01	#	10817	3667	7150	380	786	1671	2830	813	1288	531	1559	123	380	34	55	115	252
	%	28.52%	31.16%	27.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NF-02	#	7193	2154	5039	180	472	1147	2323	384	940	300	996	90	194	16	35	37	79
	%	18.97%	18.30%	42.82%	1.53%	4.01%	9.75%	19.74%	3.26%	7.99%	2.55%	8.46%	0.76%	1.65%	0.14%	0.30%	0.31%	0.67%
NF-03	#	4906	1758	3148	142	261	983	1815	340	516	230	453	31	51	8	18	24	34
	%	12.94%	14.94%	26.75%	1.21%	2.22%	8.35%	15.42%	2.89%	4.38%	1.95%	3.85%	0.26%	0.43%	0.07%	0.15%	0.20%	0.29%
NF-04	#	3861	1491	2370	79	143	1050	1644	202	362	106	154	19	31	9	11	26	25
	%	10.18%	12.67%	20.14%	0.67%	1.22%	8.92%	13.97%	1.72%	3.08%	0.90%	1.31%	0.16%	0.26%	0.08%	0.09%	0.22%	0.21%
NF-05	#	594	352	242	9	5	308	197	20	28	11	6	0	0	1	2	3	4
	%	1.57%	2.99%	2.06%	0.08%	0.04%	2.62%	1.67%	0.17%	0.24%	0.09%	0.05%	0.00%	0.00%	0.01%	0.02%	0.03%	0.03%
NF-06	#	11	8	3	0	0	8	2	0	0	0	1	0	0	0	0	0	0
	%	0.03%	0.07%	0.03%	0.00%	0.00%	0.07%	0.02%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CY-01	#	2970	286	2684	37	398	84	1185	114	667	34	301	11	86	2	30	4	17
	%	7.83%	2.43%	22.81%	0.31%	3.38%	0.71%	10.07%	0.97%	5.67%	0.29%	2.56%	0.09%	0.73%	0.02%	0.25%	0.03%	0.14%
CY-02	#	3970	189	3781	26	491	65	1450	66	1109	19	596	9	88	1	30	3	17
	%	10.47%	1.61%	32.13%	0.22%	4.17%	0.55%	12.32%	0.56%	9.42%	0.16%	5.06%	0.08%	0.75%	0.01%	0.25%	0.03%	0.14%
All Others	#	3605	1863	1742	221	270	536	376	399	313	451	586	164	97	9	8	83	92
	%	9.51%	15.83%	14.80%	1.88%	2.29%	4.55%	3.20%	3.39%	2.66%	3.83%	4.98%	1.39%	0.82%	0.08%	0.07%	0.71%	0.78%
TOTAL	#	37927	11768	26159	1074	2826	5852	11822	2338	5223	1682	4652	447	927	80	189	295	520
	%	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.

WD-09	#	11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	9.09%	0.00%	0.00%	90.91%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	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%
WN-04	#	18	17	1	1	0	15	1	1	0	0	0	0	0	0	0	0	0
	%	100%	94.44%	5.56%	5.56%	0.00%	83.33%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	42	39	3	2	0	29	2	1	0	5	1	1	0	1	0	0	0
	%	100%	92.86%	7.14%	4.76%	0.00%	69.05%	4.76%	2.38%	0.00%	11.90%	2.38%	2.38%	0.00%	2.38%	0.00%	0.00%	0.00%
WB-00	#	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%
Total WG Workforce	#	34549	31867	2669	1516	104	20948	1658	4525	544	3420	197	848	83	316	24	294	59
	%	100%	92.24%	7.73%	4.39%	0.30%	60.63%	4.80%	13.10%	1.57%	9.90%	0.57%	2.45%	0.24%	0.91%	0.07%	0.85%	0.17%
Total Workforce	#	195548	139929	55619	7043	3337	99510	34335	15765	10696	13581	5531	1942	744	1261	527	847	456
	%	100%	71.56%	28.44%	3.60%	1.71%	50.89%	17.56%	8.06%	5.47%	6.95%	2.83%	0.99%	0.38%	0.64%	0.27%	0.43%	0.23%

WD-09	#	11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
	%	0.03%	0.03%	0.04%	0.00%	0.00%	0.05%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	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%
WN-04	#	18	17	1	1	0	15	1	1	0	0	0	0	0	0	0	0	0
	%	0.05%	0.05%	0.04%	0.07%	0.00%	0.07%	0.06%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	42	39	3	2	0	29	2	1	0	5	1	1	0	1	0	0	0
	%	0.12%	0.12%	0.11%	0.13%	0.00%	0.14%	0.12%	0.02%	0.00%	0.15%	0.51%	0.12%	0.00%	0.32%	0.00%	0.00%	0.00%
WB-00	#	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%
Total WG Workforce	#	34549	31867	2669	1516	104	20948	1658	4525	544	3420	197	848	83	316	24	294	59
	%	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%	100.00%	100.00%	100.00%
Total Workforce	#	195548	139929	55619	7043	3337	99510	34335	15765	10696	13581	5531	1942	744	1261	527	847	456
	%	566.00%	439.10%	2083.89%	464.58%	3208.65%	475.03%	2070.87%	348.40%	1966.18%	397.11%	2807.61%	229.01%	896.39%	399.05%	2195.83%	288.10%	772.88%

NOTE: Percentages computed down columns and NOT across rows.

NS-06	#	6	4	2	0	1	2	0	1	0	1	1	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	16.67%	33.33%	0.00%	16.67%	0.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NS-07	#	4	1	3	0	0	1	2	0	0	0	1	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NS-08	#	13	9	4	2	1	3	2	1	0	1	1	0	0	0	0	2	0
	%	100%	69.23%	30.77%	15.38%	7.69%	23.08%	15.38%	7.69%	0.00%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	15.38%	0.00%
NS-09	#	12	12	0	1	0	9	0	1	0	0	0	0	0	0	0	1	0
	%	100%	100.00%	0.00%	8.33%	0.00%	75.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
NS-10	#	9	9	0	1	0	3	0	2	0	2	0	0	0	0	0	1	0
	%	100%	100.00%	0.00%	11.11%	0.00%	33.33%	0.00%	22.22%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
NS-11	#	4	4	0	1	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	25.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C/T-01	#	66	28	38	0	2	4	3	1	5	14	17	4	10	1	0	4	1
	%	100%	42.42%	57.58%	0.00%	3.03%	6.06%	4.55%	1.52%	7.58%	21.21%	25.76%	6.06%	15.15%	1.52%	0.00%	6.06%	1.52%
C/T-02	#	1102	442	660	44	120	86	109	98	136	138	220	47	36	0	1	29	38
	%	100%	40.11%	59.89%	3.99%	10.89%	7.80%	9.89%	8.89%	12.34%	12.52%	19.96%	4.26%	3.27%	0.00%	0.09%	2.63%	3.45%
C/T-03	#	276	138	138	18	18	31	30	25	18	28	51	25	13	1	1	10	7
	%	100%	50.00%	50.00%	6.52%	6.52%	11.23%	10.87%	9.06%	6.52%	10.14%	18.48%	9.06%	4.71%	0.36%	0.36%	3.62%	2.54%
C/T-04	#	571	302	269	27	42	87	55	93	51	57	89	25	20	0	3	13	9
	%	100%	52.89%	47.11%	4.73%	7.36%	15.24%	9.63%	16.29%	8.93%	9.98%	15.59%	4.38%	3.50%	0.00%	0.53%	2.28%	1.58%
C/T-05	#	683	438	245	74	42	134	45	83	45	101	90	30	7	2	1	14	15
	%	100%	64.13%	35.87%	10.83%	6.15%	19.62%	6.59%	12.15%	6.59%	14.79%	13.18%	4.39%	1.02%	0.29%	0.15%	2.05%	2.20%
C/T-06	#	34	24	10	3	1	7	7	7	2	4	0	2	0	1	0	0	0
	%	100%	70.59%	29.41%	8.82%	2.94%	20.59%	20.59%	5.88%	11.76%	0.00%	5.88%	0.00%	2.94%	0.00%	0.00%	0.00%	0.00%
C/T-07	#	641	270	371	31	43	73	123	70	54	72	116	18	11	2	2	4	22
	%	100%	42.12%	57.88%	4.84%	6.71%	11.39%	19.19%	10.92%	8.42%	11.23%	18.10%	2.81%	1.72%	0.31%	0.31%	0.62%	3.43%
C/T-08	#	158	148	10	14	2	78	4	18	2	25	2	4	0	2	0	7	0
	%	100%	93.67%	6.33%	8.86%	1.27%	49.37%	2.53%	11.39%	1.27%	15.82%	1.27%	2.53%	0.00%	1.27%	0.00%	4.43%	0.00%
C/T-09	#	30	30	0	5	0	18	0	0	0	5	0	1	0	0	0	1	0
	%	100%	100.00%	0.00%	16.67%	0.00%	60.00%	0.00%	0.00%	0.00%	16.67%	0.00%	3.33%	0.00%	0.00%	0.00%	3.33%	0.00%
C/T-10	#	43	42	1	5	0	18	0	3	0	7	1	8	0	0	0	1	0
	%	100%	97.67%	2.33%	11.63%	0.00%	41.86%	0.00%	6.98%	0.00%	16.28%	2.33%	18.60%	0.00%	0.00%	0.00%	2.33%	0.00%
NA / NL / NS-01	#	433	144	289	12	11	35	101	35	64	49	98	10	12	1	3	2	0
	%	100%	33.26%	66.74%	2.77%	2.54%	8.08%	23.33%	8.08%	14.78%	11.32%	22.63%	2.31%	2.77%	0.23%	0.69%	0.46%	0.00%
NA / NL / NS-02	#	3200	1063	2137	108	258	271	490	247	548	398	773	23	29	7	31	9	8
	%	100%	33.22%	66.78%	3.38%	8.06%	8.47%	15.31%	7.72%	17.13%	12.44%	24.16%	0.72%	0.91%	0.22%	0.97%	0.28%	0.25%
NA / NL / NS-3	#	1264	511	753	72	63	217	374	96	105	109	188	12	11	4	10	1	2
	%	100%	40.43%	59.57%	5.70%	4.98%	17.17%	29.59%	7.59%	8.31%	8.62%	14.87%	0.95%	0.87%	0.32%	0.79%	0.08%	0.16%
NA / NL / NS-04	#	560	263	297	30	35	102	89	66	73	60	87	2	10	3	1	0	2
	%	100%	46.96%	53.04%	5.36%	6.25%	18.21%	15.89%	11.79%	13.04%	10.71%	15.54%	0.36%	1.79%	0.54%	0.18%	0.00%	0.36%
NA / NL / NS-05	#	522	373	149	53	17	175	72	64	16	64	41	13	2	4	1	0	0
	%	100%	71.46%	28.54%	10.15%	3.26%	33.52%	13.79%	12.26%	3.07%	12.26%	7.85%	2.49%	0.38%	0.77%	0.19%	0.00%	0.00%
NA / NL / NS-06	#	313	254	59	51	8	80	20	47	16	62	15	13	0	1	0	0	0
	%	100%	81.15%	18.85%	16.29%	2.56%	25.56%	6.39%	15.02%	5.11%	19.81%	4.79%	4.15%	0.00%	0.32%	0.00%	0.00%	0.00%
NA / NL / NS-7	#	247	215	32	15	4	121	21	41	3	28	4	7	0	3	0	0	0
	%	100%	87.04%	12.96%	6.07%	1.62%	48.99%	8.50%	16.60%	1.21%	11.34%	1.62%	2.83%	0.00%	1.21%	0.00%	0.00%	0.00%
NA / NL / NS-8	#	260	225	35	31	4	100	15	27	8	62	5	4	3	1	0	0	0
	%	100%	86.54%	13.46%	11.92%	1.54%	38.46%	5.77%	10.38%	3.08%	23.85%	1.92%	1.54%	1.15%	0.38%	0.00%	0.00%	0.00%
NA / NL / NS-09	#	116	112	4	17	0	69	4	12	0	12	0	1	0	1	0	0	0
	%	100%	96.55%	3.45%	14.66%	0.00%	59.48%	3.45%	10.34%	0.00%	10.34%	0.00%	0.86%	0.00%	0.86%	0.00%	0.00%	0.00%
NA / NL / NS-10	#	129	128	1	14	0	84	1	8	0	16	0	3	0	3	0	0	0
	%	100%	99.22%	0.78%	10.85%	0.00%	65.12%	0.78%	6.20%	0.00%	12.40%	0.00%	2.33%	0.00%	2.33%	0.00%	0.00%	0.00%
NA / NL / NS-11	#	2	2	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%

Total WG Workforce	#	13827	6894	6943	911	919	2500	2028	1394	1435	1531	2129	386	235	57	68	113	120
	%	100%	49.86%	50.21%	6.59%	6.65%	18.08%	14.67%	10.08%	10.38%	11.07%	15.40%	2.79%	1.70%	0.41%	0.49%	0.82%	0.87%
Total Workforce	#	48147	16797	31350	1764	3475	7814	13474	3334	6345	2745	6194	669	1065	128	249	325	548
	%	100%	34.89%	65.11%	3.66%	7.22%	16.23%	27.99%	6.92%	13.18%	5.70%	12.86%	1.39%	2.21%	0.27%	0.52%	0.68%	1.14%

NS-06	#	6	4	2	0	1	2	0	1	0	1	1	0	0	0	0	0	0
	%	0.04%	0.06%	0.03%	0.00%	0.11%	0.08%	0.00%	0.07%	0.00%	0.07%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NS-07	#	4	1	3	0	0	1	2	0	0	0	1	0	0	0	0	0	0
	%	0.03%	0.01%	0.04%	0.00%	0.00%	0.04%	0.10%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NS-08	#	13	9	4	2	1	3	2	1	0	1	1	0	0	0	2	0	
	%	0.09%	0.13%	0.06%	0.22%	0.11%	0.12%	0.10%	0.07%	0.00%	0.07%	0.05%	0.00%	0.00%	0.00%	0.00%	1.77%	0.00%
NS-09	#	12	12	0	1	0	9	0	1	0	0	0	0	0	0	1	0	
	%	0.09%	0.17%	0.00%	0.11%	0.00%	0.36%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%	
NS-10	#	9	9	0	1	0	3	0	2	0	2	0	0	0	0	1	0	
	%	0.07%	0.13%	0.00%	0.11%	0.00%	0.12%	0.00%	0.14%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%	
NS-11	#	4	4	0	1	0	1	0	2	0	0	0	0	0	0	0	0	
	%	0.03%	0.06%	0.00%	0.11%	0.00%	0.04%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
C/T-01	#	66	28	38	0	2	4	3	1	5	14	17	4	10	1	0	4	1
	%	0.48%	0.41%	0.55%	0.00%	0.22%	0.16%	0.15%	0.07%	0.35%	0.91%	0.80%	1.04%	4.26%	1.75%	0.00%	3.54%	0.83%
C/T-02	#	1102	442	660	44	120	86	109	98	136	138	220	47	36	0	1	29	38
	%	7.97%	6.41%	9.51%	4.83%	13.06%	3.44%	5.37%	7.03%	9.48%	9.01%	10.33%	12.17%	15.32%	0.00%	1.47%	25.66%	31.67%
C/T-03	#	276	138	138	18	18	31	30	25	18	28	51	25	13	1	1	10	7
	%	2.00%	2.00%	1.99%	1.97%	1.96%	1.24%	1.48%	1.79%	1.25%	1.83%	2.40%	6.48%	5.53%	1.75%	1.47%	8.85%	5.83%
C/T-04	#	571	302	269	27	42	87	55	93	51	57	89	25	20	0	3	13	9
	%	4.13%	4.38%	3.87%	2.96%	4.57%	3.48%	2.71%	6.67%	3.55%	3.72%	4.18%	6.48%	8.51%	0.00%	4.41%	11.50%	7.50%
C/T-05	#	683	438	245	74	42	134	45	83	45	101	90	30	7	2	1	14	15
	%	4.94%	6.35%	3.53%	8.12%	4.57%	5.36%	2.22%	5.95%	3.14%	6.60%	4.23%	7.77%	2.98%	3.51%	1.47%	12.39%	12.50%
C/T-06	#	34	24	10	3	1	7	7	7	2	4	0	2	0	1	0	0	0
	%	0.25%	0.35%	0.14%	0.33%	0.11%	0.28%	0.35%	0.50%	0.14%	0.26%	0.00%	0.52%	0.00%	1.75%	0.00%	0.00%	0.00%
C/T-07	#	641	270	371	31	43	73	123	70	54	72	116	18	11	2	2	4	22
	%	4.64%	3.92%	5.34%	3.40%	4.68%	2.92%	6.06%	5.02%	3.76%	4.70%	5.45%	4.66%	4.68%	3.51%	2.94%	3.54%	18.33%
C/T-08	#	158	148	10	14	2	78	4	18	2	25	2	4	0	2	0	7	0
	%	1.14%	2.15%	0.14%	1.54%	0.22%	3.12%	0.20%	1.29%	0.14%	1.63%	0.09%	1.04%	0.00%	3.51%	0.00%	6.19%	0.00%
C/T-09	#	30	30	0	5	0	18	0	0	0	5	0	1	0	0	0	1	0
	%	0.22%	0.44%	0.00%	0.55%	0.00%	0.72%	0.00%	0.00%	0.00%	0.33%	0.00%	0.26%	0.00%	0.00%	0.00%	0.88%	0.00%
C/T-10	#	43	42	1	5	0	18	0	3	0	7	1	8	0	0	1	0	0
	%	0.31%	0.61%	0.01%	0.55%	0.00%	0.72%	0.00%	0.22%	0.00%	0.46%	0.05%	2.07%	0.00%	0.00%	0.00%	0.88%	0.00%
NA / NL / NS-01	#	433	144	289	12	11	35	101	35	64	49	98	10	12	1	3	2	0
	%	3.13%	2.09%	4.16%	1.32%	1.20%	1.40%	4.98%	2.51%	4.46%	3.20%	4.60%	2.59%	5.11%	1.75%	4.41%	1.77%	0.00%
NA / NL / NS-02	#	3200	1063	2137	108	258	271	490	247	548	398	773	23	29	7	31	9	8
	%	23.14%	15.42%	30.78%	11.85%	28.07%	10.84%	24.16%	17.72%	38.19%	25.99%	36.31%	5.96%	12.34%	12.27%	45.59%	7.96%	6.67%
NA / NL / NS-3	#	1264	511	753	72	63	217	374	96	105	109	188	12	11	4	10	1	2
	%	9.14%	7.41%	10.85%	7.90%	6.86%	8.68%	18.44%	6.89%	7.32%	7.12%	8.83%	3.11%	4.68%	7.01%	14.71%	0.88%	1.67%
NA / NL / NS-04	#	560	263	297	30	35	102	89	66	73	60	87	2	10	3	1	0	2
	%	4.05%	3.81%	4.28%	3.29%	3.81%	4.08%	4.39%	4.73%	5.09%	3.92%	4.09%	0.52%	4.26%	5.26%	1.47%	0.00%	1.67%
NA / NL / NS-05	#	522	373	149	53	17	175	72	64	16	64	41	13	2	4	1	0	0
	%	3.78%	5.41%	2.15%	5.82%	1.85%	7.00%	3.55%	4.59%	1.11%	4.18%	1.93%	3.37%	0.85%	7.01%	1.47%	0.00%	0.00%
NA / NL / NS-06	#	313	254	59	51	8	80	20	47	16	62	15	13	0	1	0	0	0
	%	2.26%	3.68%	0.85%	5.60%	0.87%	3.20%	0.99%	3.37%	1.11%	4.05%	0.70%	3.37%	0.00%	1.75%	0.00%	0.00%	0.00%
NA / NL / NS-7	#	247	215	32	15	4	121	21	41	3	28	4	7	0	3	0	0	0
	%	1.79%	3.12%	0.46%	1.65%	0.44%	4.84%	1.04%	2.94%	0.21%	1.83%	0.19%	1.81%	0.00%	5.26%	0.00%	0.00%	0.00%
NA / NL / NS-8	#	260	225	35	31	4	100	15	27	8	62	5	4	3	1	0	0	0
	%	1.88%	3.26%	0.50%	3.40%	0.44%	4.00%	0.74%	1.94%	0.56%	4.05%	0.23%	1.04%	1.28%	1.75%	0.00%	0.00%	0.00%
NA / NL / NS-09	#	116	112	4	17	0	69	4	12	0	12	0	1	0	1	0	0	0
	%	0.84%	1.62%	0.06%	1.87%	0.00%	2.76%	0.20%	0.86%	0.00%	0.78%	0.00%	0.26%	0.00%	1.75%	0.00%	0.00%	0.00%
NA / NL / NS-10	#	129	128	1	14	0	84	1	8	0	16	0	3	0	3	0	0	0
	%	0.93%	1.86%	0.01%	1.54%	0.00%	3.36%	0.05%	0.57%	0.00%	1.04%	0.00%	0.78%	0.00%	5.26%	0.00%	0.00%	0.00%
NA / NL / NS-11	#	2	2	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0
	%	0.01%	0.03%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.75%	0.00%	0.00%	0.00%

Total WG Workforce	#	13827	6894	6943	911	919	2500	2028	1394	1435	1531	2129	386	235	57	68	113	120
	%	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%	100.00%	100.00%	100.00%
Total Workforce	#	48147	16797	31350	1764	3475	7814	13474	3334	6345	2745	6194	669	1065	128	249	325	548
	%	100%	34.89%	65.11%	3.66%	7.22%	16.23%	27.99%	6.92%	13.18%	5.70%	12.86%	1.39%	2.21%	0.27%	0.52%	0.68%	1.14%

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES		RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
343	#	9591	4825	4766	248	258	3722	3209	516	852	228	315	31	55	51	45	29	32
	%	100%	50.31%	49.69%	2.59%	2.69%	38.81%	33.46%	5.38%	8.88%	2.38%	3.28%	0.32%	0.57%	0.53%	0.47%	0.30%	0.33%
Occupational CLF			58.40%	41.60%	2.50%	2.10%	49.10%	32.70%	3.00%	3.80%	3.40%	2.50%	0.00%	0.00%	0.40%	0.30%	0.20%	0.30%
2210	#	9265	6687	2578	353	134	4885	1705	798	462	469	209	61	27	64	25	57	16
	%	100%	72.17%	27.83%	3.81%	1.45%	52.73%	18.40%	8.61%	4.99%	5.06%	2.26%	0.66%	0.29%	0.69%	0.27%	0.62%	0.17%
Occupational CLF			70.40%	29.60%	5.30%	2.10%	52.50%	21.10%	6.50%	4.30%	5.10%	1.50%	0.10%	0.00%	0.50%	0.20%	0.30%	0.10%
855	#	8135	7188	947	441	68	5057	482	323	117	1271	256	43	11	33	8	20	5
	%	100%	88.36%	11.64%	5.42%	0.84%	62.16%	5.93%	3.97%	1.44%	15.62%	3.15%	0.53%	0.14%	0.41%	0.10%	0.25%	0.06%
Occupational CLF			91.30%	8.70%	4.90%	0.60%	71.10%	5.50%	4.30%	0.90%	10.20%	1.50%	0.00%	0.00%	0.50%	0.00%	0.30%	0.00%
802	#	6253	5783	470	225	14	4713	362	388	51	320	32	44	8	72	3	21	0
	%	100%	92.48%	7.52%	3.60%	0.22%	75.37%	5.79%	6.21%	0.82%	5.12%	0.51%	0.70%	0.13%	1.15%	0.05%	0.34%	0.00%
Occupational CLF			81.20%	18.80%	7.00%	1.60%	61.20%	12.90%	6.80%	2.20%	4.90%	1.90%	0.10%	0.00%	0.80%	0.20%	0.40%	0.10%
830	#	6305	5636	669	250	50	4622	509	175	41	523	62	17	2	24	4	25	1
	%	100%	89.39%	10.61%	3.97%	0.79%	73.31%	8.07%	2.78%	0.65%	8.30%	0.98%	0.27%	0.03%	0.38%	0.06%	0.40%	0.02%
Occupational CLF			92.90%	7.10%	3.70%	0.40%	78.80%	5.70%	3.50%	0.40%	5.90%	0.50%	0.10%	0.00%	0.40%	0.00%	0.40%	0.10%
501	#	5371	1590	3781	101	221	1025	2243	245	831	170	406	21	48	14	15	14	17
	%	100%	29.60%	70.40%	1.88%	4.11%	19.08%	41.76%	4.56%	15.47%	3.17%	7.56%	0.39%	0.89%	0.26%	0.28%	0.26%	0.32%
Occupational CLF			43.60%	56.40%	3.80%	5.80%	32.90%	38.90%	4.50%	7.50%	1.60%	3.10%	0.00%	0.10%	0.30%	0.80%	0.40%	0.20%
301	#	4790	2953	1837	161	129	2309	1202	278	336	126	108	21	24	43	21	15	17
	%	100%	61.65%	38.35%	3.36%	2.69%	48.20%	25.09%	5.80%	7.01%	2.63%	2.25%	0.44%	0.50%	0.90%	0.44%	0.31%	0.35%
Occupational CLF			36.80%	63.20%	2.80%	5.70%	27.40%	44.10%	3.40%	8.70%	2.60%	3.60%	0.00%	0.10%	0.40%	0.60%	0.20%	0.30%
346	#	5138	3551	1587	165	112	2723	1089	408	279	191	84	16	4	32	14	16	5
	%	100%	69.11%	30.89%	3.21%	2.18%	53.00%	21.20%	7.94%	5.43%	3.72%	1.63%	0.31%	0.08%	0.62%	0.27%	0.31%	0.10%
Occupational CLF			65.30%	34.70%	5.00%	2.80%	46.40%	24.20%	10.00%	5.30%	2.60%	1.40%	0.30%	0.10%	0.60%	0.60%	0.20%	0.40%
801	#	4974	4240	734	164	29	3456	524	180	72	377	95	19	3	24	3	20	8
	%	100%	85.24%	14.76%	3.30%	0.58%	69.48%	10.53%	3.62%	1.45%	7.58%	1.91%	0.38%	0.06%	0.48%	0.06%	0.40%	0.16%
Occupational CLF			88.50%	11.50%	4.00%	0.70%	71.00%	7.90%	3.40%	0.90%	9.20%	1.80%	0.10%	0.00%	0.50%	0.10%	0.30%	0.10%
1102	#	4451	1886	2565	87	130	1375	1633	228	486	147	218	24	60	12	23	13	15
	%	100%	42.37%	57.63%	1.95%	2.92%	30.89%	36.69%	5.12%	10.92%	3.30%	4.90%	0.54%	1.35%	0.27%	0.52%	0.29%	0.34%
Occupational CLF			46.50%	53.50%	3.40%	3.80%	38.30%	41.70%	3.00%	5.40%	1.40%	1.70%	0.00%	0.10%	0.40%	0.50%	0.10%	0.20%
Total Major Occupations	#	64273	44339	19934	2195	1145	33887	12958	3539	3527	3822	1785	297	242	369	161	230	116
	%	100%	68.99%	31.01%	3.42%	1.78%	52.72%	20.16%	5.51%	5.49%	5.95%	2.78%	0.46%	0.38%	0.57%	0.25%	0.36%	0.18%

Note: This table includes DON AF permanent and temporary employees only.

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

Employment Tenure	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 Title/Series: 0343																		
Total Received	#	3893																
Voluntarily Identified	#	3535	1878	1657	358	281	805	532	482	643	179	132	2	7	29	19	23	43
	%	100%	53.13%	46.87%	10.13%	7.95%	22.77%	15.05%	13.64%	18.19%	5.06%	3.73%	0.06%	0.20%	0.82%	0.54%	0.65%	1.22%
Qualified of those Identified	#	1688	848	840	170	142	372	299	205	303	86	72	0	1	12	5	3	18
	%	100%	50.24%	49.76%	10.07%	8.41%	22.04%	17.71%	12.14%	17.95%	5.09%	4.27%	0.00%	0.06%	0.71%	0.30%	0.18%	1.07%
Selected of those Identified	#	13	7	6	2	0	4	4	0	1	0	0	0	0	1	0	0	1
	%	100%	53.85%	46.15%	15.38%	0.00%	30.77%	30.77%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	7.69%
Occupational CLF			58.40%	41.60%	2.50%	2.10%	49.10%	32.70%	3.00%	3.80%	3.40%	2.50%	0.00%	0.00%	0.40%	0.30%	0.20%	0.30%
Job Title/Series: 2210																		
Total Received	#	4751																
Voluntarily Identified	#	4061	3266	795	595	116	1524	313	687	259	365	78	4	2	62	7	29	20
	%	100%	80.42%	19.58%	14.65%	2.86%	37.53%	7.71%	16.92%	6.38%	8.99%	1.92%	0.10%	0.05%	1.53%	0.17%	0.71%	0.49%
Qualified of those Identified	#	2381	1872	509	332	71	870	199	398	167	223	49	3	1	33	6	13	16
	%	100%	78.62%	21.38%	13.94%	2.98%	36.54%	8.36%	16.72%	7.01%	9.37%	2.06%	0.13%	0.04%	1.39%	0.25%	0.55%	0.67%
Selected of those Identified	#	44	37	7	4	2	17	2	9	1	7	1	0	0	0	0	0	1
	%	100%	84.09%	15.91%	9.09%	4.55%	38.64%	4.55%	20.45%	2.27%	15.91%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	2.27%
Occupational CLF			70.40%	29.60%	5.30%	2.10%	52.50%	21.10%	6.50%	4.30%	5.10%	1.50%	0.10%	0.00%	0.50%	0.20%	0.30%	0.10%
Job Title/Series: 0855																		
Total Received	#	993																
Voluntarily Identified	#	819	727	92	209	15	238	27	60	4	204	42	1	2	8	2	7	0
	%	100%	88.77%	11.23%	25.52%	1.83%	29.06%	3.30%	7.33%	0.49%	24.91%	5.13%	0.12%	0.24%	0.98%	0.24%	0.85%	0.00%
Qualified of those Identified	#	346	313	33	84	9	98	12	33	2	90	10	1	0	5	0	2	0
	%	100%	90.46%	9.54%	24.28%	2.60%	28.32%	3.47%	9.54%	0.58%	26.01%	2.89%	0.29%	0.00%	1.45%	0.00%	0.58%	0.00%
Selected of those Identified	#	18	16	2	4	1	6	1	0	0	5	0	0	0	1	0	0	0
	%	100%	88.89%	11.11%	22.22%	5.56%	33.33%	5.56%	0.00%	0.00%	27.78%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%
Occupational CLF			91.30%	8.70%	4.90%	0.60%	71.10%	5.50%	4.30%	0.90%	10.20%	1.50%	0.00%	0.00%	0.50%	0.00%	0.30%	0.00%
Job Title/Series: 0802																		
Total Received	#	841																
Voluntarily Identified	#	738	656	82	107	20	336	34	108	18	83	3	8	0	11	2	3	5
	%	100%	88.89%	11.11%	14.50%	2.71%	45.53%	4.61%	14.63%	2.44%	11.25%	0.41%	1.08%	0.00%	1.49%	0.27%	0.41%	0.68%
Qualified of those Identified	#	334	299	35	51	9	163	16	45	9	29	1	4	0	7	0	0	0
	%	100%	89.52%	10.48%	15.27%	2.69%	48.80%	4.79%	13.47%	2.69%	8.68%	0.30%	1.20%	0.00%	2.10%	0.00%	0.00%	0.00%
Selected of those Identified	#	9	8	1	1	0	5	1	1	0	1	0	0	0	0	0	0	0
	%	100%	88.89%	11.11%	11.11%	0.00%	55.56%	11.11%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF			81.20%	18.80%	7.00%	1.60%	61.20%	12.90%	6.80%	2.20%	4.90%	1.90%	0.10%	0.00%	0.80%	0.20%	0.40%	0.10%
Job Title/Series: 0830																		
Total Received	#	2164																
Voluntarily Identified	#	1656	1474	182	217	19	811	104	130	17	283	33	0	6	26	2	7	1
	%	100%	89.01%	10.99%	13.10%	1.15%	48.97%	6.28%	7.85%	1.03%	17.09%	1.99%	0.00%	0.36%	1.57%	0.12%	0.42%	0.06%

Qualified of those Identified	#	903	800	103	136	11	437	61	60	12	146	16	0	3	17	0	4	0
	%	100%	88.59%	11.41%	15.06%	1.22%	48.39%	6.76%	6.64%	1.33%	16.17%	1.77%	0.00%	0.33%	1.88%	0.00%	0.44%	0.00%
Selected of those Identified	#	38	29	9	4	0	22	9	1	0	2	0	0	0	0	0	0	0
	%	100%	76.32%	23.68%	10.53%	0.00%	57.89%	23.68%	2.63%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF			92.90%	7.10%	3.70%	0.40%	78.80%	5.70%	3.50%	0.40%	5.90%	0.50%	0.10%	0.00%	0.40%	0.00%	0.40%	0.10%
Job Title/Series: 0501																		
Total Received	#	2106																
Voluntarily Identified	#	1982	880	1102	159	142	359	306	212	503	125	126	2	6	11	16	12	3
	%	100%	44.40%	55.60%	8.02%	7.16%	18.11%	15.44%	10.70%	25.38%	6.31%	6.36%	0.10%	0.30%	0.55%	0.81%	0.61%	0.15%
Qualified of those Identified	#	1199	496	703	76	100	218	216	121	274	67	97	1	6	9	2	4	8
	%	100%	41.37%	58.63%	6.34%	8.34%	18.18%	18.02%	10.09%	22.85%	5.59%	8.09%	0.08%	0.50%	0.75%	0.17%	0.33%	0.67%
Selected of those Identified	#	11	7	4	1	0	3	2	1	0	1	2	0	0	0	0	1	0
	%	100%	63.64%	36.36%	9.09%	0.00%	27.27%	18.18%	9.09%	0.00%	9.09%	18.18%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%
Occupational CLF			43.60%	56.40%	3.80%	5.80%	32.90%	38.90%	4.50%	7.50%	1.60%	3.10%	0.00%	0.10%	0.30%	0.80%	0.40%	0.20%
Job Title/Series: 0301																		
Total Received	#	2809																
Voluntarily Identified	#	2561	1059	1502	255	274	480	466	242	638	50	61	3	6	13	21	16	36
	%	100%	41.35%	58.65%	9.96%	10.70%	18.74%	18.20%	9.45%	24.91%	1.95%	2.38%	0.12%	0.23%	0.51%	0.82%	0.62%	1.41%
Qualified of those Identified	#	1897	679	1218	170	220	305	374	151	529	33	51	1	4	9	13	10	27
	%	100%	35.79%	64.21%	8.96%	11.60%	16.08%	19.72%	7.96%	27.89%	1.74%	2.69%	0.05%	0.21%	0.47%	0.69%	0.53%	1.42%
Selected of those Identified	#	7	3	4	2	2	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	42.86%	57.14%	28.57%	28.57%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF			36.80%	63.20%	2.80%	5.70%	27.40%	44.10%	3.40%	8.70%	2.60%	3.60%	0.00%	0.10%	0.40%	0.60%	0.20%	0.30%
Job Title/Series: 0346																		
Total Received	#	1547																
Voluntarily Identified	#	1394	978	416	195	50	489	199	235	129	35	19	1	0	11	16	12	3
	%	100%	70.16%	29.84%	13.99%	3.59%	35.08%	14.28%	16.86%	9.25%	2.51%	1.36%	0.07%	0.00%	0.79%	1.15%	0.86%	0.22%
Qualified of those Identified	#	569	399	170	73	20	205	92	102	38	16	12	0	0	3	8	0	0
	%	100%	70.12%	29.88%	12.83%	3.51%	36.03%	16.17%	17.93%	6.68%	2.81%	2.11%	0.00%	0.00%	0.53%	1.41%	0.00%	0.00%
Selected of those Identified	#	23	20	3	4	1	10	1	6	1	0	0	0	0	0	0	0	0
	%	100%	86.96%	13.04%	17.39%	4.35%	43.48%	4.35%	26.09%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF			65.30%	34.70%	5.00%	2.80%	46.40%	24.20%	10.00%	5.30%	2.60%	1.40%	0.30%	0.10%	0.60%	0.60%	0.20%	0.40%
Job Title/Series: 0801																		
Total Received	#	877																
Voluntarily Identified	#	727	603	124	72	11	395	66	44	16	86	29	1	1	4	0	1	1
	%	100%	82.94%	17.06%	9.90%	1.51%	54.33%	9.08%	6.05%	2.20%	11.83%	3.99%	0.14%	0.14%	0.55%	0.00%	0.14%	0.14%
Qualified of those Identified	#	422	359	63	40	3	258	43	14	5	41	12	1	0	4	0	1	0
	%	100%	85.07%	14.93%	9.48%	0.71%	61.14%	10.19%	3.32%	1.18%	9.72%	2.84%	0.24%	0.00%	0.95%	0.00%	0.24%	0.00%
Selected of those Identified	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF			88.50%	11.50%	4.00%	0.70%	71.00%	7.90%	3.40%	0.90%	9.20%	1.80%	0.10%	0.00%	0.50%	0.10%	0.30%	0.10%
Job Title/Series: 1102																		
Total Received	#	2528																
Voluntarily Identified	#	2386	1332	1054	274	145	645	417	280	410	110	62	4	0	12	11	7	9
	%	100%	55.83%	44.17%	11.48%	6.08%	27.03%	17.48%	11.74%	17.18%	4.61%	2.60%	0.17%	0.00%	0.50%	0.46%	0.29%	0.38%
Qualified of those Identified	#	1002	545	457	88	66	283	195	115	164	44	21	4	0	6	8	5	3
	%	100%	54.39%	45.61%	8.78%	6.59%	28.24%	19.46%	11.48%	16.37%	4.39%	2.10%	0.40%	0.00%	0.60%	0.80%	0.50%	0.30%

Selected of those Identified	#	8	7	1	2	1	4	0	1	0	0	0	0	0	0	0	0	
	%	100%	87.50%	12.50%	25.00%	12.50%	50.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF			46.50%	53.50%	3.40%	3.80%	38.30%	41.70%	3.00%	5.40%	1.40%	1.70%	0.00%	0.10%	0.40%	0.50%	0.10%	0.20%

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex (AF)

Employment Tenure		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
Permanent	#	9496	6864	2632	331	108	4703	1658	910	521	704	264	82	31	70	18	64	32
	%	100%	72.28%	27.72%	3.49%	1.14%	49.53%	17.46%	9.58%	5.49%	7.41%	2.78%	0.86%	0.33%	0.74%	0.19%	0.67%	0.34%
Temporary	#	1610	1119	491	39	24	810	304	113	83	132	65	6	7	13	5	6	3
	%	100%	69.50%	30.50%	2.42%	1.49%	50.31%	18.88%	7.02%	5.16%	8.20%	4.04%	0.37%	0.43%	0.81%	0.31%	0.37%	0.19%
Total	#	11107	7983	3123	370	132	5513	1962	1023	604	836	329	88	38	83	23	70	35
	%	100%	71.87%	28.12%	3.33%	1.19%	49.64%	17.66%	9.21%	5.44%	7.53%	2.96%	0.79%	0.34%	0.75%	0.21%	0.63%	0.32%
CLF	%	100%	51.90%	48.10%	5.20%	4.80%	38.30%	34.00%	5.50%	6.60%	2.00%	2.00%	0.10%	0.10%	0.30%	0.30%	0.40%	0.40%

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex (NAF)

Employment Tenure		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
Permanent	#	7519	2642	4877	260	444	1313	2443	601	1012	305	635	81	143	28	45	54	98
	%	100%	35.14%	64.86%	3.46%	5.91%	17.46%	32.49%	7.99%	13.46%	4.06%	8.45%	1.08%	1.90%	0.37%	0.60%	0.72%	1.30%
Temporary	#	6814	2035	4776	237	702	795	2098	509	898	240	584	94	225	16	49	144	223
	%	100%	29.86%	70.09%	3.48%	10.30%	11.67%	30.79%	7.47%	13.18%	3.52%	8.57%	1.38%	3.30%	0.23%	0.72%	2.11%	3.27%
Total	#	14333	4677	9653	497	1146	2108	4541	1110	1910	545	1219	175	368	44	94	198	321
	%	100%	32.63%	67.35%	3.47%	8.00%	14.71%	31.68%	7.74%	13.33%	3.80%	8.50%	1.22%	2.57%	0.31%	0.66%	1.38%	2.24%
CLF	%	100%	51.90%	48.10%	5.20%	4.80%	38.30%	34.00%	5.50%	6.60%	2.00%	2.00%	0.10%	0.10%	0.30%	0.30%	0.40%	0.40%

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

Employment Tenure		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	
Total Employees Eligible for Career Ladder Promotions	#	13586	9400	4186	444	241	6980	2691	958	776	758	329	88	52	79	47	93	50
	%	100%	69.19%	30.81%	3.27%	1.77%	51.38%	19.81%	7.05%	5.71%	5.58%	2.42%	0.65%	0.38%	0.58%	0.35%	0.68%	0.37%
Time in grade in excess of minimum																		
1 - 12 months	#	2903	2052	851	105	44	1540	551	184	152	164	82	19	5	18	9	22	8
	%	100%	70.69%	29.31%	3.62%	1.52%	53.05%	18.98%	6.34%	5.24%	5.65%	2.82%	0.65%	0.17%	0.62%	0.31%	0.76%	0.28%
13 - 24 months	#	991	651	340	36	17	480	227	59	59	62	26	4	3	5	7	5	1
	%	100%	65.69%	34.31%	3.63%	1.72%	48.44%	22.91%	5.95%	5.95%	6.26%	2.62%	0.40%	0.30%	0.50%	0.71%	0.50%	0.10%
25+ months	#	1990	1276	714	66	64	926	435	135	135	100	51	21	13	15	8	13	8
	%	100%	64.12%	35.88%	3.32%	3.22%	46.53%	21.86%	6.78%	6.78%	5.03%	2.56%	1.06%	0.65%	0.75%	0.40%	0.65%	0.40%

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

Employment Tenure	TOTAL WORKFORCE		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	
Grade(s) of Vacancy: GS-13																			
Total Received	#	9745																	
Voluntarily Identified	#	9657	7003	2654	1317	432	3675	1073	1206	801	559	231	40	24	130	43	76	50	
	%	100%	72.52%	27.48%	13.64%	4.47%	38.06%	11.11%	12.49%	8.29%	5.79%	2.39%	0.41%	0.25%	1.35%	0.45%	0.79%	0.52%	
Qualified of those Identified	#	4975	3601	1374	671	205	1969	553	569	424	276	145	22	13	61	18	33	16	
	%	100%	72.38%	27.62%	13.49%	4.12%	39.58%	11.12%	11.44%	8.52%	5.55%	2.91%	0.44%	0.26%	1.23%	0.36%	0.66%	0.32%	
Selected of those Identified	#	179	114	65	17	7	80	40	11	7	2	8	2	2	2	1	0	0	
	%	100%	63.69%	36.31%	9.50%	3.91%	44.69%	22.35%	6.15%	3.91%	1.12%	4.47%	1.12%	1.12%	1.12%	0.56%	0.00%	0.00%	
Relevant Applicant Pool																			
Grade(s) of Vacancy: GS-14																			
Total Received	#	5285																	
Voluntarily Identified	#	5254	3734	1520	672	233	2031	542	617	543	295	118	7	8	77	28	35	48	
	%	100%	71.07%	28.93%	12.79%	4.43%	38.66%	10.32%	11.74%	10.33%	5.61%	2.25%	0.13%	0.15%	1.47%	0.53%	0.67%	0.91%	
Qualified of those Identified	#	2805	2016	789	359	124	1151	344	298	196	142	76	7	6	38	20	21	23	
	%	100%	71.87%	28.13%	12.80%	4.42%	41.03%	12.26%	10.62%	6.99%	5.06%	2.71%	0.25%	0.21%	1.35%	0.71%	0.75%	0.82%	
Selected of those Identified	#	91	54	37	5	2	34	19	5	7	8	7	1	1	1	0	0	1	
	%	100%	59.34%	40.66%	5.49%	2.20%	37.36%	20.88%	5.49%	7.69%	8.79%	7.69%	1.10%	1.10%	1.10%	0.00%	0.00%	1.10%	
Relevant Applicant Pool																			
Grade(s) of Vacancy: GS-15																			
Total Received	#	2055																	
Voluntarily Identified	#	2033	1505	528	228	79	924	246	210	147	97	39	9	3	26	5	11	9	
	%	100%	74.03%	25.97%	11.21%	3.89%	45.45%	12.10%	10.33%	7.23%	4.77%	1.92%	0.44%	0.15%	1.28%	0.25%	0.54%	0.44%	
Qualified of those Identified	#	1152	862	290	111	35	576	138	109	84	41	22	3	2	15	3	7	6	
	%	100%	74.83%	25.17%	9.64%	3.04%	50.00%	11.98%	9.46%	7.29%	3.56%	1.91%	0.26%	0.17%	1.30%	0.26%	0.61%	0.52%	
Selected of those Identified	#	31	18	13	1	0	13	11	2	2	1	0	0	0	1	0	0	0	
	%	100%	58.06%	41.94%	3.23%	0.00%	41.94%	35.48%	6.45%	6.45%	3.23%	0.00%	0.00%	0.00%	3.23%	0.00%	0.00%	0.00%	
Relevant Applicant Pool																			
Grade(s) of Vacancy: ES, IE, IP, ST, SL, and EX -(SES Grades)																			
Total Received	#	225																	
Voluntarily Identified	#	224	182	42	24	4	117	22	13	10	20	4	1	0	5	2	2	0	
	%	100%	81.25%	18.75%	10.71%	1.79%	52.23%	9.82%	5.80%	4.46%	8.93%	1.79%	0.45%	0.00%	2.23%	0.89%	0.89%	0.00%	
Qualified of those Identified	#	147	116	31	12	4	84	19	3	6	13	1	0	0	3	1	1	0	
	%	100%	78.91%	21.09%	8.16%	2.72%	57.14%	12.93%	2.04%	4.08%	8.84%	0.68%	0.00%	0.00%	2.04%	0.68%	0.68%	0.00%	
Selected of those Identified	#	7	5	2	0	0	5	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	71.43%	28.57%	0.00%	0.00%	71.43%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool																			

"Relevant Applicant Pool" = all 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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific		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	
Career Development Programs for GS 5 - 12:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	80660	49730	30930	3017	2046	34006	17776	6457	6638	4655	3382	705	500	527	312	363	276
	%	100%	61.65%	38.35%	3.74%	2.54%	42.16%	22.04%	8.01%	8.23%	5.77%	4.19%	0.87%	0.62%	0.65%	0.39%	0.45%	0.34%
Participants	#	77881	48031	29850	2917	1971	32773	17153	6233	6378	4561	3294	678	484	516	308	353	262
	%	100%	61.67%	38.33%	3.75%	2.53%	42.08%	22.02%	8.00%	8.19%	5.86%	4.23%	0.87%	0.62%	0.66%	0.40%	0.45%	0.34%
Career Development Programs for GS 13 - 14:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	25769	18285	7484	755	369	14749	5113	1303	1288	1143	563	114	57	131	53	90	41
	%	100%	70.96%	29.04%	2.93%	1.43%	57.24%	19.84%	5.06%	5.00%	4.44%	2.18%	0.44%	0.22%	0.51%	0.21%	0.35%	0.16%
Participants	#	24963	17754	7209	732	346	14328	4943	1246	1225	1124	547	112	56	125	51	87	41
	%	100%	71.12%	28.88%	2.93%	1.39%	57.40%	19.80%	4.99%	4.91%	4.50%	2.19%	0.45%	0.22%	0.50%	0.20%	0.35%	0.16%
Career Development Programs for GS 15 and SES:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	3503	2673	830	77	33	2368	648	114	114	80	28	9	1	20	5	5	1
	%	100%	76.31%	23.69%	2.20%	0.94%	67.60%	18.50%	3.25%	3.25%	2.28%	0.80%	0.26%	0.03%	0.57%	0.14%	0.14%	0.03%
Participants	#	3280	2521	759	72	30	2235	596	102	99	80	27	9	1	18	5	5	1
	%	100%	76.86%	23.14%	2.20%	0.91%	68.14%	18.17%	3.11%	3.02%	2.44%	0.82%	0.27%	0.03%	0.55%	0.15%	0.15%	0.03%

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

*Only includes GS Employees

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex (AF)

Employment Tenure		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	male	female
Voluntary	#	15286	10126	5160	418	296	7262	3222	1096	920	1103	569	113	65	100	46	34	42
	%	100%	66.24%	33.76%	2.73%	1.94%	47.51%	21.08%	7.17%	6.02%	7.22%	3.72%	0.74%	0.43%	0.65%	0.30%	0.22%	0.27%
Involuntary	#	1052	808	244	35	17	547	134	140	60	65	25	7	4	5	1	9	3
	%	100%	76.81%	23.19%	3.33%	1.62%	52.00%	12.74%	13.31%	5.70%	6.18%	2.38%	0.67%	0.38%	0.48%	0.10%	0.86%	0.29%
RIF	#	30	21	9	5	1	12	5	0	1	1	1	3	1	0	0	0	0
	%	100%	70.00%	30.00%	16.67%	3.33%	40.00%	16.67%	0.00%	3.33%	3.33%	3.33%	10.00%	3.33%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	16368	10955	5413	458	314	7821	3361	1236	981	1170	595	123	70	105	47	43	45
	%	100%	66.93%	33.07%	2.80%	1.92%	47.78%	20.53%	7.55%	5.99%	7.15%	3.64%	0.75%	0.43%	0.64%	0.29%	0.26%	0.27%
Total Workforce	#	195608	139929	55619	7043	3337	99510	34335	15765	10696	13581	5531	1942	744	1261	527	847	456
	%	100%	71.54%	28.43%	3.60%	1.71%	50.87%	17.55%	8.06%	5.47%	6.94%	2.83%	0.99%	0.38%	0.64%	0.27%	0.43%	0.23%

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex (NAF)

Employment Tenure		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	
Voluntary	#	10727	3432	7265	398	915	1529	3448	759	1297	454	1049	114	241	27	73	151	272
	%	100%	31.99%	67.73%	3.71%	8.53%	14.25%	32.14%	7.08%	12.09%	4.23%	9.78%	1.06%	2.25%	0.25%	0.68%	1.41%	2.54%
Involuntary	#	3421	1490	1941	142	202	691	926	415	504	143	203	45	47	13	17	31	31
	%	100%	43.55%	56.74%	4.15%	5.90%	20.20%	27.07%	12.13%	14.73%	4.18%	5.93%	1.32%	1.37%	0.38%	0.50%	0.91%	0.91%
Total Separations	#	14148	4922	9206	540	1117	2220	4374	1174	1801	597	1252	159	288	40	90	182	303
	%	100%	34.79%	65.07%	3.82%	7.90%	15.69%	30.92%	8.30%	12.73%	4.22%	8.85%	1.12%	2.04%	0.28%	0.64%	1.29%	2.14%
Total Workforce	#	48318	16797	31350	1764	3475	7814	13474	3334	6345	2745	6194	669	1065	128	249	325	548
	%	100%	34.76%	64.88%	3.65%	7.19%	16.17%	27.89%	6.90%	13.13%	5.68%	12.82%	1.38%	2.20%	0.26%	0.52%	0.67%	1.13%

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

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	

TOTAL

Prior FY	#	246,457	224,049	5,790	15,059	1,559	224	131	93	233	80	259	92	390	57
	%	100%	90.91%	2.35%	6.11%	0.63%	0.09%	0.05%	0.04%	0.09%	0.03%	0.11%	0.04%	0.16%	0.02%
Current FY	#	243,926	219,582	5,788	17,006	1,550	215	134	89	231	76	254	86	412	53
	%	100%	90.02%	2.37%	6.97%	0.64%	0.09%	0.05%	0.04%	0.09%	0.03%	0.10%	0.04%	0.17%	0.02%
Difference Ratio Change	#	-2,531	-4,467	-2	1,947	-9	-9	3	-4	-2	-4	-5	-6	22	-4
	%	0.00%	-0.89%	0.02%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%
Net Change	%	-1.03%	-1.99%	-0.03%	12.93%	-0.58%	-4.02%	2.29%	-4.30%	-0.86%	-5.00%	-1.93%	-6.52%	5.64%	-7.02%
Federal High	%					2.23%									

PERMANENT

Prior FY	#	195,722	177,373	4,219	12,759	1,371	208	105	84	214	74	224	83	327	52
	%	100%	90.62%	2.16%	6.52%	0.70%	0.11%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%
Current FY	#	191,247	171,108	4,190	14,578	1,371	202	106	77	215	72	224	77	350	48
	%	100%	89.47%	2.19%	7.62%	0.72%	0.11%	0.06%	0.04%	0.11%	0.04%	0.12%	0.04%	0.18%	0.03%
Difference Ratio Change	#	-4,475	-6,265	-29	1,819	0	-6	1	-7	1	-2	0	-6	23	-4
	%	0.00%	-1.16%	0.04%	1.10%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%
Net Change	%	-2.29%	-3.53%	-0.69%	14.26%	0.00%	-2.88%	0.95%	-8.33%	0.47%	-2.70%	0.00%	-7.23%	7.03%	-7.69%

TEMPORARY

Prior FY	#	5,897	5,425	117	329	26	1	3	1	6	3	3		9	
	%	100%	92.00%	1.98%	5.58%	0.44%	0.02%	0.05%	0.02%	0.10%	0.05%	0.05%	0.00%	0.15%	0.00%
Current FY	#	4,361	3,968	98	278	17	0	1	1	4	2	2	0	7	0
	%	100%	90.99%	2.25%	6.37%	0.39%	0.00%	0.02%	0.02%	0.09%	0.05%	0.05%	0.00%	0.16%	0.00%
Difference Ratio Change	#	-1,536	-1,457	-19	-51	-9	-1	-2	0	-2	-1	-1	0	-2	0
	%	0.00%	-1.01%	0.26%	0.80%	-0.05%	-0.02%	-0.03%	0.01%	-0.01%	-0.01%	-0.01%	0.00%	0.01%	0.00%
Net Change	%	-26.05%	-26.86%	-16.24%	-15.50%	-34.62%	-100.00%	-66.67%	0.00%	-33.33%	-33.33%	-33.33%	0.00%	-22.22%	0.00%

NON-APPROPRIATED

Prior FY	#	44,838	41,251	1,454	1,971	162	15	23	8	13	3	32	9	54	5
	%	100%	92.00%	3.24%	4.40%	0.36%	0.03%	0.05%	0.02%	0.03%	0.01%	0.07%	0.02%	0.12%	0.01%
Current FY	#	48,318	44,506	1,500	2,150	162	13	27	11	12	2	28	9	55	5
	%	100%	92.11%	3.10%	4.45%	0.34%	0.03%	0.06%	0.02%	0.02%	0.00%	0.06%	0.02%	0.11%	0.01%
Difference Ratio Change	#	3,480	3,255	46	179	0	-2	4	3	-1	-1	-4	0	1	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	7.76%	7.89%	3.16%	9.08%	0.00%	-13.33%	17.39%	37.50%	-7.69%	-33.33%	-12.50%	0.00%	1.85%	0.00%

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

AF EMPLOYEES

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Total Work Force	#	195608	175076	4288	14856	1388	202	107	78	219	74	226	77	357	48
	%	100%	89.50%	2.19%	7.59%	0.71%	0.10%	0.05%	0.04%	0.11%	0.04%	0.12%	0.04%	0.18%	0.02%
Federal High						2.23%									
NV11	#	4318	3764	178	353	23	1	2	1	5	0	4	3	6	1
	%	100%	87.17%	4.12%	8.18%	0.53%	0.02%	0.05%	0.02%	0.12%	0.00%	0.09%	0.07%	0.14%	0.02%
NV12	#	4484	3751	349	354	30	10	4	1	2	1	6	0	6	0
	%	100%	83.65%	7.78%	7.89%	0.67%	0.22%	0.09%	0.02%	0.04%	0.02%	0.13%	0.00%	0.13%	0.00%
NV14	#	2951	2686	75	169	21	3	1	2	4	1	2	4	4	0
	%	100%	91.02%	2.54%	5.73%	0.71%	0.10%	0.03%	0.07%	0.14%	0.03%	0.07%	0.14%	0.14%	0.00%
NV15	#	1624	1503	20	94	7	1		1	1	0	2	0	2	0
	%	100%	92.55%	1.23%	5.79%	0.43%	0.06%	0.00%	0.06%	0.06%	0.00%	0.12%	0.00%	0.12%	0.00%
NV18	#	11872	10510	301	960	101	10	6	5	18	3	11	9	36	3
	%	100%	88.53%	2.54%	8.09%	0.85%	0.08%	0.05%	0.04%	0.15%	0.03%	0.09%	0.08%	0.30%	0.03%
NV19	#	24208	22071	297	1636	204	39	11	14	28	16	33	2	49	12
	%	100%	91.17%	1.23%	6.76%	0.84%	0.16%	0.05%	0.06%	0.12%	0.07%	0.14%	0.01%	0.20%	0.05%
NV22	#	1685	1412	40	213	20	6	2	2	3	1	3		2	1
	%	100%	83.80%	2.37%	12.64%	1.19%	0.36%	0.12%	0.12%	0.18%	0.06%	0.18%	0.00%	0.12%	0.06%
NV23	#	6086	5346	108	530	102	18	9	5	26	7	11	9	10	7
	%	100%	87.84%	1.77%	8.71%	1.68%	0.30%	0.15%	0.08%	0.43%	0.12%	0.18%	0.15%	0.16%	0.12%
NV24	#	26056	22810	789	2231	226	31	22	14	39	11	37	9	60	3
	%	100%	87.54%	3.03%	8.56%	0.87%	0.12%	0.08%	0.05%	0.15%	0.04%	0.14%	0.03%	0.23%	0.01%
NV25	#	15376	13985	292	1001	98	19	8	2	10	4	19	8	24	4
	%	100%	90.95%	1.90%	6.51%	0.64%	0.12%	0.05%	0.01%	0.07%	0.03%	0.12%	0.05%	0.16%	0.03%
NV27	#	19914	17742	386	1664	122	13	10	9	17	8	16	11	33	5
	%	100%	89.09%	1.94%	8.36%	0.61%	0.07%	0.05%	0.05%	0.09%	0.04%	0.08%	0.06%	0.17%	0.03%
NV30	#	1009	837	61	107	4	0	0	0	2	0	1	0	1	0
	%	100%	82.95%	6.05%	10.60%	0.40%	0.00%	0.00%	0.00%	0.20%	0.00%	0.10%	0.00%	0.10%	0.00%
NV33	#	6983	6629	89	247	18	1	4	1	0	0	1	0	11	0
	%	100%	94.93%	1.27%	3.54%	0.26%	0.01%	0.06%	0.01%	0.00%	0.00%	0.01%	0.00%	0.16%	0.00%
NV39	#	9176	8044	137	930	65	7	4	2	14	6	15	2	14	1
	%	100%	87.66%	1.49%	10.14%	0.71%	0.08%	0.04%	0.02%	0.15%	0.07%	0.16%	0.02%	0.15%	0.01%
NV52	#	13152	11812	293	977	70	12	4	3	17	6	11	1	14	2
	%	100%	89.81%	2.23%	7.43%	0.53%	0.09%	0.03%	0.02%	0.13%	0.05%	0.08%	0.01%	0.11%	0.02%

NV60	#	22234	20471	298	1345	120	14	12	8	16	4	24	7	33	2
	%	100%	92.07%	1.34%	6.05%	0.54%	0.06%	0.05%	0.04%	0.07%	0.02%	0.11%	0.03%	0.15%	0.01%
NV70	#	18864	17157	425	1187	95	11	7	5	9	5	20	11	25	2
	%	100%	90.95%	2.25%	6.29%	0.50%	0.06%	0.04%	0.03%	0.05%	0.03%	0.11%	0.06%	0.13%	0.01%
NV72	#	437	368	14	48	7	0	0	0	1	0	1	0	5	0
	%	100%	84.21%	3.20%	10.98%	1.60%	0.00%	0.00%	0.00%	0.23%	0.00%	0.23%	0.00%	1.14%	0.00%
NV74	#	1161	941	35	180	5	0	1	0	0	0	0	0	2	2
	%	100%	81.05%	3.01%	15.50%	0.43%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%	0.17%
NV76	#	4018	3237	101	630	50	6	0	3	7	1	9	1	20	3
	%	100%	80.56%	2.51%	15.68%	1.24%	0.15%	0.00%	0.07%	0.17%	0.02%	0.22%	0.02%	0.50%	0.07%

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

NAF EMPLOYEES

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Total Work Force	#	48,280	44,506	1,500	2,150	162	13	27	11	12	2	28	9	55	5
	%	100%	92.18%	3.11%	4.45%	0.34%	0.03%	0.06%	0.02%	0.02%	0.00%	0.06%	0.02%	0.11%	0.01%
Federal High						2.23%									
NV23	#	11,959	11,131	308	469	51	5	11	1	5	1	8	7	12	1
	%	100%	93.08%	2.58%	3.92%	0.43%	0.04%	0.09%	0.01%	0.04%	0.01%	0.07%	0.06%	0.10%	0.01%
NV27	#	13,579	12,111	692	771	43	3	1	2	4	1	7	2	22	1
	%	100%	89.19%	5.10%	5.68%	0.32%	0.02%	0.01%	0.01%	0.03%	0.01%	0.05%	0.01%	0.16%	0.01%
NV52	#	22,742	21,264	500	910	68	5	15	8	3	0	13	0	21	3
	%	100%	93.50%	2.20%	4.00%	0.30%	0.02%	0.07%	0.04%	0.01%	0.00%	0.06%	0.00%	0.09%	0.01%

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Total Work Force	#	243888	175076	4288	14856	1388	202	107	78	219	74	226	77	357	48	
	%	100%	71.79%	1.76%	6.09%	0.57%	0.08%	0.04%	0.03%	0.09%	0.03%	0.09%	0.03%	0.15%	0.02%	
Federal High						2.23%										
NV11	#	4318	3764	178	353	23	1	2	1	5	0	4	3	6	1	
	%	100%	87.17%	4.12%	8.18%	0.53%	0.02%	0.05%	0.02%	0.12%	0.00%	0.09%	0.07%	0.14%	0.02%	
NV12	#	4484	3751	349	354	30	10	4	1	2	1	6	0	6	0	
	%	100%	83.65%	7.78%	7.89%	0.67%	0.22%	0.09%	0.02%	0.04%	0.02%	0.13%	0.00%	0.13%	0.00%	
NV14	#	2951	2686	75	169	21	3	1	2	4	1	2	4	4	0	
	%	100%	91.02%	2.54%	5.73%	0.71%	0.10%	0.03%	0.07%	0.14%	0.03%	0.07%	0.14%	0.14%	0.00%	
NV15	#	1624	1503	20	94	7	1		1	1	0	2	0	2	0	
	%	100%	92.55%	1.23%	5.79%	0.43%	0.06%	0.00%	0.06%	0.06%	0.00%	0.12%	0.00%	0.12%	0.00%	
NV18	#	11872	10510	301	960	101	10	6	5	18	3	11	9	36	3	
	%	100%	88.53%	2.54%	8.09%	0.85%	0.08%	0.05%	0.04%	0.15%	0.03%	0.09%	0.08%	0.30%	0.03%	
NV19	#	24208	22071	297	1636	204	39	11	14	28	16	33	2	49	12	
	%	100%	91.17%	1.23%	6.76%	0.84%	0.16%	0.05%	0.06%	0.12%	0.07%	0.14%	0.01%	0.20%	0.05%	
NV22	#	1685	1412	40	213	20	6	2	2	3	1	3		2	1	
	%	100%	83.80%	2.37%	12.64%	1.19%	0.36%	0.12%	0.12%	0.18%	0.06%	0.18%	0.00%	0.12%	0.06%	
NV23	#	18045	16477	416	999	153	23	20	6	31	8	19	16	22	8	
	%	100%	91.31%	2.31%	5.54%	0.85%	0.13%	0.11%	0.03%	0.17%	0.04%	0.11%	0.09%	0.12%	0.04%	
NV24	#	26056	22810	789	2231	226	31	22	14	39	11	37	9	60	3	
	%	100%	87.54%	3.03%	8.56%	0.87%	0.12%	0.08%	0.05%	0.15%	0.04%	0.14%	0.03%	0.23%	0.01%	
NV25	#	15376	13985	292	1001	98	19	8	2	10	4	19	8	24	4	
	%	100%	90.95%	1.90%	6.51%	0.64%	0.12%	0.05%	0.01%	0.07%	0.03%	0.12%	0.05%	0.16%	0.03%	
NV27	#	33493	29853	1078	2435	165	16	11	11	21	9	23	13	55	6	
	%	100%	89.13%	3.22%	7.27%	0.49%	0.05%	0.03%	0.03%	0.06%	0.03%	0.07%	0.04%	0.16%	0.02%	
NV30	#	1009	837	61	107	4	0	0	0	2	0	1	0	1	0	
	%	100%	82.95%	6.05%	10.60%	0.40%	0.00%	0.00%	0.00%	0.20%	0.00%	0.10%	0.00%	0.10%	0.00%	
NV33	#	6983	6629	89	247	18	1	4	1	0	0	1	0	11	0	
	%	100%	94.93%	1.27%	3.54%	0.26%	0.01%	0.06%	0.01%	0.00%	0.00%	0.01%	0.00%	0.16%	0.00%	
NV39	#	9176	8044	137	930	65	7	4	2	14	6	15	2	14	1	
	%	100%	87.66%	1.49%	10.14%	0.71%	0.08%	0.04%	0.02%	0.15%	0.07%	0.16%	0.02%	0.15%	0.01%	
NV52	#	35894	33076	793	1887	138	17	19	11	20	6	24	1	35	5	
	%	100%	92.15%	2.21%	5.26%	0.38%	0.05%	0.05%	0.03%	0.06%	0.02%	0.07%	0.00%	0.10%	0.01%	

NV60	#	22234	20471	298	1345	120	14	12	8	16	4	24	7	33	2
	%	100%	92.07%	1.34%	6.05%	0.54%	0.06%	0.05%	0.04%	0.07%	0.02%	0.11%	0.03%	0.15%	0.01%
NV70	#	18864	17157	425	1187	95	11	7	5	9	5	20	11	25	2
	%	100%	90.95%	2.25%	6.29%	0.50%	0.06%	0.04%	0.03%	0.05%	0.03%	0.11%	0.06%	0.13%	0.01%
NV72	#	437	368	14	48	7	0	0	0	1	0	1	0	5	0
	%	100%	84.21%	3.20%	10.98%	1.60%	0.00%	0.00%	0.00%	0.23%	0.00%	0.23%	0.00%	1.14%	0.00%
NV74	#	1161	941	35	180	5	0	1	0	0	0	0	0	2	2
	%	100%	81.05%	3.01%	15.50%	0.43%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%	0.17%
NV76	#	4018	3237	101	630	50	6	0	3	7	1	9	1	20	3
	%	100%	80.56%	2.51%	15.68%	1.24%	0.15%	0.00%	0.07%	0.17%	0.02%	0.22%	0.02%	0.50%	0.07%

Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	3235	2827	121	274	13	1	0	1	3	4	0	0	2	2
	%	100%	87.39%	3.74%	8.47%	0.40%	0.03%	0.00%	0.03%	0.09%	0.12%	0.00%	0.00%	0.06%	0.06%
- Mid-Level (Grades 13-14)	#	16379	14250	463	1586	80	2	8	6	16	6	27	0	15	0
	%	100%	87.00%	2.83%	9.68%	0.49%	0.01%	0.05%	0.04%	0.10%	0.04%	0.16%	0.00%	0.09%	0.00%
- First-Level (Grades 12 and Below)	#	31672	27552	716	3124	280	32	24	24	49	13	50	4	72	12
	%	100%	86.99%	2.26%	9.86%	0.88%	0.10%	0.08%	0.08%	0.15%	0.04%	0.16%	0.01%	0.23%	0.04%
- Other Officials and Managers	#	470	460	1	8	1		1							
	%	100%	97.87%	0.21%	1.70%	0.21%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers - TOTAL	#	51756	44607	1299	4982	373	35	32	31	68	23	77	4	89	14
	%	100%	86.19%	2.51%	9.63%	0.72%	0.07%	0.06%	0.06%	0.13%	0.04%	0.15%	0.01%	0.17%	0.03%
2. Professionals	#	64686	58762	1352	4207	365	42	31	21	61	24	69		108	9
	%	100%	90.84%	2.09%	6.50%	0.56%	0.06%	0.05%	0.03%	0.09%	0.04%	0.11%	0.00%	0.17%	0.01%
3. Technicians	#	15725	13948	325	1353	99	12	6	10	19	5	11	3	29	4
	%	100%	88.70%	2.07%	8.60%	0.63%	0.08%	0.04%	0.06%	0.12%	0.03%	0.07%	0.02%	0.18%	0.03%
4. Sales Workers	#	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%
5. Administrative Support Workers	#	16311	13745	386	1871	309	54	15	8	52	19	38	27	82	14
	%	100%	84.27%	2.37%	11.47%	1.89%	0.33%	0.09%	0.05%	0.32%	0.12%	0.23%	0.17%	0.50%	0.09%
6. Craft Workers	#	29819	27605	489	1575	150	42	16	6	11	2	22	15	31	5
	%	100%	92.58%	1.64%	5.28%	0.50%	0.14%	0.05%	0.02%	0.04%	0.01%	0.07%	0.05%	0.10%	0.02%
7. Operatives	#	5729	5229	110	351	39	9	3	2	3	1	2	11	6	2
	%	100%	91.27%	1.92%	6.13%	0.68%	0.16%	0.05%	0.03%	0.05%	0.02%	0.03%	0.19%	0.10%	0.03%
8. Labors and Helpers	#	705	625	15	45	20	3	1	0	0	0	3	10	3	0
	%	100%	88.65%	2.13%	6.38%	2.84%	0.43%	0.14%	0.00%	0.00%	0.00%	0.43%	1.42%	0.43%	0.00%
9. Service Workers	#	10869	10066	309	462	32	5	2	0	5	0	4	7	9	0
	%	100%	92.61%	2.84%	4.25%	0.29%	0.05%	0.02%	0.00%	0.05%	0.00%	0.04%	0.06%	0.08%	0.00%

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	3235	2827	121	274	13	1	0	1	3	4	0	0	2	2
	%	1.65%	1.61%	2.82%	1.84%	0.94%	0.50%	0.00%	1.28%	1.37%	5.41%	0.00%	0.00%	0.56%	4.17%
- Mid-Level (Grades 13-14)	#	16379	14250	463	1586	80	2	8	6	16	6	27	0	15	0
	%	8.37%	8.14%	10.80%	10.68%	5.76%	0.99%	7.48%	7.69%	7.31%	8.11%	11.95%	0.00%	4.20%	0.00%
- First-Level (Grades 12 and Below)	#	31672	27552	716	3124	280	32	24	24	49	13	50	4	72	12
	%	16.19%	15.74%	16.70%	21.03%	20.17%	15.84%	22.43%	30.77%	22.37%	17.57%	22.12%	5.19%	20.17%	25.00%
- Other Officials and Managers	#	470	460	1	8	1		1							
	%	0.24%	0.26%	0.02%	0.05%	0.07%	0.00%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers - TOTAL	#	51755	45088	1301	4992	374	35	33	31	68	23	77	4	89	14
	%	26.46%	25.75%	30.35%	33.60%	26.95%	17.33%	30.84%	39.74%	31.05%	31.08%	34.07%	5.19%	24.93%	29.17%
2. Professionals	#	64686	58762	1352	4207	365	42	31	21	61	24	69	0	108	9
	%	33.07%	33.56%	31.54%	28.32%	26.30%	20.79%	28.97%	26.92%	27.85%	32.43%	30.53%	0.00%	30.25%	18.75%
3. Technicians	#	15725	13948	325	1353	99	12	6	10	19	5	11	3	29	4
	%	8.04%	7.97%	7.58%	9.11%	7.13%	5.94%	5.61%	12.82%	8.68%	6.76%	4.87%	3.90%	8.12%	8.33%
4. Sales Workers	#	5	5	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%
5. Administrative Support Workers	#	16311	13745	386	1871	309	54	15	8	52	19	38	27	82	14
	%	8.34%	7.85%	9.00%	12.59%	22.26%	26.73%	14.02%	10.26%	23.74%	25.68%	16.81%	35.06%	22.97%	29.17%
6. Craft Workers	#	29819	27605	489	1575	150	42	16	6	11	2	22	15	31	5
	%	15.24%	15.77%	11.41%	10.60%	10.81%	20.79%	14.95%	7.69%	5.02%	2.70%	9.73%	19.48%	8.68%	10.42%
7. Operatives	#	5729	5229	110	351	39	9	3	2	3	1	2	11	6	2
	%	2.93%	2.99%	2.57%	2.36%	2.81%	4.46%	2.80%	2.56%	1.37%	1.35%	0.88%	14.29%	1.68%	4.17%
8. Labors and Helpers	#	705	625	15	45	20	3	1	0	0	0	3	10	3	0
	%	0.36%	0.36%	0.35%	0.30%	1.44%	1.49%	0.93%	0.00%	0.00%	0.00%	1.33%	12.99%	0.84%	0.00%
9. Service Workers	#	10869	10066	309	462	32	5	2	0	5	0	4	7	9	0
	%	5.56%	5.75%	7.21%	3.11%	2.31%	2.48%	1.87%	0.00%	2.28%	0.00%	1.77%	9.09%	2.52%	0.00%
TOTAL WORKFORCE	#	195604	175073	4287	14856	1388	202	107	78	219	74	226	77	357	48
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability**AF EMPLOYEES**

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS - 01	#	119	106	1	10	2						1	1		
	%	100%	89.08%	0.84%	8.40%	1.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.84%	0.84%	0.00%
GS - 02	#	162	155		6	1					1				
	%	100%	95.68%	0.00%	3.70%	0.62%	0.00%	0.00%	0.00%	0.00%	0.62%	0.00%	0.00%	0.00%	0.00%
GS - 03	#	521	471	6	33	11	1	1			2	2	4	1	
	%	100%	90.40%	1.15%	6.33%	2.11%	0.19%	0.19%	0.00%	0.00%	0.38%	0.38%	0.77%	0.19%	0.00%
GS - 04	#	2102	1784	40	232	46	11	1		15	2	3	6	7	1
	%	100%	84.87%	1.90%	11.04%	2.19%	0.52%	0.05%	0.00%	0.71%	0.10%	0.14%	0.29%	0.33%	0.05%
GS - 05	#	6792	5800	141	716	135	19	7	6	18	10	18	8	45	4
	%	100%	85.39%	2.08%	10.54%	1.99%	0.28%	0.10%	0.09%	0.27%	0.15%	0.27%	0.12%	0.66%	0.06%
GS - 06	#	4701	4052	127	473	49	8	4		10	2	3	3	17	2
	%	100%	86.19%	2.70%	10.06%	1.04%	0.17%	0.09%	0.00%	0.21%	0.04%	0.06%	0.06%	0.36%	0.04%
GS - 07	#	10399	9275	218	819	87	10	7	5	13	2	16	1	26	7
	%	100%	89.19%	2.10%	7.88%	0.84%	0.10%	0.07%	0.05%	0.13%	0.02%	0.15%	0.01%	0.25%	0.07%
GS - 08	#	2676	2395	59	200	22	3	1		4		3	5	6	
	%	100%	89.50%	2.20%	7.47%	0.82%	0.11%	0.04%	0.00%	0.15%	0.00%	0.11%	0.19%	0.22%	0.00%
GS - 09	#	11326	9853	249	1106	118	28	4	7	15	5	24	3	27	5
	%	100%	86.99%	2.20%	9.77%	1.04%	0.25%	0.04%	0.06%	0.13%	0.04%	0.21%	0.03%	0.24%	0.04%
GS - 10	#	2402	2141	46	192	23	3		1	4		5		10	
	%	100%	89.13%	1.92%	7.99%	0.96%	0.12%	0.00%	0.04%	0.17%	0.00%	0.21%	0.00%	0.42%	0.00%
GS - 11	#	22430	19773	505	1975	177	24	11	15	37	8	18	1	54	9
	%	100%	88.15%	2.25%	8.81%	0.79%	0.11%	0.05%	0.07%	0.16%	0.04%	0.08%	0.00%	0.24%	0.04%
GS - 12	#	36646	32771	745	2902	228	17	27	14	44	16	42	2	58	8
	%	100%	89.43%	2.03%	7.92%	0.62%	0.05%	0.07%	0.04%	0.12%	0.04%	0.11%	0.01%	0.16%	0.02%
GS - 13	#	28023	25037	729	2121	136	13	8	13	26	13	28		33	2
	%	100%	89.34%	2.60%	7.57%	0.49%	0.05%	0.03%	0.05%	0.09%	0.05%	0.10%	0.00%	0.12%	0.01%
GS - 14	#	16652	14876	464	1233	79	6	9	5	12	6	23		17	1
	%	100%	89.33%	2.79%	7.40%	0.47%	0.04%	0.05%	0.03%	0.07%	0.04%	0.14%	0.00%	0.10%	0.01%
GS - 15	#	9770	8821	268	648	33	1	5	2	4	4	8		7	2
	%	100%	90.29%	2.74%	6.63%	0.34%	0.01%	0.05%	0.02%	0.04%	0.04%	0.08%	0.00%	0.07%	0.02%
All Other (Unspecified GS)	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	#	320	289	9	20	2			1					1	
	%	100%	90.31%	2.81%	6.25%	0.63%	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%
Other Senior Executive	#	171	148	13	10	0									
	%	100%	86.55%	7.60%	5.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	155212	137747	3620	12696	1149	144	85	69	202	71	193	34	310	41
	%	100%	88.75%	2.33%	8.18%	0.74%	0.09%	0.05%	0.04%	0.13%	0.05%	0.12%	0.02%	0.20%	0.03%

Table B4-1: PARTICIPATION RATES FOR NON-APPROPRIATED FUND GRADES by Race/Ethnicity and Sex

NAF EMPLOYEES

NF, CY, and Related Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing	[64-68] Partial	[71-78] Total	[82] Convulsive	[90] Mental	[91] Mental	[92] Distortion	
NF-01	#	10,896	10,089	287	479	41	1	9	4	4	0	4	2	18	2	
	%	100%	92.59%	2.63%	4.40%	0.38%	0.01%	0.08%	0.04%	0.04%	0.00%	0.04%	0.02%	0.17%	0.02%	
NF-02	#	7,210	6,627	242	324	17	1	5	1	0	0	6	0	3	1	
	%	100%	91.91%	3.36%	4.49%	0.24%	0.01%	0.07%	0.01%	0.00%	0.00%	0.08%	0.00%	0.04%	0.01%	
NF-03	#	4,906	4,523	174	201	8	2	0	0	0	0	3	0	3	0	
	%	100%	92.19%	3.55%	4.10%	0.16%	0.04%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.06%	0.00%	
NF-04	#	3,864	3,527	125	196	16	0	1	1	3	0	2	0	7	1	
	%	100%	91.28%	3.23%	5.07%	0.41%	0.00%	0.03%	0.03%	0.08%	0.00%	0.05%	0.00%	0.18%	0.03%	
NF-05	#	592	545	23	24	0	0	0	0	0	0	0	0	0	0	
	%	100%	92.06%	3.89%	4.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NF-06	#	11	11	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%	
CY-01	#	2,997	2,809	52	127	9	0	0	1	1	0	2	0	5	0	
	%	100%	93.73%	1.74%	4.24%	0.30%	0.00%	0.00%	0.03%	0.03%	0.00%	0.07%	0.00%	0.17%	0.00%	
CY-02	#	3,964	3,695	101	155	13	0	2	1	1	0	6	0	3	0	
	%	100%	93.21%	2.55%	3.91%	0.33%	0.00%	0.05%	0.03%	0.03%	0.00%	0.15%	0.00%	0.08%	0.00%	
All Others	#	3,605	3,340	101	152	12	2	2	0	0	1	0	5	1	1	
	%	100%	92.65%	2.80%	4.22%	0.33%	0.06%	0.06%	0.00%	0.00%	0.03%	0.00%	0.14%	0.03%	0.03%	
Total NF, CY, and Related	#	38,045	35,166	1,105	1,658	116	6	19	8	9	1	23	7	40	5	
	%	100%	92.43%	2.90%	4.36%	0.30%	0.02%	0.05%	0.02%	0.02%	0.00%	0.06%	0.02%	0.11%	0.01%	
Total Workforce	#	44,838	41,251	1,454	1,971	162	15	23	8	13	3	32	9	54	5	
	%	100%	92.00%	3.24%	4.40%	0.36%	0.03%	0.05%	0.02%	0.03%	0.01%	0.07%	0.02%	0.12%	0.01%	

**Table B4-2: PARTICIPATION RATES FOR NON-APPROPRIATED FUND GRADES by Race/Ethnicity and Sex
NAF EMPLOYEES**

NF, CY, and Related Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing	[64-68] Partial	[71-78] Total	[82] Convulsive	[90] Mental	[91] Mental	[92] Distortion
NF-01	#	10,896	10,089	287	479	41	1	9	4	4	0	4	2	18	2
	%	28.64%	28.69%	25.97%	28.89%	35.34%	16.67%	47.37%	50.00%	44.44%	0.00%	17.39%	28.57%	45.00%	40.00%
NF-02	#	7,210	6,627	242	324	17	1	5	1	0	0	6	0	3	1
	%	18.95%	18.84%	21.90%	19.54%	14.66%	16.67%	26.32%	12.50%	0.00%	0.00%	26.09%	0.00%	7.50%	20.00%
NF-03	#	4,906	4,523	174	201	8	2	0	0	0	0	3	0	3	0
	%	12.90%	12.86%	15.75%	12.12%	6.90%	33.33%	0.00%	0.00%	0.00%	0.00%	13.04%	0.00%	7.50%	0.00%
NF-04	#	3,864	3,527	125	196	16	0	1	1	3	0	2	0	7	1
	%	10.16%	10.03%	11.31%	11.82%	13.79%	0.00%	5.26%	12.50%	33.33%	0.00%	8.70%	0.00%	17.50%	20.00%
NF-05	#	592	545	23	24	0	0	0	0	0	0	0	0	0	0
	%	1.56%	1.55%	2.08%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NF-06	#	11	11	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CY-01	#	2,997	2,809	52	127	9	0	0	1	1	0	2	0	5	0
	%	7.88%	7.99%	4.71%	7.66%	7.76%	0.00%	0.00%	12.50%	11.11%	0.00%	8.70%	0.00%	12.50%	0.00%
CY-02	#	3,964	3,695	101	155	13	0	2	1	1	0	6	0	3	0
	%	10.42%	10.51%	9.14%	9.35%	11.21%	0.00%	10.53%	12.50%	11.11%	0.00%	26.09%	0.00%	7.50%	0.00%
All Others	#	3,605	3,340	101	152	12	2	2	0	0	1	0	5	1	1
	%	9.48%	9.50%	9.14%	9.17%	10.34%	33.33%	10.53%	0.00%	0.00%	100.00%	0.00%	71.43%	2.50%	20.00%
Total Workforce	#	38,045	35,166	1,105	1,658	116	6	19	8	9	1	23	7	40	5
	%	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.

WD-01	#	2	2			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%
WD-02	#	1			1	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%
WD-03	#	1			1	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%
WD-04	#	20	17	2	1	0									
	%	100%	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	19	18	1		0									
	%	100%	94.74%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-06	#	546	504	10	29	3					2			1	
	%	100%	92.31%	1.83%	5.31%	0.55%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%	0.18%	
WD-07	#	106	98	2	5	1					1				
	%	100%	92.45%	1.89%	4.72%	0.94%	0.00%	0.00%	0.00%	0.00%	0.94%	0.00%	0.00%	0.00%	
WD-08	#	262	250	3	8	1	1								
	%	100%	95.42%	1.15%	3.05%	0.38%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WD-09	#	11	10		1	0									
	%	100%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WD-10	#	1			1	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%	

WN-04	#	18	16		2	0								
	%	100%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	42	36	1	5	0								
	%	100%	85.71%	2.38%	11.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

WB-00	#	1	1			0								
	%	100%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Total WG Workforce	#	34549	31699	606	2015	229	58	19	8	17	3	33	43	41	7
	%	100%	91.75%	1.75%	5.83%	0.66%	0.17%	0.05%	0.02%	0.05%	0.01%	0.10%	0.12%	0.12%	0.02%
Total Workforce	#	195609	175076	4288	14856	1389	202	107	78	219	74	226	77	357	48
	%	100%	89.50%	2.19%	7.59%	0.71%	0.10%	0.05%	0.04%	0.11%	0.04%	0.12%	0.04%	0.18%	0.02%

WS-18	#	5	5			0									
	%	0.01%	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%
WD-01	#	2	2			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%
WD-02	#	1			1	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%
WD-03	#	1			1	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%
WD-04	#	20	17	2	1	0									
	%	0.06%	0.05%	0.33%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	19	18	1		0									
	%	0.05%	0.06%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-06	#	546	504	10	29	3					2			1	
	%	1.58%	1.59%	1.65%	1.44%	1.31%	0.00%	0.00%	0.00%	0.00%	6.06%	0.00%	0.00%	14.29%	
WD-07	#	106	98	2	5	1					1				
	%	0.31%	0.31%	0.33%	0.25%	0.44%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%	
WD-08	#	262	250	3	8	1	1								
	%	0.76%	0.79%	0.50%	0.40%	0.44%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WD-09	#	11	10		1	0									
	%	0.03%	0.03%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WD-10	#	1			1	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%	
WN-04	#	18	16		2	0									
	%	0.05%	0.05%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WN-07	#	42	36	1	5	0									
	%	0.12%	0.11%	0.17%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WB-00	#	1	1			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 WG Workforce	#	34549	31699	606	2015	229	58	19	8	17	3	33	43	41	7
	%	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 B5-1: PARTICIPATION RATES FOR WAGE GRADES by Disability
NAF EMPLOYEES

Pay Plan		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing	[64-68] Partial	[71-78] Total	[82] Convulsive	[90] Mental	[91] Mental	[92] Distortion
NA - 01	#	190	164	6	17	3	0	0	0	0	1	0	1	1	0
	%	100%	89.13%	3.26%	9.24%	1.63%	0.00%	0.00%	0.00%	0.00%	0.54%	0.00%	0.54%	0.54%	0.00%
NA - 02	#	997	874	43	75	5	0	1	0	0	0	1	0	3	0
	%	100%	88.10%	4.33%	7.56%	0.50%	0.00%	0.10%	0.00%	0.00%	0.00%	0.10%	0.00%	0.30%	0.00%
NA - 03	#	387	332	26	27	2	1	0	0	0	1	0	0	0	0
	%	100%	86.23%	6.75%	7.01%	0.52%	0.26%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%
NA - 04	#	458	394	29	33	2	1	0	0	0	0	1	0	0	0
	%	100%	86.40%	6.36%	7.24%	0.44%	0.22%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%
NA - 05	#	317	269	22	23	3	0	0	1	0	0	0	1	1	0
	%	100%	85.67%	7.01%	7.32%	0.96%	0.00%	0.00%	0.32%	0.00%	0.00%	0.00%	0.32%	0.32%	0.00%
NA- 06	#	216	186	21	9	0	0	0	0	0	0	0	0	0	0
	%	100%	86.11%	9.72%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA - 07	#	120	110	7	3	0	0	0	0	0	0	0	0	0	0
	%	100%	91.67%	5.83%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA - 08	#	92	81	7	4	0	0	0	0	0	0	0	0	0	0
	%	100%	88.04%	7.61%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA- 09	#	79	66	4	8	1	0	0	0	0	0	1	0	0	0
	%	100%	84.62%	5.13%	10.26%	1.28%	0.00%	0.00%	0.00%	0.00%	0.00%	1.28%	0.00%	0.00%	0.00%
NA - 10	#	88	70	9	9	0	0	0	0	0	0	0	0	0	0
	%	100%	79.55%	10.23%	10.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA- 11	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C/T - 01	#	66	60	2	3	1	0	0	0	0	0	0	1	0	0
	%	100%	90.91%	3.03%	4.55%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%
C/T - 02	#	1102	1009	32	55	6	1	1	0	0	1	0	3	0	0
	%	100%	91.56%	2.90%	4.99%	0.54%	0.09%	0.09%	0.00%	0.00%	0.09%	0.00%	0.27%	0.00%	0.00%
C/T - 03	#	276	252	6	16	2	0	0	0	0	0	0	0	1	1
	%	100%	91.30%	2.17%	5.80%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.36%
C/T - 04	#	571	533	15	22	1	1	0	0	0	0	0	0	0	0
	%	100%	93.35%	2.63%	3.85%	0.18%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C/T - 05	#	683	635	22	25	1	0	0	0	0	0	0	1	0	0
	%	100%	92.97%	3.22%	3.66%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%
C/T - 06	#	34	33	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	97.06%	0.00%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C/T - 07	#	641	600	21	19	1	0	1	0	0	0	0	0	0	0
	%	100%	93.60%	3.28%	2.96%	0.16%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C/T - 08	#	158	148	2	8	0	0	0	0	0	0	0	0	0	0
	%	100%	93.67%	1.27%	5.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C/T - 09	#	30	29	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	96.67%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C/T - 10	#	43	40	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	93.02%	2.33%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA / NL / NS-1	#	433	403	7	20	3	2	0	0	0	0	0	0	1	0
	%	100%	93.07%	1.62%	4.62%	0.09%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%

NA / NL / NS-2	#	3200	2,951	94	143	12	2	4	1	0	0	1	0	4	0
	%	100%	92.22%	2.94%	4.47%	0.38%	0.06%	0.13%	0.03%	0.00%	0.00%	0.03%	0.00%	0.13%	0.00%
NA / NL / NS-3	#	1264	1,187	39	33	5	0	2	1	0	0	0	0	2	0
	%	100%	93.91%	3.09%	2.61%	0.40%	0.00%	0.16%	0.08%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%
NA / NL / NS -4	#	560	521	15	22	2	1	0	0	0	0	0	0	1	0
	%	100%	93.04%	2.68%	3.93%	0.36%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%
NA / NL / NS-5	#	522	488	17	14	3	0	1	0	1	0	1	0	0	0
	%	100%	93.49%	3.26%	2.68%	0.57%	0.00%	0.19%	0.00%	0.19%	0.00%	0.19%	0.00%	0.00%	0.00%
NA / NL / NS-6	#	313	299	3	10	1	0	0	0	0	0	0	0	1	0
	%	100%	95.53%	0.96%	3.19%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%
NA / NL / NS -7	#	247	228	7	12	0	0	0	0	0	0	0	0	0	0
	%	100%	92.31%	2.83%	4.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA / NL / NS-8	#	260	240	6	13	1	0	0	0	0	0	0	0	1	0
	%	100%	92.31%	2.31%	5.00%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%
NA / NL / NS-9	#	116	107	7	2	0	0	0	0	0	0	0	0	0	0
	%	100%	92.24%	6.03%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA / NL / NS-10	#	129	122	1	6	0	0	0	0	0	0	0	0	0	0
	%	100%	94.57%	0.78%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA / NL / NS	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Total WG Workforce	#	13604	12,442	472	635	55	9	10	3	1	3	5	7	16	1
	%	100%	91.46%	3.47%	4.67%	0.40%	0.07%	0.07%	0.02%	0.01%	0.02%	0.04%	0.05%	0.12%	0.01%
Total Workforce	#	44838	41,251	1,454	1,971	162	15	23	8	13	3	32	9	54	5
	%	100%	92.00%	3.24%	4.40%	0.36%	0.03%	0.05%	0.02%	0.03%	0.01%	0.07%	0.02%	0.12%	0.01%

**Table B5-2: PARTICIPATION RATES FOR WAGE GRADES by Disability
NAF EMPLOYEES**

Pay Plan		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing	[64-68] Partial	[71-78] Total	[82] Convulsive	[90] Mental	[91] Mental	[92] Distortion	
NA - 01	#	190	164	6	17	3	0	0	0	0	1	0	1	1	0	
	%	100%	1.32%	1.27%	2.68%	5.45%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	14.29%	6.25%	0.00%	
NA - 02	#	997	874	43	75	5	0	1	0	0	0	1	0	3	0	
	%	100%	7.02%	9.11%	11.81%	9.09%	0.00%	10.00%	0.00%	0.00%	0.00%	20.00%	0.00%	18.75%	0.00%	
NA - 03	#	387	332	26	27	2	1	0	0	0	1	0	0	0	0	
	%	100%	2.67%	5.51%	4.25%	3.64%	11.11%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	
NA - 04	#	458	394	29	33	2	1	0	0	0	0	1	0	0	0	
	%	100%	3.17%	6.14%	5.20%	3.64%	11.11%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	
NA - 05	#	317	269	22	23	3	0	0	1	0	0	0	1	1	0	
	%	100%	2.16%	4.66%	3.62%	5.45%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	14.29%	6.25%	0.00%	
NA- 06	#	216	186	21	9	0	0	0	0	0	0	0	0	0	0	
	%	100%	1.49%	4.45%	1.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NA - 07	#	120	110	7	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.88%	1.48%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NA - 08	#	92	81	7	4	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.65%	1.48%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NA- 09	#	79	66	4	8	1	0	0	0	0	0	1	0	0	0	
	%	100%	0.53%	0.85%	1.26%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	
NA - 10	#	88	70	9	9	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.56%	1.91%	1.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NA- 11	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.07%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
C/T - 01	#	66	60	2	3	1	0	0	0	0	0	0	1	0	0	
	%	100%	0.48%	0.42%	0.47%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	
C/T - 02	#	1102	1009	32	55	6	1	1	0	0	1	0	3	0	0	
	%	100%	8.11%	6.78%	8.66%	10.91%	11.11%	10.00%	0.00%	0.00%	33.33%	0.00%	42.86%	0.00%	0.00%	
C/T - 03	#	276	252	6	16	2	0	0	0	0	0	0	0	1	1	
	%	100%	2.03%	1.27%	2.52%	3.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	100.00%	
C/T - 04	#	571	533	15	22	1	1	0	0	0	0	0	0	0	0	
	%	100%	4.28%	3.18%	3.46%	1.82%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
C/T - 05	#	683	635	22	25	1	0	0	0	0	0	0	1	0	0	
	%	100%	5.10%	4.66%	3.94%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	
C/T - 06	#	34	33	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.27%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
C/T - 07	#	641	600	21	19	1	0	1	0	0	0	0	0	0	0	
	%	100%	4.82%	4.45%	2.99%	1.82%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
C/T - 08	#	158	148	2	8	0	0	0	0	0	0	0	0	0	0	
	%	100%	1.19%	0.42%	1.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
C/T - 09	#	30	29	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.23%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
C/T - 10	#	43	40	1	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.32%	0.21%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NA / NL / NS-1	#	433	403	7	20	3	2	0	0	0	0	0	0	1	0	
	%	100%	3.24%	1.48%	3.15%	5.45%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	
NA / NL / NS-2	#	3200	2,951	94	143	12	2	4	1	0	0	1	0	4	0	

NA / NL / NS-2	%	100%	23.72%	19.92%	22.52%	21.82%	22.22%	40.00%	33.33%	0.00%	0.00%	20.00%	0.00%	25.00%	0.00%
NA / NL / NS-3	#	1264	1,187	39	33	5	0	2	1	0	0	0	0	2	0
	%	100%	9.54%	8.26%	5.20%	9.09%	0.00%	20.00%	33.33%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
NA / NL / NS -4	#	560	521	15	22	2	1	0	0	0	0	0	0	1	0
	%	100%	4.19%	3.18%	3.46%	3.64%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%
NA / NL / NS-5	#	522	488	17	14	3	0	1	0	1	0	1	0	0	0
	%	100%	3.92%	3.60%	2.20%	5.45%	0.00%	10.00%	0.00%	100.00%	0.00%	20.00%	0.00%	0.00%	0.00%
NA / NL / NS-6	#	313	299	3	10	1	0	0	0	0	0	0	0	1	0
	%	100%	2.40%	0.64%	1.57%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%
NA / NL / NS -7	#	247	228	7	12	0	0	0	0	0	0	0	0	0	0
	%	100%	1.83%	1.48%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA / NL / NS-8	#	260	240	6	13	1	0	0	0	0	0	0	0	1	0
	%	100%	1.93%	1.27%	2.05%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%
NA / NL / NS-9	#	116	107	7	2	0	0	0	0	0	0	0	0	0	0
	%	100%	0.86%	1.48%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA / NL / NS-10	#	129	122	1	6	0	0	0	0	0	0	0	0	0	0
	%	100%	0.98%	0.21%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NA / NL / NS	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%

Total WG Workforce	#	13604	12,442	472	635	55	9	10	3	1	3	5	7	16	1
	%	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 B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

Job Title/Series		Total	Total by Disability Status				Detail for Targeted Disabilities									
			(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
0343	#	9,591	8190	335	997	69	3	10	4	15	2	21	1	13		
	%	100%	85.39%	3.49%	10.40%	0.72%	0.03%	0.10%	0.04%	0.16%	0.02%	0.22%	0.01%	0.14%	0.00%	
2210	#	9265	7964	235	983	83	10	9	5	22	7	14		13	3	
	%	100%	85.96%	2.54%	10.61%	0.90%	0.11%	0.10%	0.05%	0.24%	0.08%	0.15%	0.00%	0.14%	0.03%	
0855	#	8135	7624	108	370	33		4	2	8	1	7		10	1	
	%	100%	93.72%	1.33%	4.55%	0.41%	0.00%	0.05%	0.02%	0.10%	0.01%	0.09%	0.00%	0.12%	0.01%	
0802	#	6256	5572	122	520	42	7	4	4	8	2	3		12	2	
	%	100%	89.07%	1.95%	8.31%	0.67%	0.11%	0.06%	0.06%	0.13%	0.03%	0.05%	0.00%	0.19%	0.03%	
0830	#	6305	5877	112	287	29	6	1		3	4	3		12		
	%	100%	93.21%	1.78%	4.55%	0.46%	0.10%	0.02%	0.00%	0.05%	0.06%	0.05%	0.00%	0.19%	0.00%	
0501	#	5371	4832	108	373	58	8	3	8	15	5	9		7	3	
	%	100%	89.96%	2.01%	6.94%	1.08%	0.15%	0.06%	0.15%	0.28%	0.09%	0.17%	0.00%	0.13%	0.06%	
0301	#	4792	4091	142	537	22		2	2	4		5		6	3	
	%	100%	85.37%	2.96%	11.21%	0.46%	0.00%	0.04%	0.04%	0.08%	0.00%	0.10%	0.00%	0.13%	0.06%	
0346	#	5138	4381	114	592	51	9	5	4	9	4	10		10		
	%	100%	85.27%	2.22%	11.52%	0.99%	0.18%	0.10%	0.08%	0.18%	0.08%	0.19%	0.00%	0.19%	0.00%	
0801	#	4976	4553	140	260	23	1	2	2	3	1	8		5	1	
	%	100%	91.50%	2.81%	5.23%	0.46%	0.02%	0.04%	0.04%	0.06%	0.02%	0.16%	0.00%	0.10%	0.02%	
1102	#	4451	4016	86	317	32	3	2	2	3	4	4	2	11	1	
	%	100%	90.23%	1.93%	7.12%	0.72%	0.07%	0.04%	0.04%	0.07%	0.09%	0.09%	0.04%	0.25%	0.02%	
Major Occupations	#	64,280	57,100	1,502	5,236	442	47	42	33	90	30	84	3	99	14	
	%	100%	88.83%	2.34%	8.15%	0.69%	0.07%	0.07%	0.05%	0.14%	0.05%	0.13%	0.00%	0.15%	0.02%	

Note: This table includes DON AF permanent and temporary employees only.

Table B7: APPLICATIONS AND HIRES by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Schedule A															
Applications	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Hires	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Data is not available. The DON does not have the capability to track

APPLICANT FLOW DATA BASED ON DISABILITY IS NOT AVAILABLE.

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

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Permanent	#	10638	9373	354	837	45	7	4	3	14	0	5	0	12	0
	%	100%	88.11%	3.33%	7.87%	0.42%	0.07%	0.04%	0.03%	0.13%	0.00%	0.05%	0.00%	0.11%	0.00%
Temporary	#	789	633	27	119	6	0	0	0	0	1	2	0	3	0
	%	100%	80.23%	3.42%	15.08%	0.76%	0.00%	0.00%	0.00%	0.00%	0.13%	0.25%	0.00%	0.38%	0.00%
Total	#	11443	10017	386	956	51	7	4	3	14	1	7	0	15	0
	%	100%	87.54%	3.37%	8.35%	0.45%	0.06%	0.03%	0.03%	0.12%	0.01%	0.06%	0.00%	0.13%	0.00%
Prior Year	%	100%	92.94%	1.47%	5.08%	0.51%	0.06%	0.03%	0.02%	0.06%	0.02%	0.07%	0.02%	0.23%	0.01%

*33 blank disability accessions

**16 accessions with a 199 NOA Code in error

Table B8: NEW HIRES (NAF) By Type of Appointment - Distribution by Disability

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Permanent	#	7826	7249	197	370	7	1	1	0	0	0	4	0	1	0
	%	100%	92.63%	2.52%	4.73%	0.09%	0.01%	0.01%	0.00%	0.00%	0.00%	0.05%	0.00%	0.01%	0.00%
Temporary	#	8018	7341	294	364	30	1	3	4	0	0	5	1	14	2
	%	100%	91.56%	3.67%	4.54%	0.37%	0.01%	0.04%	0.05%	0.00%	0.00%	0.06%	0.01%	0.17%	0.02%
Total	#	15844	14590	491	734	37	2	4	4	0	0	9	1	15	2
	%	100%	92.09%	3.10%	4.63%	0.23%	0.01%	0.03%	0.03%	0.00%	0.00%	0.06%	0.01%	0.09%	0.01%
Prior Year	%	100%	92.94%	1.47%	5.08%	0.51%	0.06%	0.03%	0.02%	0.06%	0.02%	0.07%	0.02%	0.23%	0.01%

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Data is not available. The DON does not have the capability to track														%	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

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

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

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Total Employees in Career Ladder	#	13587	12274	272	918	123	15	7	10	13	2	22	4	44	6
	%		90.34%	2.00%	6.76%	0.91%	0.11%	0.05%	0.07%	0.10%	0.01%	0.16%	0.03%	0.32%	0.04%
Time in Grade in excess of minimum															
1-12 months	#	2904	2622	45	205	32	4	1	2	3	0	9	0	13	0
	%		90.29%	1.55%	7.06%	1.10%	0.14%	0.03%	0.07%	0.10%	0.00%	0.31%	0.00%	0.45%	0.00%
13-24 months	#	991	880	28	74	9	2	0	0	0	0	1	0	5	1
	%		88.80%	2.83%	7.47%	0.91%	0.20%	0.00%	0.00%	0.00%	0.00%	0.10%	0.00%	0.50%	0.10%
25+ months	#	1990	1767	37	155	31	2	5	4	6	0	6	2	5	1
	%		88.79%	1.86%	7.79%	1.56%	0.10%	0.25%	0.20%	0.30%	0.00%	0.30%	0.10%	0.25%	0.05%

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

	Total by Disability Status					Detail for Targeted Disabilities									
	Total	(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	

Job Series/Grade(s) of Vacancy:

Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Job Series/Grade(s) of Vacancy:

Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified															0.00%
Selected															0.00%

Data is not available. The DON does not have the capability to track

Job Series/Grade(s) of Vacancy:

Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Job Series/Grade(s) of Vacancy:

Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

	Total by Disability Status						Detail for Targeted Disabilities								
	Total	(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Career Development Programs for GS 5-12															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#	81341	71204	1859	6928	675	91	53	37	112	37	101	15	198	31
	%	100.00%	87.54%	2.29%	8.52%	0.83%	0.11%	0.07%	0.05%	0.14%	0.05%	0.12%	0.02%	0.24%	0.04%
Participants	#	78586	68811	1689	6762	662	89	51	37	109	37	100	14	194	31
	%	100.00%	87.56%	2.15%	8.60%	0.84%	0.11%	0.06%	0.05%	0.14%	0.05%	0.13%	0.02%	0.25%	0.04%
Career Development Programs for GS 13-14															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#	25888	22888	811	1971	109	7	7	13	21	7	28	0	24	2
	%	100.00%	88.41%	3.13%	7.61%	0.42%	0.03%	0.03%	0.05%	0.08%	0.03%	0.11%	0.00%	0.09%	0.01%
Participants	#	25085	22218	752	1905	105	7	7	13	20	7	28	0	21	2
	%	100.00%	88.57%	3.00%	7.59%	0.42%	0.03%	0.03%	0.05%	0.08%	0.03%	0.11%	0.00%	0.08%	0.01%
Career Development Programs for GS 15 and SES															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#	4177	3079	167	915	8	1	2	0	1	0	0	0	3	1
	%	100.00%	73.71%	4.00%	21.91%	0.19%	0.02%	0.05%	0.00%	0.02%	0.00%	0.00%	0.00%	0.07%	0.02%
Participants	#	3287	2894	144	235	7	1	2	0	1	0	0	0	2	1
	%	100.00%	88.04%	4.38%	7.15%	0.21%	0.03%	0.06%	0.00%	0.03%	0.00%	0.00%	0.00%	0.06%	0.03%
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.															

*Only includes GS Employees

Table B14: SEPARATIONS (AF) By Type of Separation- Distribution by Disability

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Voluntary	#	13472	11892	278	979	121	12	6	10	24	9	21	6	30	3
	%	100%	88.27%	2.06%	7.27%	0.90%	0.09%	0.04%	0.07%	0.18%	0.07%	0.16%	0.04%	0.22%	0.02%
Involuntary	#	3369	2962	102	226	29	3	1	3	6	1	0	0	15	0
	%	100%	87.92%	3.03%	6.71%	0.86%	0.09%	0.03%	0.09%	0.18%	0.03%	0.00%	0.00%	0.45%	0.00%
RIF	#	34	26	0	4	0	0	0	0	0	0	0	0	0	0
	%	100%	76.47%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	16875	14880	380	1209	150	15	7	13	30	10	21	6	45	3
	%	100%	88.18%	2.25%	7.16%	0.89%	0.09%	0.04%	0.08%	0.18%	0.06%	0.12%	0.04%	0.27%	0.02%
Total Workforce	#	195608	175076	4288	14856	1388	202	107	78	219	74	226	77	357	48
	%	100%	89.50%	2.19%	7.59%	0.71%	0.10%	0.05%	0.04%	0.11%	0.04%	0.12%	0.04%	0.18%	0.02%

*256 Separations in FY2013 were not given a disability code. They have been included in the total number of separations and types of separations, but have not been included in any of the disability status columns.

Table B14: SEPARATIONS (NAF) By Type of Separation- Distribution by Disability

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Voluntary	#	11926	11004	291	506	42	3	1	4	2	1	12	1	17	1
	%	100%	92.27%	2.44%	4.24%	0.35%	0.03%	0.01%	0.03%	0.02%	0.01%	0.10%	0.01%	0.14%	0.01%
Involuntary	#	3704	3432	106	155	14	0	1	2	0	0	3	0	7	1
	%	100%	92.66%	2.86%	4.18%	0.38%	0.00%	0.03%	0.05%	0.00%	0.00%	0.08%	0.00%	0.19%	0.03%
Total Separations	#	15630	14436	397	661	56	3	2	6	2	1	15	1	24	2
	%	100%	92.36%	2.54%	4.23%	0.36%	0.02%	0.01%	0.04%	0.01%	0.01%	0.10%	0.01%	0.15%	0.01%
Total Workforce	#	48,280	44,506	1,500	2,150	162	13	27	11	12	2	28	9	55	5
	%	100%	92.18%	3.11%	4.45%	0.34%	0.03%	0.06%	0.02%	0.02%	0.00%	0.06%	0.02%	0.11%	0.01%