



EEO Program Status Report

FY '06

MD 715

Office for Civil Rights and Civil Liberties



Homeland
Security

U.S. DEPARTMENT OF HOMELAND SECURITY

MD 715
EEO Program Status Report
FY 2006

Prepared by the Office for Civil Rights and Civil Liberties

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For period covering October 1, 2005 to September 30, 2006					
PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of Homeland Security		
	1.a. 2 nd level reporting component				
	1.b. 3 rd level reporting component				
	1.c. 4 th level reporting component				
	2. Address		2.		
	3. City, State, Zip Code		3. Washington, DC 20528		
	4. CPDF Code	5. FIPS code(s)	4. HS	5. 7000	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				1. 139,971
	2. Enter total number of temporary employees				2. 30,036
	3. Enter total number employees paid from non-appropriated funds				3. 1,455
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				4. 171,462
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Michael Chertoff, Secretary U.S. Department of Homeland Security		
	2. Agency Head Designee		2. Daniel W. Sutherland Officer for Civil Rights and Civil Liberties		
	3. Principal EEO Director/Official Official Title/series/grade		3. Carmen H. Walker Deputy Officer for EEO Programs, ES-260		
	4. Title VII Affirmative EEO Program Official		4. Sandi Quash		
	5. Section 501 Affirmative Action Program Official		5. Tanya Cantrell		
	6. Complaint Processing Program Manager		6. Karen Gibbs		
	7. Other Responsible EEO Staff				

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
<p align="center">PART D</p> <p>List of Subordinate components Covered in This Report</p> <p>*DHS Headquarters (pre-2SR) is comprised of:</p> <p>Immediate Office of the Secretary (HSAA/7002) Office of the Inspector General (HSAE/7004) Office of the Under Secretary for Federal Emergency Management Directorate (HSCB/7022) Office of the Under Secretary for Management (HSEA/7051) Office of the Under Secretary for Science and Technology (HSFA/7041) Office of the Under Secretary Preparedness (HSDA/7031)</p>	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	DHS Headquarters*		
	Federal Emergency Management Directorate	HSCB	7022
	Federal Law Enforcement Training Center	HSBE	7015
	Transportation and Security Administration	HSBC	7013
	U.S. Coast Guard	HSAC	7008
	U.S. Customs and Border Protection	HSBD	7014
	U.S. Citizenship and Immigration Services	HSAB	7003
	U.S. Immigration and Customs Enforcement	HSBB	7012
	U.S. Secret Service	HSAD	7009
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions	✓	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	✓	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	✓	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	✓	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished	✓	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [Part F]	✓	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	✓	*Organizational Chart	

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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<i>U.S. Department of Homeland Security</i>	For period covering October 1, 2005 to September 30, 2006
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EXECUTIVE SUMMARY

The U.S. Department of Homeland Security (DHS) commemorated its four year anniversary as the Nation's 15th Cabinet Department on March 1, 2007. Michael Chertoff has served as the second Secretary of the Department since February 15, 2005. Our mission: *We will lead the unified national effort to secure America. We will prevent and deter terrorist attacks and protect against and respond to threats and hazards to the nation. We will ensure safe and secure borders, welcome lawful immigrants and visitors, and promote the free-flow of commerce.*

In Fiscal Year 2006, DHS had 4 directorates and 30 components, including:

The ***Directorate for Preparedness*** works with state, local, and private sector partners to identify threats, determine vulnerabilities, and target resources where risk is greatest, thereby safeguarding our borders, seaports, bridges and highways, and critical information systems¹.

The ***Directorate for Science and Technology*** is the primary research and development arm of the Department. It provides Federal, state and local officials with the technology and capabilities to protect the homeland.

The ***Directorate for Management*** is responsible for Department budgets and appropriations, expenditure of funds, accounting and finance, procurement; human resources, information technology systems, facilities and equipment, and the identification and tracking of performance measurements.

The ***Directorate for Policy*** is the primary policy formulation and coordination component for DHS. It provides a centralized, coordinated focus to the development of Department-wide, long-range planning to protect the United States.

The ***Office of Intelligence and Analysis*** is responsible for using information and intelligence from multiple sources to identify and assess current and future threats to the United States.

The ***Office of Operations Coordination*** is responsible for monitoring the security of the United States on a daily basis and coordinating activities within the Department and with governors, homeland security advisors, law enforcement partners, and critical infrastructure operators in all 50 States and more than 50 major urban areas nationwide.

The ***Domestic Nuclear Detection Office*** works to enhance the nuclear detection efforts of Federal, State, territorial, tribal, and local governments, and the private sector and to ensure a coordinated response to such threats.

¹ The Directorate for Preparedness has subsequently been reorganized as required by statute.

Federal Emergency Management Agency (FEMA) prepares the nation for hazards, manages Federal response and recovery efforts following any national incident, and administers the National Flood Insurance Program.

Transportation Security Administration (TSA) protects the nation's transportation systems to ensure freedom of movement for people and commerce.

Customs and Border Protection (CBP) is responsible for protecting our nation's borders in order to prevent terrorists and terrorist weapons from entering the United States, while facilitating the flow of legitimate trade and travel.

Immigration and Customs Enforcement (ICE), the largest investigative arm of the DHS is responsible for identifying and shutting down vulnerabilities in the nation's border, economic, transportation and infrastructure security.

Federal Law Enforcement Training Center (FLETC) provides career-long training to law enforcement professionals to help them fulfill their responsibilities safely and proficiently.

Citizenship and Immigration Services (CIS) is responsible for the administration of immigration and naturalization adjudication functions and establishing immigration services policies and priorities.

The **U.S. Coast Guard (USCG)** protects the public, the environment, and U.S. economic interests—in the nation's ports and waterways, along the coast, on international waters, or in any maritime region, as required to support national security.

The **U.S. Secret Service (USSS)** protects the President and other high-level officials and investigates counterfeiting and other financial crimes, including financial institution fraud, identity theft, computer fraud; and computer-based attacks on our nation's financial, banking, and telecommunications infrastructure.

The Office for Civil Rights and Civil Liberties (CRCL) provides advice to Department leadership on civil rights and civil liberties. The Officer for CRCL, by statute, reports directly to the Secretary. At this level, the Officer is able to assist senior leadership in shaping policy in ways that protect, rather than diminish, the personal liberties of all persons protected by our laws. CRCL has developed into an integrated office dedicated to the core mission of assisting its colleagues in securing our country while preserving our freedoms and our way of life. In carrying out this mission, CRCL serves four primary functions at DHS:

1. It provides proactive advice on a wide range of issues, helping the Department to shape policy in ways that are mindful of civil rights and civil liberties;
2. It investigates and facilitates the resolution of complaints filed by the public regarding Departmental policies or actions taken by Departmental personnel;
3. It provides leadership to the Department's equal employment opportunity programs, seeking to make this Department the model Federal agency; and,

4. It serves as an information and communications channel with the public regarding these issues.

Ms. Carmen H. Walker, a member of the Senior Executive Service (SES), serves as Deputy Officer for EEO Programs. Ms. Walker reports directly to the Officer.

Identifying preliminary barriers to equal employment opportunity, reducing the Department's final action inventory, developing and releasing a training DVD about Arab American and Muslim American cultures, and increasing the employment of people with disabilities at DHS Headquarters headline the list of notable accomplishments for this FY 2006 EEO Program Status Report. These activities represent just a few of the efforts undertaken by or in support of the DHS EEO Program to establish the Department as a model Federal employer. Following is a short synopsis of these accomplishments:

- ***Preliminary Barriers Report:*** The DHS Cross-functional Team has identified possible barriers to equal employment opportunity based on its examination of internal documents submitted to the team: (1) insufficient or incorrect component data/document collection or analysis, (2) lack of sustainable structures and functional integration, (3) lack of clear linkages between agency mission and EEO/diversity, and (4) deficiencies in cultural awareness. The preliminary barriers are broad in scope and systemically connected to the Department's personnel policies, procedures, and practices through the specific requirements of the Equal Employment Opportunity's (EEOC) Management Directive (MD) 715. Further work is planned to examine the validity of the data. The preliminary identification is the culmination of an 18-month effort to examine the Department's internal personnel policies, procedures, and management practices relative to the 14 triggers identified in the DHS FY 2004 EEO Program Status Report. Additional information gathering through questionnaires and interviews with DHS EEO/Civil Rights Directors and Human Capital (HC) Directors has been planned to complete this project. The final barrier analysis report will provide a solid foundation upon which the Department can regularly examine its personnel policies and management practices to ensure that all DHS employees and applicants for employment enjoy equality of opportunity regardless of their race, sex, national origin, color, religion, or disability status.
- ***DHS Final Action Inventory:*** CRCL received 1,144 where final actions were requested and took final action in 1,113 cases during FY 2006. Throughout this reporting period, CRCL continued to reduce its final action inventory, having no more than 285 cases pending adjudication during any given month. CRCL credits its subject matter experts, multi-tier quality control process and strong management controls to its FY 2006 accomplishments. However, to address current staffing shortfalls and the corresponding negative impact on production timeframes for issuing FADs, the Complaints Adjudications Branch Head, CRCL, plans to examine other strategies for achieving operational efficiencies during FY 2007.
- ***Training DVD on Arab American and Muslim American Cultures:*** CRCL released a training DVD about American Arab and Muslim communities, and travelers from the Arab and Muslim world in January 2007. The DVD entitled, "*Introduction to Arab American and Muslim American Cultures Course for DHS Personnel,*" outlines the basics of the culture, religious

customs and traditions of these communities, in addition to their historical and geographical origins. The overall goal of the training DVD is to improve the effectiveness of DHS personnel as they work together with these communities to better secure America.

- ***Increased Employment of People with Disabilities:*** DHS Headquarters continued to realize increases in the employment of people with disabilities and targeted disabilities during FY 2006. These increases in the number of employees with disabilities resulted in a 45.00 percent net change in the total workforce, a 36.21 percent net change in the permanent workforce, and a 300 percent net change in the temporary workforce. Pages 12 and 13 of this report provide additional information on the accomplishments realized by DHS Headquarters and several other components in employment of people with disabilities.

CRCL continued its outreach and engagement with the American Muslim, Arab, Sikh, South Asian and other ethnic and religious communities during FY 2006. Consistent communication and engagement with the American people is an essential part of the Department's work. Our open system of governance requires that we respond to inquiries; educate and share information on our programs, policies, and initiatives; and provide a platform for the community to air grievances, thoughts and opinions. Following the language of 6 U.S.C. §345, CRCL plays a leading role in providing information to the public, and in engaging with key communities that are most directly affected by the War on Terror. This includes the American Muslim, Arab, Sikh, and South Asian communities, whose concerns range from civil rights matters to the Federal government's post 9/11 investigative and prosecutorial activities. CRCL actively leads or participates in regularly-scheduled meetings with representatives from these communities both in Washington, DC and throughout the country.

While CRCL has several goals for this engagement, one important element has been to capitalize on its outreach efforts to strengthen the DHS workforce. The goal here is straightforward—in order to fulfill its mission, DHS needs to increase the number of employees with specialized language skills and cultural competencies. CRCL continues to believe that its engagement activities, while focusing on civil rights and civil liberties issues, can and will serve as a catalyst to strengthen and diversify the DHS workforce. In the past, we have stressed the importance of civil service in the course of our outreach activities and roundtable discussions. Indeed, Secretary Chertoff made this very point several times while speaking to Muslim Americans. During FY 2006, CRCL officials took the additional step of organizing and participating in several high-profile panels that specifically focused on the benefits of working for the Federal government and, in particular, DHS.

DHS remained committed to the Secretary's initiative for increasing the employment of people with disabilities during FY 2006. While most of the programs and activities carried out during FY 2006 were a continuation of various efforts undertaken in FY 2005, CRCL sponsored two new events to advance the Secretary's disability initiative—(1) a Pre-Perspectives Forum on Employing People with Disabilities and (2) a seminar in collaboration with the Office of Personnel Management (OPM) and the Northern Virginia State Rehabilitation Office. Both events featured guest speakers who addressed an audience of CRCL officials, DHS Disability Program Managers, HC professionals, and supervisors and managers on providing reasonable accommodation to employees

and using flexible hiring authorities for employing people with disabilities, respectively. As a result of other programs carried out during FY 2006, we are pleased to report that over 1,000 managers DHS-wide received training on disability employment issues and 11 interns with disabilities were hired, including 2, or 20 percent, of the available Microsoft/American Association of People with Disabilities IT Scholars. On Disability mentoring day, DHS mentored over 24 students with disabilities; an additional 34 students with disabilities were mentored by DHS employees in other regions across the country. Also, in furtherance of the Secretary's disability initiative, DHS continued publicizing its partnership with the DOD Computer/Electronics Accommodation Program (CAP). This program provides assistive products and services to employees and applicants with disabilities. During FY 2006 DHS employees received 138 assistive devices from CAP at a savings to DHS of \$75,691.79.

Outreach to people with disabilities continued as a priority for the Department during FY 2006. Participation in the Department of Defense (DOD) Operation Warfighter (OWF) Program events at Walter Reed Hospital and the DOD Military Severely Injured Assistance Center; events sponsored by the Job Accommodation Network; and job fairs at Ft. Meade yielded many applicants for DHS positions. In addition, senior CRCL members participated on employment panels at the Proyecto Vision Bridges to Employment Conference in San Antonio, TX and the Navy Transition Assistance Program in Ft. Meade, MD to discuss the Federal employment process. CRCL referred 160 people with disabilities to the Preparedness Directorate and FEMA based on participation in these events.

In December 2005, DHS expanded its participation in the OWF Program to include permanent placements. DHS made its first permanent hire from the OWF Program in FY 2006—a wounded veteran from Iraq who also happened to be a graduate from a Historically Black College and University. This newly hired DHS employee has since represented his office at an open house event sponsored by the DHS Headquarters Office of Equal Employment Opportunity. The target audience for this event included disabled veterans and students with disabilities. DHS also assisted wounded service members with securing employment in or near DHS offices outside the Washington, DC metropolitan area. During FY 2006 DHS received 18 wounded service members for detail assignments.

CRCL has taken a number of steps to increase efficiencies on behalf of the DHS EEO Program. These steps include:

- Conducting biweekly meetings with component EEO and Civil Rights Directors to provide updated program information as a means of ensuring an integrated approach to program requirements and leveraging program resources.
- Developing written guidance and procedures for components on EEO Program elements, including complaint management and MD 715 implementation.
- Making available centrally developed quarterly updates of component specific workforce demographics through MD 715 workforce tables on DHS Interactive.
- Developing and deploying training required by the No Fear Act and OPM regulations to the entire DHS workforce. This training included EEO and Whistle Blower Protection provisions.

The training was developed as a web caste available throughout DHS. Alternative formats were also made available for those DHS employees who did not have access to DHS Online. The development of this training by CRCL is an example of an efficiency that saved the component EEO and HC offices time and money associated with the creation of individual solutions to the training requirement and thus resulted in financial savings to the Department.

- Developing an EEO Program evaluation template for use as a tool in identifying further opportunities for improving operations.
- Incorporating a provision for reviewing internal personnel policies and procedures into the Human Capital Operations Plan (HCOP) to ensure full employment opportunities of all DHS employees and applicants for employment.
- Providing training, at the request of USCG, to USCG Flag Officers and SES members.

The following list highlights some of the FY 2006 accomplishments made by DHS components in their continued commitment to building a high-quality diverse workforce at all levels throughout the organization:

- CBP completed an analysis of the hiring process and established applicant tracking systems for its core occupations, allowing the Office of the Special Assistant to the Commissioner for Equal Opportunity to conduct an in-depth analysis of possible barriers to equal employment opportunities for CBP employees and applicants. CBP also reviewed and revised the application process, expanded testing locations, and revised the interview process in an effort to eliminate possible barriers to employment. In 2006, an exercise physiologist conducted an analysis of the Border Patrol Academy's physical fitness and strength requirements. Based on the physiologist's recommendations, the physical requirements were revised to ensure that they are directly related to the physical demands placed on Border Patrol Agents under real life field conditions. CBP will continue to review all aspects of the Border Patrol training requirements to ensure the highest quality of training for all participants.
- TSA introduced a Career Progression Program for its 43,000 Transportation Security Officers (TSOs) in July 2006. In an effort to offer high-performing TSOs better career paths, the program features merit-based promotions for experienced TSOs and specialized technical career tracks. TSOs with favorable performance reviews are eligible for a higher pay grade, the newly established full performance E-Band. The E-Band will recognize the new, specialized position of TSO Equipment Technician, which rewards the skills of employees responsible for the maintenance of security equipment. Master and Expert TSOs will be in the F and G Bands, respectively, further expanding the advancement potential of TSOs not on the management track. Recently, nearly 15,000 TSOs from 372 airports qualified for Phase II E-Band promotions, moving up from the D-Band.
- At the USCG Headquarters, the Office of Civil Rights succeeded in developing and deploying to all USCG units a new e-learning program, *e-Sexual Harassment Prevention (e-SHP) Training Module*. This web-based program significantly augments classroom training conducted by Equal Opportunity Advisors. This training module is accessible from any computer that has intranet capability. Using *e-SHP*, USCG trained 54 percent more of its workforce on the same topic than in FY 2005.
- USCG funded 20 billets under the Career Entry-Level Opportunity Program (CEO) to encourage Commands to use existing entry-level hiring authorities to attract talented, diverse,

and highly qualified civilian employees. USCG offers recruitment incentives, relocation incentives, retention incentives and superior qualifications appointments to attract and retain qualified applicants.

The Department's efforts to complete the EEO program deficiencies resulting from its self-assessment of the six essential elements required for structuring a Model EEO Program were met by several challenges during FY 2006. To recall, during FY 2005, we successfully completed 31 of the 45 planned activities required to achieve the objectives for correcting the program deficiencies. Of the 14 remaining planned activities, 4 pertained to internal realignment of the EEO function to execute and communicate as a team; 2 involved development of the four MD 715 workforce tables that are based on applicant flow-related processes; 2 were related to the development of policy and procedures for conducting EEO Program evaluations/audits; 4 focused on identifying centers of excellence for conducting investigations relative to complaints of discrimination; 1 dealt with the development of time-tables to review various personnel policies; and 1 required the issuance of guidance for conducting various demographic trend analyses. As we pursued completion of these planned activities, we had to work to overcome challenges such as delays in the delivery of the DHS Human Capital e-Recruitment System (the applicant flow and career development systems are integral parts of this system), the detail of the CRCL EEO Program Manager responsible for the EEO Program evaluations/audits to serve as the interim leader of the ICE/CIS equal employment opportunity office, the decision to re-scope the activities associated with the investigations centers of excellence, and coordination across multiple functional lines in the midst of internal reorganizations. With that said, we are quite pleased with the progress made thus far in making the appropriate course corrections. While only one planned activity was closed during this reporting period, all of the remaining activities, except one, are scheduled for completion by the end of FY 2007. In addition to completing these activities, we have re-instituted one program deficiency based on our FY 2006 self-assessment. This EEO Program deficiency pertains to the issuance of Final Agency Decisions within 60 days of the request. We cited this program deficiency in the Department's FY 2004 EEO Program Status Report and completed the activities designed to correct the deficiency in FY 2005. The Complaint Adjudication Branch has greatly shortened the time from arrival at CRCL to issuance of FADS; with full staffing the EEO Program expects to reach a 60-day turnaround by December 2007. We have captured this program objective as "E11d" under the "Part H FY 2006" tab.

Our review of the DHS workforce profiles found that the DHS *total workforce* continued to grow during this reporting period, increasing from 166,083 in FY 2005 to 171,462 employees in FY 2006. The increase of 5,379 employees resulted in positive *net changes* for all employee groups except Hispanic females (minus 1.81 percent), males identified as Two or More/Other Races (minus 88.05 percent), and females identified as Two or More/Other Races (minus 94.30 percent). The permanent and temporary workforce also experienced increases from FY 2005 to FY 2006. The *permanent* workforce increased by 2,929 employees—changing from 137,042 to 139,971, respectively. Corresponding net changes were positive for all employee groups except African American males (minus 1.67 percent), African American females (minus 0.07 percent), males identified as Two or More/Other Races (minus 88.25 percent), and females identified as Two or More/Other Races (minus 95.21 percent). The *temporary* workforce increased from 27,477 in FY 2005 to 30,036 in FY 2006. Six employee groups experienced negative net changes as a result of

the 2,559 increase in the temporary workforce—Hispanic males (minus 8.55 percent), Hispanic females (minus 14.52 percent), Asian males (minus 6.88 percent), Asian females (minus 8.44 percent), males identified as Two or More/Other Races (minus 83.87 percent), and females identified as Two or More/Other Races (minus 76.19 percent). In contrast to the increases experienced in the total, permanent and temporary workforce, the number of non-appropriated fund employees decreased from FY 2005 (1,564) to FY 2006 (1,455). This 109-person decrease resulted in negative net changes for 10 of the 15 employee groups.

The employment profiles for employees with disabilities in FY 2006 mirrored the FY 2005 profiles in two of three categories—the total workforce and the permanent workforce. More specifically, employees with disabilities experienced a decrease in the *total workforce*, changing from 7,624 in FY 2005 to 7,472 employees in FY 2006. This 152-person decrease resulted in a negative 1.99 percent net change. Employees with a targeted disability in the total workforce followed this employment, decreasing from 733 in FY 2005 to 714 employees in FY 2006. This 19-person decrease resulted in a negative 2.59 percent net change. Similarly, employees with disabilities in the *permanent* workforce experienced a negative 4.18 percent net change as the number of employees decreased from 6,245 in FY 2005 to 5,984 employees in FY 2006. Following this employment pattern, employees with a targeted disability in the permanent workforce decreased from 627 in FY 2005 to 572 in FY 2006—a negative 8.77 percent net change. The participation rate of employees with a targeted disability in the total workforce (0.41 percent) and in the permanent workforce (0.40 percent) continued below the Federal high of 2.16 percent. In a reversal of last year's employment profiles, the number of employees with disabilities and employees with a targeted disability in the *temporary* workforce increased. For employees with disabilities, the number increased from 1,379 in FY 2005 to 1,488 in FY 2006—a difference of 109 employees.

We are pleased to note that these negative employment patterns did not carry through all DHS components. Several components, most notably DHS Headquarters, continued to realize positive increases in the employment of people with disabilities and employees with targeted disabilities. For FY 2006, DHS Headquarters increases were experienced in the total, permanent, and temporary workforce profiles. In the *total workforce*, the number of employees with disabilities increased from 120 in FY 2005 to 174 in FY 2006. This 54-person difference resulted in a 45.00 percent net change. The number of employees with a targeted disability increased by 9, changing from 10 in FY 2005 to 19 in FY 2006. The net change was 90 percent. This employment pattern continued in the *permanent* workforce as the number of disabled employees increased from 116 in FY 2005 to 158 in FY 2006—a 36.21 percent net change. For employees with a targeted disability, the number increased from 10 in FY 2005 to 15 in FY 2006—a 50.00 net change. In rounding out this employment pattern, employees with a disability in the *temporary* workforce increased by 12—changing from 4 in FY 2005 to 16 in FY 2006. This resulted in a 300 percent net change. Employees with a targeted disability increased by 4, changing from 0 in FY 2005 to 4 in FY 2006. While we are extremely pleased with the progress made by DHS Headquarters relative to increasing the employment of individuals with disabilities, we note that the participation rate for employees with targeted disabilities continued below the Federal high of 2.16 percent. Other DHS components that realized positive net changes in the employment of people with disabilities and/or employees with targeted disabilities follow:

- **CIS** – In the total workforce, the net change was 15.80 percent for people with disabilities and 13.04 percent for employees with a targeted disability.
- **FLETC** – The net change for employees with a targeted disability in the total workforce was 20 percent.
- **USCG** – People with disabilities in the permanent workforce experienced a 2.30 percent net change.
- **USSS** – People with disabilities in the permanent workforce experienced a 15.78 percent net change.

For the second consecutive year, DHS Headquarters, FEMA, FLETC, and the USCG exceed the government-wide participation rates for the employment of people with disabilities at the GS 13, 14, and 15 grade levels. DHS Headquarters distinguished itself again at the SES level with a participation rate of 9.09 percent compared to the 3.61 percent government-wide rate for people with disabilities. Going one step further for FY 2006, DHS Headquarters also distinguished itself with higher participation rates for employees with targeted disabilities at the GS 13 and 15 levels than the respective government-wide rates. The greatest accomplishment relative to high grades for FY 2006, however, was realized by FEMA. With the employment of one SES member with a targeted disability, the 2.63 participation rate far exceeded the government-wide participation rate of 0.46 percent.

An examination of the MD 715 Title VII workforce tables for FY 2006 found that overall employment patterns remained consistent with those initially identified in the FY 2004 EEO Program Status Report. In light of this situation, we did not identify any new triggers based on the FY 2006 analysis. In a like manner, no new triggers were identified under Section 501 of the Rehabilitation Act.

We must focus on the greatest risks and be flexible to changing threats, disciplined in our use of resources, and fully committed to building a Department that will meet future challenges, preserve freedom and privacy, and protect the American people.

*Michael Chertoff
Secretary, U.S. Department of Homeland Security
Announcing the Department's priorities over the next 2-year period
December 2006*

The EEO Program stands ready to assist the Department in its quest toward *building a Department that will meet future challenges* by ensuring that equal employment opportunity is integrated into the fabric of the organization and by working to ensure that DHS strategies, systems, policies, programs, and practices are aligned to support and sustain affirmative programs of equal employment opportunity consistent with MD 715.

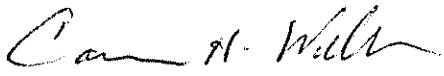
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Carmen H. Walker, Director, DHS EEO Programs, GS-0260-SES, am the principal EEO Director/Official for the U.S. Department of Homeland Security.

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.

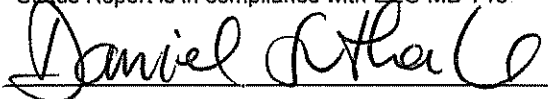
The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers,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

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



Signature of Principal EEO Director/Official
Carmen H. Walker
Deputy Officer for EEO Programs
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715

April 12, 2007
Date



Signature of Agency Head or Agency Head Designee
Daniel W. Sutherland
Officer for Civil Rights and Civil Liberties
U S. Department of Homeland Security

4.12.07
Date

<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><i>U.S. Department of Homeland Security</i></p>	<p><i>Essential Element A: Demonstrated Commitment & Leadership – FY 2005 w/FY 2006 Update</i></p>	
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>A11: 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>A12: Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?</p>	
<p>OBJECTIVE:</p>	<p>Ensure that reasonable accommodation procedures are readily available/accessible to all employees via the Department and component web sites and disseminated to new employees during orientation. Ensure that managers and supervisors are provided reasonable accommodation training.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; CHCO Staff</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2007</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p align="center">TARGET DATE (Must be specific)</p>	
<p>1. Follow-up with the components on the status of their reasonable accommodation procedures.</p>	<p>September 30, 2006 <i>Revised to 9/30/2007</i></p>	
<p>2. CRCL will monitor compliance in conjunction with its EEO Program Evaluation schedule.</p>	<p>September 30, 2006 <i>Revised to 9/30/2007</i></p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1, FY 05 – CRCL’s final review of reasonable accommodation procedures for the USCG, FLETC, and TSA is pending. CBP’s draft reasonable accommodation procedures are pending approval by their unions prior to submitting them to CRCL for review and approval. Reasonable accommodation procedures for CIS are currently pending approval of the CIS leadership.

#2, FY 05 – CRCL expects to complete EEO Program Evaluations on one-third of its components—ICE, CIS, and TSA—by the end of FY 2006.

FY 2006 UPDATE

DHS reasonable accommodation procedures are posted on CRCL’s intranet. DHS components, including DHS Headquarters, provided training on reasonable accommodation during orientation for new employees/managers. During FY 2006, FEMA, FLETC, and the USCG provided their managers with training on reasonable accommodation. ICE is scheduled to provide this training during FY 2007. In addition, CIS established a central accommodations fund to provide non-CAP products and services.

The No Fear web-based training program, which was available to all DHS managers from September to November 2005, included an extensive training segment on Title VII and reasonable accommodations. At a DHS forum held in December 2005, an EEOC attorney led a workshop on reasonable accommodation for HC specialists, EEO Managers, Disability Program Managers, and Selective Placement Coordinators.

Department employees across the country have taken the DOD CAP reasonable accommodation training and utilizing the CAP Program. DHS will seek to further expand its participation in CAP through incorporating the program in the management and reasonable accommodation training programs.

#1 – CRCL reviewed the ICE, FLETC, USCG, and TSA reasonable accommodation procedures. USCG and TSA procedures have been posted on their websites. CBP’s draft reasonable accommodation procedures are still pending approval by its unions prior to submitting them to CRCL for review and approval. CIS resubmitted its reasonable accommodation procedures to CRCL in January 2007 for review. *The revised target date for this activity is September 30, 2007.*

#2 – Completion of the three EEO Program Evaluations (ICE, CIS, and TSA) was delayed because the EEO Program Manager responsible for the evaluations was on detail. The CRCL EEO Program Manager for this functional area plans to conduct these evaluations during the third and fourth quarters FY 2007 and analyze the results shortly thereafter. Recommendations for improvements will be made as part of the final report. *The target date for this activity has been changed to September 30, 2007.*

<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 align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission - FY 2004 w/FY 2005 and FY 2006 Updates</i></p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>B1: Is the EEO Director under the direct supervision of the agency head?</p> <p>B8: 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?</p> <p>B8a: 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?</p> <p>B8b: 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?</p> <p>B10: 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 and opportunity?</p>
<p>OBJECTIVE:</p>	<p>To link strategic EEO and diversity objectives to the Department's Strategic Plan and HCSP.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; DHS CHCO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>March 31, 2006 - <i>Revised to 9/30/2007</i></p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>1. B1: At the Departmental level, the Officer for Civil Rights and Civil Liberties, who is responsible for the DHS EEO Program, reports directly to the Secretary. In keeping with the Department's commitment to create a unified 21st century department, CRCL will develop a plan to align the EEO function to execute and communicate as a team that will constitute excellence in governance.</p>	<p>June 1, 2005 <i>Revised to 9/30/2007</i></p>
<p>2. B8, B8a, B8b: The Director, DHS EEO Programs will begin attending the Secretary's Chief of Staff daily staff meeting.</p>	<p>February 2, 2005 <i>Completed</i></p>
<p>3. B8, B8a, B8b: CRCL will initiate quarterly meetings between the component EEO/CR Directors and the HC Officers.</p>	<p>April 29, 2005 <i>Completed</i></p>
<p>4. B8, B8a, B8b: At the Departmental level, CRCL/EEO works closely with the Office of the CHCO on these matters. CRCL will issue additional policy direction to address the joint responsibility of EEO and HC in the DHS components for these functions.</p>	<p>June 1, 2005 <i>Completed</i></p>
<p>5. B8, B8a, B8b: Establish a reporting/monitoring mechanism to ensure compliance with these business functions.</p>	<p>June 1, 2005 <i>Completed</i></p>
<p>6. B10: CRCL will look for centers of excellence and opportunities for efficiencies and shared services across program functions.</p>	<p>March 31, 2006 <i>Completed</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#2, FY 04 - B8, B8a, B8b re Daily Meetings with the Secretary's Chief of Staff. The Director, DHS EEO Programs started attending the Secretary's Chief of Staff daily staff meeting on February 2, 2005.</p> <p>#1, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices, CRCL's plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL's plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly meetings with Component EEO and Civil Rights Directors to provide updated program information to facilitate an integrated approach to program requirements and to leverage resources. Additionally, CRCL developed written guidance and procedures for components on EEO Program</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also provided enterprise-wide solutions to the training of EEO staffs and completed/deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis. *The target date for this activity has been revised to December 31, 2006.*

FY 2006 UPDATE

#1 - In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed to better integrate the Department and give DHS employees better tools to accomplish their mission. During FY 2006, DHS embarked on the development of a new strategic plan to complement the new structure. A senior EEO Program Manager from CRCL participated in the drafting of the plan. A senior EEO Program Manager also participated in shaping the new standard and measures for the *diversity* goal under the human capital element of the Department's internal President's Management Agency scorecard.

The acquisition, development, and retention of qualified employees are a fundamental part of the strategic mission of the Department. As a member of the DHS Human Capital Council which is chaired by the Chief Human Capital Officer, the Deputy Officer for EEO Programs took part in a 2-day offsite which resulted in the Human Capital Operational Plan (HCOP)—an integral element in implementing the strategic direction of the Department. Members of the EEO staff are members of many working groups including *Workforce Planning*, *Corporate Recruitment*, *Performance Management*, and *Climate* which support the HCOP. Conversely, the Acting Deputy Chief Human Capital Officer serves as the representative to EEO and Civil Rights Directors meetings, thus increasing the synergy of the two organizations.

Other indicators of integration of EEO into the strategic policies of the Department include requests from the leadership of the Department seeking assistance in developing plans for increasing diversity in areas such as intelligence analysis and emergency preparedness; increased internships and fellowships for students from Historically Black Colleges and Universities with the goal of increasing permanent hires; incorporating the OWF Program into staffing plans.

The target date for this activity has been revised to September 30, 2007.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	B17 (Revised to B14 in FY 05 Update): 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?	
OBJECTIVE:	Leverage the Department's EEO resources and maximize program efficiencies through shared resources.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 30, 2006 – <i>Revised to 9/30/2007</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	March 31, 2005 <i>Revised to 9/30/2007</i>	
2. CRCL will issue additional policy direction to address the joint responsibility of EEO and HC in the components for conducting barrier analyses.	May 31, 2005 <i>Completed</i>	
3. Complete development of the Departmental level workforce analysis database and deploy via DHS Interactive.	May 1, 2005 <i>Completed</i>	
4. Complete deployment of the workforce analysis database to the components via DHS Interactive.	September 1, 2005 <i>Completed</i>	
5. Create and deploy workforce tables with applicant flow implications on DHS Interactive as the processes are developed.	March 1, 2006 <i>Revised to 7/31/2007</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
#1, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices, CRCL's plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL's plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly meetings with component EEO and Civil rights Directors to provide updated program information, to facilitate an integrated approach to program requirements, and to leverage resources. Additionally, CRCL developed written guidance and procedures for components on EEO program elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also completed and deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis. *The target date for this activity has been revised to December 31, 2006.*

#5, FY 05 – Since this activity was initially planned, CRCL has partnered with the CHCO staff to integrate EEO requirements for an applicant flow process into the DHS e-Recruitment system. The e-Recruitment system covers five major areas: (1) workforce planning, (2) requisitioning, (3) talent searching and candidate acquisition, (4) applicant tracking, and (5) reporting /analytics. The workforce tables impacted by the applicant flow process (Tables A/B-7, 9, 11, and 12) will be developed and deployed via DHS Interactive when the applicant flow process has been completed and evaluated. *The target date for this activity has been revised to September 30, 2006.*

FY 2006 UPDATE

#1 – In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed to better integrate the Department and give DHS employees better tools to accomplish their mission. During FY 2006, DHS embarked on the development of a new strategic plan to complement the new structure. A senior EEO Program Manager from CRCL participated in the drafting of the plan. A senior EEO Program Manager also participated in shaping the new standard and measures for the *diversity* goal under the human capital element of the Department's internal President's Management Agency scorecard.

The acquisition, development, and retention of qualified employees are a fundamental part of the strategic mission of the Department. As a member of the DHS Human Capital Council which is chaired by the Chief Human Capital Officer, the Deputy Officer for EEO Programs took part in a 2-day offsite which resulted in the Human Capital Operational Plan (HCOP)—an integral element in implementing the strategic direction of the Department. Members of the EEO staff are members of many working groups including *Workforce Planning, Corporate Recruitment, Performance*

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

Management, and *Climate* which support the HCOP. Conversely, the Acting Deputy Chief Human Capital Officer serves as the representative to EEO and Civil Rights Directors meetings, thus increasing the synergy of the two organizations.

Other indicators of integration of EEO into the strategic policies of the Department include requests from the leadership of the Department seeking assistance in developing plans for increasing diversity in areas such as intelligence analysis and emergency preparedness; increased internships and fellowships for students from Historically Black Colleges and Universities with the goal of increasing permanent hires; incorporating the OWF Program into staffing plans.

The target date for this activity has been revised to September 30, 2007.

#5 - As noted in the FY 2005 Report of Accomplishments section above for this planned activity (#5), applicant tracking is one of five major areas included in the Department's e-Recruitment System. While DHS initiated the acquisition process, unexpected delays during the procurement process precluded the awarding of the contract for the e-Recruitment System in FY 2006. Consequently, the workforce tables impacted by the applicant flow and career development systems were not developed as expected. We anticipate an April 2007 contract award date and full deployment of the e-Recruitment System within 2-3 years. CRCL will continue to work closely with the CHCO staff to identify earlier opportunities to develop the applicable MD 715 workforce tables as deliverables are planned after the contract is awarded. ***We are establishing July 31, 2007 as the target date for redefining the timeline for developing the applicable MD 715 workforce tables.***

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element C: Management and Program Accountability - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>C3: Have time-tables or schedules been established for the agency to review its Merit Promotion policy and procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?</p> <p>C4: Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?</p> <p>C5: 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 promotion opportunities by all groups?</p>	
OBJECTIVE:	Develop time-tables or schedules for reviewing these functional areas as they come on-line under the new human resources system, MAX ^{HR} .	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; CHCO	
DATE OBJECTIVE INITIATED:	November 1, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 30, 2006 - <i>Revised to 6/15/2007</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Establish baseline data for these functional areas.	May 1, 2005 <i>Revised to 6/15/2007</i>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
<p>2. Partner with the Office of the CHCO to establish deployment timelines for each functional area under MAX^{HR}; set tentative review schedules, including quarterly reporting by component EEO/CR.</p>	<p>September 30, 2005 <i>Completed</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#1, FY 05 – Baseline data for these functional areas will be established at the conclusion of the barrier analysis exercise. <i>The revised target date for this activity is September 15, 2006.</i></p> <hr/> <p style="text-align: center;">FY 2006 UPDATE</p> <p>#1 – The Department is working from several fronts to ensure that these policies (merit promotion, recognition and awards, and employee development/training) as well as other HC management directives/policies do not limit or impede the full participation or progression of DHS employees. First, in conjunction with the departmental FY 2006 barrier analysis project, we identified, collected and analyzed numerous data sources (including policies, procedures, and practices) that were linked to the 14 triggers in the Department’s FY 2004 Status Report. The results of this project, which will establish the baseline data for these functional areas, will be presented in the Department’s final barrier analysis report and action plan which is scheduled for completion by June 15, 2007. Second, in recognizing that the ability to hire and retain a talented and diverse workforce is inextricably linked to the Department’s personnel/management policies, procedures, and practices, the CHCO included the review of internal personnel policies as an action item in the DHS Human Capital Operational Plan (HCOP). Under the <i>Talent Management</i> strategic goal, each component is required to “<i>Review 60% of internal policies and regulations, in partnership with the DHS EEO/Civil Rights Offices, to ensure full access by September 30, 2007.</i>” Third, to encourage the linkage and alignment of our personnel policies, practices, and systems with our HC and diversity strategies, the CRCL and CHCO staffs collaborated in designating <i>internal policy review</i> as a metric for the DHS Internal Scorecard, President’s Management Agenda, Goal 1.5 – Diversity. CRCL will continue to partner with CHCO on the review of other HC management policies as they are developed. <i>The target date for this activity has been revised to June 15, 2007.</i></p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
<i>U.S. Department of Homeland Security</i>	<i>Essential Element D: Proactive Prevention Essential Element E: Efficiency FY 2004 w/FY 2005 and FY 2006 Updates</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>D4: Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?</p> <p>D5: Are trend analyses of a workforce's major occupations conducted by race, national origin, sex and disability?</p> <p>D6: Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?</p> <p>D7: Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?</p> <p>D8: Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?</p> <p>E2: Has the agency implemented adequate data collection and analysis systems that permit tracking of the information required by MD 715 and these instructions?</p>
OBJECTIVE:	To complete development of the DHS workforce analysis database and deploy it via DHS Interactive.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs
DATE OBJECTIVE INITIATED:	June 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 - <i>Revised to 7/31/2007</i>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>With not quite 2 years of history as a Department, DHS is just establishing baseline workforce data using the data tables established for this Annual EEO Program Status Report. As such, analysis for trends is premature.</p> <p>1. CRCL will develop and issue policy requiring the EEO/CR Directors to conduct pattern/trend analyses by the MD 715-specified variables beginning with the FY 2005 Annual EEO Program Status Report.</p>	<p>August 1, 2005 <i>Completed November 2, 2006</i></p>
<p>2. Resolve outstanding issues, including RNO and disability coding anomalies, with the USCG and TSA data.</p>	<p>May 31, 2005 <i>Completed</i></p>
<p>3. Finalize programming for formatting for reports and submit for posting to DHS Interactive</p>	<p>August 31, 2005 <i>Completed</i></p>
<p>4. Deploy via DHS Interactive</p>	<p>September 30, 2005 <i>Completed</i></p>
<p>5. CRCL will partner with the CHCO office to finalize the contracting vehicle to procure a DHS-wide applicant flow process from the Office of Personnel Management (OPM).</p>	<p>August 1, 2005 <i>Completed</i></p>
<p>6. CRCL will partner with the CHCO office and OPM to resolve requirements and specifications issues, including any career development information that has changed because of MAX^{HR}.</p>	<p>November 1, 2005 <i>Completed</i></p>
<p>7. Develop interim programming to format workforce tables with applicant flow implications (A/B7, A/B9, A/B11, and A/B12 (see appendix. <i>(Revised in FY 2006 Update – See below)</i>)</p>	<p>January 15, 2006 <i>Revised to 7/31/2007</i></p>
<p>8. Conduct first official test of system (applicant flow)</p>	<p>February 1, 2006 - <i>Closed</i></p>
<p>9. Finalize programming format for workforce tables A/B7, A/B9, A/B11, and A/B 12.</p>	<p>March 1, 2006 <i>Closed</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#1, FY 05 – CRCL conducted a limited trend analysis for the Department’s FY 2005 EEO Program Status Report, but did not reiterate this requirement in its annual guidance to the EEO/CR Directors. Consequently, most components did not conduct the required trend analysis. CRCL has noted this for inclusion in its FY 2006 general MD 715 guidance. <i>The target date for this activity has been revised to August 1, 2006.</i></p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#7, FY 05 – This activity has been changed to: *“Develop templates for Tables A/B-7, 9, 11, and 12 after completion/approval of the DHS-wide applicant flow process.”*

The revised target date for this activity is March 31, 2007.

FY 2006 UPDATE

#1 – CRCL included the requirement for conducting a trend analysis in its FY 2006 general guidance to the components for completing the annual EEO Program Status Report. The CRCL general guidance was provided as an attachment to a November 2, 2006 memorandum to the DHS component heads from Carmen Walker, Deputy Officer for EEO Programs. *This activity was completed on November 2, 2006.*

#7 – As noted previously in this report (page 11); applicant tracking is one of five major areas included in the Department’s e-Recruitment System. While DHS initiated the acquisition process, unexpected delays during the procurement process precluded the awarding of the contract for the e-Recruitment System in FY 2006. Consequently, the workforce tables impacted by the applicant flow and career development systems were not developed as expected. We expect an April 2007 contract award date and full deployment of the e-Recruitment System within 2-3 years. CRCL will continue to work closely with the CHCO staff to identify earlier opportunities to develop the applicable MD 715 workforce tables as deliverables are planned after the contract is awarded. *We are establishing July 31, 2007 as the target date for redefining the timeline for developing the applicable MD 715 workforce tables.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2004 w/FY 2005 and FY 2006 Updates</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E3: 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 Rehab Act?	
OBJECTIVE:	Leverage the Department's EEO resources and maximize program efficiencies through shared resources.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 <i>Revised to 9/30/2007</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	June 1, 2005 <i>Revised to 9/30/2007</i>	
2. Establish CRCL policy and action plan for conducting EEO Program evaluations of the components.	July 1, 2005 <i>Revised to 3/31/2007</i>	
3. Begin component audits.	October 1, 2005 - <i>Completed</i>	
4. Analyze results; propose and implement improvements.	February 1, 2006 <i>Revised to 9/30/2007</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices,</p>		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

CRCL's plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL's plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly meetings with component EEO and Civil Rights Directors to provide updated program information, to facilitate an integrated approach to program requirements, and to leverage resources. Additionally, CRCL developed written guidance and procedures for components on EEO program elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also completed and deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis. *This activity has been revised December 31, 2006.*

#2, FY 05 – Although the CRCL policy document for conducting EEO Program evaluations is still pending completion, CRCL began the component evaluations during the first quarter of FY 2006. CRCL expects to complete EEO Program Evaluations for one-third of its components—U.S. Immigration and Customs Enforcement (ICE), the U.S. Citizenship and Immigration Service (CIS), and the Transportation Security Administration (TSA)—by the end of FY 2006. *This target date for this activity has been revised to September 30, 2006.*

#4, FY 05 – *The target date for this activity has been revised to October 31, 2006.*

FY 2006 UPDATE

#1 – In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed to better integrate the Department and give DHS employees better tools to accomplish their mission. During FY 2006, DHS embarked on the development of a new strategic plan to complement the new structure. A senior EEO Program Manager from CRCL participated in the drafting of the plan. A senior EEO Program Manager also participated in shaping the new standard and measures for the *diversity* goal under the human capital element of the Department's internal President's Management Agency scorecard.

The acquisition, development, and retention of qualified employees are a fundamental part of the strategic mission of the Department. As a member of the DHS Human Capital Council which is chaired by the Chief Human Capital Officer, the Deputy Officer for EEO Programs took part in a 2-day offsite which resulted in the Human Capital Operational Plan (HCOP)—an integral element in implementing the strategic direction of the Department. Members of the EEO staff are members of many working groups including *Workforce Planning, Corporate Recruitment, Performance Management, and Climate* which support the HCOP. Conversely, the Acting Deputy Chief Human Capital Officer serves as the representative to EEO and Civil Rights Directors meetings, thus increasing the synergy of the two organizations.

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

Other indicators of integration of EEO into the strategic policies of the Department include requests from the leadership of the Department seeking assistance in the develop of strategies for increasing diversity in areas such as intelligence analysis and emergency preparedness; increased internships and fellowships for students from Historically Black Colleges and Universities with the goal of increasing permanent hires; incorporating the OWF Program into staffing plans.

The target date for this activity has been revised to September 30, 2007.

#2 – During FY 2006, CRCL sought the assistance of a contractor in developing the Department’s policy for conducting EEO Program Evaluations. Pending completion of this policy document, CRCL developed a self-evaluation document and scoring mechanism which has been distributed to the component EEO/Civil Rights Directors. *The target date for completing the governing policy document has been revised to March 31, 2007.*

#4 – Completion of the three EEO Program Evaluations (ICE, CIS, and TSA) was delayed because the EEO Program Manager responsible for the evaluations was on detail. The CRCL EEO Program Manager for this functional area plans to conduct these evaluations during the third and fourth quarters FY 2007 and analyze the results shortly thereafter. Recommendations for improvements will be made as part of the final report. *The target date for this activity has been changed to September 30, 2007.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2004 w/FY 2005 and FY 2006 Updates</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E11c: Does the agency complete the investigations within the applicable prescribed time frame?	
OBJECTIVE:	To complete investigations within the applicable prescribed time frame.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 31, 2006 - <i>Revised to 9/30/2009</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Examine MD 715 and 462 component submissions to identify possible centers of excellence for conducting investigations. <i>(Revised – See FY 2006 Update below)</i>	May 30, 2005 <i>Revised - See FY 2006 Update</i>	
2. Develop and issue new complaint investigation policy and procedures. <i>(Revised – See FY 2006 Update below)</i>	August 1, 2005 <i>Revised – See FY 2006 Update</i>	
3. Implement new policy. <i>(Revised – See FY 2006 Update below)</i>	September 30, 2005 <i>Revised – See FY 2006 Update</i>	
4. Assess and revise policy/procedure as appropriate. <i>(Revised – See FY 2006 Update below)</i>	January 31, 2006 <i>Revised – See FY 2006 Update</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 05 – The Complaints Adjudication Branch, CRCL, plans to analyze the Department’s FY 2005 EEOC Form 462 Report during the first and second quarters of FY 2006. CRCL will consider its options for investigations after this analysis has been completed. <i>The revised target date for this activity is June 30, 2006.</i></p> <p>#2 and #3, FY 05 – CRCL will consider the results of its MD 715 and 462 analyses in the development of new complaint investigation policy. Activities two and three have been combined with a <i>revised target date of September 30, 2006.</i></p>		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#4, FY 05 – *The target date for this activity has been revised to March 31, 2007.*

FY 2006 UPDATE

The planned activities toward completion of the objective have been revised as follows:

#1 – The Complaints Adjudication Branch, CRCL, has decided to broaden the scope of this activity by establishing a working group consisting of DHS components to (1) conduct benchmarking, (2) identify centers of excellence both within and external to DHS, and (3) determine the best practices relative to quality, timeliness, and impartiality of EEO investigations. CRCL plans to proactively pursue these activities while awaiting recommendations from EEOC's assessment of Federal sector investigations. CRCL will tailor recommendations from the Commission to meet the Department's specific needs, including the processing of legacy cases. *The target date for this activity is May 30, 2007.*

#2 – CRCL will issue interim policy/procedures for conducting investigations pending the outcome of the activities detailed in #1 above and the pilot activity described in #3 below. *The target date for this activity is July 30, 2007.*

#3 – CRCL will pilot the interim policy/procedures for investigations at one of the DHS components. The specific component has not yet been determined. *The target date for this activity is September 30, 2007.*

#4 – CRCL will assess the results of the pilot program as appropriate. *The target date for this activity is January 30, 2008.*

#5 – Implement revised policy/procedures at all DHS components, set performance baselines, and establish continuous monitoring cycle. *The target date for this activity is March 30, 2008.*

#6 – Assess variations to performance baselines, conduct periodic evaluation, and make the necessary adjustments to the policy/procedures to maximize process improvement. *The target date for this activity is September 30, 2009.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2004 w/FY 2005 and FY 2006 Updates</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E11g: Does the agency ensure timely compliance with EEOC AJ decisions which are not subject of an appeal by the agency?	
OBJECTIVE:	To ensure timely compliance with EEOC AJ decisions at the Department level and throughout the components.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	December 15, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 1, 2006 <i>Revised to 9/30/2007</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Hire a Complaints Manager.	January 28, 2005 - <i>Completed</i>	
2. CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	June 1, 2005 <i>Revised to 9/30/2007</i>	
3. Complete security clearance process for Complaints Manager.	April 1, 2005 - <i>Completed</i>	
4. After clearance is complete, the Complaints Manager will work with EEO staff to ensure timely compliance with all cases.	January 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#2, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff’s leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices, CRCL’s plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL’s plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly</p>		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

meetings with component EEO and Civil Rights Directors to provide updated program information, to facilitate an integrated approach to program requirements, and to leverage resources. Additionally, CRCL developed written guidance and procedures for components on EEO program elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also completed and deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis. *The target date for this activity has been revised to December 31, 2006.*

FY 2006 UPDATE

#2 – In order to have a model EEO Program, DHS must ensure legal compliance by fully and timely responding to final EEOC orders directing corrective action and relief. DHS CRCL's goal is to have an EEO compliance program that is proactive and not responsive, i.e., monitors relief, ensures implementation of remedies, and informs EEOC of the status of its cases. For FY 2007, CRCL plans the following process improvements: To take a more proactive approach to the evaluation of component compliance programs with notification to Component heads of identified problems; conduct compliance training for all DHS components; and fully utilize tracking systems to better manage cases; and implement relief in a more timely manner. *The target date for this activity has been revised to September 30, 2007.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2006</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Eild: When a complainant requests a FAD, does the agency issue the decision within 60 days of the request?	
OBJECTIVE:	To acquire sufficient resources and to create operating efficiencies that will enable DHS to meet EEOC complaint processing timeframes.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs and the Complaint Adjudication Branch Head	
DATE OBJECTIVE INITIATED:	March 13, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 28, 2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Complete staffing requirements.		September 30, 2007
2. Develop and implement strategies for achieving operational efficiencies.		September 30, 2007
3. Assess impact on office operations and complaint processing timeframes and revise as appropriate.		December 28, 2007
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Total Workforce - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>An examination of Workforce Tables A-1 and A-2 found that females (collectively) were employed in the DHS permanent workforce at rates below their availability in the National Civilian Labor Force (NCLF). This picture was mirrored across each DHS components, except the U.S. Citizenship and Immigration Services (CIS). White females, Asian females, and American Indian/Alaskan Native females followed this employment pattern from the Departmental view and across most DHS components. A similar profile existed for Hispanic females in six of the nine DHS components.</p> <p>The participation rates for Hispanic males, Asian males, and males identified as “Two or More/Other Races” in the permanent workforce were below their respective availability rates in the NCLF.</p> <p>Similar disparities existed at this aggregate Departmental level in the <i>temporary</i> workforce, i.e., females (collectively), White females, Asian females, and females identified as “Two or More/Other Races” were employed at rates below their respective availability rates in the NCLF.</p> <p>The participation rates for Hispanic males, Black males, and males identified as “Two or More/Other Races” were below their expected NCLF availability in most DHS components.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>FY 2004 DHS employment profiles reflect, for the most part, the recruitment and hiring activities of the 22 separate agencies that merged to create the Department. Analysis of the Department’s hiring activity (Workforce Table A8) was inconclusive in the absence of an enterprise-wide</p>	

<p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>applicant flow process and recruitment plan. Despite several recruitment strategies implemented by the Department to recruit a diverse workforce, Table A8 revealed that females (collectively) and females across all groups (except Black females) were hired in the permanent workforce at rates below their availability in the NCLF. All male groups were hired at rates above their respective availability. The examination of the Nature of Action Codes (NOACs) used to hire employees showed that six NOACs accounted for 97 percent of the FY 2004 new hires. Further examination of NOACs and special hiring authorities is needed. Possible retention issues were noted during the analysis of separation profiles as females (collectively) resigned at a slightly higher rate than their employment rate in the DHS permanent workforce. We also noted higher involuntary separation rates relative to DHS participation rates for several female groups.</p> <p>The analysis of recruitment policies was incomplete and will continue through FY 2005.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>As noted in the barrier analysis discussion, several factors contributing to probable barriers were identified. These and other possible contributing factors, e.g., security clearances, qualification requirements, and budget constraints need to be examined. Rather than speculate or make inferences about probable barriers, the Department will complete the analysis to identify the barriers.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of females and other groups and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs/CHCO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>May 30, 2006 - <i>Revised to June 30, 2007</i></p>

EEOC FORM 715-01 PART I	DHS Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Establish cross-functional teams comprised of members from the EEO and HC communities, and managers from applicable mission areas to examine the triggers and established processes and policies that might be impeding employment opportunities.	May 16, 2005 <i>Completed in FY 2005</i>	
2. Report team findings to Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 6/30/2007</i>	
3. Design and conduct a study to assess the attitudes of managers relative to equal employment opportunity. <i>(Revised for FY 2006 – See FY 2006 update below)</i>	July 31, 2005 <i>Revised to 9/30/2007</i>	
4. Report results to Director, DHS EEO Programs. <i>(Revised for FY 2006 – See FY 2006 update below)</i>	August 30, 2005 <i>Revised to 9/30/2007</i>	
5. Develop interim plan to eliminate probable barriers based on results of cross-functional teams.	September 30, 2005 <i>Revised to 7/31/2007</i>	
6. Complete plans to establish DHS-wide applicant flow process, implement, and assess.	March 31, 2006 <i>Revised to 6/30/2007</i>	
7. Finalize plan, including procedures to monitor progress, to eliminate identified barriers.	May 30, 2006 <i>Revised to 9/30/2007</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#2, FY 05 – A draft report of the initial Cross-functional Team’s efforts was completed and briefed to the Director, DHS EEO Programs in March 2006. With plans to reconvene the Cross-functional Team in May 2006 under a new configuration, we are revising the target date for briefing the Director, DHS EEO Programs on the new team’s findings to September 15, 2006.</p> <p>#3, FY 05 – CRCL entered into preliminary discussions with a contractor during FY 2005 regarding options available for assessing possible attitudinal barriers. However, competing priorities precluded any closure on these discussions. CRCL plans to revisit these discussions in FY 2006 as information obtained from the Department’s survey and roundtable discussions conducted at the 2005 Women In Federal Law Enforcement Conference suggest that attitudinal barriers may be at work in impeding equal employment opportunity. The target date for this planned activity has been revised to March 31, 2007.</p>		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#4, FY 05 – *This target date has been revised to April 30, 2007* based on changes to #3 above.

#5, FY 05 – *The target date for this planned activity has been revised to November 15, 2006* based on changes to #3 above.

#6, FY 05 - Since this activity was initially planned, CRCL has partnered with the CHCO staff to integrate EEO requirements for an applicant flow process into the DHS e-Recruitment system. CRCL has contracted with OPM's Training and Management Assistance (TMA) Program to develop the EEO requirements for e-Recruitment, including the applicant flow requirements. The contractor started this project on November 2, 2005 and has submitted a draft report on the findings of the *Discovery and Analysis* portion of the Determination of EEO Requirements for the e-Recruitment system project. The completion date for the EEO requirements determination project is July 3, 2006. While CRCL plans to establish a DHS-wide applicant flow process have been completed, evaluation and implementation of the process are still pending. The target date for evaluation of the application flow process is September 30, 2006. We anticipate that implementation will be integrated with Phase 1 (pilot) of the e-Recruitment system. *The revised target date for implementation is March 31, 2007.*

#7, FY 05 – *The target date for this activity has been revised to June 30, 2007.*

FY 2006 UPDATE

#2 – CRCL reconvened the cross-functional team in May 2006 Professionals from the components' EEO and HC communities provided ad hoc resources. One of the deliverables, the Document Collection Plan, was essential to timely completion of follow-on task deliverables. Unfortunately, the document collection phase extended well beyond the estimated task completion date because of unexpected challenges experienced in obtaining the required component documents. Consequently, the estimated task completion dates for most of the follow-on tasks had to be revised. Under the revised Management Plan timeline, CRCL received the Preliminary Barrier List/Report on February 15, 2007. The Deputy Officer for EEO Programs was briefed on this preliminary list/report on February 28, 2007. A final briefing will be presented to the Deputy Officer for EEO Programs after receipt of the final Barrier Identification and Action Plan Report which is scheduled for June 15, 2007. *The revised target date for this activity/briefing is June 30, 2007.*

#3 – CRCL funding shortfalls during FY 2006 precluded any follow-up action on assessing possible attitudinal barriers among managers relative to equal employment opportunity. CRCL recognizes the significance of pursuing these potential barriers and will strongly consider the results of the departmental barrier analysis efforts before making any determinations on how and when to address attitudinal barriers.

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

Accordingly, this planned activity has been changed to: “Consider the conduct of a study to assess attitudinal barriers based on the results of the structural barriers report.” *The target date for this activity is September 30, 2007.*

#4 – As noted previously in this report (page 40, #3); this planned activity is contingent on CRCL’s decision on whether the study to assess attitudinal barriers will be conducted. *The target date for this activity is September 30, 2007.*

#5 – ICF is developing an action plan for eliminating identified barriers as one of the task deliverables for the structural barrier analysis project. CRCL will review this action plan and announce the Department’s interim action plan by *July 31, 2007.*

#6 – As noted previously in this report (page 18); applicant tracking is one of five major areas included in the Department’s e-Recruitment System. While DHS initiated the acquisition process, unexpected delays during the procurement process precluded the awarding of the contract for the e-Recruitment System in FY 2006. Consequently, the workforce tables impacted by the applicant flow and career development systems were not developed as expected. We expect an May 2007 contract award date and full deployment of the e-Recruitment System within 2-3 years. CRCL will continue to work closely with the CHCO staff to identify earlier opportunities to develop the applicable MD 715 workforce tables as deliverables are planned after the contract is awarded. *We are establishing July 31, 2007 as the target date for redefining the timeline for developing the applicable MD 715 workforce tables.*

#7 – *The target date for this activity has been changed to September 30, 2007.*

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Officials and Managers - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As Officials and Managers, the participation rates of females (collectively) as well as White males and White females were below their availability in the relevant NCLF. This profile was mirrored in most DHS components for females (collectively). Hispanic males/females, Asian males/females, and males/females identified as “Two or More/Other Races” were also added to the disparities in the majority of the components.</p> <p>In the Executive/Senior Level (Grades 15 and Above) sub-category, several employee groups were conspicuously absent within the components.</p> <p>Females (collectively) and White males/females were the only groups whose participations rates in the first three sub-categories increased from the First Level (Grades 12 and Below) to the Executive/Senior Level (Grades 15 and Above). With few exceptions, this profile was reversed for the other employee groups.</p> <p><i>Officials and managers account for approximately 35 percent of the DHS permanent workforce.</i></p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary data source for analysis of this employment profile. We note that erroneous RNO coding at TSA might be a contributing factor to the disparities noted in the first paragraph above. Further analysis of the employee distributions within the two data streams that populate this category—(1) occupational series coded by the Office of Personnel Management (OPM) as “Officials and Managers” and (2) the position supervisory code—is needed to determine what might be at play relative to the conditions at issue.</p>	

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; Director, Office of Civil Rights (TSA) – RNO Coding</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 9/30/2007</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with TSA on the development of an action plan to resurvey the workforce to correct RNO coding problems. Establish target date for re-examining DHS employment profiles in this occupational category based on resurvey.</p>	<p>April 30, 2005 <i>Completed</i></p>
<p>2. Coordinate with the cross-functional teams examining the triggers and established policies/procedures that might be impeding equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.</p>	<p>May 16, 2005 <i>Revised to 6/30/2007</i></p>
<p>3. Complete analysis of the employee distributions for the two data streams that comprise the “Officials and Managers” category and report results to the Director, DHS EEO Programs.</p>	<p>June 30, 2005 <i>Revised to 9/30/2007</i></p>
<p>4. Develop plan to eliminate probable barriers, including procedures to monitor progress.</p>	<p>September 30, 2005 <i>Revised to 9/30/2007</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#1, FY 05 - TSA responded to its RNO coding anomalies in conjunction with the agency’s conversion from the DOT personnel/payroll system to NFC personnel/payroll system. All employees identified as “<i>other</i>” in the DOT personnel/payroll system had to be resurveyed and permitted to self-identify their race and national origin to ensure timely receipt of their pay via the NFC system. Accordingly, the TSA Office of Human Capital (OCH) resurveyed over 5,000 TSA</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

employees covering all pay bands including TSA executives. The OHC developed a guidance document that included the purpose of the re-survey, the regulation requirement, the forms needed to collect the data and a letter of explanation to affected personnel. At the end of the survey period, the OHC conducted a quality control review to ensure that the database contained an RNO data record for all TSA employees. The resurvey began in May 2005 and was successfully concluded in June 2005. DHS employment profiles in this occupational category were re-examined in conjunction with this report submission. For the most part, disparities noted in the FY 2004 report remained constant for FY 2005. *This activity has been completed.*

#2, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1802 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. *The revised target date for this activity is September 15, 2006.*

#3, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#4, FY 05 – *The target date for this planned activity has been revised to June 30, 2007.*

FY 2006 UPDATE

#2 – See DHS Preliminary Barriers Report, Appendix A.

#3 - As previously described, two data streams comprise the “Officials and Managers” occupational employment category—(1) occupational series assigned an Office of Personnel Management (OPM) “nine” code of “1” and (2) occupations assigned a “nine” code of “2 through 9,” but have supervisory positions codes of “2, 4, or 5.” While analysis of these two data streams failed to reveal any significant contributors to the conditions at issue, several employment patterns did emerge.

- Of the three employee groups identified in the FY 2004 condition statement—Females

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

(collectively), White males and White females—two groups (Females (collectively) and White females)) experienced the same employment patterns, i.e., lower participation rates than their availability in the RCLF, in the two individual data streams. The third employee group, White males, was employed at a rate below the RCLF only in the code “1” subgroup.

- Positions assigned to the second subgroup by virtue of their position supervisory code had eight employee groups with participation rates below their availability in the RCLF compared to five employee groups in the code “1” subgroup. Six of the eight employee groups were female.
- Four employee groups—Females (collectively), White females, and males and females identified as two or more races—had participation rates below their availability in both subgroups.

It is also worth noting that the employment status of the three employee groups—Females (collectively), White males, and White females—identified in the FY 2004 condition statement continued for FY 2006. This is particularly noteworthy since in FY 2005 TSA corrected the erroneous race/national origin coding anomalies that we believed to be a contributing factor to the FY 2004 condition. Moreover, for FY 2006 we identified three additional employee groups with participation rates below their availability in the RCLF—American Indian/Alaskan Native Females, and males and females identified as two or more/other races.

We will continue to monitor this situation throughout FY 2006. *The target date for this activity has been changed to September 30, 2007.*

#4 – See Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Technicians - FY 2004 w/FY 2005 and FY 2006 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As Technicians, females (collectively), White females, Asian females, and American Indian/Alaskan Native females were employed at rates below their availability in the relevant NCLF.</p> <p>TSA Screeners (a DHS Cross-Cutting, High-Profile occupation) comprise 98 percent of this occupational category and, as such, drive the disparities noted above. In FEMA, USCG, CBP and ICE where there were at least 100 positions in the <i>Technicians</i> category, we noted additional employee groups with low participation rates in this category relative to their availability in the relevant NCLF. In most of these components, we noted disparities among Hispanic males/females, Black females, and males and females identified as “Two or More/Other Races.”</p> <p><i>The Technicians occupational category account for approximately 38 percent of the DHS permanent workforce.</i></p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary source document for analysis of this employment category. As mentioned in the barrier analysis discussion for “Officials and Managers,” we note that erroneous RNO coding at TSA might be a contributing factor to the disparities noted above. While we await the outcome of the TSA RNO resurvey, we will complete the analysis of our recruitment, hiring, and retention activities as well as applicable policies.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>	

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; Director, Office of Civil Rights (TSA)
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 9/30/2007</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with TSA on the development of an action plan to resurvey the workforce to correct RNO coding problems. Establish target date for re-examining DHS employment profiles in this occupational category based on resurvey.	April 30, 2005 <i>Completed</i>
2. Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.	May 16, 2005 <i>Revised to 6/30/2007</i>
3. Brief Director, DHS EEO Programs on potential barriers and interim plan to eliminate the barriers.	July 31, 2005 <i>Revised to 6/30/2007</i>
4. Finalize plan to eliminate the probable barriers, including procedures to monitor progress.	September 30, 2005 <i>Revised to 9/30/2007</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1, FY 05 - TSA responded to its RNO coding anomalies in conjunction with the agency's conversion from the DOT personnel/payroll system to NFC personnel/payroll system. All employees identified as "other" in the DOT personnel/payroll system had to be resurveyed and permitted to self-identify their race and national origin to ensure timely receipt of their pay via the NFC system. Accordingly, the TSA Office of Human Capital (OHC) resurveyed over 5,000 TSA employees covering all pay bands including TSA executives. The OHC developed a guidance document that included the purpose of the re-survey, the regulation requirement, the forms needed to collect the data and a letter of explanation to affected personnel. At the end of the survey period, the OHC conducted a quality control review to ensure that the database contained an RNO data record for all TSA employees. The resurvey began in May 2005 and was successfully concluded in June 2005. DHS employment profiles in this occupational category were re-examined in

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

conjunction with this report submission. For the most part, disparities noted in the FY 2004 report remained constant for FY 2005. *This activity has been completed.*

#2, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. *The revised target date for this activity is September 15, 2006.*

#3, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#4, FY 05 – *The target date for this planned activity has been revised to June 30, 2007.*

FY 2006 UPDATE

#2, 3, and 4 – See DHS Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Professionals - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As Professionals, females (collectively), White females, Asian females, and American Indian/Alaskan Native females had participation rates below their expected availability rate in the relevant NCLF. This pattern was repeated for the same groups across most DHS components. Asian males, American Indian/Alaskan Native males, and males identified as “Two or More/Other Races” were also employed at rates below their availability in the relevant NCLF.</p> <p><i>Four DHS Cross-Cutting, High Profile occupations are included in the Professionals category—Attorneys, Engineers, Intelligence Research Specialists and IT Specialists.</i></p> <p><i>Professionals account for approximately 6 percent of the DHS permanent workforce.</i></p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary source document for analysis of this employment profile. We also examined hiring and separation data for the DHS Cross-Cutting, High Profile occupations in this category. This analysis showed that, overall, we hired more employees in these positions than we lost. However, women accounted for 39 percent of the losses and 29 percent of the accessions. As noted earlier, drawing conclusions from this data is premature given the absence of a DHS-wide applicant flow process or recruitment plan.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>	

RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; DHS CHCO
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 9/30/2007</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.	May 16, 2005 <i>Revised to 6/30/2007</i>
2. Report findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 6/30/2007</i>
3. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant-flow process. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Revised to 7/31/07</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p>#1, FY 05 - All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the <i>Report of Accomplishments and Modifications to Objective</i> section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. <i>The revised target date for this activity is September 15, 2006.</i></p> <p>#2, FY 05 - <i>The target date for this planned activity has been revised to September 15, 2006.</i></p> <p>#3, FY 05 - <i>The target date for this planned activity has been revised to November 15, 2006.</i></p>	

FY 2006 UPDATE

#1, #2 and #3 – See Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Service Workers - FY 2004 w/FY 2005 and FY 2006 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively), females across all individual groups, Black males, Asian males, and males identified as “Two or More/Other Races” were employed at rates below their respective availability in the relevant NCLF. With few exceptions, this employment pattern was mirrored across the DHS components.</p> <p><i>Three DHS Cross-Cutting, High-Profile occupations—Police, Border Patrol Agents, and Criminal Investigators comprise the Service Worker occupational category.</i></p> <p><i>Service Workers comprise approximately 14 percent of the DHS permanent workforce.</i></p> <p><i>See also: Cross-Cutting, High Profile Occupations</i></p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Tables A3-1 and A6 served as the primary source documents for the analysis of this employment category. From the analysis of both tables, we noted the low participation of females as well as other employee groups.</p> <p>CBP is home to the Border Patrol Agents, the largest of the three Cross-Cutting, High-Profile occupations in the Service Workers category. In its analysis of various studies and reports on women in law enforcement at the federal and state/local levels, CBP noted that there was a serious disparity in the participation rates of women across the board. Pursuant to these various studies/reports, possible contributors to these low participation rates included attitudinal barriers, physical strength requirements, an imbalance between work/family life responsibilities, and pay. Problems in the recruitment process may not be unique to federal</p>	

<p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>agencies, but a common problem across law enforcement agencies in general.</p> <p>The wide range of probable barriers in this employment category warrants further examination.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 9/30/2007</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.</p>	<p>May 16, 2005 <i>Revised to 6/30/2007</i></p>
<p>2. Report findings to the Director, DHS EEO Programs</p>	<p>August 30, 2005 <i>Revised to 6/30/2007</i></p>
<p>3. Benchmark law enforcement agencies that have had successes in recruiting, hiring, promoting, and retaining a workforce that draws from the diversity of the public they serve and protect.</p>	<p>July 31, 2005 <i>Completed</i></p>
<p>4. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant-flow process. Include procedures/schedule to monitor progress.</p>	<p>September 30, 2005 <i>Revised to 7/31/2007</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#1, FY 05 - All triggers identified in the Department’s FY 2004 EEO Program Status Report were</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department's 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#3, FY 05 – On behalf of the Department, CRCL conducted two activities at the 2005 Women in Federal Law Enforcement (WIFLE) Leadership Training Conference in Rancho Mirage, CA, which was held on June 13-17, 2005. The two activities consisted of a survey and a series of simultaneous roundtable discussions. The purpose of the survey was to measure overall job satisfaction and to determine the importance of selected factors in recruiting, hiring, and retaining women in Federal law enforcement. The purpose of the roundtable discussions was to develop a better understanding of the obstacles that exist in hiring and retaining women in Federal law enforcement. Participants in this conference were employed at several Federal law agencies, including the Federal Bureau of Investigation, the Bureau of Alcohol, Tobacco and Firearms, the U.S. Department of State, the Drug Enforcement Administration, the Internal Revenue Service (Criminal Investigation) as well as several DHS components. Both activities revealed several factors that require the Department's attention and further investigation to determine the extent to which the findings pertain to DHS components and whether they pose impediments to equal employment opportunity. CRCL will ensure that these factors are addressed the Cross-functional Team when it reconvenes in May 2006. ***This activity has been completed.***

#4, FY 05 – *The target date for this planned activity has been revised to November 15, 2006.*

FY 2006 UPDATE

#1, #2, and #4 – See DHS Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>General Schedule Grades - FY 2004 w/FY 2005 and FY 2006 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In the General Schedule (GS) pay plan at the 13, 14, 15, and SES levels, all employee groups, except White males, had participation rates below their availability in the DHS permanent workforce. For White females, the disparity existed only at the GS-13 grade level.</p> <p>With few exceptions, the disparities at the GS-13, 14, 15, and SES levels were mirrored across the DHS components.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A4-1 provided the primary source document for analysis of this employment category.</p> <p>Several data points were noteworthy during the analysis of Workforce Table A4-1. In CIS, the only component where females comprise the largest percentage of the workforce (approximately 62 percent), the employment pattern for women at the GS-13, 14, 15, and SES grade levels was the same pattern as other females in the Department. White females were the exception—their participation rates at the GS-14 and 15 grade levels exceeded their availability in the CIS workforce. However, in CBP, where females made up approximately 26 percent of the permanent workforce, the participation rates for females (collectively) and White females exceeded their availability in the CBP workforce. For Black females, the disparity only existed at the SES level. These employment patterns point to an examination of grades within occupations to help understand the processes at work.</p> <p>Data needed to conduct a more detailed assessment of the possible contributors to these employment profiles was not available in time</p>	

<p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>for this report submission. Enhancements to the DHS MD 715 database are underway to provide queries on demand, e.g., distributions of occupations by grades 13, 14, 15, and SES and hiring and separation data by grades within occupations.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 9/30/2007</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barrier(s) relative to the conditions at issue in this employment category. Additional focus needed by the team on high visibility assignments, training, and career development procedures/policies.</p>	<p>May 16, 2005 <i>Revised to 6/30/2007</i></p>
<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Revised to 6/30/2007</i></p>
<p>3. Develop an interim action plan to eliminate probable barrier(s) pending completion of the DHS-wide applicant flow process. Include procedures/schedule to monitor progress.</p>	<p>September 30, 2005 <i>Revised to 7/31/2007</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

barrier analysis undertaking, eight of the Department's 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#3, FY 05 – *The target date for this planned activity has been revised to November 15, 2006.*

FY 2006 UPDATE

#1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Cross-Cutting, High Profile Occupations FY 2004 w/FY 2005 and FY 2006 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively) were employed at rates below their respective availability rates in 8 of the 12 DHS Cross-Cutting, High-Profile Occupations—Customs and Border Protection Officers (1895), Border Patrol Agents (1896), Criminal Investigators (1811), Intelligence Research Specialists (0132) IT Specialists (2210), Police (0083), Screeners (0019), and Security (0080).</p> <p>Females (collectively) were also employed at rates below their availability in two of the three engineering disciplines with more than 100 positions—<i>General Engineers (0801)</i> and <i>Electronics Technicians (0856)</i>.</p> <p>In the <i>Border Patrol Agent (1896)</i> occupation, all employee groups, except Hispanic males/females, were employed at rates below their respective NCLF availability. Females (collectively) accounted for only 5.66 percent of the agents.</p> <p>In the <i>Police (0083)</i> occupation, all employee groups, except Black males/females, were employed at rates below their respective NCLF availability.</p> <p>In the <i>Security (0080)</i> occupation, all female employee groups (collectively and individually), except Black females, were employed at rates below their respective NCLF availability.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A6 served as the primary source document for analysis of this employment category.</p> <p>As noted in the barrier analysis discussion for the Total Workforce, these profiles reflect the</p>	

<p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>employment practices and organizational cultures of the separate agencies that merged to create DHS. Historical data needed to assess the employment practices and organizational cultures of the agencies where these positions formerly resided was not available. Moreover, the assessment of any opportunities that DHS may have had to effect change was limited by the absence of applicant flow data.</p> <p>From Workforce Table A6, we noted consistent and inconsistent employment patterns. The wide range of disparities among the employee groups by occupation, as noted above in the <i>Statement of Condition</i> section, exacerbated our inability to determine the cause(s) of the conditions at issue.</p> <p>The U.S. Customs and Border Protection, (CBP) offered some insight into the law enforcement environment through its review of several studies on the recruitment and retention of women and minorities in law enforcement positions. These studies report on the low participation rates of minorities and women and a range of factors—from attitudinal barriers to imbalances in work and family life responsibilities to physical strength requirements—that could operate as barriers. Despite several targeted recruitment initiatives undertaken by CBP, low participation rates continue to exist for the employee groups noted above in the CBP Officers (1895) and Border Patrol Agent (1896) positions.</p> <p>Additional data is needed to isolate the probable barriers in these cross-cutting, high profile occupations.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop</p>

practice to be implemented to correct the undesired condition.	a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; component EEO/CR Directors
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 9/30/2007</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barriers relative to the conditions at issue in this employment category. Focus on possible contributors to the disparities among the employee groups, particularly in the law enforcement occupations.	May 16, 2005 <i>Revised to 6/30/2007</i>
2. Report findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 6/30/2007</i>
3. Benchmark law enforcement agencies that have documented successes in recruiting, hiring, promoting, and retaining a diverse workforce.	July 31, 2005 <i>Completed</i>
4. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant flow process. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Revised to 7/31/2007</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). The law enforcement occupations are represented by the Criminal Investigators (1811), Border Patrol Agents (1896) as well as the Security (0080) and Police (0083) at the U.S.

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

Secret Service. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under "Total Workforce," the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time.

In the interim, we note some observations made by CBP based on the analyses of triggers identified for Border Patrol Agents and CBP Officers, particularly African-American males/females and females (collectively). Preliminary observations for both positions suggest that the barriers are external to the recruitment process. To illustrate, CBP held two open recruitment periods during FY 2005 for Border Patrol Agent positions. African-Americans accounted for 10.8 percent of the qualified applicants compared to their 10.6 percent availability in the civilian labor force. As the hiring process continued, the participation rate for African-Americans taking the entrance exam dropped to 5.7 percent and to 3 percent for those who passed the exam. African-Americans accounted for only 0.6 percent of the 892 Border Patrol Agents hired during FY 2005. For the CBP Officer positions, African-Americans comprised 14.2 percent of the applicant pool, 12.9 percent of the test takers, and 11.8 percent of those who passed the exam. It is noteworthy that the participation rates for African-Americans in these categories were above their 10.5 percent availability in the civilian labor force. Despite these participation rates, African-Americans accounted for only 3.6 percent of the CBP Officers hired during FY 2005. For females (collectively) in the CBP Officer and Border Patrol Agent positions, CBP found that their participation rates remained steady from initial qualification screening through passing the written exams. At the selection stage, however, the participation rate for females (collectively) dropped 10 percent. CRCL will share these observations with the DHS MD 715 Cross-functional Team when it reconvenes in May 2006 and will ensure that the team works closely with the CBP EEO and HC staffs. CRCL will also ensure that the Cross-functional Team examines these conditions as they relate to each individual employee group.

The revised target date for this activity is September 15, 2006.

#2, FY 05 – The target date for this planned activity has been revised to September 15, 2006.

#3, FY 05 – On behalf of the Department, CRCL conducted two activities at the 2005 Women in Federal Law Enforcement (WIFLE) Leadership Training Conference in Rancho Mirage, CA, which was held on June 13-17, 2005. The two activities consisted of a survey and a series of simultaneous roundtable discussions. The purpose of the survey was to measure overall job satisfaction and to determine the importance of selected factors in recruiting, hiring, and retaining women in Federal law enforcement. The purpose of the roundtable discussions was to develop a better understanding of the obstacles that exist in hiring and retaining women in Federal law enforcement. Participants in this conference were employed at several Federal law agencies, including the Federal Bureau of Investigation, the Bureau of Alcohol, Tobacco and Firearms, the U.S. Department of State, the Drug Enforcement Administration, the Internal Revenue Service (Criminal Investigation) as well as several DHS components. Both activities revealed several factors that require the Department's

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

attention and further investigation to determine the extent to which the findings pertain to DHS components and whether they pose impediments to equal employment opportunity. CRCL will ensure that these factors are addressed the Cross-functional Team when it reconvenes in May 2006.

This activity has been completed.

#4, FY 05 – The target date for this planned activity has been revised to November 15, 2006.

FY 2006 UPDATE

#1, #2, and #4 – See DHS Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>New Hires by Type of Appointment - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively) and females across all individual groups, except Black females, were hired in DHS permanent appointments at rates below their availability in the NCLF.</p> <p>This employment profile continued for females (collectively), White females, Asian females, and females identified as “Two or More/Other Races” in <i>temporary</i> appointments.</p> <p>Males identified as “Two or More/Other Races” were also hired at rates below their availability in the DHS permanent workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A8 served as the primary document for analyzing this employment category. We used a report detailing the Nature of Action Codes (NOACs) and corresponding hiring authorities to supplement Table A8. The DHS Federal Equal Opportunity Recruitment Program (FEORP) Annual Report and input from the components regarding their recruitment activities provided additional information.</p> <p>As noted in the barrier analysis discussion of the Total Workforce, six NOACs accounted for 97 percent of the FY 2004 permanent new hires. The deficit of women among the DHS new hires (permanent and temporary) in light of the targeted recruitment activities undertaken by the Department as well as several components dictates the need for further analysis to determine exactly what impediments are contributing to this condition. Indeed, the absence of a DHS-wide applicant flow process severely handicaps our ability to accurately assess this situation.</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.	The identification of barriers is inconclusive.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify the barriers to the employment of females and other employee groups and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 – <i>Revised to 9/30/2007</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barriers relative to the conditions at issue in this employment category.	May 16, 2005 <i>Revised to 6/30/2007</i>
2. Report team findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 6/30/2007</i>
3. Collaborate with the Office of the CHCO on projects that support the Department’s strategic goal of <i>Organizational Excellence</i> .	July 31, 2005 <i>Completed</i>
4. Benchmark best practices of federal agencies that have documented successes in creating a workforce that draws from the diversity of America.	July 31, 2005 <i>Revised to 8/31/2007</i>
5. Finalize plans in partnership with the CHCO to establish a DHS-wide applicant flow process.	August 1, 2005 <i>Completed</i>
6. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant flow process. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Revised to 7/31/2007</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1082 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

#3, FY 05 – CRCL collaborated with the CHCO staff during FY 2005 on nearly every CHCO-lead initiative or project that supported effective recruitment, development, compensation, succession management and leadership of a diverse workforce, including the assignment of a staff member to the DHS Workforce Planning Council, the Corporate Recruitment/Branding initiative, and the e-Recruitment project. In furtherance of the Department’s strategic goal of Organizational Excellence, CRCL partnered with the CHCO staff in developing the Performance Leadership Training for managers and supervisors and the MAX^{HR}—Maximizing Leadership Conference for senior executives and flag officers. As previously discussed, both of these events emphasized *dual accountability* or the shared responsibility of Department leaders and CRCL to ensure equality of opportunity for all employees and applicants. Lastly, CRCL worked with the CHCO staff in developing EEO standards that measure managers’/supervisors’ performance in several key areas, including the identification and removal of barriers that impede access and free and open competition in the workplace. ***This activity has been completed.***

#4, FY 05 – ***The target date for this planned activity has been revised to March 31, 2007.***

#5, FY 05 - CRCL has partnered with the CHCO staff to integrate the EEO requirements for an enterprise-wide applicant flow process with the DHS Human Capital e-Recruitment system. CRCL has contracted with OPM’s Training and Management Assistance (TMA) Program to develop the EEO requirements for this e-Recruitment system, including applicant-flow requirements. The contractor started this project on November 2, 2005 and has submitted a draft report on the findings of the *Discovery and Analysis* portion of the Determination of EEO Requirements for the e-Recruitment system project. The completion date for EEO requirements determination project is July 3, 2006. ***This activity has been completed.***

#6, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

FY 2006 UPDATE

#1, #2, and #6 – See DHS Preliminary Barriers Report, Appendix A.

#4, FY 05 – *The target date for this planned activity has been revised to August 31, 2007.*

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Quality Salary Increases - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Black males/females, Asian males, American Indian/Alaskan Native males, and males identified as “Two or More/Other Races” were granted Quality Salary Increases (QSIs) at rates below their participation in the DHS permanent workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A13 served as the primary source document for analysis of this employment category.</p> <p>Additional data is needed to complete this analysis.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers to the employment of the specific groups noted above and develop a plan to eliminate the barrier.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 <i>Revised to 9/30/2007</i></p>	

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity for assistance in identifying the probable barrier.	May 16, 2005 <i>Revised to 6/30/2007</i>
2. Report findings to the Director, DHS EEO Programs	August 30, 2005 <i>Revised to 6/30/2007</i>
3. Develop action plan to eliminate the probable barrier.	September 30, 2005 <i>Revised to 9/30/2007</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS OF OBJECTIVE:

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 – formerly 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1082 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

#3, FY 05 – ***The target date for this planned activity has been revised to November 15, 2006***

FY 2006 UPDATE

#1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Separations - FY 2004 w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>White males and females and American Indian/Alaskan Native males voluntarily separated from DHS at rates greater than their respective participation rates in the DHS permanent workforce.</p> <p>Black males were involuntarily separated at a rate greater than twice their employment rate in the DHS permanent workforce.</p> <p>Black females and American Indian/Alaskan Native males and females were also involuntarily separated at rates greater than their respective employment rate in the DHS permanent workforce</p> <p>During Reductions-in-Force, females (collectively), White males, Asian females, and American Indian/Alaskan Native males were separated at rates greater than their respective employment rates in the DHS permanent workforce.</p> <p>Resignation rates for females (collectively), White males and females, Black males, and American Indian/Alaskan Native males and females were higher than their respective employment rates within the DHS permanent workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A14 served as the primary source document for analysis of this employment category. We supplemented this compulsory table with a table detailing the type of separations by NOAC and a table that focused on separations among the DHS Cross-Cutting, High Profile occupations.</p>	

<p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>By separation type (NOAC), we noted that <i>resignations</i> accounted for approximately 56 percent of the voluntary separations. Voluntary retirements followed, accounting for 14 percent of the voluntary separations. Regarding the involuntary separations of Black males, we noted that one DHS component accounted for the majority of the actions.</p> <p>For the Cross-Cutting, High-Profile Occupations, separations were higher than accessions. Women accounted for 18 percent of the voluntary separations and 16 percent of the accessions.</p> <p>Indeed, additional information is needed to understand what practices and/or policies are contributing to these issues.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers to the employment conditions identified above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>March 31, 2006 – <i>Revised to 9/30/2007</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity to identify the specific barriers pertaining to the conditions at issue in this employment category.</p>	<p>May 16, 2005 <i>Revised to 6/30/2007</i></p>
<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Revised to 6/30/2007</i></p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
3. Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Revised to 9/30/2007</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1802 - formerly 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1082 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#3, FY 05 – *The target date for this planned activity has been revised to November 15, 2006.*

FY 2006 UPDATE

#1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Overall Employment – FY 2004 w/FY 2005 and FY 2006 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Individuals with targeted disabilities had low participation rates against the “Federal High” of 2.27 percent in most of the employment profiles presented in the MD 715 Workforce Tables examined by DHS. This picture was repeated across the Department’s permanent and temporary workforces and throughout the DHS components.</p> <p>NOTE: The “Federal High” is the participation rate of a federal agency (with 500 or more permanent employees), which had the highest participation rate of employees with targeted disabilities during the prior fiscal year. For 2004, that agency was the Social Security Administration, where 2.27 percent of employees had a targeted disability. The Federal High is the standard that all agencies are compared against.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Tables B1, 2, 3, 4, 5, 6, 8, 10, 13, and 14</p> <p>Overall, individuals with targeted disabilities comprise 0.46 percent of the total DHS workforce, 0.48 percent of the DHS permanent workforce, and 0.38 percent of the temporary workforce. We separated more individuals with targeted disabilities 0.56 percent than we hired 0.22 percent. In the Cross-Cutting, High-Profile Occupations, the participation rates for individuals with disabilities ranged from 0.01 percent in the Criminal Investigators occupation to 0.81 percent in the Contract Specialists occupation. Individuals with targeted disabilities makeup 0.26 percent of the overall Officials and Managers category, but only 0.09 percent of the Mid-level managers (GS-13, 14) and 0.14 percent of the Executive/Senior Level (GS-15 and above).</p> <p>As noted in the Title VII discussion of our FY 2004 employment profiles, the participation</p>	

BARRIER ANALYSIS: (Continued)

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

rates of individuals with targeted disabilities primarily reflect the recruitment and hiring activities as well as the organizational cultures of the 22 disparate agencies that merged to create DHS. Although managers were provided tools and resources to increase participation of people with disabilities in the workforce, evidence suggests that these tools were not fully utilized. Looking toward the future and in striving to become a model employer for individuals with disabilities, former Secretary Ridge launched a directive to increase the employment of individuals with disabilities. As a result of this initiative, DHS is poised to achieve its long-term goals.

Reports from the Department of Labor indicate low DHS participation rates in two programs designed to increase employment opportunities for individuals with disabilities -Employment Assistance Referral Network (EARN) and the Workforce Recruitment Program for College Students with Disabilities (WRP). Expedited hiring authorities can be used with these and other programs. However, discussions with DHS managers and supervisors indicated that they were unfamiliar with these hiring authorities and programs. Moreover, reports from DHS Disability Program Managers and a brief review of the component's vacancy announcements indicate an inconsistent use of special hiring authorities as a probable barrier to the conditions at issue.

In addition to the ineffective use of available hiring tools, discussion with disability program managers indicated that attitudinal barriers among the HC community as well as managers and supervisors might serve to disadvantage employment opportunities for individuals with disabilities.

A cursory review of institutions of higher education from which DHS currently recruits applicants with disabilities found that a focus on liberal arts which may not offer sufficient course work to equip graduates for DHS positions.

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.	More information is needed to understand what factors might be contributing to the conditions at issue; identification of barriers is inconclusive.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To identify the barriers impeding employment opportunities for individuals with disabilities.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; CHCO
DATE OBJECTIVE INITIATED:	March 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 <i>(Revised to 9/30/2009)</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1a. Increase use of the Workforce Recruitment Program (WRP) as one way to increase the participation rate of employees with targeted disabilities.	March 2005 <i>Completed</i>
1b. Expand DHS participation in referral services, including the VA, EARN, state rehabilitation offices, and independent living centers, nationwide.	June 2005 <i>Completed</i>
1c. Identify applicant resources to target recruitment of qualified applicants with disabilities for mission critical positions at all levels.	May 2005 <i>Completed</i>
1d. Provide Windmills training to recruiters, selective placement program managers, human resource specialists, and managers and others who interact with potential candidates with disabilities.	May 2005 <i>Completed</i>
1e. Incorporate the recruitment of people with disabilities into existing recruitment efforts.	September 2006 <i>Revised to 9/30/2008</i>
2. Conduct analysis of current expedited hiring practices among organizational elements to fill mission critical occupations.	May 2005 <i>Revised to 6/30/3007</i>
5. Review mission critical vacancy announcements for inclusion of special hiring authority statements, noting eligibility of people with disabilities to apply outside of the area of consideration.	May 2005 <i>Revised to 6/30/2007</i>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
4. Track the number of individuals with targeted disabilities hired and placed.	June 2005 <i>Completed</i>
5. Present draft report to EEO Program Director.	July 2005 <i>Completed</i>
6. Produce directive to implement uniform DHS wide procedures for using Schedule A to hire people with disabilities.	August 2005 <i>Completed</i>
7. Meet with educational institutions, for example the California State University, Northridge, Gallaudet University, and Rochester Institute of Technology to identify ways of better equipping students with disabilities to compete for DHS careers.	August 2005 <i>Completed</i>
8. Include in the strategic plan strategies to improve DHS career programs on selected campuses, and methods to market DHS' careers among students at all levels, especially the graduate level.	September 2005 <i>Revised to 9/30/2007</i>
9. Provide managers and supervisors with updated DHS Toolkit for Increasing Employment of People with Disabilities. Post the Toolkit on DHS website.	September 2005 <i>Revised to 9/30/2009</i>
10. Evaluate results and make appropriate changes to meet objectives.	September 2006 <i>Completed</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p>#1a, FY 05 – In March 2005, CRCL disseminated the WRP 2005 CDs with the database of 1900 college students with disabilities. Secretary Chertoff included the WRP as a resource for increasing internship opportunities to college students in a July 25, 2005 letter to the DHS senior leadership expressing his expectations for increasing employment opportunities for people with disabilities. DHS has actively participated on the WRP Steering Committee, hosting the monthly WRP Steering Committee meetings since the summer of FY 2005. In September 2005, DHS contributed its first two recruiters for the FY 2006 WRP recruiting season. With increased publicity and awareness, we anticipate increased participation in the WRP across the Department in FY 2006. <i>This activity has been completed.</i></p> <p>#1b, FY 05 - DHS started discussions with EARN, an employment referral service, to explore effective means to increase the competitiveness of EARN clients and to develop a pipeline of qualified candidates. DHS component Disability Program Managers expanded their partnerships with over a dozen officials from the Maryland Department of Rehabilitation Services (DORS) and Marriott's Bridges to Employment Program officials. DHS placed an advertisement in the program guide of the Council of State Directors of Rehabilitation Spring Convention. <i>This activity has been completed.</i></p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1c, FY 05 - DHS attended numerous job fairs and expos that promoted the employment of people with disabilities. For example, DHS provided a booth at the Job Accommodation Network's National Conference, the Careers for the Disabled Conference, the Symposium on the 15th Anniversary of the Americans with Disability Act, and at job fairs held on military bases. DHS also expanded outreach and partnerships with numerous organizations and associations nationwide, including disabled veterans. DHS will continue seeking resources for qualified applicants with disabilities for all DHS positions. *This activity has been completed.*

#1d, FY 05 – CRCL provided the *Windmills* Train-the-Trainer Program to 27 DHS employees, including recruiters, EEO practitioners, and HC Specialists, Disability Program Managers and Selective Placement Coordinators. Since this training in February 2005, the USCG and CBP are in the process of incorporating the *Windmills* Attitudinal training program into their overall management training program. DHS will draw upon this reservoir of trainers to continue addressing probable attitudinal barriers that might be limiting employment opportunities for people with disabilities. *This activity has been completed.*

#1e, FY 05 – DHS is on track with this planned activity—no change in target date.

#2 and #3, FY 05 - In December 2005, CRCL, on behalf of the Department, sponsored a forum on Employing People with Disabilities to provide training on reasonable accommodations and best practices for advancing the DHS Disability Program. Officials from OPM and the Virginia Department of Rehabilitation Services discussed the use of expedited hiring authorities to the audience of HC and EEO professionals, disability program managers, and selective placement program coordinators. The Cross-functional team will examine the use of expedited hiring authorities when it reconvenes in May 2006. *The revised target date for this activity is September 15, 2006.*

#4, FY 05 – *This activity has been completed.*

#5, FY 05 – The Director, DHS EEO Programs was kept apprised of progress toward implementing these objectives through briefings and periodic status reports. *This activity has been completed.*

#6, FY 05 – This planned activity has been revised to: “Provide guidance/procedures to standardize the use of Schedule A in hiring people with disabilities.” *The target date has been revised to September 30, 2006.*

#7, FY 05 - The Disability Employment and Accessibility Council (DEAC) discussed methods for enhancing their partnership with Gallaudet University officials. Gallaudet academic programs as they relate to DHS were discussed, along with increased internship and recruitment opportunities. During this reporting period, DHS visited Gallaudet University twice and the Director of Gallaudet University's Career Center and staff participated in a DEAC meeting at DHS headquarters. Additional steps were taken to reach out to California State University, Northridge, and the Rochester Institute of Technology. *This activity has been completed.*

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#8, FY 05 – This planned activity has been revised to: “Develop strategies to improve the visibility of DHS career programs on selected campuses, devising methods to market these programs among students at all levels, especially the graduate level. CRCL also plans to explore this activity further with the CHCO staff.” *The target date for this activity has been revised to September 30, 2007.*

#9, FY 05 - Tool kit information is included on the DHS Disability Program link, which is a subset of the Department’s EEO Program website. The DHS EEO Program website is currently under development. Once operational, additional items will be posted and periodically updated. *The target date for this activity has been revised to June 30, 2006.*

#10, FY 05 – This activity is on track for completion by September 30, 2006.

FY 2006 UPDATE

#1a – During FY 2006, DHS hired 4 WRP summer interns. DHS contributed one recruiter from the USSS for the WRP recruiting program. The USSS committed one recruiter for the FY 2007 program.

#2 and #3 – See the Preliminary Barriers Report, Appendix A.

#6 – OPM released the new revised Schedule A procedures on July 25, 2006. OPM’s Memorandum to the Departments, along with Questions and Answers on the new regulations were disseminated through the DHS EEO and HC communities. In September 2006, at the invitation of EEOC, the DHS Disability Program Manager and the DHS Selective Placement Coordinator shared best practices for employing people with disabilities before a capacity crowd attending a new EEOC-sponsored initiative. *This activity has been completed.*

#8 – This activity is on track for completion by 9/30/2007.

#9 – DHS anticipates that its EEO website will be operational by September 2009.

#10 – The DHS Disability Program Manager presented a report to the Deputy for EEO Programs in September 2006. *This activity has been completed.*

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Removing Physical Barriers to Employment FY 2004 - w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	DHS has not completed an accessibility study of all of its facilities. A limited number of buildings have been reviewed.	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	Reviewed organizational responses to accessibility related question on Part G. Responses indicated that some DHS buildings are not within our control for renovations, such as historic buildings and GSA leased facilities. Also, management comments made following disability awareness for managers training course indicated unmet accessibility needs.	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Incomplete information.</p> <p>Lack of awareness of facilities management staff about their responsibilities for ensuring accessibility within leased buildings.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop a plan, including a timetable and budget, to conduct accessibility reviews of major DHS employment centers.</p> <p>Provide training for facility management staff on facility accessibility requirements.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	Director, DHS EEO Programs; CHCO; and Facility Chiefs at Headquarters and components.	
<p>DATE OBJECTIVE INITIATED:</p>	May 2005	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	December 2005 – <i>Revised to 1/31/2010</i>	
DHS Plan to Eliminate Identified Barrier		
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>	
<p>1. Meet with management and facilities staff to define problem and explore issues.</p>	<p>May 2005 <i>Completed</i></p>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
2. Provide training to facility management staff.	June 2005 <i>Completed</i>
3. Complete plan to survey the facilities.	June 2005 <i>Completed</i>
4. Conduct the survey	November 2005 <i>Completed</i>
5. Review survey results	December 2005 <i>Completed</i>
6. Develop plan for ensuring all DHS facilities are in compliance with federal standards.	December 2005 <i>Revised to 9/30/2010</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p>#’s 1, FY 05 - Disability Program Managers held meetings with DHS space management officials to discuss physical accessibility to DHS buildings, including leased locations. <i>This activity has been completed.</i></p> <p>#2, FY 05 – Training was provided by the Bureau of Reclamation. <i>This activity has been completed.</i></p> <p>#3, FY 05 – A plan was developed and DHS Headquarters was selected to pilot an accessibility survey of its facilities prior to expanding this to other DHS components. <i>This activity has been completed.</i></p> <p>#4, FY 05 - During the summer of 2005, the Departmental and DHS Headquarters Disability Program Managers conducted a preliminary survey of nearly all facilities housing DHS Headquarters employees. <i>This activity has been completed.</i></p> <p>#5, FY 05 – Survey results were submitted to the Bureau of Reclamation for cost analysis and presented to the Under Secretary for Management. <i>The target date for this activity has been revised to January 31, 2007.</i></p> <p>#6, FY 05 – At a minimum, CRCL will monitor components’ compliance with Federal standards in conjunction with its EEO Program Evaluations. CRCL plans to complete EEO Program evaluations for one-third of the DHS components by the end of FY 2006. Meanwhile, the USCG has completed 63 percent of its facilities assessments. They expect to complete the balance during FY 2006. CIS Headquarters buildings have been assessed and recommendations regarding barriers have been communicated to the appropriate facilities contacts. CIS will train appropriate officials to monitor and identify improvements needed for disabled employees and to ensure all buildings are physically assessable to people with disabilities. <i>This activity has been revised to September 30, 2006.</i></p>	

FY 2006 UPDATE

#5 – The DHS Under Secretary for Management was briefed on this project in March 2006. The briefing included cost estimates based on the services of the BOR.

#6 – A single Department’s approach to surveying the DHS facilities will not occur. Instead, the components are exploring various options for conducting their own accessibility surveys in an efficient manner. DHS components are currently moving forward toward full compliance with the accessibility standards. USCG has completed 75 percent of its facilities and expects to reach 100 percent by FY 2009. USSS conducted a review of its Headquarters and found it to be in full compliance with applicable standards. USSS Headquarters will further explore field office compliance during FY 2007. CIS completed accessibility surveys on behalf of its offices. CIS anticipates completing the remainder of its facilities by October 2007 and begin making plans to address any compliance issues at that time. The FLETC EEO Office reviews all design plans for renovations or new construction to ensure compliance with accessibility standards. FLETC conducts spot accessibility surveys and makes appropriate follow-up recommendations on compliance. DHS Headquarters is currently exploring various options to complete this requirement and plans to complete the survey by December 31, 2007.

This activity has been revised to *“Monitor components on this requirement to ensure progress.”*
The target date for this activity has been revised to September 30, 2010.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Separations - FY 2004 w/FY 2005 ad FY 2006 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Separation data for FY 2004 indicates that people with targeted disabilities are leaving DHS at a higher rate than their participation in the workforce. Overall, employees with disabilities are involuntarily separated at 9 percent. However, their participation rate is 4.74 percent of the total workforce. Employees with a targeted disability are involuntarily separated at 0.9 percent though this group constitutes only 0.48 percent of the total workforce. People with targeted disabilities separated at much higher rates during their probationary period 0.77 percent, and due to removals 1.36 percent. Non-disabled employees accounted for 93.66 of the workforce, yet their rate of separation during probationary period was 90.90, and due to removals was 88.86 percent</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of Workforce Table B14 Total Separations. The higher separation rate indicates a probable barrier.</p> <p>DHS lacks an exit interview tool and other tools to conduct an analysis and identify root causes of why people with disabilities are leaving at a higher rate than their participation in the workforce.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>More information is needed to identify whether a barrier to retention exists.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify barriers to employment condition identified above. Develop a plan to eliminate the barriers.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; CHCO</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>June 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>December 29, 2006 – <i>Revised to 9/30/2007</i></p>	

EEOC FORM 715-01 PART I	DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Develop exit and post exit interview questionnaires to be administered to all employees leaving DHS. <i>This activity has been revised—see below.</i>	June 2005 <i>Revised to 12/29/2006</i>	
2. Collect information and analyze the data to determine the reasons why employees with disabilities are leaving DHS.	December 2005 <i>Revised to 9/15/2006</i>	
3. Develop a “Plan of Action” to eliminate the barriers identified. <i>This activity has been revised—see below.</i>	January 2006 <i>Revised to 11/15/2006</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 05 – Based on additional information obtained regarding the conduct of exit interview questionnaires, this activity has been revised as follows: <i>“Partner with the CHCO staff on developing a DHS exit interview questionnaire for all employees separating from DHS, including employees with disabilities.” The target date for this activity has been revised to 12/29/2006.</i></p> <p>#2, FY 05 – This activity will be undertaken when the Cross-functional Team reconvenes in May 2006. <i>The target date for this activity has been changed to September 15, 2006.</i></p> <p>#3, FY 05 – <i>The target date for this activity has been revised to November 15, 2006.</i></p>		
<hr/> <p>FY 2006 UPDATE</p> <p>The planned activities for this situation have been revised as follows:</p> <p>#1 – Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity to identify the specific barriers pertaining to the conditions at issue in this employment category. The target date for this activity has been revised to 6/30/2007.</p> <p>#2 – Report findings to the Deputy Officer for EEO Programs. The target date for this activity has been revised to 6/30/2007.</p> <p>#3 – Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress.</p> <p><i>See DHS Preliminary Barriers Report, Appendix A.</i></p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Promotions FY 2004 w/FY 2005 and FY 2006 Updates</i>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>DHS promoted 3,192 employees competitively. Of these promotions, employees with disabilities received 98 or 3.07 percent, below their 4.74 percent workforce participation rates. Employees with targeted disabilities received 17 or 0.53 percent workforce participation rate. Those with targeted disabilities received only 0.22 percent of those non-competitively promoted. Both promotion rates are well below the Federal high of 2.27 percent.</p> <p>FEMA and Coast Guard were the only organizational elements that competitively promoted employees with targeted disabilities above their participation rates in the workforce. FEMA was the only organizational element that non-competitively promoted employees with targeted disabilities above their workforce participation rate.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analyzed Workforce Table B10, Non-Competitive Promotions - Time-In-Grade</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>We will review procedures to determine any barriers to people with disabilities receiving promotions and length of time in grade. If any are identified, a plan will be developed to eliminate them.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; CHCO</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>July 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>		<p>September 2005 <i>Revised to 9/30/2007</i></p>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Conduct analysis of current practices for promoting employees eligible for non-competitive promotions, noting time-in-grade, and competitive promotions.	December 2005 <i>Revised to 6/30/2007</i>
2. Monitor and evaluate promotion data, including time-in grade by disability status.	June 2005 <i>Revised to 6/30/2007</i>
3. Develop plan to eliminate any identified barriers and ensure qualified employees are treated equitably.	September 30, 2006 <i>Revised to 9/30/2007</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p>#1, FY 05 - This activity will be undertaken when the Cross-functional Team reconvenes in May 2006. <i>The target date for this activity has been changed to September 15, 2006.</i></p> <p>#2, FY 05 - <i>The target date for this activity has been revised to September 15, 2006.</i></p> <p>#3, FY 05 – <i>This activity has been revised by November 15, 2006.</i></p> <hr style="width: 50%; margin: 20px auto;"/> <p style="text-align: center;">FY 2006 UPDATE</p> <p>#1, #2, and #3 – See Preliminary Barriers Report, Appendix A.</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Temporary Workforce FY 2004 w/FY 2005 and FY 2006 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Hiring employees with disabilities in temporary positions then converting them to permanent employees is an important special hiring authority used to increase participation rates of people with disabilities.</p> <p>Employees with disabilities comprise only 0.38 percent of the temporary workforce, an indication that the department is not taking full advantage of this special hiring authority.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analyzed Workforce Table B1 Total Workforce Distribution by Disability.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>A further examination of data is required to determine if there are any barriers to hiring qualified applicants with disabilities initially as temporary employees and upon successful performance, converting them to permanent status. If any barriers are identified, a plan will be developed to eliminate them.</p> <p>We also need to make sure managers and human resources staff are fully aware of this important hiring process.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Temporary hiring is among the effective methods utilized to increase participation rates of people with disabilities in the workforce.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; CHCO</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>September 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>December 2005 – <i>Revised to 9/30/2007</i></p>	

EEOC FORM 715-01 PART I	DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>1. Conduct analysis of the use of temporary hiring procedures to determine what if any impact they have on people with disabilities compared to non-disabled.</p>	<p>September 2005 <i>Revised to 9/15/2006</i></p>	
<p>2. Ensure that management and human resources training include the importance of using temporary employment as a gateway to permanent hires of people with disabilities.</p>	<p>September 2005 <i>Completed</i></p>	
<p>3. Develop plan with action items to eliminate any identified barriers and ensure people with disabilities are fully utilizing career development programs.</p>	<p>December 2005 <i>Revised to 11/15/2006</i></p>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 05 – The Cross-functional team will examine barriers to the employment of people with disabilities in the DHS temporary workforce with its overall barrier analysis project when it reconvenes in May 2006. <i>The target date for this activity has been revised to September 15, 2006.</i></p> <p>#2, FY 05 - In December 2005, CRCL, on behalf of the Department, sponsored a forum on Employing People with Disabilities to provide training on reasonable accommodations and best practices for advancing the DHS Disability Program. Officials from OPM and the Virginia Department of Rehabilitation Services discussed the use of expedited hiring authorities, including those authorities that could be used to employ people with disabilities initially as temporary employees, then Schedule A employees for two years prior to converting them to permanent employees. <i>This activity has been completed.</i></p> <p>#3, FY 05 – <i>The target date for this activity has been revised to 11/15/2006.</i></p> <hr/> <p style="text-align: center;">FY 2006 UPDATE</p> <p>#1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.</p>		

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> 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. U.S. Department of Homeland Security							
	1.a. 2 nd Level Component									
	1.b. 3 rd Level or lower									
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY 2005		... end of FY 2006		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	166,083	100	171,462	100	5,379	3.24%			
	Reportable Disability	7,624	4.59	7,472	4.35	-152	-1.99			
	Targeted Disability*	733	4/35	714	0.41	-19	-2.59			
	* 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.							Data unavailable		
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.							Data unavailable		
PART III Participation Rates In Agency Employment Programs										
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	--	--								
4. Non-Competitive Promotions	645	25	3.87	7	1.08	13	2.01	607	94.1	
5. Employee Career Development Progs	--	--	--	--	-	--	-	--	--	
5.a. Grades 5 – 12	--	--	--	--	-	--	-	--	--	
5.b. Grades 13 – 14	--	--	--	--	-	--	-	--	--	
5.c. Grade 15/SES	--	--	--	--	-	--	-	--	--	
6. Employee Recognition and Awards										
6.a. Time-Off Awards (Total hrs awarded)	341,370	16,023	4.69	1,347	0.39	4,325	1.27	321,022	94.03	
6.b. Cash Awards (total \$\$\$ awarded)	117,023,410	5,048,779	4.35	396,042	0.03	1,709,918	1.46	110,228,713	94.19	
6.c. Quality-Step Increase	550	20	3.63	2	0.36	12	2.18	518	94.18	

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p>Part V Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will 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>

PART V: GOALS FOR EMPLOYEES WITH TARGETED DISABILITIES

DHS recognizes that additional work needs to be done to achieve our goal of becoming the employer of choice for people with disabilities in the 21st century. Accordingly, DHS has set a 1 percent hiring goal for FY 2007. To achieve this goal, guided by the Secretary's expectations regarding the employment of individuals with disabilities (see Appendix F), DHS is adopting the following strategies:

Recruitment

- Redoubling our efforts to recruit individuals with targeted disabilities at all grades, particularly the SES level. Widening our outreach and partnering efforts to include professional organizations and associations, disability resource centers and advocacy groups, colleges and universities with a high percentage of students with disabilities
- Expanding participation in existing recruitment resources including but not limited to:
 - DOL and DOD co-sponsored Workforce Recruitment Program College Students with Disabilities
 - internship opportunities from academic, corporate, and professional associations
 - the Selective Placement Program
 - the Employment and Recruitment Network to develop qualified candidates to augment future applicant pools
 - nationwide independent living centers, state rehabilitation offices, and the VA's vocational rehabilitation and employment offices
 - partnerships with community, academic, professional, and governmental groups
- Enlisting assistance of students and employees who are alumni in recruitment and outreach efforts.
- Incorporating recruitment efforts for people with disabilities into established recruitment programs.
- Ensuring vacancy announcements include clear directions for people with disabilities to apply for positions.
- Identifying publications and websites that target people with disabilities. Post the vacancies on their websites, and place advertisements in the publications.
- Expanding the Department's presence at meetings and conferences that promote the employment of people with disabilities.

Employment

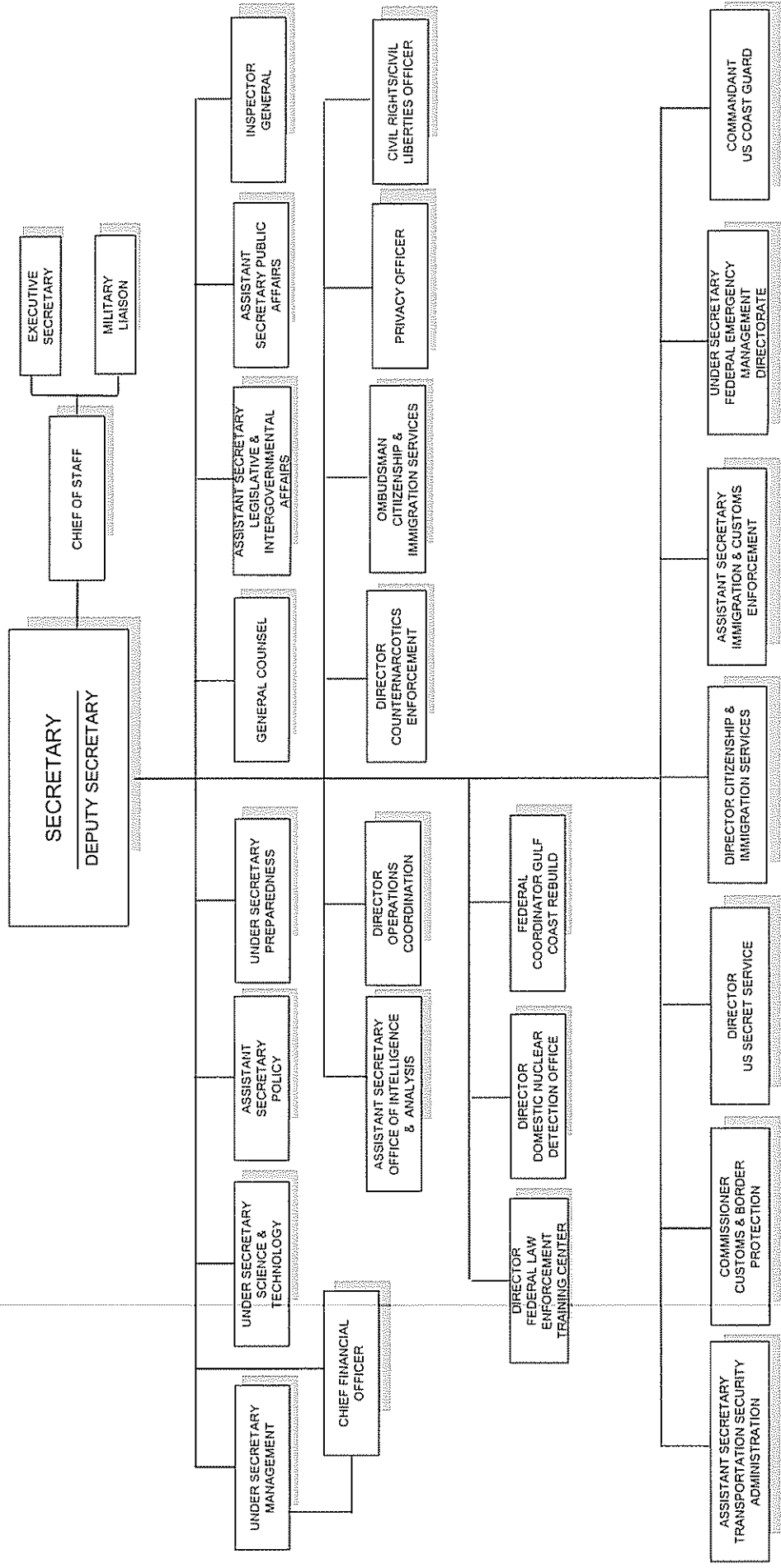
- Publicizing DHS and component reasonable accommodations procedures along with the CAP Program; developing marketing materials.
- Increasing participation in DOD's OWF.
- Enhancing partnership with the Military Severely Injured Center.
- Increase marketing of potential applicants to managers.

Training

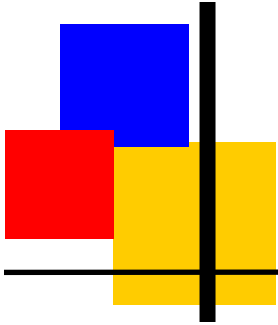
- Holding joint training programs with the Disability Employment and Accommodations Committee and Human Capital officials.

- Providing *Windmills* training to recruiters and HC staffs that interact with candidates with disabilities. This training will also be provided to managers and supervisors to increase the ability of managers and supervisors to discuss career development and advancement opportunities with employees with disabilities.
- Developing and launching web-based training programs on the DHS Disability Employment Initiative.

Department of Homeland Security Organization Chart



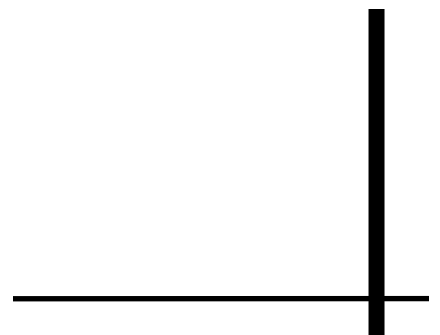
Department of
**Homeland
Security**



U.S. DEPARTMENT OF HOMELAND SECURITY

MD 715 Barrier Analysis Project

Preliminary Barriers Report FY 2006



Background and Purpose

In August 2005, the Office for Civil Rights and Civil Liberties (CRCL) chartered a Cross-functional Team to examine the internal, established personnel policies and management practices that governed how the U.S. Department of Homeland Security (DHS) recruited, hired, trained, and retained its employees. The team was comprised of a core group of Equal Employment Opportunity (EEO) professionals, Human Capital (HC) professionals, and employees from other functional areas across DHS. It was operational from September – December 2006. Despite resource-driven challenges experienced by the team during its short tenure, CRCL reconfigured the team and it reconvened in May 2006.

In May 2006, the Cross-functional Team reconvened to continue the departmental barrier analysis project based on the triggers in the DHS FY 2004 EEO Program Status Report. The purpose of the barrier analysis is to identify, examine, and recommend strategies to remove barriers that limit or tend to limit employment opportunities for employees/applicants of a particular race, sex, ethnic background or disability status consistent with Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715.

This preliminary report identifies the possible ways in which DHS policy, practice or procedure might explain discrepancies in participation rates by demographic groups in the eight cross-cutting high-profile occupations identified in the FY 2004 MD 715 triggers¹.

This report also serves as the Department's *FY 2006 Part I Interim Report of Accomplishments* for all planned activities pertaining to the findings of the Cross-functional Team, briefings to the Deputy for EEO Programs, and action plans to eliminate barriers.

Scope

The barrier analysis project was restricted to the examination of potential structural barriers—policies, practices, and processes—and limited to 8 of the Department's FY 2004 12 cross-cutting, high-profile occupations (see footnote 1 below). Accordingly, the preliminary study addresses policies, practices and procedures in place at DHS during *FY 2004* and is based entirely on documentation provided by DHS components. The preliminary barriers will be clarified, validated or refuted through subsequent questionnaire responses and interviews with component staff. This further information gathering may also reveal new barriers to be added to this list.

¹ The Department's 8 cross-cutting, high-profile occupations are:

- Security (0080) – Law Enforcement at USSS
- Police (0083) – Law Enforcement at USSS
- Intelligence Research Specialist (0132)
- Transportation Security Screeners (1802, formerly 0019)
- Criminal Investigator (1811) – Law Enforcement
- CBP Officer (1895)
- Border Patrol Agent (1896) – Law Enforcement
- Information Technology Specialist (2210)

Process

The team reviewed:

- Component, including DHS Headquarters, documents
- FY 2004 MD 715 Report
- FY 2004 workforce pipeline data

The document review was guided by previously submitted research questions. These research questions were directly derived from discrepancies in participation rates by demographic groups in the eight cross-cutting, high-profile occupations identified in the FY 2004 MD 715 triggers. When completed the list of barriers will represent the basis from which the triggers developed. This holistic approach to analysis will provide an understanding of the root issues contributing to low participation rates of targeted demographic groups in the DHS workforce.

In the course of the document review and analysis, the team paid particular attention to the following categories of information, as derived from the research questions:

- Statistical analyses
- Analysis of policies and practices, procedures in the workplace

As the analysis progresses, these categories will be expanded to include issues uncovered by additional document review and responses to questionnaires and interviews.

Thus far in the analysis, the team has assessed patterns of omission of statistical information that seem on their face to be administrative errors. For example, if data on such groups as women, race/ethnic and disabled persons were omitted without explanation, the team considered this a barrier at this point in the analysis, as the information provided does not allow for accurate assessment of the status of these groups. However, further document collection and interview data may refute this.

Evidence Trends for this Barrier Analysis

Information that was used to link in the findings of possible barriers includes:

- General results from the 2004 Human Resource Employee Survey
- General responses of the women, race/ethnic and disability groups from the 2004 Federal Human Capital Survey
- Complaint data
- Separation statistics
- Trigger analysis
- Level of strategic statements and practices
- Policy, process, and practice analyses
- Branding and identity features (e.g., brochures, posters)

As previously stated, these categories represent the analysis completed thus far, and will expand based on information to be gathered in the future.

Overview of Barriers

The team has identified several preliminary barriers. These barriers are broad in scope and represent possible root causes of issues uncovered in the document review. Four examples are presented here:

- Insufficient or incorrect component data/document collection or analysis,
- Lack of sustainable structures and functional integration,
- Lack of clear linkages between agency mission and EEO/diversity, and
- Deficiencies in cultural awareness.

The preliminary barriers are broad in scope and systemically connected to the Department's personnel policies, procedures, and practices through the specific requirements of the Equal Employment Opportunity's (EEOC) Management Directive (MD) 715.

Linkage to Policies, Procedures, and Practice

The EEOC issued MD 715 with the purpose of providing guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under Section 717 of Title VII and effective affirmative action programs under Section 501 of the Rehabilitation Act. Key elements to the development of a model EEO program and conducting an effective barrier analysis include the degree to which there is:

- Demonstrated commitment from the agency leadership
- Integration of EEO and diversity values into the agency strategic mission
- EEO and diversity program accountability which includes organizing appropriate data systems to monitor key issues
- Proactive prevention of unlawful discrimination
- Well conceptualized recruitment, hiring retention strategies and practices
- Efficiency and fairness in handling complaints
- Responsiveness and legal compliance with EEOC regulations, orders and time frames

The sample finding selections below provides a discussion of the linkage to policies, procedures and, practices as well as examples of the barrier arising from the document analysis. These findings are preliminary, but serve to provide insight into the linkages.

Sample Findings

Insufficient or incorrect data/document collection or analysis

MD 715 – Section II E - Efficiency requires that agencies maintain a system that “collects and maintains accurate information” on demographics as well as a systems that identifies, monitors, and reports significant complaint trends, applicant flow, and recruitment activities to permit analysis of these efforts in any examination of potential barriers. This requirement for accurate information clearly links the lack of data, or incorrectly analyzed data with policies, practices and procedures. If accurate, and appropriate data are not collected or is incorrectly analyzed the picture of the status of the workplace is blurred, preventing the analysis of the effectiveness of any policies procedures and practices.

In the course of the analysis, several areas of concern regarding the quantity and quality of data and documentation provided were uncovered. Several examples are highlighted below:

Insufficient/Incorrect Data Analysis

- The results of one component’s 2004 Employee Satisfaction Survey were reported only as overall numbers (overall employee satisfaction rate of 75.3%) and not broken down into the smaller categories necessary for meaningful and accurate analysis.
- In most of the component Federal Equal Opportunity Recruitment Program (FEORP) reports, workforce profiles were improperly reported as solely percentages. Actual numbers of persons should be provided as a basis of comparison for all percentages.
- In one component’s 2004 FEORP report, in the occupational groupings based on Office of Personnel Management (OPM) occupational categories—Professional, Administrative, Technical, Clerical, Other, and Blue Collar (PATCOB) and recruitment levels, underrepresented groups were listed, but no numbers were provided. Therefore, the degree of the problem could not be analyzed.
- Succession plans reviewed did not include accurate statistical data to describe where women and minorities were in the pipeline. This does not allow analysis of where potential barriers to women and minorities in the succession plan pipeline may be arising.

The team also identified several race/ethnicity group comparisons that were missing for specific items in the 2004 Federal Human Capital Survey report for DHS. These include:

Question 47 - “Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.”

Question 48 - “Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person’s right to compete for employment, knowingly violating veterans’ preference requirements) are not tolerated.”

Question 49 - “I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.”

The Office for Civil Rights and Civil Liberties understands that OPM may not provide the data to DHS if either the total number of responses or the numbers of minorities in the components is

so low that individual respondents can be identified. These omissions may be a result of OPM not providing this information to DHS. Further data analysis and information gathering through interviews will help clarify this issue.

Insufficient/Incorrect Document Submission

Just as it is important to have accurate data collection, it is important to be able to assess the full range of relevant documentation to identify barriers (or the lack thereof) accurately. This speaks directly to the existence of policies, and the procedures and practices that supplement them. If an agency does not have, or cannot produce documentation of policies and procedures, it is impossible to assess the appropriateness of those policies and to examine any negative correlations with race national origin or sex as required by MD 715.

The quantity and type of documents provided were not consistent from component to component. Some components provided extensive policy and practice documentation, while others submitted as little as the FY 2004 FEORP and complaint trend reports. Further, many of the documents provided to ICF were either out of scope (pre/post 2004) or undated, and thus ICF was unable to determine their place in or outside of the scope of the barrier analysis project.

The resulting incomplete document submission may be the result of any of several factors, including:

- Insufficient document collection/storage/identification/retrieval infrastructure within DHS
- Insufficient resources, including work time, facilities, and/or funds

Lack of Sustainable Structures

MD 715 – Section II - Essential Elements for a Model EEO Program clearly requires:

- Demonstrated commitment from agency leadership
- Integration of EEO into the agency's strategic mission
- Management and program accountability
- Efficiency

The team did not find sufficient evidence of established communication or educational programs that served to help employees understand the relationship between the vision, mission, and goals of the organization and EEO and diversity workplace policies and practices.

The team recognizes that in FY 2004, DHS was in a period of transition and focusing its resources on overcoming the challenges of this transition while addressing important and urgent national security concerns. Further data analysis and information gathering through interviews will help clarify this issue.

Insufficient Resources Allocated to EEO or Diversity

MD 715 - Section II - Essential Elements of a Model Agency specifically ties the allocation of sufficient resources to identifying and eliminating barriers, establishing and maintaining educational programs, and ensuring that unlawful discrimination is promptly addressed and corrected. To the extent that program elements are not in place, training is not done, or the EEO staff has insufficient time to develop strategic competencies, insufficient resources constitute a barrier to an equitable workplace.

Additionally, MD 715 - Section - IV Barrier Evaluation and Elimination specifically links budgetary constraints to the barrier analysis process. Documents and data reviewed thus far indicate that some components may not have had sufficient resources, in terms of time, facilities, funding, etc. One specific example includes:

- One component's FY 2004 FEORP report indicated that insufficient funds were allocated for recruitment for FY 2004.

Lack of Clear Linkages between Agency Mission and EEO/Diversity

MD 715 - Section II - Essential Elements of a Model Agency outlines the requirement that EEO be strategically integrated with the agency's strategic mission. Key to the accomplishment of any organization's goals or mission is the recruitment, development and retention of the most qualified workforce possible. The extent to which all human capital or human resource policies, practices, and procedures reflect the importance of this alignment is the linkage to the barrier analysis process.

The team preliminarily found insufficient evidence of clear linkages between agency mission and EEO/diversity. Two examples follow:

- One component's policy on the use of the Federal Career Intern Program (FCIP) did not include a requirement for public notice of vacancy announcements for the program. This indicates that an adequate accountability structure may not have been in place for the program and that it may not have been sufficiently linked to the organizational strategic plan.
- One component's job description did not mention the ability to work effectively with people from different cultures as a job requirement even though the job duties clearly involve working with diverse populations. This may be indicative of diversity skills not being part of the strategic recruitment plan.

Deficiencies in Cultural Awareness

The preliminary results of the document review indicate that in FY 2004 DHS was not enjoying the full return on investment and competitive advantage offered to an organization by robust cultural awareness. Examples include:

One component's recruitment brochure included historical photos which were not offset by more current photos which reflect the demographic transition of the nation within the component's workforce.

- A recruiter position description for one component did not require that the specialist have knowledge of the impact of culture on teamwork, performance, and workplace issues that can arise as a result of cultural value contrasts.
- The core competencies for one component did not include the ability to lead diverse groups and maintain an inclusive work environment.

NEXT STEPS

Component EEO/Civil Rights Directors and their HC counterparts will complete a questionnaire developed for the barrier analysis to answer previously identified research questions *not* answered by the document review as well as new questions arising from the document review. Data resulting from these questionnaire responses will form the basis of subsequent interviews with the DHS component EEO/Civil Rights Directors and HC Directors. As mentioned earlier, responses to the questionnaires and interviews will be used to clarify, validate or refute the preliminary barriers identified thus far. The team will then develop the final barrier analysis report and action plan to eliminate the identified barriers. The target date for this deliverable is June 15, 2007. CRCL will submit this report to EEOC as a supplement to the Department's FY 2006 EEO Program Status Report.

APPENDIX B DEFINITIONS

The following definitions apply to this U.S. Department of Homeland Security Federal Agency Annual Equal Employment Opportunity Status Report:

Applicant – A person who applies for employment.

Applicant Flow Data – Information reflecting characteristics of the pool of individuals applying for an employment opportunity.

Barrier – A management or personnel policy, procedure, practice or condition that limits employment opportunities for members of a particular group based on race, ethnic background, gender or disability.

Cross-Cutting, High-Profile Occupation – DHS mission critical occupations that reside in multiple DHS Organizational Elements or by their very nature are high-profile occupations (e.g., TSA Screeners).

Disability – For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workplace who have indicated having a disability on an Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. §1630.2 applies.

Civilian Labor Force (CLF) – Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.

Goal – Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.

Nature of Action Codes – Describes the type of personnel action being taken on the employee pursuant to his/her employment with the Department.

Reasonable Accommodation – Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability.

Relevant Labor Force – The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.

Section 501 Program – The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.

Section 717 Program – The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.

Targeted Disabilities – Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are (1) deafness, (2) blindness, (3) missing extremities, (4) partial paralysis, (5) complete paralysis, (6) convulsive disorders, (7) mental retardation, (8) mental illness, and (9) distortion of limb and/or spine.

Trigger – Any piece of information (a statistical anomaly, a trend, etc.) that alerts an EEO professional that additional scrutiny of the area where the trigger occurred is necessary. Agencies must investigate triggers to determine whether actual barriers are at work.

APPENDIX C ACRONYMS

CAP	Computer/Electronic Accommodation Program
CBP	U.S. Customs and Border Protection
CHCO	Chief Human Capital Officer
CR	Civil Rights
CRCL	Office for Civil Rights and Civil Liberties
CIS	U.S. Citizenship and Immigration Services
DHS	U.S. Department of Homeland Security
EARN	Employer Assistance Referral Network
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
FEMA	Federal Emergency Management Agency
FLETC	Federal Law Enforcement Training Center
HC	Human Capital
HQ	Headquarters
ICE	U.S. Immigration and Customs Enforcement
IT	Information Technology
MAX ^{HR}	Brand for the New DHS Human Resources Management System
NCLF	National Civilian Labor Force
NOAC	Nature of Action Code
OPM	Office of Personnel Management
RNO	Race/National Origin
TSA	Transportation Security Administration
VRE	Vocational Rehabilitation and Employment
WRP	Workforce Recruitment Program for College Students with Disabilities

APPENDIX D– MD 715 COMPULSORY WORKFORCE TABLES

“A” TABLES	DESCRIPTION
Table A-1	Total Workforce – Distribution by Race/Ethnicity and Sex
Table A-2	Total Workforce – Distribution by Race/Ethnicity and Sex
Table A3-1	Occupational Categories – Distribution by Race/Ethnicity and Sex
Table A3-2	Occupational Categories – Distribution by Race/Ethnicity and Sex
Table A4-1	Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex
Table A4-2	Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex
Table A5-1	Participation Rates for Wage Grades by Race/Ethnicity and Sex
Table A5-2	Participation Rates for Wage Grades by Race/Ethnicity and Sex
Table A6	Participation Rates for Major Occupations* by Race/Ethnicity and Sex
Table A7*	Applicant and Hires for Major Occupations by Race/Ethnicity and Sex
Table A8	New Hires by Type of Appointment – Distribution by Race/Ethnicity and Sex
Table A9*	Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex
Table A10	Non-Competitive Promotions – Time in Grade – Distribution by Race/Ethnicity and Sex
Table A11*	Internal Selections for Senior Level Positions (GS-13, 14, 15, and SES) by Race/Ethnicity and Sex
Table A12*	Participation in Career Development by Race/Ethnicity and Sex
Table A13	Employee Recognition and Awards – Distribution by Race/Ethnicity and Sex
Table A14	Separations by Type of Separation – Distribution by Race/Ethnicity and Sex

* DHS Cross-Cutting, High-Profile Occupations

* Applicant flow-related processes involved; workforce tables not available for FY 2006

APPENDIX D – MD 715 COMPULSORY WORKFORCE TABLES
(Continued)

“B” TABLES	DESCRIPTION
Table B-1	Total Workforce – Distribution by Disability
Table B-2	Total Workforce – Distribution by Disability
Table B3-1	Occupational Categories – Distribution by Disability
Table B3-2	Occupational Categories – Distribution by Disability
Table B4-1	Participation Rates for General Schedule (GS) Grades by Disability
Table B4-2	Participation Rates for General Schedule (GS) Grades by Disability
Table B5-1	Participation Rates for Wage Grades by Disability
Table B5-2	Participation Rates for Wage Grades by Disability
Table B6	Participation Rates for Major Occupations* by Disability
Table B7*	Applicant and Hires for Major Occupations by Disability
Table B8	New Hires by Type of Appointment – Distribution by Disability
Table B9*	Selections for Internal Competitive Promotions for Major Occupations by Disability
Table B10	Non-Competitive Promotions – Time in Grade – Distribution by Disability
Table B11*	Internal Selections for Senior Level Positions (GS-13, 14, 15, and SES) by Disability
Table B12*	Participation in Career Development by Disability
Table B13	Employee Recognition and Awards – Distribution by Disability
Table B14	Separations by Type of Separation – Distribution by Disability

* DHS Cross-Cutting, High-Profile Occupations

* Applicant flow-related processes involved; workforce tables not available for FY 2006

APPENDIX E
DHS CROSS-CUTTING, HIGH-PROFILE OCCUPATIONS

*Cross-Cutting*¹

Security (0080)

Police (0083)

Intelligence Research Specialist (0132)

Engineers (0800 Family)

Attorneys (0905)

Contract Specialists (1102)

Information Technology Specialists (2210)

Criminal Investigators (1811)

*High-Profile*²

Transportation Security Officers (1802)

Adjudications Officers (1801)

Customs and Border Protection Officers
(1895)

Border Patrol Agents (1896)

¹ Exist in more than one DHS Component

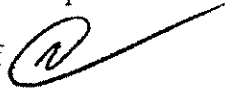
² Highly populated and/or high public visibility



Homeland Security

July 25, 2005

MEMORANDUM FOR: Senior DHS Leadership

FROM: Michael Chertoff 

SUBJECT: Progress and Expectations with Regard to Increasing the Employment of People with Disabilities

The Department of Homeland Security, still in its nascent stages of development, has done a tremendous job of carrying out its responsibilities to our Nation. In spite of the breadth and challenge of our mission, our innovative and dedicated public servants have molded this Department into a robust and effective Federal agency. Oftentimes, however, the Department's notable successes are overlooked. So this month, as we recognize the 15th anniversary of the Americans with Disabilities Act, I want to call your attention to one important area where we are setting the standard—the employment of people with disabilities.

Over the past year, thanks in large part to the leadership of President George W. Bush and former Secretary Tom Ridge, we have made incredible strides toward creating a Department that fully recognizes and utilizes the skills and abilities of people with disabilities. I am personally committed to DHS fulfilling this goal. To that end, I would like to review our progress and announce some steps we will take to further this initiative.

I. Background of Disability Employment Initiative

On February 17, 2004, Secretary Ridge issued a memorandum to the senior leadership announcing his expectations with regard to increasing employment opportunities for qualified candidates with disabilities. The purpose of the initiative was to provide DHS managers with the tools necessary to hire people with disabilities. The hope was that once a wide range of tools were in place and well-publicized, we would naturally begin to see a change in the number of people with disabilities joining our workforce.

Each office within DHS headquarters was required to take the following steps:

- Ensure that managers attend a training session on disability issues.
- Appoint an individual to coordinate with the Selective Placement Coordinator (the individual at headquarters responsible for identifying qualified candidates with disabilities).
- Hire at least one intern with a disability each fiscal year.
- Participate in National Disability Mentoring Day.
- Publicize our partnership with the Department of Defense's Computer/Electronic Accommodation Program (CAP), which provides assistive technologies and services to employees and applicants with disabilities (*e.g.*, teletypewriters for the deaf/hard of hearing and Braille keyboards for the blind).

Additionally, each organizational element was asked to create a customized strategy, designed specifically for that component, to increase employment opportunities for qualified individuals with disabilities. Each component also was asked to track and report on the progress of the initiative.

II. Progress in Implementing the Disability Employment Initiative

I am pleased to share with you the highlights of our accomplishments to date:

- 273 DHS headquarters managers and over 4,000 managers in field offices across the country have completed training sessions on this initiative.
- DHS employed 38 interns with disabilities nationwide in the past year, a dramatic improvement over the prior year. At headquarters, the number of interns with disabilities rose from zero in fiscal year 2003 to 12 in fiscal year 2004.
- On October 20, 2004, DHS participated in "National Disability Mentoring Day." DHS employees in Washington, D.C. mentored 44 students from various high schools, colleges, and universities, and 80 students participated in mentoring opportunities at FLETC and ICE/CIS locations nationwide.
- DHS made tremendous strides in reaching out to disabled veterans, particularly those returning from Afghanistan and Iraq. DHS recruited from 68 organizations, associations, and agencies serving veterans. DHS also worked with the Department of Veterans Affairs' Vocational Rehabilitation and Employment directorate to disseminate information on job openings across the country and to provide volunteer internship opportunities.
- DHS employees received 203 CAP accommodations in fiscal year 2004, a savings to DHS of almost \$85,000. This represents a dramatic increase in the use of CAP compared to previous years. As a result, CAP awarded DHS with the Model Employer for People with Disabilities Award in 2004.

All of this work has paid concrete dividends at DHS headquarters. Since the foundation was laid for equal opportunity, the results have been dramatic. There has been a 106% increase in hiring people with disabilities at DHS headquarters since this initiative began

in February 2004. Specifically, we went from 50 people with disabilities in February 2004 to 103 as of June 16, 2005.¹

We learned this past year that internships are worth the investment. Of the 12 interns with disabilities working at DHS headquarters in the past year, two were offered full-time employment and a third was offered part-time employment as she continued her education. One deaf college student who participated in Disability Mentoring Day advised his mentor that as a result of his exposure to DHS's work in IAIP, he was going to begin pursuing an additional degree in Arabic.

III. Next Steps

While DHS has taken significant steps toward becoming a model employer for people with disabilities, there are still several areas where we can improve. In particular, we need to redouble our efforts to offer equal employment opportunities to people classified as those with "targeted disabilities," such as those who have serious hearing or vision impairments, use wheelchairs, or have other significant mobility impairments.

To build upon our success, I am asking each office within DHS headquarters and each organizational element to take the following steps:

- Continue to stress the importance of this initiative and see that employment opportunities are afforded across the country, from senior-level to entry-level positions. We need to focus recruitment particularly on qualified persons with "targeted disabilities" at all grade levels.
- Promote use of the CAP partnership. Please explore all avenues to promote the use of this program.
- Appoint a Selective Placement Coordinator (SPC) to work with managers within your organization to provide you with qualified candidates with disabilities. The SPC can assist you in maximizing your use of the Schedule A hiring authority, which generally permits expedited hiring of individuals with disabilities on a trial or permanent basis without regard to competitive selection rules.
- For those in DHS Headquarters, please ensure that you have designated a point of contact to work with the headquarters' SPC, Kathy Lane, prior to advertising vacant positions within DHS headquarters. Ms. Lane needs to have information from and regular contact with those individuals in order to be successful in providing you with qualified candidates with disabilities. Please e-mail the name of your point of contact to Ms Lane. She may be reached at: kathleen.lane@dhs.gov or by phone at (202) 401-4166, (202) 401-2400 (TTY).
- Ensure that all new managers receive training on this initiative.

¹ In total, people with disabilities make up 4.67% of the headquarters workforce. This represents tremendous progress from the beginning days of the Department, and is also significant for an agency that has such a large segment of law enforcement and military missions.

-
- Provide additional opportunities for interns with disabilities. Offices should seek an opportunity to hire at least one intern with a disability in fiscal year 2005, and make these opportunities a permanent feature of your office. You should also plan to participate in National Disability Mentoring Day in October 2005. There are many avenues for identifying qualified interns. For example, the “Workforce Recruitment Program” is a database of college students and recent graduates with disabilities, including people with advanced degrees, who are ready to begin internships immediately.

I ask each organizational element head to work with his or her respective Equal Employment Opportunity office and Human Capital office on this initiative.

If you have further questions on this initiative, please contact Daniel W. Sutherland, the Department’s Officer for Civil Rights and Civil Liberties ((202) 772-9816 or daniel.sutherland@dhs.gov).

I appreciate your continued support of this innovative endeavor. The Department will experience the benefits of it for many years to come.



Homeland
Security

May 23, 2006

MEMORANDUM FOR: All DHS Employees

FROM: Michael Chertoff /s/

SUBJECT: DHS Equal Employment Opportunity Policy Statement

The Department of Homeland Security has a unique mission of protecting America while preserving our way of life. We are charged with advancing our country's national security, and in doing so, we must treat each other and the public with dignity and respect. We all have a responsibility to ensure that equality of opportunity is afforded to all and that all employment decisions at DHS are made free from discrimination based on race, color, religion, sex, national origin, age, physical or mental disability, or reprisal. Discrimination is not acceptable at DHS, whether in personnel policies, program operations, or management practices. We must work to maintain an environment within which all employees and applicants for employment can compete on a fair and level playing field and achieve their fullest potential.

All DHS employees and contractors are responsible for complying with equal employment opportunity laws. If we are to remain a model employer, we must strengthen our efforts to hire and retain a talented, qualified, and inclusive workforce. I want to encourage all of you to continue recognizing the skills and abilities that people with disabilities, particularly disabled veterans, bring to our workforce. Please ensure that your facilities are fully accessible and that appropriate assistive technologies for individuals with disabilities are readily available.

This policy also applies to DHS' federally-conducted and federally-assisted programs and activities. DHS grant recipients and contractors must comply with all relevant civil rights laws while doing business with our Department.

By working together, DHS and our Nation are strengthened by a commitment to ensuring equal opportunity for all.

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL																		
FY 2005 Quarter 4	#	166083	109246	56837	20112	8165	71538	32732	11669	12755	4337	2190	29	38	866	518	695	439
	%	100	65.77	34.22	12.10	4.91	43.07	19.70	7.02	7.67	2.61	1.31	0.01	0.02	0.52	0.31	0.41	0.26
FY 2006 Quarter 4	#	171462	112983	58479	20585	8017	74462	34086	11703	13002	4774	2481	189	174	1187	694	83	25
	%	100	65.89	34.10	12.00	4.67	43.42	19.87	6.82	7.58	2.78	1.44	0.11	0.10	0.69	0.40	0.04	0.01
CLF (2000)	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
Difference	#	5379	3737	1642	473	-148	2924	1354	34	247	437	291	160	136	321	176	-612	-414
Ratio Change	%	0.00	0.12	-0.12	-0.10	-0.24	0.35	0.17	-0.20	-0.09	0.17	0.13	0.10	0.08	0.17	0.09	-0.37	-0.25
Net Change	%	3.23	3.42	2.88	2.35	-1.81	4.08	4.13	0.29	1.93	10.07	13.28	551.72	357.89	37.06	33.97	-88.05	-94.30
PERMANENT																		

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
FY 2005 Quarter 4	#	137042	93004	44038	18680	6659	58499	24013	10537	10771	3879	1770	0	0	745	407	664	418
	%	100	67.86	32.13	13.63	4.85	42.68	17.52	7.68	7.85	2.83	1.29	0.00	0.00	0.54	0.29	0.48	0.30
FY 2006 Quarter 4	#	139971	95220	44751	19274	6720	60261	24593	10360	10763	4321	2060	175	168	751	427	78	20
	%	100	68.02	31.97	13.76	4.80	43.05	17.57	7.40	7.68	3.08	1.47	0.12	0.12	0.53	0.30	0.05	0.01
Difference	#	2929	2216	713	594	61	1762	580	-177	-8	442	290	175	168	6	20	-586	-398
Ratio Change	%	0.00	0.16	-0.16	0.13	-0.05	0.37	0.05	-0.28	-0.17	0.25	0.18	0.12	0.12	-0.01	0.01	-0.43	-0.29
Net Change	%	2.13	2.38	1.61	3.17	0.91	3.01	2.41	-1.67	-0.07	11.39	16.38	-	-	0.80	4.91	-88.25	-95.21
TEMPORARY																		
FY 2005 Quarter 4	#	27477	15782	11695	1332	1349	12764	7956	1101	1899	436	379	0	0	118	91	31	21
	%	100	57.43	42.56	4.84	4.90	46.45	28.95	4.00	6.91	1.58	1.37	0.00	0.00	0.42	0.33	0.11	0.07

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
FY 2006 Quarter 4	#	30036	17286	12750	1218	1153	13896	8804	1313	2169	406	347	12	5	436	267	5	5
	%	100	57.55	42.44	4.05	3.83	46.26	29.31	4.37	7.22	1.35	1.15	0.03	0.01	1.45	0.88	0.01	0.01
Difference	#	2559	1504	1055	-114	-196	1132	848	212	270	-30	-32	12	5	318	176	-26	-16
Ratio Change	%	0.00	0.12	-0.12	-0.79	-1.07	-0.19	0.36	0.37	0.31	-0.23	-0.22	0.03	0.01	1.03	0.55	-0.10	-0.06
Net Change	%	9.31	9.52	9.02	-8.55	-14.52	8.86	10.65	19.25	14.21	-6.88	-8.44	-	-	269.49	193.40	-83.87	-76.19
NON-APPROPRIATED																		
FY 2005 Quarter 4	#	1564	460	1104	100	157	275	763	31	85	22	41	29	38	3	20	0	0
	%	100	29.41	70.58	6.39	10.03	17.58	48.78	1.98	5.43	1.40	2.62	1.85	2.42	0.19	1.27	0.00	0.00
FY 2006 Quarter 4	#	1455	477	978	93	144	305	689	30	70	47	74	2	1	0	0	0	0
	%	100	32.78	67.21	6.39	9.89	20.96	47.35	2.06	4.81	3.23	5.08	0.13	0.06	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Difference	#	-109	17	-126	-7	-13	30	-74	-1	-15	25	33	-27	-37	-3	-20	0	0
Ratio Change	%	0.00	3.37	-3.37	0.00	-0.14	3.38	-1.43	0.08	-0.62	1.83	2.46	-1.72	-2.36	-0.19	-1.27	0.00	0.00
Net Change	%	-6.96	3.69	-11.41	-7.00	-8.28	10.90	-9.69	-3.22	-17.64	113.63	80.48	-93.10	-97.36	-100.00	-100.00	-	-

The Fiscal Quarter for this report has been set to FY 2005 Quarter 4, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL FY 2006 Quarter 4	#	139971	95220	44751	19274	6720	60261	24593	10360	10763	4321	2060	175	168	751	427	78	20
	%	100	68.02	31.97	13.76	4.80	43.05	17.57	7.40	7.68	3.08	1.47	0.12	0.12	0.53	0.30	0.05	0.01
CLF (2000)	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
DHS Headquarters	#	2676	1597	1079	80	55	1309	678	145	303	53	36	0	0	9	7	1	0
	%	100	59.67	40.32	2.98	2.05	48.91	25.33	5.41	11.32	1.98	1.34	0.00	0.00	0.33	0.26	0.03	0.00
Federal Emergency Management Agency	#	2233	1360	873	29	23	1148	517	145	308	28	17	0	0	10	8	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	60.90	39.09	1.29	1.03	51.41	23.15	6.49	13.79	1.25	0.76	0.00	0.00	0.44	0.35	0.00	0.00	
Federal Law Enforcement Training Center	#	971	635	336	27	17	554	262	35	47	6	5	0	0	13	5	0	0
	%	100	65.39	34.60	2.78	1.75	57.05	26.98	3.60	4.84	0.61	0.51	0.00	0.00	1.33	0.51	0.00	0.00
Transportation Security Administration	#	56501	37053	19448	4909	2392	23109	10372	6514	5552	1970	723	140	140	401	264	10	5
	%	100	65.57	34.42	8.68	4.23	40.90	18.35	11.52	9.82	3.48	1.27	0.24	0.24	0.70	0.46	0.01	0.00
U.S. Citizenship and Immigration Services	#	7616	3045	4571	387	729	2007	2403	333	1016	300	381	0	2	17	38	1	2
	%	100	39.98	60.01	5.08	9.57	26.35	31.55	4.37	13.34	3.93	5.00	0.00	0.02	0.22	0.49	0.01	0.02

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
U.S. Coast Guard	#	7234	4695	2539	214	110	3828	1623	446	667	158	115	5	7	28	13	16	4
	%	100	64.90	35.09	2.95	1.52	52.91	22.43	6.16	9.22	2.18	1.58	0.06	0.09	0.38	0.17	0.22	0.05
U.S. Customs and Border Protection	#	43076	32733	10343	11174	2445	18546	5690	1426	1569	1357	556	23	17	178	61	29	5
	%	100	75.98	24.01	25.94	5.67	43.05	13.20	3.31	3.64	3.15	1.29	0.05	0.03	0.41	0.14	0.06	0.01
U.S. Immigration and Customs Enforcement	#	14491	10310	4181	2247	839	6758	2279	858	867	346	167	7	2	73	23	21	4
	%	100	71.14	28.85	15.50	5.78	46.63	15.72	5.92	5.98	2.38	1.15	0.04	0.01	0.50	0.15	0.14	0.02
U.S. Secret Service	#	5173	3792	1381	207	110	3002	769	458	434	103	60	0	0	22	8	0	0
	%	100	73.30	26.69	4.00	2.12	58.03	14.86	8.85	8.38	1.99	1.15	0.00	0.00	0.42	0.15	0.00	0.00

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other 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)	#	2345	1668	677	120	35	1406	534	103	90	31	15	0	0	8	2	0	1
	%	100	71.13	28.86	5.11	1.49	59.95	22.77	4.39	3.83	1.32	0.63	0.00	0.00	0.34	0.08	0.00	0.04
- Mid-Level (Grades 13-14)	#	6023	4419	1604	691	207	3309	1009	263	313	124	65	0	1	24	6	8	3
	%	100	73.36	26.63	11.47	3.43	54.93	16.75	4.36	5.19	2.05	1.07	0.00	0.01	0.39	0.09	0.13	0.04
- First-Level (Grades 12 and Below)	#	4756	3587	1169	1112	253	2101	613	234	233	106	59	2	3	25	6	7	2
	%	100	75.42	24.57	23.38	5.31	44.17	12.88	4.92	4.89	2.22	1.24	0.04	0.06	0.52	0.12	0.14	0.04

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
- Other	#	38777	26740	12037	5474	2003	17548	6696	2106	2589	1374	643	23	17	194	86	21	3
	%	100	68.95	31.04	14.11	5.16	45.25	17.26	5.43	6.67	3.54	1.65	0.05	0.04	0.50	0.22	0.05	0.00
Officials and Managers Total	#	51901	36414	15487	7397	2498	24364	8852	2706	3225	1635	782	25	21	251	100	36	9
	%	100	70.16	29.83	14.25	4.81	46.94	17.05	5.21	6.21	3.15	1.50	0.04	0.04	0.48	0.19	0.06	0.01
Officials and Managers RCLF	%	100	61.19	38.5	3.3	2.4	52.1	30.6	2.8	3.5	2.09	1.3	0.0	0.0	0.2	0.2	0.7	0.5
2. Professionals	#	8653	5069	3584	547	378	3721	2329	409	634	362	219	4	1	22	18	4	5
	%	100	58.58	41.41	6.32	4.36	43.00	26.91	4.72	7.32	4.18	2.53	0.04	0.01	0.25	0.20	0.04	0.05
Professionals RCLF	%	100	46.09	53.7	2.3	2.8	37.09	42.3	2.7	4.9	3.2	2.6	0.0	0.0	0.2	0.3	0.6	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
3. Technicians	#	761	674	87	80	5	531	64	48	15	9	3	1	0	5	0	0	0
	%	100	88.56	11.43	10.51	0.65	69.77	8.40	6.30	1.97	1.18	0.39	0.13	0.00	0.65	0.00	0.00	0.00
Technicians RCLF	%	100	42.2	57.9	3.3	3.4	32.2	43.2	3.4	7.6	2.2	2.4	0.1	0.0	0.3	0.4	0.7	0.9
4. Sales Workers	#	4	1	3	0	1	1	1	0	1	0	0	0	0	0	0	0	0
	%	100	25.00	75.00	0.00	25.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sales Workers RCLF	%	100	49.5	50.5	4.0	4.9	39.5	37.0	3.1	5.5	1.8	1.8	0.0	0.1	0.2	0.3	0.9	0.9
5. Administrative Support Workers	#	4805	1142	3663	151	493	711	1946	185	1019	86	174	0	5	7	26	2	0
	%	100	23.76	76.23	3.14	10.26	14.79	40.49	3.85	21.20	1.78	3.62	0.00	0.10	0.14	0.54	0.04	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Administrative Support Workers RCLF %	100	24.2	75.69	2.9	6.7	16.5	56.3	3.3	8.89	1.0	2.0	0.0	0.1	0.1	0.5	0.4	1.2
6. Craft Workers #	1551	1534	17	243	3	1084	14	146	0	39	0	3	0	12	0	7	0
%	100	98.90	1.09	15.66	0.19	69.89	0.90	9.41	0.00	2.51	0.00	0.19	0.00	0.77	0.00	0.45	0.00
Craft Workers RCLF %	100	94.4	5.4	11.9	0.6	72.5	3.9	6.2	0.6	1.5	0.2	0.1	0.0	0.8	0.1	1.4	0.0
7. Operatives #	292	283	9	17	0	199	4	60	5	6	0	0	0	1	0	0	0
%	100	96.91	3.08	5.82	0.00	68.15	1.36	20.54	1.71	2.05	0.00	0.00	0.00	0.34	0.00	0.00	0.00
Operatives RCLF %	100	71.79	27.99	10.8	5.1	48.4	16.29	8.89	4.5	2.0	1.6	0.1	0.0	0.5	0.2	1.1	0.3
8. Laborers and Helpers #	56	39	17	3	0	32	17	2	0	1	0	0	0	1	0	0	0
%	100	69.64	30.35	5.35	0.00	57.14	30.35	3.57	0.00	1.78	0.00	0.00	0.00	1.78	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Laborers and Helpers RCLF	%	100	85.2	14.69	21.5	3.1	50.2	9.39	10.0	1.6	1.2	0.3	0.1	0.0	0.8	0.1	1.4	0.2
9. Service Workers	#	64695	44693	20002	10345	3149	25713	10135	6138	5533	1965	801	118	123	387	255	27	6
	%	100	69.08	30.91	15.99	4.86	39.74	15.66	9.48	8.55	3.03	1.23	0.18	0.19	0.59	0.39	0.04	0.00
Service Workers RCLF	%	100	40.8	59.2	6.6	7.9	25.0	38.0	6.2	9.6	1.6	1.9	0.1	0.1	0.4	0.5	0.9	1.2

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other 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)	#	2345	1668	677	120	35	1406	534	103	90	31	15	0	0	8	2	0	1
	%	1.76	1.85	1.57	0.63	0.53	2.49	2.28	1.06	0.86	0.75	0.75	0.00	0.00	1.16	0.50	0.00	5.00
- Mid-Level (Grades 13-14)	#	6023	4419	1604	691	207	3309	1009	263	313	124	65	0	1	24	6	8	3
	%	4.53	4.91	3.74	3.67	3.17	5.87	4.31	2.71	3.00	3.02	3.28	0.00	0.66	3.49	1.50	10.52	15.00
- First-Level (Grades 12 and Below)	#	4756	3587	1169	1112	253	2101	613	234	233	106	59	2	3	25	6	7	2
	%	3.58	3.99	2.72	5.92	3.87	3.72	2.62	2.41	2.23	2.58	2.98	1.32	2.00	3.64	1.50	9.21	10.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
- Other	#	38777	26740	12037	5474	2003	17548	6696	2106	2589	1374	643	23	17	194	86	21	3
	%	29.21	29.76	28.07	29.14	30.68	31.13	28.66	21.72	24.81	33.48	32.49	15.23	11.33	28.27	21.55	27.63	15.00
Officials and Managers Total	#	51901	36414	15487	7397	2498	24364	8852	2706	3225	1635	782	25	21	251	100	36	9
	%	39.08	40.51	36.10	39.36	38.25	43.21	37.87	27.90	30.90	39.83	39.50	16.55	13.99	36.56	25.05	47.36	45.00
2. Professionals	#	8653	5069	3584	547	378	3721	2329	409	634	362	219	4	1	22	18	4	5
	%	6.51	5.64	8.36	2.91	5.79	6.60	9.96	4.21	6.07	8.82	11.06	2.64	0.66	3.20	4.51	5.26	25.00
3. Technicians	#	761	674	87	80	5	531	64	48	15	9	3	1	0	5	0	0	0
	%	0.57	0.75	0.20	0.42	0.07	0.94	0.27	0.49	0.14	0.21	0.15	0.66	0.00	0.72	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
4. Sales Workers	#	4	1	3	0	1	1	1	0	1	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	4805	1142	3663	151	493	711	1946	185	1019	86	174	0	5	7	26	2	0
	%	3.62	1.27	8.54	0.80	7.55	1.26	8.32	1.90	9.76	2.09	8.79	0.00	3.33	1.02	6.51	2.63	0.00
6. Craft Workers	#	1551	1534	17	243	3	1084	14	146	0	39	0	3	0	12	0	7	0
	%	1.16	1.70	0.03	1.29	0.04	1.92	0.05	1.50	0.00	0.95	0.00	1.98	0.00	1.74	0.00	9.21	0.00
7. Operatives	#	292	283	9	17	0	199	4	60	5	6	0	0	0	1	0	0	0
	%	0.22	0.31	0.02	0.09	0.00	0.35	0.01	0.61	0.04	0.14	0.00	0.00	0.00	0.14	0.00	0.00	0.00
8. Laborers and Helpers	#	56	39	17	3	0	32	17	2	0	1	0	0	0	1	0	0	0
	%	0.04	0.05	0.02	0.02	0.00	0.04	0.02	0.01	0.00	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.04	0.04	0.03	0.01	0.00	0.05	0.07	0.02	0.00	0.02	0.00	0.00	0.00	0.14	0.00	0.00	0.00
9. Service Workers #	64695	44693	20002	10345	3149	25713	10135	6138	5533	1965	801	118	123	387	255	27	6
%	48.74	49.74	46.65	55.07	48.24	45.62	43.38	63.31	53.03	47.89	40.47	78.14	82.00	56.41	63.90	35.52	30.00

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-01	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	0.00	66.66	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	6	3	3	1	1	1	0	0	2	1	0	0	0	0	0	0	0
	%	100	50.00	50.00	16.66	16.66	16.66	0.00	0.00	33.33	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	43	18	25	4	3	13	13	0	8	1	1	0	0	0	0	0	0
	%	100	41.86	58.13	9.30	6.97	30.23	30.23	0.00	18.60	2.32	2.32	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-04	#	255	98	157	18	28	57	86	17	33	4	9	0	0	2	1	0	0
	%	100	38.43	61.56	7.05	10.98	22.35	33.72	6.66	12.94	1.56	3.52	0.00	0.00	0.78	0.39	0.00	0.00

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-05	#	3141	2118	1023	758	240	1122	503	118	201	98	66	0	0	20	10	2	3
	%	100	67.43	32.56	24.13	7.64	35.72	16.01	3.75	6.39	3.12	2.10	0.00	0.00	0.63	0.31	0.06	0.09
GS/GG/GH/GM-06	#	1219	381	838	80	146	193	437	60	191	42	55	0	1	4	8	2	0
	%	100	31.25	68.74	6.56	11.97	15.83	35.84	4.92	15.66	3.44	4.51	0.00	0.08	0.32	0.65	0.16	0.00
GS/GG/GH/GM-07	#	7075	3580	3495	921	628	2234	1811	229	831	176	189	1	8	16	28	3	0
	%	100	50.60	49.39	13.01	8.87	31.57	25.59	3.23	11.74	2.48	2.67	0.01	0.11	0.22	0.39	0.04	0.00
GS/GG/GH/GM-08	#	1790	678	1112	116	179	399	536	113	329	45	60	0	1	4	6	1	1
	%	100	37.87	62.12	6.48	10.00	22.29	29.94	6.31	18.37	2.51	3.35	0.00	0.05	0.22	0.33	0.05	0.05
GS/GG/GH/GM-09	#	6658	4234	2424	1141	389	2508	1342	356	550	196	128	2	1	27	13	4	1
	%	100	63.59	36.40	17.13	5.84	37.66	20.15	5.34	8.26	2.94	1.92	0.03	0.01	0.40	0.19	0.06	0.01

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-10	#	270	130	140	19	22	84	79	22	35	3	3	0	0	1	1	1	0
	%	100	48.14	51.85	7.03	8.14	31.11	29.25	8.14	12.96	1.11	1.11	0.00	0.00	0.37	0.37	0.37	0.00
GS/GG/GH/GM-11	#	24993	19568	5425	7314	1390	10264	2775	943	881	904	330	21	11	108	36	14	2
	%	100	78.29	21.70	29.26	5.56	41.06	11.10	3.77	3.52	3.61	1.32	0.08	0.04	0.43	0.14	0.05	0.00
GS/GG/GH/GM-12	#	12274	8264	4010	1725	650	5563	2287	562	830	341	215	4	3	58	23	11	2
	%	100	67.32	32.67	14.05	5.29	45.32	18.63	4.57	6.76	2.77	1.75	0.03	0.02	0.47	0.18	0.08	0.01
GS/GG/GH/GM-13	#	13482	9917	3565	1366	435	7485	2200	669	721	311	182	4	3	61	20	21	4
	%	100	73.55	26.44	10.13	3.22	55.51	16.31	4.96	5.34	2.30	1.34	0.02	0.02	0.45	0.14	0.15	0.02
GS/GG/GH/GM-14	#	6272	4247	2025	417	160	3384	1321	292	458	128	71	0	0	24	14	2	1

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	67.71	32.28	6.64	2.55	53.95	21.06	4.65	7.30	2.04	1.13	0.00	0.00	0.38	0.22	0.03	0.01	
GS/GG/GH/GM-15	#	2602	1771	831	114	48	1510	653	105	103	34	23	0	0	8	3	0	1
	%	100	68.06	31.93	4.38	1.84	58.03	25.09	4.03	3.95	1.30	0.88	0.00	0.00	0.30	0.11	0.00	0.03
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	331	256	75	16	2	225	66	12	6	2	1	0	0	1	0	0	0
	%	100	77.34	22.65	4.83	0.60	67.97	19.93	3.62	1.81	0.60	0.30	0.00	0.00	0.30	0.00	0.00	0.00
ST	#	22	17	5	1	0	16	4	0	0	0	1	0	0	0	0	0	0
	%	100	77.27	22.72	4.54	0.00	72.72	18.18	0.00	0.00	0.00	4.54	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM-01	#	10	6	4	1	0	4	2	1	2	0	0	0	0	0	0	0
	%	100	60.00	40.00	10.00	0.00	40.00	20.00	10.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	86	30	56	3	11	16	26	11	16	0	1	0	0	0	1	0
	%	100	34.88	65.11	3.48	12.79	18.60	30.23	12.79	18.60	0.00	1.16	0.00	0.00	0.00	1.16	0.00
GS/GG/GH/GM-03	#	248	94	154	10	18	62	97	16	35	5	4	0	0	1	0	0
	%	100	37.90	62.09	4.03	7.25	25.00	39.11	6.45	14.11	2.01	1.61	0.00	0.00	0.40	0.00	0.00
GS/GG/GH/GM-04	#	509	192	317	33	74	117	159	22	67	18	14	0	0	2	2	0
	%	100	37.72	62.27	6.48	14.53	22.98	31.23	4.32	13.16	3.53	2.75	0.00	0.00	0.39	0.39	0.00

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-05	#	1315	619	696	78	74	475	478	40	105	22	32	0	0	4	7	0	0
	%	100	47.07	52.92	5.93	5.62	36.12	36.34	3.04	7.98	1.67	2.43	0.00	0.00	0.30	0.53	0.00	0.00
GS/GG/GH/GM-06	#	475	247	228	21	20	209	155	14	48	3	5	0	0	0	0	0	0
	%	100	52.00	48.00	4.42	4.21	44.00	32.63	2.94	10.10	0.63	1.05	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-07	#	3857	1989	1868	281	274	1509	1172	146	362	38	52	0	0	15	7	0	1
	%	100	51.56	48.43	7.28	7.10	39.12	30.38	3.78	9.38	0.98	1.34	0.00	0.00	0.38	0.18	0.00	0.02
GS/GG/GH/GM-08	#	217	116	101	13	12	89	71	9	11	4	7	0	0	1	0	0	0
	%	100	53.45	46.54	5.99	5.52	41.01	32.71	4.14	5.06	1.84	3.22	0.00	0.00	0.46	0.00	0.00	0.00
GS/GG/GH/GM-09	#	3672	1484	2188	155	238	1135	1583	116	291	66	58	0	0	9	16	3	2
	%	100	40.41	59.58	4.22	6.48	30.90	43.11	3.15	7.92	1.79	1.57	0.00	0.00	0.24	0.43	0.08	0.05

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-10	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-11	#	2666	1426	1240	103	67	1174	998	90	125	50	40	0	0	9	10	0	0
	%	100	53.48	46.51	3.86	2.51	44.03	37.43	3.37	4.68	1.87	1.50	0.00	0.00	0.33	0.37	0.00	0.00
GS/GG/GH/GM-12	#	2703	1912	791	108	53	1620	599	116	94	53	42	2	1	12	2	1	0
	%	100	70.73	29.26	3.99	1.96	59.93	22.16	4.29	3.47	1.96	1.55	0.07	0.03	0.44	0.07	0.03	0.00
GS/GG/GH/GM-13	#	1693	1115	578	28	19	1032	512	29	23	22	21	0	0	3	3	1	0
	%	100	65.85	34.14	1.65	1.12	60.95	30.24	1.71	1.35	1.29	1.24	0.00	0.00	0.17	0.17	0.05	0.00
GS/GG/GH/GM-14	#	686	518	168	18	7	481	144	8	7	10	7	0	1	1	2	0	0

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	75.51	24.48	2.62	1.02	70.11	20.99	1.16	1.02	1.45	1.02	0.00	0.14	0.14	0.29	0.00	0.00	
GS/GG/GH/GM-15	#	230	175	55	7	0	159	54	3	0	5	1	0	0	1	0	0	0
	%	100	76.08	23.91	3.04	0.00	69.13	23.47	1.30	0.00	2.17	0.43	0.00	0.00	0.43	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	547	505	42	25	2	390	25	78	14	10	1	0	0	2	0	0	0
	%	100	92.32	7.67	4.57	0.36	71.29	4.57	14.25	2.55	1.82	0.18	0.00	0.00	0.36	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	161	146	15	8	0	114	7	24	7	0	1	0	0	0	0	0	0
	%	100	90.68	9.31	4.96	0.00	70.80	4.34	14.90	4.34	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
LE-05	#	56	50	6	3	0	43	1	4	5	0	0	0	0	0	0	0
	%	100	89.28	10.71	5.35	0.00	76.78	1.78	7.14	8.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	21	20	1	0	0	14	1	6	0	0	0	0	0	0	0	0
	%	100	95.23	4.76	0.00	0.00	66.66	4.76	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-08	#	13	12	1	0	0	10	1	2	0	0	0	0	0	0	0	0
	%	100	92.30	7.69	0.00	0.00	76.92	7.69	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-09	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-11	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	527	446	81	25	3	354	60	57	15	9	2	0	0	1	1	0	0
	%	100	84.62	15.37	4.74	0.56	67.17	11.38	10.81	2.84	1.70	0.37	0.00	0.00	0.18	0.18	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	30753	18618	12135	2799	1606	10304	5899	4109	3944	1115	418	83	94	202	172	6
	%	100	60.54	39.45	9.10	5.22	33.50	19.18	13.36	12.82	3.62	1.35	0.26	0.30	0.65	0.55	0.01

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-E	#	5565	3679	1886	515	240	2327	1102	545	451	244	65	7	8	39	20	2	0
	%	100	66.10	33.89	9.25	4.31	41.81	19.80	9.79	8.10	4.38	1.16	0.12	0.14	0.70	0.35	0.03	0.00
SV-F	#	6039	3945	2094	496	239	2545	1228	643	482	204	96	22	15	35	32	0	2
	%	100	65.32	34.67	8.21	3.95	42.14	20.33	10.64	7.98	3.37	1.58	0.36	0.24	0.57	0.52	0.00	0.03
SV-G	#	5245	3781	1464	397	158	2650	924	513	270	168	73	20	17	33	22	0	0
	%	100	72.08	27.91	7.56	3.01	50.52	17.61	9.78	5.14	3.20	1.39	0.38	0.32	0.62	0.41	0.00	0.00
SV-H	#	1574	1084	490	101	36	795	315	140	105	36	23	3	4	9	7	0	0
	%	100	68.86	31.13	6.41	2.28	50.50	20.01	8.89	6.67	2.28	1.46	0.19	0.25	0.57	0.44	0.00	0.00
SV-I	#	4914	4212	702	511	66	3088	442	410	162	144	27	1	2	58	2	0	1
	%	100	85.71	14.28	10.39	1.34	62.84	8.99	8.34	3.29	2.93	0.54	0.02	0.04	1.18	0.04	0.00	0.02

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-J	#	1404	1003	401	53	28	808	263	88	88	37	15	3	0	14	7	0	0
	%	100	71.43	28.56	3.77	1.99	57.54	18.73	6.26	6.26	2.63	1.06	0.21	0.00	0.99	0.49	0.00	0.00
SV-K	#	788	572	216	28	16	463	149	52	44	16	5	1	0	10	2	2	0
	%	100	72.58	27.41	3.55	2.03	58.75	18.90	6.59	5.58	2.03	0.63	0.12	0.00	1.26	0.25	0.25	0.00
SV-L	#	84	57	27	3	1	49	23	5	3	0	0	0	0	0	0	0	0
	%	100	67.85	32.14	3.57	1.19	58.33	27.38	5.95	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	133	101	32	6	2	79	26	9	3	6	1	0	0	1	0	0	0

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	75.93	24.06	4.51	1.50	59.39	19.54	6.76	2.25	4.51	0.75	0.00	0.00	0.75	0.00	0.00	0.00
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-C	#	5	2	3	0	0	1	2	0	1	1	0	0	0	0	0	0
	%	100	40.00	60.00	0.00	0.00	20.00	40.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	11	5	6	0	0	4	5	0	0	1	0	0	1	0	0	0
	%	100	45.45	54.54	0.00	0.00	36.36	45.45	0.00	0.00	9.09	0.00	0.00	9.09	0.00	0.00	0.00

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-E	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-F	#	21	4	17	0	0	3	11	0	4	1	2	0	0	0	0	0	0
	%	100	19.04	80.95	0.00	0.00	14.28	52.38	0.00	19.04	4.76	9.52	0.00	0.00	0.00	0.00	0.00	0.00
SV-G	#	7	5	2	0	0	4	1	1	1	0	0	0	0	0	0	0	0
	%	100	71.42	28.57	0.00	0.00	57.14	14.28	14.28	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	#	22	14	8	0	0	8	6	4	2	1	0	0	0	1	0	0	0
	%	100	63.63	36.36	0.00	0.00	36.36	27.27	18.18	9.09	4.54	0.00	0.00	0.00	4.54	0.00	0.00	0.00
SV-I	#	23	16	7	0	0	15	7	0	0	1	0	0	0	0	0	0	0
	%	100	69.56	30.43	0.00	0.00	65.21	30.43	0.00	0.00	4.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-J	#	100	91	9	4	0	77	6	8	2	1	1	1	0	0	0	0
	%	100	91.00	9.00	4.00	0.00	77.00	6.00	8.00	2.00	1.00	1.00	1.00	0.00	0.00	0.00	0.00
SV-K	#	42	36	6	2	0	30	6	1	0	1	0	0	0	2	0	0
	%	100	85.71	14.28	4.76	0.00	71.42	14.28	2.38	0.00	2.38	0.00	0.00	0.00	4.76	0.00	0.00
SV-L	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

AD and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Unspecified AD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

AD and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Unspecified AD	#	10589	6466	4123	304	278	5107	2617	586	954	89	57	6	1	374	216	0	0
	%	100	61.06	38.93	2.87	2.62	48.22	24.71	5.53	9.00	0.84	0.53	0.05	0.00	3.53	2.03	0.00	0.00

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-
GS/GG/GH/GM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-
GS/GG/GH/GM-03	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.04	0.00	0.11	0.00	0.00	0.00	0.00	0.32	0.00	0.00	-	-	0.00	0.00	-	
GS/GG/GH/GM-04	#	9	0	9	0	0	3	0	6	0	0	0	0	0	0	0	
	%	0.44	0.00	1.07	0.00	0.00	0.00	0.61	1.95	0.00	0.00	-	-	0.00	0.00	-	

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-05	#	13	4	9	1	0	1	4	2	5	0	0	0	0	0	0	0	0
	%	0.64	0.33	1.07	3.57	0.00	0.10	0.82	1.44	1.62	0.00	0.00	-	-	0.00	0.00	-	-
GS/GG/GH/GM-06	#	38	18	20	0	1	15	9	3	10	0	0	0	0	0	0	0	0
	%	1.87	1.51	2.38	0.00	4.34	1.51	1.85	2.17	3.25	0.00	0.00	-	-	0.00	0.00	-	-
GS/GG/GH/GM-07	#	126	45	81	1	2	28	40	12	35	3	3	0	0	1	1	0	0
	%	6.20	3.78	9.65	3.57	8.69	2.83	8.24	8.69	11.40	10.71	18.75	-	-	12.50	12.50	-	-
GS/GG/GH/GM-08	#	64	36	28	1	0	31	10	4	18	0	0	0	0	0	0	0	0
	%	3.15	3.02	3.33	3.57	0.00	3.13	2.06	2.89	5.86	0.00	0.00	-	-	0.00	0.00	-	-
GS/GG/GH/GM-09	#	89	25	64	0	3	21	30	3	29	1	1	0	0	0	1	0	0
	%	4.38	2.10	7.62	0.00	13.04	2.12	6.18	2.17	9.44	3.57	6.25	-	-	0.00	12.50	-	-

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-10	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
	%	0.19	0.16	0.23	0.00	0.00	0.20	0.20	0.00	0.32	0.00	0.00	-	-	0.00	0.00	-	-
GS/GG/GH/GM-11	#	100	43	57	0	2	38	29	5	25	0	1	0	0	0	0	0	0
	%	4.92	3.61	6.79	0.00	8.69	3.84	5.97	3.62	8.14	0.00	6.25	-	-	0.00	0.00	-	-
GS/GG/GH/GM-12	#	490	311	179	12	6	250	104	37	62	8	5	0	0	4	2	0	0
	%	24.14	26.13	21.33	42.85	26.08	25.30	21.44	26.81	20.19	28.57	31.25	-	-	50.00	25.00	-	-
GS/GG/GH/GM-13	#	460	289	171	5	3	239	110	33	52	11	4	0	0	1	2	0	0
	%	22.67	24.28	20.38	17.85	13.04	24.19	22.68	23.91	16.93	39.28	25.00	-	-	12.50	25.00	-	-
GS/GG/GH/GM-14	#	382	241	141	6	5	210	83	21	50	2	1	0	0	2	2	0	0
	%																	

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	18.82	20.25	16.80	21.42	21.73	21.25	17.11	15.21	16.28	7.14	6.25	-	-	25.00	25.00	-	-	
GS/GG/GH/GM-15	#	215	147	68	2	1	126	54	16	12	3	1	0	0	0	0	0	0
	%	10.59	12.35	8.10	7.14	4.34	12.75	11.13	11.59	3.90	10.71	6.25	-	-	0.00	0.00	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	38	29	9	0	0	27	8	2	1	0	0	0	0	0	0	0	0
	%	1.87	2.43	1.07	0.00	0.00	2.73	1.64	1.44	0.32	0.00	0.00	-	-	0.00	0.00	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-	-

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	2029	1190	839	28	23	988	485	138	307	28	16	0	0	8	8	0	0
#																	
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.22	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	118	42	76	2	4	34	65	3	5	2	2	0	0	1	0	0
	%	0.80	0.54	1.08	0.33	0.63	0.52	1.23	0.68	0.53	1.38	1.53	-	0.00	2.27	0.00	0.00
GS/GG/GH/GM-04	#	81	27	54	3	2	18	38	4	14	1	0	0	0	1	0	0
	%	0.55	0.35	0.77	0.50	0.31	0.27	0.72	0.91	1.49	0.69	0.00	-	0.00	2.27	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-05	#	1045	517	528	61	50	417	394	24	62	11	15	0	0	4	7	0	0
	%	7.12	6.73	7.55	10.23	7.93	6.46	7.51	5.51	6.63	7.63	11.53	-	0.00	9.09	16.66	0.00	0.00
GS/GG/GH/GM-06	#	436	231	205	19	18	198	139	11	44	3	4	0	0	0	0	0	0
	%	2.97	3.00	2.93	3.18	2.85	3.06	2.65	2.52	4.70	2.08	3.07	-	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-07	#	3328	1650	1678	236	253	1268	1063	117	333	18	23	0	0	11	5	0	1
	%	22.69	21.49	24.02	39.59	40.15	19.64	20.27	26.89	35.61	12.50	17.69	-	0.00	25.00	11.90	0.00	33.33
GS/GG/GH/GM-08	#	138	78	60	8	3	67	50	1	5	1	2	0	0	1	0	0	0
	%	0.94	1.01	0.85	1.34	0.47	1.03	0.95	0.22	0.53	0.69	1.53	-	0.00	2.27	0.00	0.00	0.00
GS/GG/GH/GM-09	#	2976	1005	1971	112	208	784	1457	83	271	16	19	0	0	7	14	3	2
	%	20.29	13.09	28.21	18.79	33.01	12.14	27.78	19.08	28.98	11.11	14.61	-	0.00	15.90	33.33	75.00	66.66

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00
GS/GG/GH/GM-11	#	2030	960	1070	42	38	813	890	71	109	27	23	0	0	7	10	0	0
	%	13.84	12.50	15.31	7.04	6.03	12.59	16.97	16.32	11.65	18.75	17.69	-	0.00	15.90	23.80	0.00	0.00
GS/GG/GH/GM-12	#	2149	1543	606	66	29	1349	494	89	65	31	15	0	1	8	2	0	0
	%	14.65	20.09	8.67	11.07	4.60	20.90	9.42	20.45	6.95	21.52	11.53	-	50.00	18.18	4.76	0.00	0.00
GS/GG/GH/GM-13	#	1557	1000	557	25	19	929	494	21	21	21	20	0	0	3	3	1	0
	%	10.61	13.02	7.97	4.19	3.01	14.39	9.42	4.82	2.24	14.58	15.38	-	0.00	6.81	7.14	25.00	0.00
GS/GG/GH/GM-14	#	645	495	150	16	6	462	129	7	6	9	7	0	1	1	1	0	0
	%																	

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	4.39	6.44	2.14	2.68	0.95	7.15	2.46	1.60	0.64	6.25	5.38	-	50.00	2.27	2.38	0.00	0.00
GS/GG/GH/GM-15	#	158	128	30	6	0	115	30	3	0	4	0	0	0	0	0	0
	%	1.07	1.66	0.42	1.00	0.00	1.78	0.57	0.68	0.00	2.77	0.00	-	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	14662	7677	6985	596	630	6454	5243	435	935	144	130	0	2	44	42	4	3
#																	
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-D	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-E	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-F	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-G	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-H	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-I	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-J	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-K	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-L	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-D	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-E	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-F	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-G	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-H	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-I	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-J	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-K	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-L	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

AD and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Unspecified AD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

AD and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Unspecified AD	#	10589	6466	4123	304	278	5107	2617	586	954	89	57	6	1	374	216	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	-	-
TOTAL	#	10589	6466	4123	304	278	5107	2617	586	954	89	57	6	1	374	216	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	14.28	0.00	0.00	85.71	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	6	5	1	1	0	3	1	0	0	1	0	0	0	0	0	0	0
	%	100	83.33	16.66	16.66	0.00	50.00	16.66	0.00	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	34	31	3	0	0	21	3	8	0	2	0	0	0	0	0	0	0
	%	100	91.17	8.82	0.00	0.00	61.76	8.82	23.52	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	30	9	21	2	0	7	21	0	0	0	0	0	0	0	0	0	0
	%	100	30.00	70.00	6.66	0.00	23.33	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-05	#	91	84	7	2	0	71	5	8	1	2	1	0	0	1	0	0	0
	%	100	92.30	7.69	2.19	0.00	78.02	5.49	8.79	1.09	2.19	1.09	0.00	0.00	1.09	0.00	0.00	0.00
Grade-06	#	133	123	10	21	0	71	9	27	1	3	0	0	0	1	0	0	0
	%	100	92.48	7.51	15.78	0.00	53.38	6.76	20.30	0.75	2.25	0.00	0.00	0.00	0.75	0.00	0.00	0.00
Grade-07	#	55	55	0	4	0	31	0	15	0	1	0	1	0	0	0	3	0
	%	100	100	0.00	7.27	0.00	56.36	0.00	27.27	0.00	1.81	0.00	1.81	0.00	0.00	0.00	5.45	0.00
Grade-08	#	272	258	14	39	1	178	12	25	1	12	0	0	0	4	0	0	0
	%	100	94.85	5.14	14.33	0.36	65.44	4.41	9.19	0.36	4.41	0.00	0.00	0.00	1.47	0.00	0.00	0.00
Grade-09	#	167	164	3	11	1	117	1	32	1	1	0	1	0	0	0	2	0
	%	100	98.20	1.79	6.58	0.59	70.05	0.59	19.16	0.59	0.59	0.00	0.59	0.00	0.00	0.00	1.19	0.00

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-10	#	1077	1069	8	226	1	711	6	94	1	28	0	1	0	7	0	2	0
	%	100	99.25	0.74	20.98	0.09	66.01	0.55	8.72	0.09	2.59	0.00	0.09	0.00	0.64	0.00	0.18	0.00
Grade-11	#	223	218	5	10	1	185	3	18	1	4	0	0	0	1	0	0	0
	%	100	97.75	2.24	4.48	0.44	82.95	1.34	8.07	0.44	1.79	0.00	0.00	0.00	0.44	0.00	0.00	0.00
Grade-12	#	68	68	0	1	0	64	0	2	0	1	0	0	0	0	0	0	0
	%	100	100	0.00	1.47	0.00	94.11	0.00	2.94	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	14.29	0.00	71.43	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	0.00	14.28	0.00	71.42	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	8	8	0	0	7	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	4	0	0	3	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	10	5	5	3	3	2	2	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	30.00	30.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	12	12	0	0	0	11	0	1	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	91.66	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	10	9	1	2	1	7	0	0	0	0	0	0	0	0	0	0
	%	100	90.00	10.00	20.00	10.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	20	16	4	2	0	13	3	1	0	0	1	0	0	0	0	0	0
	%	100	80.00	20.00	10.00	0.00	65.00	15.00	5.00	0.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	67	62	5	5	0	50	4	2	0	2	0	3	1	0	0	0	0
	%	100	92.53	7.46	7.46	0.00	74.62	5.97	2.98	0.00	2.98	0.00	4.47	1.49	0.00	0.00	0.00	0.00
Grade-07	#	10	10	0	1	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	10.00	0.00	80.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	69	63	6	1	0	42	4	18	2	2	0	0	0	0	0	0	0
	%	100	91.30	8.69	1.44	0.00	60.86	5.79	26.08	2.89	2.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	9	9	0	0	0	1	0	8	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	11.11	0.00	88.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	11	11	0	0	0	10	0	1	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	90.90	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	5	4	1	0	0	3	0	0	1	1	0	0	0	0	0	0
	%	100	80.00	20.00	0.00	0.00	60.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0
	%	0.31	0.28	1.36	0.00	0.00	0.40	1.61	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00
Grade-02	#	6	5	1	1	0	3	1	0	0	1	0	0	0	0	0	0
	%	0.27	0.23	1.36	0.31	0.00	0.20	1.61	0.00	0.00	1.81	0.00	0.00	-	0.00	-	0.00
Grade-03	#	34	31	3	0	0	21	3	8	0	2	0	0	0	0	0	0
	%	1.55	1.46	4.10	0.00	0.00	1.40	4.83	3.44	0.00	3.63	0.00	0.00	-	0.00	-	0.00
Grade-04	#	30	9	21	2	0	7	21	0	0	0	0	0	0	0	0	0
	%	1.36	0.42	28.76	0.62	0.00	0.46	33.87	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	91	84	7	2	0	71	5	8	1	2	1	0	0	1	0	0	0
	%	4.15	3.96	9.58	0.62	0.00	4.76	8.06	3.44	16.66	3.63	100	0.00	-	7.14	-	0.00	-
Grade-06	#	133	123	10	21	0	71	9	27	1	3	0	0	0	1	0	0	0
	%	6.06	5.80	13.69	6.60	0.00	4.76	14.51	11.63	16.66	5.45	0.00	0.00	-	7.14	-	0.00	-
Grade-07	#	55	55	0	4	0	31	0	15	0	1	0	1	0	0	0	3	0
	%	2.50	2.59	0.00	1.25	0.00	2.08	0.00	6.46	0.00	1.81	0.00	33.33	-	0.00	-	42.85	-
Grade-08	#	272	258	14	39	1	178	12	25	1	12	0	0	0	4	0	0	0
	%	12.40	12.17	19.17	12.26	25.00	11.94	19.35	10.77	16.66	21.81	0.00	0.00	-	28.57	-	0.00	-
Grade-09	#	167	164	3	11	1	117	1	32	1	1	0	1	0	0	0	2	0
	%	7.61	7.73	4.10	3.45	25.00	7.85	1.61	13.79	16.66	1.81	0.00	33.33	-	0.00	-	28.57	-

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-10	#	1077	1069	8	226	1	711	6	94	1	28	0	1	0	7	0	2	0
	%	49.13	50.44	10.95	71.06	25.00	47.71	9.67	40.51	16.66	50.90	0.00	33.33	-	50.00	-	28.57	-
Grade-11	#	223	218	5	10	1	185	3	18	1	4	0	0	0	1	0	0	0
	%	10.17	10.28	6.84	3.14	25.00	12.41	4.83	7.75	16.66	7.27	0.00	0.00	-	7.14	-	0.00	-
Grade-12	#	68	68	0	1	0	64	0	2	0	1	0	0	0	0	0	0	0
	%	3.10	3.20	0.00	0.31	0.00	4.29	0.00	0.86	0.00	1.81	0.00	0.00	-	0.00	-	0.00	-
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
	%	0.45	0.47	0.00	0.00	0.00	0.67	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-
Grade-14	#	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
	%																	

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	0.31	0.33	0.00	0.31	0.00	0.33	0.00	0.43	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
Grade-15	#	8	8	0	0	7	0	1	0	0	0	0	0	0	0	0	0	
%	0.36	0.37	0.00	0.00	0.00	0.46	0.00	0.43	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
All Other Wage Grades	#	4	4	0	0	3	0	1	0	0	0	0	0	0	0	0	0	
%	0.18	0.18	0.00	0.00	0.00	0.20	0.00	0.43	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
TOTAL	#	2192	2119	73	318	4	1490	62	232	6	55	1	3	0	14	0	7	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.44	0.49	0.00	0.00	0.00	0.00	0.00	3.03	0.00	0.00	0.00	0.00	0.00	-	-	-
Grade-02	#	10	5	5	3	3	2	2	0	0	0	0	0	0	0	0	0
	%	4.44	2.46	22.72	21.42	75.00	1.35	15.38	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-
Grade-03	#	12	12	0	0	0	11	0	1	0	0	0	0	0	0	0	0
	%	5.33	5.91	0.00	0.00	0.00	7.43	0.00	3.03	0.00	0.00	0.00	0.00	0.00	-	-	-
Grade-04	#	10	9	1	2	1	7	0	0	0	0	0	0	0	0	0	0
	%	4.44	4.43	4.54	14.28	25.00	4.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	20	16	4	2	0	13	3	1	0	0	1	0	0	0	0	0	0
	%	8.88	7.88	18.18	14.28	0.00	8.78	23.07	3.03	0.00	0.00	100	0.00	0.00	-	-	-	-
Grade-06	#	67	62	5	5	0	50	4	2	0	2	0	3	1	0	0	0	0
	%	29.77	30.54	22.72	35.71	0.00	33.78	30.76	6.06	0.00	40.00	0.00	100	100	-	-	-	-
Grade-07	#	10	10	0	1	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	4.44	4.92	0.00	7.14	0.00	5.40	0.00	3.03	0.00	0.00	0.00	0.00	0.00	-	-	-	-
Grade-08	#	69	63	6	1	0	42	4	18	2	2	0	0	0	0	0	0	0
	%	30.66	31.03	27.27	7.14	0.00	28.37	30.76	54.54	66.66	40.00	0.00	0.00	0.00	-	-	-	-
Grade-09	#	9	9	0	0	0	1	0	8	0	0	0	0	0	0	0	0	0
	%	4.00	4.43	0.00	0.00	0.00	0.67	0.00	24.24	0.00	0.00	0.00	0.00	0.00	-	-	-	-

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	11	11	0	0	0	10	0	1	0	0	0	0	0	0	0	0
	%	4.88	5.41	0.00	0.00	0.00	6.75	0.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00	-	-
Grade-11	#	5	4	1	0	0	3	0	0	1	1	0	0	0	0	0	0
	%	2.22	1.97	4.54	0.00	0.00	2.02	0.00	0.00	33.33	20.00	0.00	0.00	0.00	-	-	-
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-

TABLE A5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races							
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	
Grade-15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
%	0.44	0.49	0.00	0.00	0.00	0.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	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	#	225	203	22	14	4	148	13	33	3	5	1	3	1	0	0	0	0	
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Mission Critical Jobs																		
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
2210 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	0.4
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2
1811 - CRIMINAL INVESTIGATOR	#	331	296	35	23	2	238	30	27	2	8	1	0	0	0	0	0
%	100	89.42	10.57	6.94	0.60	71.90	9.06	8.15	0.60	2.41	0.30	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
1811 - CRIMINAL INVESTIGATOR	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0401 - CBP AGRICULTURE SPECIALISTS	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	55.8	44.0	1.9	2.1	47.3	35.0	1.2	1.8	4.1	4.3	0.0	0.0	0.4	0.2	0.9	0.6
1801 - FIELD ANALYSIS SPECL	#	109	46	63	5	6	39	45	2	7	0	5	0	0	0	0	0	
	%	100	42.20	57.79	4.58	5.50	35.77	41.28	1.83	6.42	0.00	4.58	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1889 - IMPORT SPECIALIST	#	554	192	362	23	55	134	229	16	57	18	18	1	0	0	3	0	0
	%	100	34.65	65.34	4.15	9.92	24.18	41.33	2.88	10.28	3.24	3.24	0.18	0.00	0.00	0.54	0.00	0.00
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1889 - IMP SPECLST	#	166	76	90	3	5	68	63	5	19	0	3	0	0	0	0	0	0
	%	100	45.78	54.21	1.80	3.01	40.96	37.95	3.01	11.44	0.00	1.80	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1895 - CBP OFFICER	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFCR(CSTMS BRDER CNTRL TRNR/ADVSR) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR #	14193	11346	2847	3086	828	6810	1479	606	330	761	183	16	6	60	21	7	0
%	100	79.94	20.05	21.74	5.83	47.98	10.42	4.26	2.32	5.36	1.28	0.11	0.04	0.42	0.14	0.04	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1895 - CBP OFFCR # (ACE)	8	7	1	1	0	5	1	1	0	0	0	0	0	0	0	0	0
%	100	87.50	12.50	12.50	0.00	62.50	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (AIRCRAFT)	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (CANINE)	479	412	67	162	18	208	41	30	4	8	2	0	1	4	1	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	86.01	13.98	33.82	3.75	43.42	8.55	6.26	0.83	1.67	0.41	0.00	0.20	0.83	0.20	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR (CANINE/EXPLOSIVE/WEAPONS) #	37	33	4	4	0	27	4	0	0	1	0	0	0	1	0	0	0
%	100	89.18	10.81	10.81	0.00	72.97	10.81	0.00	0.00	2.70	0.00	0.00	0.00	2.70	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR (COURSE DVLPR/INSTRU) #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (ENFCMNT)	230	180	50	58	18	99	22	13	4	10	6	0	0	0	0	0	0
%	100	78.26	21.73	25.21	7.82	43.04	9.56	5.65	1.73	4.34	2.60	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (FREE TRADE EX)	11	8	3	0	0	7	3	1	0	0	0	0	0	0	0	0	0
%	100	72.72	27.27	0.00	0.00	63.63	27.27	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1895 - CBP OFFCR # (INSTRU/COURSE DVLPR)	131	90	41	9	11	76	29	2	1	1	0	0	0	2	0	0	0
%	100	68.70	31.29	6.87	8.39	58.01	22.13	1.52	0.76	0.76	0.00	0.00	0.00	1.52	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (INTNATL)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (LIMITED DUTY)	80	60	20	6	1	51	16	2	1	0	2	0	0	1	0	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	75.00	25.00	7.50	1.25	63.75	20.00	2.50	1.25	0.00	2.50	0.00	0.00	1.25	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR (PROG MGR) #	133	86	47	25	9	48	31	7	4	6	1	0	0	0	2	0	0
%	100	64.66	35.33	18.79	6.76	36.09	23.30	5.26	3.00	4.51	0.75	0.00	0.00	0.00	1.50	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (CONTAINER SECURITY) #	79	67	12	12	2	41	10	5	0	9	0	0	0	0	0	0	0
%	100	84.81	15.18	15.18	2.53	51.89	12.65	6.32	0.00	11.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (COUNTRY MANAGER) #	11	6	5	1	2	5	3	0	0	0	0	0	0	0	0	0	0
%	100	54.54	45.45	9.09	18.18	45.45	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (CSI PGRM MGR) #	6	5	1	0	1	3	0	1	0	1	0	0	0	0	0	0	0
%	100	83.33	16.66	0.00	16.66	50.00	0.00	16.66	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (MGMT INSPECTIONS) #	9	6	3	1	1	4	2	0	0	1	0	0	0	0	0	0	0
%	100	66.66	33.33	11.11	11.11	44.44	22.22	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (PORT STATION DIRECTOR) #	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1895 - CBP OFFICER (PRGM MGR AT TRNG)	#	3	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	33.33	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (TRAINING)	#	16	8	8	3	4	5	3	0	0	0	1	0	0	0	0	0	0
	%	100	50.00	50.00	18.75	25.00	31.25	18.75	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1895 - CUSTOMS INSPECTOR	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CUSTOMS INSPECTOR (PROGRAM OFFICER)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CUSTOMS INSPR	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - IMMIGRATN INSPR (SPEC OPERS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - LAW ENFORCE PROGRAM SPEC #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - SUPVY CBP OFFCR #	1566	1206	360	354	105	716	174	83	58	40	20	1	0	10	2	2	1
%	100	77.01	22.98	22.60	6.70	45.72	11.11	5.30	3.70	2.55	1.27	0.06	0.00	0.63	0.12	0.12	0.06
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - SUPVY CBP OFFCR (CANINE) #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1895 - SUPVY CBP # OFFCR (ENFCMNT)	8	7	1	2	0	5	1	0	0	0	0	0	0	0	0	0	0
%	100	87.50	12.50	25.00	0.00	62.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - SUPVY CBP # OFFCR (INSTRU/COURSE DVLPR)	16	12	4	1	0	11	4	0	0	0	0	0	0	0	0	0	0
%	100	75.00	25.00	6.25	0.00	68.75	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1895 - SUPVY CBP OFFICER (PORT DIR) #	102	87	15	6	1	79	14	0	0	2	0	0	0	0	0	0	0
%	100	85.29	14.70	5.88	0.98	77.45	13.72	0.00	0.00	1.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1896 - BORDER PATROL AGENT #	3808	3581	227	1935	132	1573	87	32	4	27	2	0	0	14	2	0	0
%	100	94.03	5.96	50.81	3.46	41.30	2.28	0.84	0.10	0.70	0.05	0.00	0.00	0.36	0.05	0.00	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
1896 - BORD PATRL AGT #	6293	5982	311	3250	203	2547	100	80	3	74	3	0	0	29	2	2	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	95.05	4.94	51.64	3.22	40.47	1.58	1.27	0.04	1.17	0.04	0.00	0.00	0.46	0.03	0.03	0.00	
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4	
0080 - SECUR OFFCR	#	4	2	2	0	0	1	2	1	0	0	0	0	0	0	0	0	0
%	100	50.00	50.00	0.00	0.00	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9	
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0905 - GEN ATTY	#	531	269	262	19	33	218	184	13	22	19	22	0	0	0	1	0	0
	%	100	50.65	49.34	3.57	6.21	41.05	34.65	2.44	4.14	3.57	4.14	0.00	0.00	0.00	0.18	0.00	0.00
Occupational CLF	%	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4
0905 - TRIAL ATTY	#	10	6	4	0	1	4	2	1	0	1	1	0	0	0	0	0	0
	%	100	60.00	40.00	0.00	10.00	40.00	20.00	10.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4
0905 - TRIAL ATTY IMMIGRATN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4
1801 - DETNTN & DEPORTATN OFFCR #	65	53	12	10	2	39	5	4	4	0	1	0	0	0	0	0	0
%	100	81.53	18.46	15.38	3.07	60.00	7.69	6.15	6.15	0.00	1.53	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 - DETNTN & DEPORTATN ASST OA #	84	15	69	2	16	7	32	4	18	2	1	0	0	0	2	0	0
%	100	17.85	82.14	2.38	19.04	8.33	38.09	4.76	21.42	2.38	1.19	0.00	0.00	0.00	2.38	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0
1811 - CRIMINAL INVSTGR #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
1811 - CRIM INVSTGR #	4348	3699	649	727	132	2652	421	177	64	106	28	5	2	22	1	10	1
%	100	85.07	14.92	16.72	3.03	60.99	9.68	4.07	1.47	2.43	0.64	0.11	0.04	0.50	0.02	0.22	0.02
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
2181 - AIRCR PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	96.0	3.8	2.8	0.1	89.3	3.6	1.5	0.1	0.9	0.0	0.1	0.0	0.3	0.0	1.1	0.0
2181 - AIRPL PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	96.0	3.8	2.8	0.1	89.3	3.6	1.5	0.1	0.9	0.0	0.1	0.0	0.3	0.0	1.1	0.0
1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR)	#	119	112	7	7	1	100	5	3	1	0	0	0	0	2	0	0	
	%																	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	94.11	5.88	5.88	0.84	84.03	4.20	2.52	0.84	0.00	0.00	0.00	0.00	1.68	0.00	0.00	0.00
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR) INST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
0132 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	50.1	49.9	1.9	2.2	42.0	40.4	2.4	3.8	2.0	2.1	0.1	0.0	0.6	0.5	1.1	0.9
0301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0340 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0343 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	61.3	38.5	2.0	1.6	52.5	31.1	2.5	3.3	3.4	1.9	0.0	0.0	0.1	0.1	0.8	0.5	
0801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2	
0830 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8	0.6	0.1	0.0	0.2	0.0	1.1	0.1	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0855 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1
0861 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	8.3	1.2	0.1	0.0	0.2	0.0	1.4	0.1
0896 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
1301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	65.4	34.5	2.2	1.7	45.4	22.9	1.6	1.4	15.3	7.8	0.0	0.0	0.1	0.1	0.8	0.6
1320 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	67.7	32.3	2.3	1.6	52.4	21.5	4.2	2.2	7.9	6.3	0.0	0.0	0.2	0.1	0.7	0.6
1801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0
1811 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
0083 - POLICE OFFICER #	43	41	2	0	0	30	2	9	0	1	0	0	0	1	0	0	0
%	100	95.34	4.65	0.00	0.00	69.76	4.65	20.93	0.00	2.32	0.00	0.00	0.00	2.32	0.00	0.00	0.00
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2
0301 - PROGRAM SPECIALIST (RESPONSE) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0301 - PROGRAM SPECIALIST(MITIGATION)	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5
0301 - PROGRAM SPECIALIST (PREPAREDNESS)	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0301 - PROGRAM SPECIALIST (RESPONSE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0801 - GENERAL ENGINEER	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
1163 - INSURANCE EXAMINER	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.6	2.6	0.1	0.1	0.2	0.2	0.7	0.7
1163 - INSURANCE EXAMINER (GENERAL) #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.6	2.6	0.1	0.1	0.2	0.2	0.7	0.7
1163 - INSURANCE EXAMINER (GENERAL) #	7	1	6	0	0	1	4	0	2	0	0	0	0	0	0	0	0
%	100	14.28	85.71	0.00	0.00	14.28	57.14	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.6	2.6	0.1	0.1	0.2	0.2	0.7	0.7
1712 - TRAINING SPECIALIST #	29	16	13	0	0	15	12	0	1	1	0	0	0	0	0	0	0
%	100	55.17	44.82	0.00	0.00	51.72	41.37	0.00	3.44	3.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	33.1	66.8	2.7	4.5	24.6	51.7	3.0	6.0	1.7	2.7	0.0	0.1	0.3	0.5	0.8	1.3
TOTAL #	33639	28029	5610	9736	1590	15879	3061	1126	611	1098	300	23	9	146	37	21	2

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Mission Critical Jobs																		
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
2210 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	0.4
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2
1811 - CRIMINAL INVESTIGATOR	#	21	19	2	0	0	19	2	0	0	0	0	0	0	0	0	0
%	100	90.47	9.52	0.00	0.00	90.47	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
1811 - CRIMINAL INVESTIGATOR	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0401 - CBP AGRICULTURE SPECIALISTS	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	55.8	44.0	1.9	2.1	47.3	35.0	1.2	1.8	4.1	4.3	0.0	0.0	0.4	0.2	0.9	0.6
1801 - FIELD ANALYSIS SPECL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1889 - IMPORT SPECIALIST	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	33.33	66.66	0.00	0.00	33.33	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1889 - IMP SPECLST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1895 - CBP OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFCR(CSTMS BRDER CNTRL TRNR/ADVSR) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR #	26	17	9	0	1	16	8	1	0	0	0	0	0	0	0	0	0
%	100	65.38	34.61	0.00	3.84	61.53	30.76	3.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1895 - CBP OFFCR # (ACE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (AIRCRAFT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (CANINE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR (CANINE/EXPLOSIVE/WEAPONS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR (COURSE DVLPR/INSTRU) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (ENFCMNT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (FREE TRADE EX)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1895 - CBP OFFCR # (INSTRU/COURSE DVLPR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (INTNATL)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR # (LIMITED DUTY)	52	29	23	1	0	23	19	4	4	1	0	0	0	0	0	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	55.76	44.23	1.92	0.00	44.23	36.53	7.69	7.69	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFCR (PROG MGR) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (CONTAINER SECURITY) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (COUNTRY MANAGER) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (CSI PGRM MGR) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (MGMT INSPECTIONS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (PORT STATION DIRECTOR) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1895 - CBP OFFICER (PRGM MGR AT TRNG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CBP OFFICER (TRAINING)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1895 - CUSTOMS INSPECTOR	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CUSTOMS INSPECTOR (PROGRAM OFFICER)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - CUSTOMS INSPR	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - IMMIGRATN INSPR (SPEC OPERS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - LAW ENFORCE PROGRAM SPEC #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - SUPVY CBP OFFCR #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1895 - SUPVY CBP OFFCR (CANINE) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1895 - SUPVY CBP # OFFCR (ENFCMNT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8	
1895 - SUPVY CBP # OFFCR (INSTRU/COURSE DVLPR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1895 - SUPVY CBP OFFICER (PORT DIR) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1896 - BORDER PATROL AGENT #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
1896 - BORD PATRL AGT #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
0080 - SECUR OFFCR	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0905 - GEN ATTY	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	33.33	66.66	0.00	0.00	33.33	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4
0905 - TRIAL ATTY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4
0905 - TRIAL ATTY IMMIGRATN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4
1801 - DETNTN & DEPORTATN OFFCR	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 - DETNTN & DEPORTATN ASST OA	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0
1811 - CRIMINAL INVSTGR #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
1811 - CRIM INVSTGR #	612	513	99	108	20	373	65	14	12	11	2	1	0	6	0	0	0
%	100	83.82	16.17	17.64	3.26	60.94	10.62	2.28	1.96	1.79	0.32	0.16	0.00	0.98	0.00	0.00	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
2181 - AIRCR PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	96.0	3.8	2.8	0.1	89.3	3.6	1.5	0.1	0.9	0.0	0.1	0.0	0.3	0.0	1.1	0.0
2181 - AIRPL PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	96.0	3.8	2.8	0.1	89.3	3.6	1.5	0.1	0.9	0.0	0.1	0.0	0.3	0.0	1.1	0.0
1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR)	#	44	42	2	3	0	38	2	1	0	0	0	0	0	0	0	0	
	%																	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	95.45	4.54	6.81	0.00	86.36	4.54	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR) INST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
0132 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	50.1	49.9	1.9	2.2	42.0	40.4	2.4	3.8	2.0	2.1	0.1	0.0	0.6	0.5	1.1	0.9
0301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0340 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0343 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	61.3	38.5	2.0	1.6	52.5	31.1	2.5	3.3	3.4	1.9	0.0	0.0	0.1	0.1	0.8	0.5	
0801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2	
0830 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8	0.6	0.1	0.0	0.2	0.0	1.1	0.1	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0855 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1
0861 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	8.3	1.2	0.1	0.0	0.2	0.0	1.4	0.1
0896 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
1301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	65.4	34.5	2.2	1.7	45.4	22.9	1.6	1.4	15.3	7.8	0.0	0.0	0.1	0.1	0.8	0.6
1320 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	67.7	32.3	2.3	1.6	52.4	21.5	4.2	2.2	7.9	6.3	0.0	0.0	0.2	0.1	0.7	0.6
1801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0
1811 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4	
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2	
0301 - PROGRAM SPECIALIST (RESPONSE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0301 - PROGRAM SPECIALIST(MITIGATION)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0301 - PROGRAM SPECIALIST (PREPAREDNESS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0301 - PROGRAM SPECIALIST (RESPONSE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0801 - GENERAL ENGINEER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
1163 - INSURANCE EXAMINER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.6	2.6	0.1	0.1	0.2	0.2	0.7	0.7	
1163 - INSURANCE EXAMINER (GENERAL) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.6	2.6	0.1	0.1	0.2	0.2	0.7	0.7	
1163 - INSURANCE EXAMINER (GENERAL) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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 Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.6	2.6	0.1	0.1	0.2	0.2	0.7	0.7
1712 - TRAINING SPECIALIST #	47	28	19	0	1	28	18	0	0	0	0	0	0	0	0	0	0
%	100	59.57	40.42	0.00	2.12	59.57	38.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	33.1	66.8	2.7	4.5	24.6	51.7	3.0	6.0	1.7	2.7	0.0	0.1	0.3	0.5	0.8	1.3
TOTAL #	808	650	158	112	22	499	118	20	16	12	2	1	0	6	0	0	0

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

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

This table is for All Agencies

Type of Appointment	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent	#	20533	13364	7169	2434	849	8700	4149	1610	1796	471	236	14	26	129	113	6	0
	%	100	65.08	34.91	11.85	4.13	42.37	20.20	7.84	8.74	2.29	1.14	0.06	0.12	0.62	0.55	0.02	0.00
Temporary	#	9976	5196	4780	216	222	3741	2796	792	1451	105	107	2	1	339	201	1	2
	%	100	52.08	47.91	2.16	2.22	37.50	28.02	7.93	14.54	1.05	1.07	0.02	0.01	3.39	2.01	0.01	0.02
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	30509	18560	11949	2650	1071	12441	6945	2402	3247	576	343	16	27	468	314	7	2
	%	100	60.83	39.16	8.68	3.51	40.77	22.76	7.87	10.64	1.88	1.12	0.05	0.08	1.53	1.02	0.02	0.00

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

This table is for All Agencies

Type of Appointment	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

The Status for this report has been set to Permanent, Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

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

This table is for All Agencies

	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 Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees	645	389	256	69	39	266	121	42	77	9	18	0	0	3	1	0	0
Eligible for Career Ladder Promotions #																	
%	100	60.31	39.68	10.69	6.04	41.24	18.75	6.51	11.93	1.39	2.79	0.00	0.00	0.46	0.15	0.00	0.00
Time in grade in excess of minimum																	
1-12 months #	301	206	95	42	14	138	52	19	23	5	5	0	0	2	1	0	0
%	100	68.43	31.56	13.95	4.65	45.84	17.27	6.31	7.64	1.66	1.66	0.00	0.00	0.66	0.33	0.00	0.00
13-24 months #	110	64	46	13	11	45	12	5	18	1	5	0	0	0	0	0	0
%	100	58.18	41.81	11.81	10.00	40.90	10.90	4.54	16.36	0.90	4.54	0.00	0.00	0.00	0.00	0.00	0.00
25+ months #	234	119	115	14	14	83	57	18	36	3	8	0	0	1	0	0	0

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

This table is for All Agencies

	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 Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	50.85	49.14	5.98	5.98	35.47	24.35	7.69	15.38	1.28	3.41	0.00	0.00	0.42	0.00	0.00	0.00

The Pay plan for this report has been set to GS, GG, GH, GM

The Grade for this report has been set to luPosTargGrd.grade

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	18021	11322	6699	1564	1000	6975	3329	2041	1967	627	310	16	28	96	65	3	0
	%	100	62.82	37.17	8.67	5.54	38.70	18.47	11.32	10.91	3.47	1.72	0.08	0.15	0.53	0.36	0.01	0.00
Total Hours	Hr	125736.0	79084.0	46652.0	11239.0	6959.0	48358.0	22878.0	14408.0	14012.0	4377.0	2235.0	72.0	124.0	606.0	444.0	24.0	0.0
Average Hours	Hr	7.0	7.0	7.0	7.2	7.0	6.9	6.9	7.1	7.1	7.0	7.2	4.5	4.4	6.3	6.8	8.0	-
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	14088	9203	4885	1529	560	6495	2984	808	1098	276	206	2	1	82	34	11	2
	%	100	65.32	34.67	10.85	3.97	46.10	21.18	5.73	7.79	1.95	1.46	0.01	0.00	0.58	0.24	0.07	0.01
Total Hours	Hr	344795.0	227016.0	117779.0	39356.0	13790.0	161157.0	71427.0	18059.0	26728.0	6282.0	4901.0	40.0	16.0	1754.0	845.0	368.0	72.0

TABLE A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Average Hours	24.5	24.7	24.1	25.7	24.6	24.8	23.9	22.4	24.3	22.8	23.8	20.0	16.0	21.4	24.9	33.5	36.0	
Cash Awards - \$100-\$500																		
Total Cash Awards Given	#	173558	109822	63736	14698	8144	68231	34878	18373	16524	7006	3014	371	348	1082	809	61	19
	%	100	63.27	36.72	8.46	4.69	39.31	20.09	10.58	9.52	4.03	1.73	0.21	0.20	0.62	0.46	0.03	0.01
Total Amount	\$	63,772,855	40,182,452	23,590,403	5,390,564	3,084,070	25,177,741	13,047,640	6,447,070	5,838,461	2,606,112	1,181,051	150,625	132,225	384,469	298,395	25,871	8,561
Average Amount	\$	367	366	370	367	379	369	374	351	353	372	392	406	380	355	369	424	451
Cash Awards - \$501+																		
Total Cash Awards Given	#	83802	58305	25497	12753	4131	37459	14636	5315	5387	2235	996	85	86	413	243	45	18
	%	100	69.57	30.42	15.21	4.92	44.69	17.46	6.34	6.42	2.66	1.18	0.10	0.10	0.49	0.28	0.05	0.02

TABLE A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Amount	\$ 106,952,094	75,739,174	31,212,920	18,032,264	5,186,967	49,095,613	18,486,502	5,573,645	6,013,296	2,397,332	1,188,682	77,228	67,177	478,338	243,377	84,754	26,919
Average Amount	\$ 1,276	1,299	1,224	1,414	1,256	1,311	1,263	1,049	1,116	1,073	1,193	909	781	1,158	1,002	1,883	1,496
Quality Step Increases:																	
Total QSIs Awarded #	579	275	304	15	20	236	200	14	67	8	13	0	0	2	4	0	0
%	100	47.49	52.50	2.59	3.45	40.75	34.54	2.41	11.57	1.38	2.24	0.00	0.00	0.34	0.69	0.00	0.00
Total Benefit	\$ 1,559,815	778,639	781,176	37,775	44,871	679,658	539,518	36,801	154,814	18,865	30,470	0	0	5,540	11,503	0	0
Average Benefit	\$ 2,694	2,831	2,570	2,518	2,244	2,880	2,698	2,629	2,311	2,358	2,344	-	-	2,770	2,876	-	-

The NOAC for this report has been set to PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, 871, QUALITY INC

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4
NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE A14: SEPARATIONS by Type of Separation - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Voluntary	#	11765	7491	4274	1118	467	4992	2534	960	1060	313	156	26	16	76	39	6	2
	%	100	63.67	36.32	9.50	3.96	42.43	21.53	8.15	9.00	2.66	1.32	0.22	0.13	0.64	0.33	0.05	0.01
Involuntary	#	2024	1284	740	206	91	640	343	368	271	48	15	4	4	18	16	0	0
	%	100	63.43	36.56	10.17	4.49	31.62	16.94	18.18	13.38	2.37	0.74	0.19	0.19	0.88	0.79	0.00	0.00
Reductions-in-Force	#	168	92	76	0	8	80	56	8	6	2	2	0	0	2	4	0	0
	%	100	54.76	45.23	0.00	4.76	47.61	33.33	4.76	3.57	1.19	1.19	0.00	0.00	1.19	2.38	0.00	0.00
Total Separations	#	13957	8867	5090	1324	566	5712	2933	1336	1337	363	173	30	20	96	59	6	2
	%	100	63.53	36.46	9.48	4.05	40.92	21.01	9.57	9.57	2.60	1.23	0.21	0.14	0.68	0.42	0.04	0.01

TABLE A14: SEPARATIONS by Type of Separation - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Work Force	#	139971	95220	44751	19274	6720	60261	24593	10360	10763	4321	2060	175	168	751	427	78	20
	%	100	68.02	31.97	13.76	4.80	43.05	17.57	7.40	7.68	3.08	1.47	0.12	0.12	0.53	0.30	0.05	0.01

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
FY 2005 Quarter 4*	#	166083	154643	2252	7624	733	73	101	39	77	38	141	41	209	14
	%	100	93.11	1.35	4.59	0.44	0.04	0.06	0.02	0.04	0.02	0.08	0.02	0.12	0.00
FY 2006 Quarter 4*	#	171462	160353	2182	7472	714	72	108	33	85	46	140	38	180	12
	%	100	93.52	1.27	4.35	0.41	0.04	0.06	0.01	0.04	0.02	0.08	0.02	0.10	0.00
Difference	#	5379	5710	-70	-152	-19	-1	7	-6	8	8	-1	-3	-29	-2
Ratio Change	%	-	-	-	-	-0.03	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-2.59	-	-	-	-	-	-	-	-	-
Federal High**	%	-	-	-	-	2.16	-	-	-	-	-	-	-	-	-
PERMANENT															

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
FY 2005 Quarter 4	#	137042	128967	1830	6245	627	67	77	34	67	36	125	38	173	10
	%	100	94.10	1.33	4.55	0.45	0.04	0.05	0.02	0.04	0.02	0.09	0.02	0.12	0.00
FY 2006 Quarter 4	#	139971	132275	1712	5984	572	64	77	28	60	38	119	31	147	8
	%	100	94.50	1.22	4.27	0.40	0.04	0.05	0.02	0.04	0.02	0.08	0.02	0.10	0.00
Difference	#	2929	3308	-118	-261	-55	-3	0	-6	-7	2	-6	-7	-26	-2
Ratio Change	%	-	-	-	-	-0.05	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-8.77	-	-	-	-	-	-	-	-	-
TEMPORARY															
FY 2005 Quarter 4	#	27477	25676	422	1379	106	6	24	5	10	2	16	3	36	4
	%	100	93.44	1.53	5.01	0.38	0.02	0.08	0.01	0.03	0.00	0.05	0.01	0.13	0.01
FY 2006 Quarter 4	#	30036	28078	470	1488	142	8	31	5	25	8	21	7	33	4

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	100	93.48	1.56	4.95	0.47	0.02	0.10	0.01	0.08	0.02	0.06	0.02	0.10	0.01	
Difference	#	2559	2402	48	109	36	2	7	0	15	6	5	4	-3	0
Ratio Change	%	-	-	-	-	0.09	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	33.96	-	-	-	-	-	-	-	-	-
NON-APPROPRIATED															
FY 2005 Quarter 4	#	1564	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 2006 Quarter 4	#	1455	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	-109	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	0.00	-	-	-	-	-	-	-	-	-

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-

*Total includes NAF employees whose distribution is not included among the disability status/detail in this row

**FY 2005 Federal High held by the U.S. Equal Employment Opportunity Commission.

The Fiscal Quarter for this report has been set to FY 2005 Quarter 4, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns. NOTE: NAF data by disability status is current not available.

Report generated on Oct 31, 2006

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL FY 2006 Quarter 4	#	139971	132275	1712	5984	572	64	77	28	60	38	119	31	147	8
	%	100	94.50	1.22	4.27	0.40	0.04	0.05	0.02	0.04	0.02	0.08	0.02	0.10	0.00
Federal High*	%	-	-	-	-	2.16	-	-	-	-	-	-	-	-	-
DHS Headquarters	#	2676	2405	113	158	15	0	4	0	4	2	4	0	1	0
	%	100	89.87	4.22	5.90	0.56	0.00	0.14	0.00	0.14	0.07	0.14	0.00	0.03	0.00
Federal Emergency Management Agency	#	2233	1984	84	165	18	2	4	1	5	1	2	0	3	0
	%	100	88.84	3.76	7.38	0.80	0.08	0.17	0.04	0.22	0.04	0.08	0.00	0.13	0.00

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Federal Law Enforcement Training Center	#	971	861	13	97	6	3	0	0	0	2	0	0	1	0
	%	100	88.67	1.33	9.98	0.61	0.30	0.00	0.00	0.00	0.20	0.00	0.00	0.10	0.00
Transportation Security Administration	#	56501	52493	904	3104	212	2	36	12	15	3	65	0	78	1
	%	100	92.90	1.59	5.49	0.37	0.00	0.06	0.02	0.02	0.00	0.11	0.00	0.13	0.00
U.S. Citizenship and Immigration Services	#	7616	7045	102	469	78	14	17	2	6	5	13	3	17	1
	%	100	92.50	1.33	6.15	1.02	0.18	0.22	0.02	0.07	0.06	0.17	0.03	0.22	0.01
U.S. Coast Guard	#	7234	6557	99	578	51	15	5	2	4	7	7	0	10	1

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	100	90.64	1.36	7.99	0.70	0.20	0.06	0.02	0.05	0.09	0.09	0.00	0.13	0.01	
U.S. Customs and Border Protection	#	43076	41855	225	996	140	20	7	6	14	12	20	25	32	4
	%	100	97.16	0.52	2.31	0.32	0.04	0.01	0.01	0.03	0.02	0.04	0.05	0.07	0.00
U.S. Immigration and Customs Enforcement	#	14491	13982	158	351	37	2	4	4	9	5	6	2	5	0
	%	100	96.48	1.09	2.42	0.25	0.01	0.02	0.02	0.06	0.03	0.04	0.01	0.03	0.00
U.S. Secret Service	#	5173	5093	14	66	15	6	0	1	3	1	2	1	0	1
	%	100	98.45	0.27	1.27	0.28	0.11	0.00	0.01	0.05	0.01	0.03	0.01	0.00	0.01

*FY 2005 Federal High held by the U.S. Equal Employment Opportunity Commission.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 31, 2006

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	2345	2197	78	70	4	0	0	0	2	1	0	0	1	0
	%	100	93.68	3.32	2.98	0.17	0.00	0.00	0.00	0.08	0.04	0.00	0.00	0.04	0.00
- Mid-Level (Grades 13-14)	#	6023	5801	75	147	8	1	1	2	1	1	2	0	0	0
	%	100	96.31	1.24	2.44	0.13	0.01	0.01	0.03	0.01	0.01	0.03	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	4756	4633	24	99	13	0	1	1	0	5	4	0	2	0
	%	100	97.41	0.50	2.08	0.27	0.00	0.02	0.02	0.00	0.10	0.08	0.00	0.04	0.00

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
- Other	#	38777	37079	386	1312	107	10	11	6	23	7	21	1	24	4
	%	100	95.62	0.99	3.38	0.27	0.02	0.02	0.01	0.05	0.01	0.05	0.00	0.06	0.01
Officials and Managers Total	#	51901	49710	563	1628	132	11	13	9	26	14	27	1	27	4
	%	100	95.77	1.08	3.13	0.25	0.02	0.02	0.01	0.05	0.02	0.05	0.00	0.05	0.00
2. Professionals	#	8653	8018	163	472	50	8	5	3	3	8	11	0	12	0
	%	100	92.66	1.88	5.45	0.57	0.09	0.05	0.03	0.03	0.09	0.12	0.00	0.13	0.00
3. Technicians	#	761	680	19	62	5	1	0	0	2	0	0	0	2	0
	%	100	89.35	2.49	8.14	0.65	0.13	0.00	0.00	0.26	0.00	0.00	0.00	0.26	0.00
4. Sales Workers	#	4	2	0	2	1	1	0	0	0	0	0	0	0	0

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	100	50.00	0.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	4805	4305	61	439	101	20	20	1	9	6	11	17	17	0
	%	100	89.59	1.26	9.13	2.10	0.41	0.41	0.02	0.18	0.12	0.22	0.35	0.35	0.00
6. Craft Workers	#	1551	1425	21	105	9	5	1	0	0	1	0	0	1	1
	%	100	91.87	1.35	6.76	0.58	0.32	0.06	0.00	0.00	0.06	0.00	0.00	0.06	0.06
7. Operatives	#	292	267	4	21	4	2	0	0	0	0	0	1	1	0
	%	100	91.43	1.36	7.19	1.36	0.68	0.00	0.00	0.00	0.00	0.00	0.34	0.34	0.00
8. Laborers and Helpers	#	56	51	2	3	0	0	0	0	0	0	0	0	0	0
	%	100	91.07	3.57	5.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	2345	2197	78	70	4	0	0	0	2	1	0	0	1	0
	%	1.76	1.74	5.08	1.25	0.73	0.00	0.00	0.00	3.57	2.63	0.00	0.00	0.70	0.00
- Mid-Level (Grades 13-14)	#	6023	5801	75	147	8	1	1	2	1	1	2	0	0	0
	%	4.53	4.61	4.88	2.63	1.46	1.56	1.36	8.69	1.78	2.63	1.78	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	4756	4633	24	99	13	0	1	1	0	5	4	0	2	0
	%	3.58	3.68	1.56	1.77	2.37	0.00	1.36	4.34	0.00	13.15	3.57	0.00	1.40	0.00

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
- Other	#	38777	37079	386	1312	107	10	11	6	23	7	21	1	24	4
	%	29.21	29.52	25.14	23.51	19.56	15.62	15.06	26.08	41.07	18.42	18.75	3.22	16.90	50.00
Officials and Managers Total	#	51901	49710	563	1628	132	11	13	9	26	14	27	1	27	4
	%	39.08	39.55	36.66	29.16	24.12	17.18	17.78	39.11	46.42	36.83	24.10	3.22	19.00	50.00
2. Professionals	#	8653	8018	163	472	50	8	5	3	3	8	11	0	12	0
	%	6.51	6.38	10.61	8.45	9.14	12.50	6.84	13.04	5.35	21.05	9.82	0.00	8.45	0.00
3. Technicians	#	761	680	19	62	5	1	0	0	2	0	0	0	2	0
	%	0.57	0.54	1.23	1.11	0.91	1.56	0.00	0.00	3.57	0.00	0.00	0.00	1.40	0.00
4. Sales Workers	#	4	2	0	2	1	1	0	0	0	0	0	0	0	0

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	0.00	0.00	0.00	0.03	0.18	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	4805	4305	61	439	101	20	20	1	9	6	11	17	17	0
	%	3.62	3.42	3.97	7.86	18.46	31.25	27.39	4.34	16.07	15.78	9.82	54.83	11.97	0.00
6. Craft Workers	#	1551	1425	21	105	9	5	1	0	0	1	0	0	1	1
	%	1.16	1.13	1.36	1.88	1.64	7.81	1.36	0.00	0.00	2.63	0.00	0.00	0.70	12.50
7. Operatives	#	292	267	4	21	4	2	0	0	0	0	0	1	1	0
	%	0.22	0.21	0.26	0.37	0.73	3.12	0.00	0.00	0.00	0.00	0.00	3.22	0.70	0.00
8. Laborers and Helpers	#	56	51	2	3	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0.13	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
9. Service Workers	#	64695	61145	702	2848	245	16	34	10	16	9	63	12	82	3
	%	48.74	48.68	45.73	51.03	44.78	25.00	46.57	43.47	28.57	23.68	56.25	38.70	57.74	37.50

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-03	#	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-04	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-05	#	13	11	0	2	1	0	0	0	1	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	84.61	0.00	15.38	7.69	0.00	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-06	#	38	34	1	3	0	0	0	0	0	0	0	0	0
	%	100	89.47	2.63	7.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-07	#	126	110	4	12	1	0	0	1	0	0	0	0	0
	%	100	87.30	3.17	9.52	0.79	0.00	0.00	0.79	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-08	#	64	63	0	1	0	0	0	0	0	0	0	0	0
	%	100	98.43	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-09	#	89	80	3	6	2	1	0	0	0	1	0	0	0
	%	100	89.88	3.37	6.74	2.24	1.12	0.00	0.00	0.00	1.12	0.00	0.00	0.00
GS/GG/GH/GM-10	#	4	4	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	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
GS/GG/GH/GM-11	#	100	86	4	10	2	0	1	0	0	0	0	1	0
	%	100	86.00	4.00	10.00	2.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	0.00
GS/GG/GH/GM-12	#	490	432	14	44	7	1	1	1	1	0	1	0	2
	%	100	88.16	2.85	8.97	1.42	0.20	0.20	0.20	0.20	0.00	0.20	0.00	0.40
GS/GG/GH/GM-13	#	460	407	17	36	3	0	2	0	0	1	0	0	0
	%	100	88.47	3.69	7.82	0.65	0.00	0.43	0.00	0.00	0.21	0.00	0.00	0.00
GS/GG/GH/GM-14	#	382	353	9	20	1	0	0	0	1	0	0	0	0
	%	100	92.40	2.35	5.23	0.26	0.00	0.00	0.00	0.26	0.00	0.00	0.00	0.00
GS/GG/GH/GM-15	#	215	182	22	11	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	84.65	10.23	5.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	38	34	3	1	1	0	0	0	1	0	0	0	0
	%	100	89.47	7.89	2.63	2.63	0.00	0.00	0.00	2.63	0.00	0.00	0.00	0.00
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	118	109	0	9	1	0	0	1	0	0	0	0	0
	%	100	92.37	0.00	7.62	0.84	0.00	0.00	0.84	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-04	#	81	73	2	6	1	0	1	0	0	0	0	0	0
	%	100	90.12	2.46	7.40	1.23	0.00	1.23	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-05	#	1045	969	16	60	5	0	0	0	0	0	1	0	4
	%													

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	92.72	1.53	5.74	0.47	0.00	0.00	0.00	0.00	0.00	0.09	0.00	0.38	0.00
GS/GG/GH/GM-06	#	436	408	8	20	0	0	0	0	0	0	0	0	0
	%	100	93.57	1.83	4.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-07	#	3328	3123	50	155	12	0	4	0	2	0	1	0	3
	%	100	93.84	1.50	4.65	0.36	0.00	0.12	0.00	0.06	0.00	0.03	0.00	0.09
GS/GG/GH/GM-08	#	138	124	0	14	2	0	0	0	0	0	2	0	0
	%	100	89.85	0.00	10.14	1.44	0.00	0.00	0.00	0.00	0.00	1.44	0.00	0.00
GS/GG/GH/GM-09	#	2976	2802	46	128	9	0	4	0	1	0	0	0	4
	%	100	94.15	1.54	4.30	0.30	0.00	0.13	0.00	0.03	0.00	0.00	0.00	0.13
GS/GG/GH/GM-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS/GG/GH/GM-11	#	2030	1878	47	105	11	1	2	1	2	0	4	0	1	0
	%	100	92.51	2.31	5.17	0.54	0.04	0.09	0.04	0.09	0.00	0.19	0.00	0.04	0.00
GS/GG/GH/GM-12	#	2149	2002	45	102	2	0	1	0	0	0	1	0	0	0
	%	100	93.15	2.09	4.74	0.09	0.00	0.04	0.00	0.00	0.00	0.04	0.00	0.00	0.00
GS/GG/GH/GM-13	#	1557	1469	29	59	8	1	1	0	6	0	0	0	0	0
	%	100	94.34	1.86	3.78	0.51	0.06	0.06	0.00	0.38	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-14	#	645	606	20	19	0	0	0	0	0	0	0	0	0	0
	%	100	93.95	3.10	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-15	#	158	148	4	6	1	0	0	0	0	0	1	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	93.67	2.53	3.79	0.63	0.00	0.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
LE-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
LE-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-D	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-E	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-F	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-G	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-H	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-I	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-J	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

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

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-D	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-E	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-F	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-G	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-H	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-I	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-J	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

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

TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

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

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

AD and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Unspecified AD	#	10589	9848	158	583	45	1	11	2	6	3	7	0	13	2
	%	100	93.00	1.49	5.50	0.42	0.00	0.10	0.01	0.05	0.02	0.06	0.00	0.12	0.01

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
GS/GG/GH/GM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
GS/GG/GH/GM-03	#	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.04	0.00	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
GS/GG/GH/GM-04	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	0.44	0.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
GS/GG/GH/GM-05	#	13	11	0	2	1	0	0	0	1	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.64	0.60	0.00	1.36	5.55	0.00	0.00	0.00	20.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM-06	#	38	34	1	3	0	0	0	0	0	0	0	0	0
	%	1.87	1.88	1.29	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
GS/GG/GH/GM-07	#	126	110	4	12	1	0	0	1	0	0	0	0	0
	%	6.20	6.09	5.19	8.16	5.55	0.00	0.00	20.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM-08	#	64	63	0	1	0	0	0	0	0	0	0	0	0
	%	3.15	3.49	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM-09	#	89	80	3	6	2	1	0	0	0	1	0	0	0
	%	4.38	4.43	3.89	4.08	11.11	50.00	0.00	0.00	0.00	50.00	-	0.00	-
GS/GG/GH/GM-10	#	4	4	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.19	0.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM-11	#	100	4	10	2	0	1	0	0	0	0	0	1	0
%	4.92	4.76	5.19	6.80	11.11	0.00	25.00	0.00	0.00	0.00	0.00	-	33.33	-
GS/GG/GH/GM-12	#	490	14	44	7	1	1	1	1	0	1	0	2	0
%	24.14	23.93	18.18	29.93	38.88	50.00	25.00	100	20.00	0.00	50.00	-	66.66	-
GS/GG/GH/GM-13	#	460	17	36	3	0	2	0	0	1	0	0	0	0
%	22.67	22.54	22.07	24.48	16.66	0.00	50.00	0.00	0.00	100	0.00	-	0.00	-
GS/GG/GH/GM-14	#	382	9	20	1	0	0	0	1	0	0	0	0	0
%	18.82	19.55	11.68	13.60	5.55	0.00	0.00	0.00	20.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM-15	#	215	22	11	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	10.59	10.08	28.57	7.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	38	34	3	1	1	0	0	0	1	0	0	0	0
	%	1.87	1.88	3.89	0.68	5.55	0.00	0.00	0.00	20.00	0.00	0.00	-	0.00
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
TOTAL	#	2029	1805	77	147	18	2	4	1	5	1	2	0	3

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

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

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	0.00
GS/GG/GH/GM-02	#	1	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
GS/GG/GH/GM-03	#	118	109	0	9	1	0	0	1	0	0	0	0	0
	%	0.80	0.79	0.00	1.31	1.92	0.00	0.00	50.00	0.00	-	0.00	-	0.00
GS/GG/GH/GM-04	#	81	73	2	6	1	0	1	0	0	0	0	0	0
	%	0.55	0.53	0.74	0.87	1.92	0.00	7.69	0.00	0.00	-	0.00	-	0.00
GS/GG/GH/GM-05	#	1045	969	16	60	5	0	0	0	0	0	1	0	4
	%													

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	7.12	7.06	5.99	8.78	9.61	0.00	0.00	0.00	0.00	-	10.00	-	33.33	0.00
GS/GG/GH/GM-06	#	436	408	8	20	0	0	0	0	0	0	0	0	0
	%	2.97	2.97	2.99	2.92	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00
GS/GG/GH/GM-07	#	3328	3123	50	155	12	0	4	0	2	0	1	0	3
	%	22.69	22.77	18.72	22.69	23.07	0.00	30.76	0.00	18.18	-	10.00	-	25.00
GS/GG/GH/GM-08	#	138	124	0	14	2	0	0	0	0	0	2	0	0
	%	0.94	0.90	0.00	2.04	3.84	0.00	0.00	0.00	0.00	-	20.00	-	0.00
GS/GG/GH/GM-09	#	2976	2802	46	128	9	0	4	0	1	0	0	0	4
	%	20.29	20.43	17.22	18.74	17.30	0.00	30.76	0.00	9.09	-	0.00	-	33.33
GS/GG/GH/GM-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	0.00	
GS/GG/GH/GM-11	#	2030	1878	47	105	11	1	2	1	2	0	4	0	1	0
	%	13.84	13.69	17.60	15.37	21.15	50.00	15.38	50.00	18.18	-	40.00	-	8.33	0.00
GS/GG/GH/GM-12	#	2149	2002	45	102	2	0	1	0	0	0	1	0	0	0
	%	14.65	14.60	16.85	14.93	3.84	0.00	7.69	0.00	0.00	-	10.00	-	0.00	0.00
GS/GG/GH/GM-13	#	1557	1469	29	59	8	1	1	0	6	0	0	0	0	0
	%	10.61	10.71	10.86	8.63	15.38	50.00	7.69	0.00	54.54	-	0.00	-	0.00	0.00
GS/GG/GH/GM-14	#	645	606	20	19	0	0	0	0	0	0	0	0	0	0
	%	4.39	4.41	7.49	2.78	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	0.00
GS/GG/GH/GM-15	#	158	148	4	6	1	0	0	0	0	0	1	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	1.07	1.07	1.49	0.87	1.92	0.00	0.00	0.00	0.00	-	10.00	-	0.00	0.00	
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senior Executive Service (ES/LE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	0.00	
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	0.00	
TOTAL	#	14662	13712	267	683	52	2	13	2	11	0	10	0	12	2

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability

This table is for All Agencies

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

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
LE-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
LE-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-D	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-E	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-F	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-G	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-H	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-I	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-J	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

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

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-D	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-E	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-F	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-G	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-H	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-I	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-J	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

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

TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to SV, SW

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

AD and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Unspecified AD	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

AD and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Unspecified AD	#	10589	9848	158	583	45	1	11	2	6	3	7	0	13	2
	%	100	100	100	100	100	100	100	100	100	100	100	-	100	100
TOTAL	#	10589	9848	158	583	45	1	11	2	6	3	7	0	13	2
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	34	32	0	2	0	0	0	0	0	0	0	0	0
	%	100	94.11	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	30	23	1	6	1	0	0	0	0	0	1	0	0
	%	100	76.66	3.33	20.00	3.33	0.00	0.00	0.00	0.00	0.00	3.33	0.00	0.00
Grade-05	#	91	86	0	5	1	1	0	0	0	0	0	0	0
	%	100	94.51	0.00	5.49	1.10	1.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	94.50	0.00	5.49	1.09	1.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	133	2	11	1	1	0	0	0	0	0	0	0	0
	%	100	1.50	8.27	0.75	0.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	55	0	7	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	12.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	272	2	16	1	0	0	0	0	0	0	0	0	1
	%	100	0.73	5.88	0.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.36
Grade-09	#	167	2	13	2	1	0	0	0	0	0	0	1	0
	%	100	1.19	7.78	1.19	0.59	0.00	0.00	0.00	0.00	0.00	0.00	0.59	0.00
Grade-10	#	1077	12	65	7	4	1	0	0	0	1	0	1	0

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	92.85	1.11	6.03	0.64	0.37	0.09	0.00	0.00	0.00	0.09	0.00	0.09	0.00
Grade-11	#	223	204	7	12	0	0	0	0	0	0	0	0	0
	%	100	91.47	3.13	5.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	68	58	3	7	2	0	0	0	1	1	0	0	0
	%	100	85.29	4.41	10.29	2.94	0.00	0.00	0.00	1.47	1.47	0.00	0.00	0.00
Grade-13	#	10	9	1	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
Grade-14	#	7	6	0	1	0	0	0	0	0	0	0	0	0
	%	100	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	8	7	0	1	0	0	0	0	0	0	0	0	0

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	12	12	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	20	19	0	1	0	0	0	0	0	0	0	0	0
	%													

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	95.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	67	59	0	8	0	0	0	0	0	0	0	0	0
	%	100	88.05	0.00	11.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	69	63	1	5	1	0	0	0	0	1	0	0	0
	%	100	91.30	1.44	7.24	1.44	0.00	0.00	0.00	0.00	1.44	0.00	0.00	0.00
Grade-09	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	88.88	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	11	9	0	2	0	0	0	0	0	0	0	0	0

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	81.81	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#	1	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	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
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	0.31	0.34	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	0.27	0.29	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-03	#	34	32	0	2	0	0	0	0	0	0	0	0	0
	%	1.55	1.58	0.00	1.36	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-04	#	30	23	1	6	1	0	0	0	0	0	1	0	0
	%	1.36	1.14	3.33	4.10	6.66	0.00	0.00	-	-	0.00	0.00	100	0.00
Grade-05	#	91	86	0	5	1	1	0	0	0	0	0	0	0
	%													

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	4.15	4.26	0.00	3.42	6.66	14.28	0.00	-	-	0.00	0.00	0.00	0.00	0.00
Grade-06	#	133	2	11	1	1	0	0	0	0	0	0	0	0
	%	6.06	6.66	7.53	6.66	14.28	0.00	-	-	0.00	0.00	0.00	0.00	0.00
Grade-07	#	55	0	7	0	0	0	0	0	0	0	0	0	0
	%	2.50	0.00	4.79	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00	0.00
Grade-08	#	272	2	16	1	0	0	0	0	0	0	0	0	1
	%	12.40	6.66	10.95	6.66	0.00	0.00	-	-	0.00	0.00	0.00	0.00	100
Grade-09	#	167	2	13	2	1	0	0	0	0	0	0	1	0
	%	7.61	6.66	8.90	13.33	14.28	0.00	-	-	0.00	0.00	0.00	50.00	0.00
Grade-10	#	1077	12	65	7	4	1	0	0	0	1	0	1	0

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	49.13	49.60	40.00	44.52	46.66	57.14	100	-	-	0.00	50.00	0.00	50.00	0.00
Grade-11	#	223	204	7	12	0	0	0	0	0	0	0	0	0
	%	10.17	10.11	23.33	8.21	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-12	#	68	58	3	7	2	0	0	0	0	1	1	0	0
	%	3.10	2.87	10.00	4.79	13.33	0.00	0.00	-	-	100	50.00	0.00	0.00
Grade-13	#	10	9	1	0	0	0	0	0	0	0	0	0	0
	%	0.45	0.44	3.33	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-14	#	7	6	0	1	0	0	0	0	0	0	0	0	0
	%	0.31	0.29	0.00	0.68	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-15	#	8	7	0	1	0	0	0	0	0	0	0	0	0

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.36	0.34	0.00	0.68	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.18	0.19	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00	0.00
TOTAL	#	2192	30	146	15	7	1	0	0	1	2	1	2	1
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.44	0.48	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-02	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	4.44	4.83	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-03	#	12	12	0	0	0	0	0	0	0	0	0	0	0
	%	5.33	5.79	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-04	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	4.44	4.83	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-05	#	20	19	0	1	0	0	0	0	0	0	0	0	0

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	8.88	9.17	0.00	5.88	0.00	-	-	-	-	-	0.00	-	-	-
Grade-06	#	67	59	0	8	0	0	0	0	0	0	0	0	0
	%	29.77	28.50	0.00	47.05	0.00	-	-	-	-	0.00	-	-	-
Grade-07	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	4.44	4.83	0.00	0.00	0.00	-	-	-	-	0.00	-	-	-
Grade-08	#	69	63	1	5	1	0	0	0	0	1	0	0	0
	%	30.66	30.43	100	29.41	100	-	-	-	-	100	-	-	-
Grade-09	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	4.00	3.86	0.00	5.88	0.00	-	-	-	-	0.00	-	-	-
Grade-10	#	11	9	0	2	0	0	0	0	0	0	0	0	0

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	4.88	4.34	0.00	11.76	0.00	-	-	-	-	-	0.00	-	-	-
Grade-11	#	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.22	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-	-
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-	-
Grade-15	#	1	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	0.44	0.48	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-	-
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	0.00	-	-	-
TOTAL	#	225	207	1	17	1	0	0	0	0	1	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 31, 2006

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Mission Critical Jobs														
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
2210 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1811 - CRIMINAL INVESTIGATOR	#	662	660	2	0	0	0	0	0	0	0	0	0	0
	%	100	99.69	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1811 - CRIMINAL INVESTIGTOR	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0401 - CBP AGRICULTURE SPECIALISTS	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1801 - FIELD ANALYSIS SPECL	#	218	214	0	4	2	0	0	0	2	0	0	0	0
	%	100	98.16	0.00	1.83	0.91	0.00	0.00	0.00	0.91	0.00	0.00	0.00	0.00
1889 - IMPORT SPECIALIST	#	1108	1076	4	28	6	0	0	0	0	0	2	0	4
	%													

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	97.11	0.36	2.52	0.54	0.00	0.00	0.00	0.00	0.00	0.18	0.00	0.36	0.00
1889 - IMP SPECLST	#	332	326	0	6	2	0	0	0	0	0	0	0	2
	%	100	98.19	0.00	1.80	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60
1895 - CBP OFFICER	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFCR(CSTMS BRDER CNTRL TRNR/ADVSR)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CBP OFFCR #	28386	27726	118	542	22	0	4	2	0	2	8	0	6	0
	%	100	97.67	0.41	1.90	0.07	0.00	0.01	0.00	0.00	0.02	0.00	0.02	0.00
1895 - CBP OFFCR # (ACE)	16	16	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFCR # (AIRCRAFT)	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFCR # (CANINE)	958	938	2	18	0	0	0	0	0	0	0	0	0	0
	%	100	97.91	0.20	1.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CBP OFFCR # (CANINE/EXPLOSIV E/WEAPONS)	74	72	0	2	0	0	0	0	0	0	0	0	0	0
%	100	97.29	0.00	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFCR # (COURSE DVLPR/INSTRU)	2	2	0	0	0	0	0	0	0	0	0	0	0	0
%	100	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
1895 - CBP OFFCR # (ENFCMNT)	460	454	2	4	2	0	0	0	0	0	0	0	0	2
%	100	98.69	0.43	0.86	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.43
1895 - CBP OFFCR # (FREE TRADE EX)	22	22	0	0	0	0	0	0	0	0	0	0	0	0
%	100	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

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CBP OFFCR # (INSTRU/COURSE DVLPR)	262	256	0	6	0	0	0	0	0	0	0	0	0	0
%	100	97.70	0.00	2.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFCR # (INTNATL)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR # (LIMITED DUTY)	160	158	0	2	0	0	0	0	0	0	0	0	0	0
%	100	98.75	0.00	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFCR # (PROG MGR)	266	258	2	6	0	0	0	0	0	0	0	0	0	0

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	96.99	0.75	2.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFICER (CONTAINER SECURITY)	#	158	154	0	4	0	0	0	0	0	0	0	0	0
%	100	97.46	0.00	2.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFICER (COUNTRY MANAGER)	#	22	20	2	0	0	0	0	0	0	0	0	0	0
%	100	90.90	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFICER (CSI PGRM MGR)	#	12	12	0	0	0	0	0	0	0	0	0	0	0

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	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
1895 - CBP OFFICER (MGMT INSPECTIONS)	#	18	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFICER (PORT STATION DIRECTOR)	#	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFICER (PRGM MGR AT TRNG)	#	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CBP OFFICER (TRAINING)	#	32	32	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CUSTOMS INSPECTOR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CUSTOMS INSPECTOR (PROGRAM OFFICER)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CUSTOMS INSPR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - IMMIGRATN INSPR (SPEC OPERS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - LAW ENFORCE PROGRAM SPEC	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - SUPVY CBP OFFCR	#	3132	3056	20	56	4	0	0	0	0	2	0	2	0
	%	100	97.57	0.63	1.78	0.12	0.00	0.00	0.00	0.00	0.06	0.00	0.06	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - SUPVY CBP OFFCR (CANINE)	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - SUPVY CBP OFFCR (ENFCMNT)	#	16	16	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - SUPVY CBP OFFCR (INSTRU/COURSE DVLPR)	#	32	32	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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1895 - SUPVY CBP OFFICER (PORT DIR)	#	204	198	0	6	2	2	0	0	0	0	0	0	0
	%	100	97.05	0.00	2.94	0.98	0.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1896 - BORDER PATROL AGENT	#	7616	7538	22	56	0	0	0	0	0	0	0	0	
	%	100	98.97	0.28	0.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
1896 - BORD PATRL AGT	#	12586	12526	8	52	2	0	0	0	0	2	0	0	
	%	100	99.52	0.06	0.41	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	
0080 - SECUR OFFCR	#	8	4	2	2	0	0	0	0	0	0	0	0	
	%	100	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - GEN ATTY	#	1062	1024	14	24	0	0	0	0	0	0	0	0	0
	%	100	96.42	1.31	2.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 - TRIAL ATTY	#	20	20	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 - TRIAL ATTY IMMIGRATN	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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1801 - DETNTN & DEPORTATN OFFCR	#	130	128	0	2	0	0	0	0	0	0	0	0	0
	%	100	98.46	0.00	1.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1802 - DETNTN & DEPORTATN ASST OA	#	168	160	0	8	4	0	0	0	4	0	0	0	0
	%	100	95.23	0.00	4.76	2.38	0.00	0.00	0.00	2.38	0.00	0.00	0.00	0.00
1811 - CRIMINAL INVSTGR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1811 - CRIM INVSTGR	#	8696	8584	46	66	2	0	0	0	0	0	0	2	0
	%	100	98.71	0.52	0.75	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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2181 - AIRCR PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
2181 - AIRPL PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR)	#	238	216	4	18	0	0	0	0	0	0	0	0	0
	%	100	90.75	1.68	7.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR) INST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0132 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0340 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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0343 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0830 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0861 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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0896 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1320 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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1802 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1811 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0083 - POLICE OFFICER	#	86	84	0	2	0	0	0	0	0	0	0	0	0
	%	100	97.67	0.00	2.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0301 - PROGRAM SPECIALIST (RESPONSE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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0301 - PROGRAM SPECIALIST(MITIG ATION)	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0301 - PROGRAM SPECIALIST (PREPAREDNESS)	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0301 - PROGRAM SPECIALIST (RESPONSE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0801 - GENERAL ENGINEER	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%													

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%	100	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
1163 - INSURANCE EXAMINER #	6	4	2	0	0	0	0	0	0	0	0	0	0	0
%	100	66.66	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1163 - INSURANCE EXAMINER (GENERAL) #	2	2	0	0	0	0	0	0	0	0	0	0	0	0
%	100	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
1163 - INSURANCE EXAMINER (GENERAL) #	14	12	0	2	0	0	0	0	0	0	0	0	0	0
%	100	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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1712 - TRAINING SPECIALIST	#	58	52	0	6	0	0	0	0	0	0	0	0	0	
	%	100	89.65	0.00	10.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
TOTAL	#	67278	66106	250	922	48	2	4	2	6	2	14	0	14	4

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

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Mission Critical Jobs														
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
2210 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1811 - CRIMINAL INVESTIGATOR	#	42	40	0	2	0	0	0	0	0	0	0	0	0
	%	100	95.23	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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1811 - CRIMINAL INVESTIGTOR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0401 - CBP AGRICULTURE SPECIALISTS	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1801 - FIELD ANALYSIS SPECL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1889 - IMPORT SPECIALIST	#	6	0	0	6	6	0	0	0	2	2	0	0	2
	%													

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%	100	0.00	0.00	100	100	0.00	0.00	0.00	33.33	33.33	0.00	0.00	33.33	0.00
1889 - IMP SPECLST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFCR(CSTMS BRDER CNTRL TRNR/ADVSR)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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1895 - CBP OFFCR	#	52	52	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFCR (ACE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR (AIRCRAFT)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR (CANINE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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1895 - CBP OFFCR # (CANINE/EXPLOSIV E/WEAPONS)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR # (COURSE DVLPR/INSTRU)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR # (ENFCMNT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR # (FREE TRADE EX)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CBP OFFCR # (INSTRU/COURSE DVLPR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR # (INTNATL)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFCR # (LIMITED DUTY)	104	96	0	8	2	0	2	0	0	0	0	0	0	0
%	100	92.30	0.00	7.69	1.92	0.00	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - CBP OFFCR # (PROG MGR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER (CONTAINER SECURITY)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER (COUNTRY MANAGER)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER (CSI PGRM MGR)	#	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER (MGMT INSPECTIONS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER (PORT STATION DIRECTOR)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER (PRGM MGR AT TRNG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CBP OFFICER (TRAINING)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CUSTOMS INSPECTOR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CUSTOMS INSPECTOR (PROGRAM OFFICER)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - CUSTOMS INSPR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - IMMIGRATN INSPR (SPEC OPERS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - LAW ENFORCE PROGRAM SPEC	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - SUPVY CBP OFFCR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - SUPVY CBP OFFCR (CANINE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - SUPVY CBP OFFCR (ENFCMNT)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - SUPVY CBP OFFCR (INSTRU/COURSE DVLPR)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1895 - SUPVY CBP OFFICER (PORT DIR)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1896 - BORDER PATROL AGENT	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1896 - BORD PATRL AGT	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0080 - SECUR OFFCR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - GEN ATTY	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 - TRIAL ATTY	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - TRIAL ATTY IMMIGRATN	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1801 - DETNTN & DEPORTATN OFFCR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1802 - DETNTN & DEPORTATN ASST OA	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1811 - CRIMINAL INVSTGR	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1811 - CRIM INVSTGR	#	1224	1206	8	10	0	0	0	0	0	0	0	0	0
	%	100	98.52	0.65	0.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
2181 - AIRCR PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
2181 - AIRPL PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR)	#	88	78	2	8	0	0	0	0	0	0	0	0	0
	%	100	88.63	2.27	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1801 - LAW ENFORCEMENT SPEC (INSTRUCTOR) INST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0132 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0340 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0343 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0830 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0861 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0896 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1102 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1301 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1320 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1801 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1802 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1811 -	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0083 - POLICE OFFICER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0301 - PROGRAM SPECIALIST (RESPONSE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0301 - PROGRAM SPECIALIST(MITIG ATION)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0301 - PROGRAM SPECIALIST (PREPAREDNESS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0301 - PROGRAM SPECIALIST (RESPONSE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0801 - GENERAL ENGINEER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1163 - INSURANCE # EXAMINER	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1163 - INSURANCE # EXAMINER (GENERAL)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1163 - INSURANCE # EXAMINER (GENERAL)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1712 - TRAINING SPECIALIST	#	94	92	0	2	0	0	0	0	0	0	0	0	0
	%	100	97.87	0.00	2.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	1616	1570	10	36	8	0	2	0	2	2	0	0	2

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B8: New Hires by Type of Appointment - Distribution by Disability

This table is for All Agencies

Type of Appointment	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Permanent	#	20533	19806	147	580	42	1	13	0	5	3	8	0	12	0
	%	100	96.45	0.71	2.82	0.20	0.00	0.06	0.00	0.02	0.01	0.03	0.00	0.05	0.00
Temporary	#	9976	9401	141	434	58	2	11	1	11	6	11	0	15	1
	%	100	94.23	1.41	4.35	0.58	0.02	0.11	0.01	0.11	0.06	0.11	0.00	0.15	0.01
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	30509	29207	288	1014	100	3	24	1	16	9	19	0	27	1
	%	100	95.73	0.94	3.32	0.32	0.00	0.07	0.00	0.05	0.02	0.06	0.00	0.08	0.00

The Status for this report has been set to Permanent, Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability

This table is for All Agencies

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Employees Eligible for Career Ladder Promotions	#	645	607	13	25	7	0	1	0	1	1	1	1	2	0
	%	100	94.10	2.01	3.87	1.08	0.00	0.15	0.00	0.15	0.15	0.15	0.15	0.31	0.00
Time in grade in excess of minimum															
1-12 months	#	301	282	8	11	3	0	0	0	0	0	1	0	2	0
	%	100	93.68	2.65	3.65	0.99	0.00	0.00	0.00	0.00	0.00	0.33	0.00	0.66	0.00
13-24 months	#	110	106	3	1	0	0	0	0	0	0	0	0	0	0
	%	100	96.36	2.72	0.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25+ months	#	234	219	2	13	4	0	1	0	1	1	0	1	0	0

TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability

This table is for All Agencies

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	93.58	0.85	5.55	1.70	0.00	0.42	0.00	0.42	0.42	0.00	0.42	0.00	0.00

The Pay plan for this report has been set to GS, GG, GH, GM

The Grade for this report has been set to luPosTargGrd.grade

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Time-Off awards - 1-9 hours															
Total Time-Off Awards Given	#	18021	16829	199	993	75	6	21	1	8	4	10	1	24	0
	%	100	93.38	1.10	5.51	0.41	0.03	0.11	0.00	0.04	0.02	0.05	0.00	0.13	0.00
Total Hours	Hr	125736.0	117512.0	1365.0	6859.0	525.0	40.0	150.0	8.0	56.0	32.0	80.0	8.0	151.0	0.0
Average Hours	Hr	7.0	7.0	6.9	6.9	7.0	6.7	7.1	8.0	7.0	8.0	8.0	8.0	6.3	-
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	14088	13259	195	634	51	3	6	7	10	2	9	3	10	1
	%	100	94.11	1.38	4.50	0.36	0.02	0.04	0.04	0.07	0.01	0.06	0.02	0.07	0.00
Total Hours	Hr	344795.0	325280.0	4525.0	14990.0	1217.0	60.0	137.0	122.0	282.0	80.0	256.0	56.0	184.0	40.0

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Average Hours	24.5	24.5	23.2	23.6	23.9	20.0	22.8	17.4	28.2	40.0	28.4	18.7	18.4	40.0	
Cash Awards - \$100-\$500															
Total Cash Awards Given	#	173558	160281	2730	10547	866	52	141	55	55	28	219	7	305	4
	%	100	92.35	1.57	6.07	0.49	0.02	0.08	0.03	0.03	0.01	0.12	0.00	0.17	0.00
Total Amount	\$	63,772,854	58,879,839	994,475	3,898,540	324,012	19,436	53,504	21,625	21,885	12,016	83,140	3,118	107,466	1,822
Average Amount	\$	367	367	364	370	374	374	379	393	398	429	380	445	352	456
Cash Awards - \$501+															
Total Cash Awards Given	#	83802	79447	1116	3239	226	18	30	18	31	16	61	0	51	1
	%	100	94.80	1.33	3.86	0.26	0.02	0.03	0.02	0.03	0.01	0.07	0.00	0.06	0.00
Total Amount	\$	106,952,084	102,046,814	1,459,743	3,445,527	244,650	17,751	33,205	19,122	39,187	20,328	54,952	0	58,005	2,100

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Average Amount	\$ 1,276	1,284	1,308	1,064	1,083	986	1,107	1,062	1,264	1,271	901	-	1,137	2,100
Quality Step Increases:														
Total QSIs Awarded	#	579	547	12	20	2	1	0	0	1	0	0	0	0
	%	100	94.47	2.07	3.45	0.34	0.17	0.00	0.00	0.17	0.00	0.00	0.00	0.00
Total Benefit	\$	1,559,815	1,468,341	34,377	57,097	5,540	2,493	0	0	3,047	0	0	0	0
Average Benefit	\$	2,694	2,684	2,865	2,855	2,770	2,493	-	-	3,047	-	-	-	-

The NOAC for this report has been set to PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, 871, QUALITY INC

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006

TABLE B14: SEPARATIONS by Type of Separation - Distribution by Disability

This table is for All Agencies

Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Voluntary	#	11765	11041	177	547	54	3	4	3	5	0	9	2	25	3
	%	100	93.84	1.50	4.64	0.45	0.02	0.03	0.02	0.04	0.00	0.07	0.01	0.21	0.02
Involuntary	#	2024	1806	42	176	20	0	6	1	3	0	0	0	9	1
	%	100	89.22	2.07	8.69	0.98	0.00	0.29	0.04	0.14	0.00	0.00	0.00	0.44	0.04
Reductions-in-Force	#	168	150	4	14	2	0	0	2	0	0	0	0	0	0
	%	100	89.28	2.38	8.33	1.19	0.00	0.00	1.19	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	13957	12997	223	737	76	3	10	6	8	0	9	2	34	4
	%	100	93.12	1.59	5.28	0.54	0.02	0.07	0.04	0.05	0.00	0.06	0.01	0.24	0.02
Total Work Force	#	139971	132275	1712	5984	572	64	77	28	60	38	119	31	147	8

TABLE B14: SEPARATIONS by Type of Separation - Distribution by Disability

This table is for All Agencies

Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	94.50	1.22	4.27	0.40	0.04	0.05	0.02	0.04	0.02	0.08	0.02	0.10	0.00

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 31, 2006