



# U.S. Department of Homeland Security MANAGEMENT DIRECTIVE 715

## *Equal Employment Opportunity Program Status Report*

Fiscal Year 2010



**Homeland  
Security**

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## MESSAGE FROM THE OFFICER FOR CIVIL RIGHTS AND CIVIL LIBERTIES

The Department of Homeland Security (DHS) is proud to present its Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2010, as required by the Equal Employment Opportunity Commission's Management Directive 715 (MD-715). DHS promotes the highest level of organizational performance in order to achieve its mission of making the nation a place safe, secure, and resilient against terrorism and other hazards where American interests, aspirations, and way of life can thrive. The Department works to create and maintain an inclusive work environment in which individual differences are valued, empowering all employees to reach their potential and maximize their contributions to DHS's vital objectives. The Department is committed to equal employment opportunity for all employees and applicants, and to effective diversity management.

DHS succeeds in part by ensuring that our workplace decisions are equitable and based upon merit, and by employing a workforce that reflects one of our nation's greatest strengths—the diversity of America's citizens. This diversity extends not only to the variety of races and ethnicities but to the multitude of American backgrounds, talents, skills, education, experiences, beliefs, and perspectives. Maintaining a fair workplace and recruiting, developing, and retaining a diverse workforce reaps for the Department and the Nation the many advantages of personnel who can develop and apply the widest possible range of competencies, ideas, and solutions.

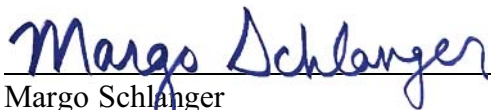
DHS's Office for Civil Rights and Civil Liberties (CRCL) provides policy and technical advice to the Secretary of DHS and to senior DHS leadership on civil rights and civil liberties issues, including guidance and standards for establishing and maintaining effective programs for EEO and diversity management. Within CRCL, the Deputy Officer for EEO and Diversity Programs leads the Department's EEO programs, and is responsible for developing EEO and diversity plans, monitoring implementation, and submitting annual progress reports including this MD-715 Report.

During FY 2010, DHS continued to make noteworthy progress toward building a model EEO and diversity program. DHS achieved numerous significant EEO and diversity management objectives, including in the following areas:

- Secretary Napolitano signed a new Anti-Discrimination Policy Statement, accompanied by an Information Sheet on employee rights, responsibilities, and remedies.
- DHS increased personnel diversity:
  - The Department increased both numbers and relative representation minority demographics.
  - DHS's Seniors Executive Service (SES) ranks increased slightly in FY 2010 and demonstrated slightly increased diversity. We launched a diversity outreach process for recruitment for SES positions.
  - As the pool of General Schedule (GS)-15 (and equivalents) increased, the largest gains were for total women, and particularly African-American women.

- DHS decreased the backlog of EEO cases awaiting final agency decision by 43%, getting on track to eliminate the backlog by the end of FY 2011.
- Policy and coordination improvements included:
  - Management Directive allowing recognition of employee associations and affinity groups.
  - *Cross-Component Coordination Taskforce Guidance*, signed by Deputy Secretary Lute, which sets coordinating procedures involving CRCL, including EEO.
  - The new Diversity Executive Steering Committee, led by Deputy Secretary Lute, provides top-level direction, guidance, priorities, and resources for actionable steps to enhance diversity Department-wide.
- A diversity performance standard element for all DHS managers and supervisors will be implemented during the first quarter of FY 2011.
- New Department-wide computer applications include:
  - iComplaints, an EEO complaints tracking and case management system.
  - eVersity, a workforce analysis application that ensures Management Directive 715 (MD-715) compliance.
  - Accessibility Compliance Management System (ACMS), a web-based application which allows Office of Accessible Systems and Technology (OAST) staff and Component Section 508 Coordinators to track in detail accessibility-related activities and outcomes.
- Analysis of the 2009 Annual Employee Survey Results has been shared with the DHS workforce; results included substantial positive increases in job satisfaction.
- The DHS Corporate Diversity Partnership is now under development; it will provide support for headquarters and Components to accomplish recruiting goals.

We are pleased with the progress, and will continue to work at this vital set of tasks in the year ahead. This report provides a comprehensive look at DHS's FY 2010 EEO and diversity management programs.




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Margo Schlanger  
 Officer for Civil Rights and Civil Liberties  
 U.S. Department of Homeland Security

# Parts A through D

<b>EEOC FORM 715-01 PART A - D</b>	<b>U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT</b>
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For period covering October 1, 2009 to September 30, 2010

<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>	1. U.S. Department of Homeland Security		
	1.a. 2 <sup>nd</sup> level reporting Component			
	1.b. 3 <sup>rd</sup> level reporting Component			
	1.c. 4 <sup>th</sup> level reporting Component			
	<b>2. Address</b>	<b>2.</b>		
	<b>3. City, State, Zip Code</b>	<b>3. Washington, DC 20528</b>		
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4. HS</b>	<b>5. 7000</b>

<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees	<b>1.</b> 174,774
	2. Enter total number of temporary employees	<b>2.</b> 16,289
	<b>3. TOTAL EMPLOYMENT [add lines B 1 and 2]</b>	<b>4.</b> 191,063

<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	1. Janet Napolitano, Secretary U.S. Department of Homeland Security
	2. Agency Head Designee	2. Margo Schlanger Officer for Civil Rights and Civil Liberties
	3. Principal EEO Director/Official Official Title/series/grade	3. Robert Abraham Acting Deputy Officer and Director for EEO Programs
	4. Title VII Affirmative EEO Program Official	4. Tram-Tiara Ngo; Junish Arora
	5. Section 501 Affirmative Action Program Official	5. Tanya Cantrell
	6. Complaint Processing Program Manager	6. Chrystal Young
	7. EEO and Diversity Manager	7. Michael Dole
	8. Other EEO Officials	8. Connie McGriff-Belgrave (Special Emphasis Program Manager)

<b>EEOC FORM 715-01 PART A - D</b>	<b>U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT</b>
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<b>PART D</b> List of Subordinate Components Covered in This Report	<b>Subordinate Component and Location (City/State)</b>	<b>CPDF and FIPS codes</b>	
<p>*DHS Headquarter comprises:</p> <p>Immediate Office of the Secretary (HSAA/7002) Office of the Inspector General (HSAE/7004) Management Directorate (HSEA/7051) Science and Technology Directorate (HSFA/7041) National Protection and Programs Directorate Office of Policy Office of the General Counsel Office of Legislative Affairs Office of Public Affairs</p>	DHS Headquarter*		
	Federal Emergency Management Agency	HSCB	7022
	Federal Law Enforcement Training Center	HSBE	7015
	Transportation 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

<b>EEOC FORMS and Documents Included With This Report</b>			
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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	



# Part E

## Executive Summary

U.S. Department of Homeland Security

For period covering October 1, 2009 to September 30, 2010

**EXECUTIVE SUMMARY**

**Introduction**

This Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2010 outlines the U.S. Department of Homeland Security's (DHS) EEO program activities, as required by the Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715). The report highlights DHS's accomplishments in establishing and maintaining a model EEO Program by promoting equal opportunity for all of our employees and applicants, and identifying areas for improvement. It also provides a plan to correct any deficiencies.

In addition to this Departmental MD-715 report, each DHS Component submits its own report to the EEOC. DHS Headquarters does not submit a separate MD-715 report because this DHS-wide report includes Headquarters' activities.

**The U.S. Department of Homeland Security**

DHS's mission is to make the nation a place safe, secure, and resilient against terrorism and other hazards where the American way of life can thrive. DHS's mission has five major areas of responsibility: 1) Preventing Terrorism and Enhancing Security; 2) Securing and Managing Our Borders; 3) Enforcing and Administering Our Immigration Laws; 4) Safeguarding and Securing Cyberspace; and 5) Ensuring Resilience to Disasters. In addition, DHS specifically focuses on maturing the homeland security enterprise. Over its eight year life, DHS has coordinated the transition of multiple agencies and programs into a single, integrated agency focused on protecting the American people and their homeland.

**The Office for Civil Rights and Civil Liberties**

The Office for Civil Rights and Civil Liberties (CRCL) supports the Department's mission to secure the nation while preserving individual liberty, fairness, and equality under the law. CRCL integrates civil rights and civil liberties into all of the Department's activities. CRCL accomplishes this by advising Department leadership and state and local partners of ways to promote respect for civil rights and civil liberties in policy creation and implementation; informing individuals and communities whose civil rights and civil liberties may be affected by Department activities of DHS policies and avenues of redress; promoting appropriate attention within the Department to concerns and experiences of these individuals or communities; investigating and resolving civil rights and civil liberties complaints filed by the public regarding Department policies or activities, or actions taken by Department personnel; and leading the Department's equal employment opportunity programs and promoting workforce diversity and merit system principles. CRCL's EEO and Diversity Division includes the following organizational units: DHS-HQ EEO Office; Diversity Management Unit; and EEO Complaints Adjudication Unit. Other parts of CRCL, not discussed in this report, include the Programs and Compliance Division and the Office of Accessible Systems and Technology.

## Workforce Profile

With 191,063 civilian employees, DHS is the third largest Executive Branch agency. In FY 2010, DHS hired 15,414 employees, compared to 25,646 employees hired in FY 2009. The total workforce increased by 2,980 during FY 2010, while the permanent workforce increased by 3,479.

The following Components constitute the Department:

(See Appendix M, Table A-1, Total Workforce, for DHS data underlying the statistics presented here and DHS Components' MD-715 reports, Table A-1, for Components' data.)

<b>Table 1: DHS Components and Missions</b>		
<b>Component</b>	<b>Component Mission</b>	<b>Total Civilian Workforce</b>
<b>Transportation Security Administration (TSA)</b>	Protects the Nation's transportation systems to ensure freedom of movement for people and commerce.	61,578
<b>U.S. Customs and Border Protection (CBP)</b>	Safeguards the American homeland at and beyond our borders, protecting the American public against terrorists and the instruments of terror, steadfastly enforcing the laws of the United States while fostering our Nation's economic security through lawful international trade and travel.	58,711
<b>U.S. Immigration and Customs Enforcement (ICE)</b>	Promotes homeland security and public safety through the criminal and civil enforcement of federal laws governing border control, customs, trade, and immigration.	20,040
<b>Federal Emergency Management Agency (FEMA)</b>	Supports our citizens and first responders to ensure that as a nation we work together to build, sustain, and improve our capability to prepare for, protect against, respond to, recover from, and mitigate all hazards.	17,165
<b>U.S. Citizenship and Immigration Services (USCIS)</b>	Secures America's promise as a nation of immigrants by providing accurate and useful information to our customers, granting immigration and citizenship benefits, promoting an awareness and understanding of citizenship, and ensuring the integrity of our immigration system.	10,357
<b>U.S. Coast Guard (USCG)</b>	Safeguards our Nation's maritime interests in the heartland, in the ports, at sea, and around the globe, by protecting the maritime economy and the environment. Defends the Nation's maritime borders, and saves those in peril.	8,368
<b>U.S. Secret Service (USSS)</b>	Safeguards the nation's financial infrastructure and payment systems to preserve the integrity of the economy, and protects national leaders, visiting heads of state and government, designated sites and National Special Security Events.	6,926
<b>Headquarters (HQ)</b>	Provides leadership and operational support to the DHS organization	6,710
<b>Federal Law Enforcement Training Center (FLETC)</b>	Trains those who protect our homeland. Currently provides law enforcement training to over 80 partner organizations.	1,208
<b>DHS TOTAL</b>		191,063

In conducting the analysis for this report, CRCL reviewed other DHS diversity reports, for which it is also responsible. These include, but are not limited to: the Federal Equal Opportunity Recruitment Program (FEORP) report<sup>1</sup>; Disabled Veterans Affirmative Action Program (DVAAP) report; the White House Initiative on Historically Black Colleges and Universities (HBCU) report; and the White House Initiative on Tribal Colleges and Universities (TCU) report.

In Table 2, cells in the chart are red and underlined if there was a negative ratio change.<sup>2</sup>

(See Appendix M, Tables A-1 and B-1, Total Workforce, for FY 2010 data underlying the statistics presented here and DHS MD-715 FY 2009 report for FY 2009 data.)

<b>Table 2: DHS Total Workforce FY 2009 vs. FY 2010</b>												
	FY 2009				FY 2010				Total 2009		Total 2010	
	Men		Women		Men		Women		#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Employees<sup>3</sup></b>	125,987	66.98	62,096	33.02	128,327	67.16	62,736	<u>32.84</u>	188,083	100	191,063	100
<b>Hispanic or Latino</b>	25,658	13.64	8,860	4.71	27,040	14.15	9,370	4.90	34,518	18.35	36,410	19.06
<b>White</b>	80,821	42.97	35,019	18.62	79,410	<u>41.56</u>	34,041	<u>17.82</u>	115,840	61.59	113,451	<u>59.38</u>
<b>Black or African American</b>	12,568	6.68	14,309	7.61	13,075	6.84	14,693	7.69	26,877	14.29	27,768	14.53
<b>Asian</b>	5,024	2.67	2,666	1.42	5,535	2.90	2,829	1.48	7,690	4.09	8,364	4.38
<b>Native Hawaiian or Other Pacific Islander</b>	299	0.16	213	0.11	463	0.24	350	0.18	512	0.27	813	0.43
<b>American Indian or Alaskan Native</b>	1,057	0.56	633	0.34	933	<u>0.49</u>	566	<u>0.30</u>	1,690	0.90	1,499	<u>0.78</u>
<b>Two or More/Other Races</b>	560	0.30	396	0.21	1,871	0.98	887	0.46	956	0.51	2,758	1.44
<b>Individuals w/Disabilities</b>	NA				NA				8,103	4.31%	8,378	4.38%
<b>Individuals w/ Targeted Disabilities</b>	NA				NA				730	0.39%	743	0.39%

<sup>1</sup> In FY 2010, DHS incorporated FY 2010 accomplishments from the Report to the President on Hispanic Employment in the Federal government into its FY 2010 FEORP report as required by the Office of Personnel Management.

<sup>2</sup> In early FY 2010, CBP discovered a coding error in its Ethnicity Race Indicator (ERI) data. A subsequent corrective employee survey shifted large numbers from White to non-White groups, notably Two or More/Other races (from 125 in FY 2009 to 1520 employees in FY 2010). The ERI updates cannot currently be disaggregated from the new hires. Note, however, the onboard workforce numbers are correct. Workforce trends may be impacted by these resurvey results.

<sup>3</sup> Note that these workforce numbers reflect active and inactive duty employees but not USCG non-appropriated employees, and conform to EEOC and OPM standards for workforce analysis.

DHS workforce trends for FY 2010 include:

- DHS grew during FY 2010, and in growing, increased its numbers and proportional representation in every Ethnicity Race Indicator<sup>4</sup> (ERI) group except for Whites and American Indians/Alaskan Natives (AI/AN); for both men and women in these latter categories, both the number and proportion of employees went down.
- HQ grew 51% during the course of FY 2010 from 4,451 to 6,710 employees, primarily from the transfer of Federal Protective Service from ICE to National Protection and Programs Directorate (NPPD).
- DHS saw improvements in the Diversity of the GS-15 and SES (especially for African-American women).

DHS’s Senior Executive Service (SES) ranks – in which we include the pay band equivalents for positions at TSA (SW) and at USSS (LE-10 and LE-11) – increased slightly in FY 2010, from 664 to 678, and demonstrated slightly increased diversity. The full SES figures are reported in Appendix M, Tables A-4.1 and B-4.1; partial results are highlighted in Table 3 below. (In the tables below “Two or More/Other Races” is indicated by “TMOR” and “Native Hawaiian or Other Pacific Islander” is indicated by “NH/PI.”)

	FY 2009		FY 2010		Δ	
	#	%	#	%	#	%
ERI/G Group <sup>6</sup>						
Total	664	100	678	100	14	2.11
TMOR Men	1	0.15	3	0.44	2	200.00
AI/AN Men	1	0.15	2	0.29	1	100.00
NH/PI Men	0	0.00	1	0.15	1	NA
African-American women	16	2.41	23	3.39	7	43.75
Asian women	7	1.05	9	1.33	2	28.57
African-American men	35	5.27	41	6.05	6	17.14
Total women	177	26.66	192	28.32	15	8.47
White women	146	21.99	152	22.42	6	4.11
Hispanic men	27	4.07	27	3.98	0	0.00
Hispanic women	8	1.20	8	1.18	0	0.00
Total men	487	73.34	486	71.68	-1	<u>-0.21</u>
White men	414	62.35	404	59.59	-10	<u>-2.42</u>
Asian men	9	1.36	8	1.18	-1	<u>-11.11</u>

As set out in Table 4 below, compared to the GS-15 feeder pool, the ERI groups that are most underrepresented in DHS’s SES are African-American women, Asian men, Hispanic women, and AI/AN men. While White women are underrepresented in the total DHS workforce, they are only slightly additionally underrepresented in the SES and equivalent (22.42% SES versus 22.71% in the GS-15 recruitment pool). DHS is making a

<sup>4</sup> Race and Hispanic origin (ethnicity) are collected according to the Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity (1997) and OMB Bulletin No. 00-02, Guidance on Aggregation and Allocation of Data on Race for Use in Civil Rights Monitoring and Enforcement (2000). Initially, the minimum combined format for the racial/ethnic categories was: White; Black or African American; Hispanic or Latino; American Indian or Alaska Native; and Asian. In 2007, EEOC published its Final Revisions of the Employer Information Report (EEO-1), which added Native Hawaiian or Other Pacific Islander and Two or More Races/Other as categories.

<sup>5</sup> The FY 2010 workforce tables in Appendix M are in compliance with EEOC guidelines. For the most part, the tables focus on current FY analysis; where applicable, ad hoc tables were created for more detailed analysis.

<sup>6</sup> During FY 2009 to FY 2010, there were no women in the SES for the NH/PI, AI/AN, and TMOR ERI groups.

considerable effort to recruit from outside the government's GS-15 pool.

<b>Table 4: SES Comparison to GS-15 Feeder</b>					
	<b>GS-15</b>		<b>SES</b>		<b>SES/GS-15</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>Proportion</b>
NH/PI men	2	0.04	1	0.15	3.75
TMOR men	19	0.34	3	0.44	1.30
White men	3,039	54.27	404	59.59	1.10
Total men	3,749	66.95	486	71.68	1.07
African-American men	322	5.75	41	6.05	1.05
Asian women	73	1.30	9	1.33	1.02
White women	1,272	22.71	152	22.42	.99
Hispanic men	232	4.14	27	3.98	.96
Total women	1,851	33.05	192	28.32	.86
AI/AN men	23	0.41	2	0.29	.71
Hispanic women	101	1.80	8	1.18	.66
Asian men	112	2.00	8	1.18	.59
African-American women	378	6.75	23	3.39	.50
NH/PI women	1	0.02	0	0.00	NA
AI/AN women	12	0.21	0	0.00	NA
TMOR women	14	0.25	0	0.00	NA

During FY 2010, the pool of GS-15 or pay equivalents (SV-K/L and LE-9) increased from 5,186 to 5,600 employees. Noticeable changes occurred in the ERI groups listed in Table 5, with the largest gains in both numbers and percentage for total women and African-American women. The ERI groups that had decreases in the percentages of GS-15 or equivalent include AI/AN and TMOR women.

<b>Table 5: GS-15 and Equivalent Pool from FY 2009-2010</b>						
	<b>FY 2009</b>		<b>FY 2010</b>		<b>Δ</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
TMOR men	9	0.17	19	0.34	10	111.11
NH/PI women	0	0.00	1	0.02	1	100
Asian women	54	1.04	73	1.30	19	35.19
Asian men	86	1.66	112	2.00	26	30.23
African-American women	299	5.77	378	6.75	79	26.42
Total women	1666	32.12	1851	33.05	185	11.10
African-American men	280	5.40	322	5.75	42	15.00
NH/PI women	21	0.40	23	0.41	2	9.52
White women	1194	23.02	1272	22.71	78	6.53
Total men	3520	67.88	3749	66.95	229	6.51
Hispanic men	218	4.20	232	4.14	14	6.42
White men	2904	56.00	3039	54.27	135	4.65
Hispanic women	99	1.91	101	1.80	2	2.02
NH/PI men	2	0.04	2	0.04	0	0.00
AI/AN women	15	0.29	12	0.21	-3	-20.00
TMOR women	23	0.44	14	0.25	-9	-39.13

Table 6 lists all of DHS’s largest mission-critical occupational series; an occupation is included if it applies to more than 10,000 Full-Time Equivalent employees at DHS. It sets out the DHS and Relevant Civilian Labor Force (RCLF) representation of all the American demographic/gender groups that represent over 1% of the labor force. Cells in the chart are red and underlined if representation at DHS is less than four-fifths of what would be predicted using the RCLF as a benchmark. The complete data are included in the workforce tables, which are used as the basis for DHS targeted recruitment efforts. CBP Officers and Border Patrol Agents are required to be fluent in Spanish for initial placements along the southern border, Florida, and in Puerto Rico, a requirement that is not present in the standard RCLF comparison.

An analysis of Table 6 reveals that White women are represented at rates below their availability in the RCLF in all of DHS’s largest mission-critical occupations. African-American women are underrepresented in all but one of DHS’s largest mission-critical occupations. African-American males are underrepresented in two of DHS’s largest mission critical occupations. These underrepresentations constitute what the EEOC terms a “trigger” – a data anomaly that indicates additional scrutiny may be necessary to determine whether an actual barrier to equal employment opportunity exists.

(See Appendix M, Table A-1, Total Workforce and Table A-6, Participation Rates for Major Occupations, for DHS data underlying the statistics presented in Table 6.)

**Table 6: DHS Permanent Workforce  
Mission-Critical Occupations vs. Relevant Civilian Labor Force (RCLF)<sup>7</sup>  
FY 2010**

	ALL Perman ent FTE =174,77 4	1802 Transportation Security Permanent FTE = 51,459		1801 Adjudication Officer (includes Immigration Enforcement Agent) Permanent FTE = 24,478		1895 CBP Officer Permanent FTE = 20,663		1896 Border Patrol Agent Permanent FTE = 20,498		1811 Criminal Investigation Permanent FTE = 10,338	
		% DHS	% DHS	% RCLF	% DHS	% RCLF	% DHS	% RCLF	% DHS	% RCLF	% DHS
Total men	68.1	58.5	43.3	74.1	53.0	81.4	53.1	94.9	79.0	86.2	79.0
Total women	31.9	<u>41.5</u>	56.7	<u>25.9</u>	46.9	<u>18.6</u>	46.8	<u>5.1</u>	21.1	<u>13.8</u>	21.1
Hispanic men	15.2	9.0	3.0	12.9	4.2	24.9	6.2	48.2	7.1	12.6	7.1
Hispanic women	5.1	6.4	3.6	4.9	3.5	6.3	4.5	2.8	2.0	2.2	2.0
White men	41.3	34.1	34.8	49.7	41.3	42.7	39.0	<u>41.9</u>	62.3	65.4	62.3
White women	16.9	<u>20.8</u>	45.0	<u>14.3</u>	34.1	<u>8.2</u>	33.7	<u>2.0</u>	14.7	<u>9.5</u>	14.7
African-American men	6.9	10.8	3.1	6.5	4.5	5.0	4.8	<u>1.6</u>	7.0	<u>4.8</u>	7.0
African-American women	7.5	11.6	5.7	<u>4.3</u>	6.9	<u>2.2</u>	5.7	<u>0.1</u>	3.6	<u>1.4</u>	3.6
Asian men	3.1	3.2	0.8	3.5	1.7	6.0	1.9	0.9	1.0	2.6	1.0
Asian women	1.5	1.5	0.8	1.9	1.4	<u>1.1</u>	1.7	<u>0.04</u>	0.3	0.6	0.3

<sup>7</sup> The RCLF is a subset of CLF (includes all civilians 16 years of age and over, classified as employed or seeking employment, and not serving in the military) data that is directly comparable or relevant to the population being considered; therefore, is a more accurate measure of underrepresentation of Ethnicity Race Indicator/Gender (ERI/G) in the Federal workforce at DHS. The RCLF reflects all the people in the U.S. employed in or actively seeking employment in the specific occupations that DHS hires.



## Hires and Separations

DHS grew in FY 2010, with 11,775 permanent hires and 8,176 separations. The *net changes* by group are shown in Table 2; the analysis in Table 7 addresses the different *percent rates* of hires and separations. Two Components accounted for the majority of the separations: TSA and CBP. TSA had 35.1% of the DHS permanent workforce but 44.6% of the separations. CBP had 33.3% of the permanent workforce and 24.9% of the separations. A rate of *hires* above the onboard representation helps the group to increase, while a rate of *separations* above the onboard causes the group to decline. Table 7 shows ERI groups that either had a hiring rate *lower* than their onboard representation or a separation rate *higher* than the onboard.

(See Appendix M, Table A-8, New Hires and Table A-14, Separations, for data underlying the statistics presented in Table 7.)

<b>Table 7: ERI Groups Rate of Hires and Separations During FY 2010</b>					
	Participation Rate	Total Hires		Total Separations	
		#	%	#	%
Total		11,775		8,176	
Total women	31.91%	3,837	32.59	2,970	<u>36.33</u>
Hispanic men	15.18%	1,001	<u>8.50</u>	857	10.48
Hispanic women	5.08%	339	<u>2.88</u>	318	3.89
White women	16.94%	2,104	17.87	1,679	<u>20.54</u>
AI/AN men	0.48%	35	<u>0.30</u>	48	<u>0.59</u>
AI/AN women	0.27%	18	<u>0.15</u>	38	<u>0.46</u>

### Employment of Individuals with Disabilities/Targeted Disabilities (IWDs/IWTDs)<sup>8</sup>

Pursuant to Executive Order (EO) 13548 regarding the employment of Individuals with Disabilities/Targeted Disabilities, CRCL and the Office of Chief Human Capital Officer (OCHCO) have created a joint work group to develop a plan to increase the number of hires and ensure there are no barriers to promotions for IWDs.

As one would expect, considering the large portion of the DHS workforce with physically demanding law enforcement jobs, DHS's employment of both individuals with disabilities (IWDs) and individuals with targeted disabilities (IWTDs) is lower than the Federal agency average. Even when the comparison is limited to comparable occupations within government, DHS employment of IWTDs remains well below the government average. But DHS did improve on these measures during the reporting period. In FY 2010, DHS increased the number of IWDs from 4.04% to 4.12% in the permanent workforce, although this remains below the Federal average of 8.04%.<sup>9</sup> DHS's rate of IWTDs remained unchanged at 0.37% for IWTDs, also below the Federal average of 0.88%. Components with the highest percentage of IWDs in the permanent workforce are USCG (10.40%), FLETC (8.79%), and USCIS (6.65%). Components with the highest percentage of IWTDs in the

<sup>8</sup> EEOC asks that agencies separately identify employees with targeted disabilities. Targeted disabilities are those the Federal government, as a matter of policy, has identified for special recruitment emphasis. Targeted disabilities are deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental retardation, mental illness, and distortion of limb and/or spine.

<sup>9</sup> This is the government wide employment of IWDs.



permanent workforce are USCIS (0.96%) and USCG (0.84%).

The hiring of permanent employees declined substantially across DHS from 2009 to 2010. This decline was reflected in declining hiring numbers for IWDs and IWTDs—but because the decline was less steep than for non-disabled hires, the proportion of hires with disabilities rose. Although DHS separations overall declined, separations of both IWDs and IWTDs increased in number and accordingly in proportion.

As Table 8 shows, in FY 2010, DHS increased participation rates for IWDs at all higher grades and the SES. USCG increased participation rates in all higher grades (GS-13 to GS-15) and the SES, while USCIS and CBP increased in all higher grades except the SES. Each Component increased or remained stable at the GS-15 level.

(See Appendix M, Table B-1, Total Workforce, and B4-1, Participation Rates for General Schedule Grades, for data underlying the statistics presented in Table 8.)

<b>Table 8: DHS Individuals with Disabilities/ Targeted Disabilities in GS 13-15 + SES (including TSA and USSS Equivalents),<sup>10</sup> FY 2010</b>				
	<b>IWDs</b>		<b>IWTDs</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>DHS Permanent Workforce</b>	7210	4.13	661	0.38
SES	28	4.13	0	0
GS-15	278	4.96	12	0.21
GS-14	543	4.43	40	0.33
GS-13	868	3.10	52	0.19

### **Section 508 of the Rehabilitation Act**

The Officer for CRCL and the DHS Chief Information Officer continued to work together to implement Section 508 of the Rehabilitation Act of 1973, as amended<sup>11</sup> throughout the Department. CRCL and the Chief Information Office (CIO) established a Department-wide Section 508 program in 2005, run by the Office of Accessible Systems & Technology (OAST). This year, OAST achieved notable successes, including the following:

- Launched a new enterprise-wide Accessibility Compliance Management System (ACMS), which replaced an older and less functional system. ACMS is a web-based application, which allows both OAST staff and Component Section 508 Coordinators to track, in detail, accessibility-related activities and outcomes. The system also offers remote access capabilities, improved reporting features, and faster performance, and has improved overall productivity and enhanced customer service by allowing customers to request assistance directly from the ACMS home page.

<sup>10</sup> Law Enforcement Officer (LEO) positions have strict physical fitness requirements and thus a lower proportion of IWDs and IWTDs. DHS's overall rates for IWTDs in mission critical occupations are 0.29% if the LEOs are included and 0.38% if they are not. The LEO rate of IWTDs is 0.02%.

<sup>11</sup> Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d), as amended by the Workforce Investment Act of 1998 (P.L. 105-220), August 7, 1998.

- Pilot tested the Enterprise Compliance Management Framework tool from Net-Centric Technology, an automated testing tool that will enable DHS to scan non-HTML content for accessibility. This tool will dramatically reduce the time it takes to evaluate PDFs, which up until recently required manual testing of each file. OAST played a major role in helping NetCentric develop this tool to meet DHS’s needs.
- Trained 1,406 DHS employees on Section 508-related topics through online, classroom, one-on-one, distance learning, and hands-on training. This represents a 116% increase from last year (650).
- Developed a new Section 508-related course for program and project managers. This course was developed to support integration of Section 508 accessibility requirements into all aspects of IT activities. The course will be delivered beginning the first quarter of FY 2011.
- Pilot-tested Compliance Sheriff, a new automated web testing tool by Hiawatha Software that will allow OAST to more effectively scale up the quarterly Web Accessibility and Remediation Program activities, while dramatically reducing manual operation time and improving site owner access to, and use of, the testing tools moving forward. OAST expects to move Compliance Sheriff into operation in early November 2011.
- Completed a pilot and deployment of Orator, an assistive technology product designed to work with the Blackberry. This product facilitates the use of the Blackberry by individuals with visual disabilities. (The product is currently limited to only two Blackberry models and does not allow web browsing.)
- Reviewed and corrected 593 electronic document files, a 62% increase from last year, to meet Section 508 regulations. Files included annual reports, management directives, catalogues, forms, congressional budget files, handbooks, memorandums, flyers, and reports from 9 components across DHS. The files contained over 4000 document pages including both text and tables.
- Processed 2,423 accessibility Helpdesk requests—a 108% increase from last year (1,164) - and 1,235 technical assistance requests – a 240% increase from last year (363).

DHS web site accessibility for individuals with disabilities improved from 75% accessible pages at the end of FY 2009 to 80% accessible pages at the end of FY 2010.

### **Complaints Processing**

DHS has shown marked progress in the timeliness of EEO investigations and number of investigations completed. From FY 2005 to FY 2010, DHS improved the number of cases timely investigated from 217 (23%) in FY 2005 to 566 (60%) in FY 2010. In addition, since inception, DHS has decreased the average processing days for investigations from 330 in FY 2005 to 213 in FY 2010 for a decrease of 35%. Even from 2009 to 2010, when the total number of investigations increased by approximately 9%, average processing days declined by 4, from 217 to 213 (although the percentage timely also decreased by 5 percentage points to 60%). Table 9 presents full data:

<b>Table 9: DHS Timeliness for EEO Investigations</b>						
<b>FY 2005-2010</b>						
<b>FY</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>Total #</b>	930	796	742	787	861	939
<b>Timely (#)</b>	217	254	375	448	561	566
<b>Timely (%)</b>	23%	32%	51%	57%	65%	60%
<b>Average Days</b>	330	279	248	215	217	213

In FY 2010, DHS undertook strenuous efforts to reduce the backlog of cases awaiting merit Final Agency Decisions (FADs). During FY 2010, DHS issued a total of 527 merit FADs—an increase of 224 (73.9%) over the 303 merit FADs issued in FY 2009. As a result, DHS’s backlog of cases in this category decreased from 437 merit FADs at the beginning of FY 2010 to 247 merit FADs at the end of FY 2010. This decrease in backlog is attributable to: 1) sustained use of streamlined drafting and review processes; 2) continual in-house training of employees on discrimination case law and analysis; and 3) implementation of a contract awarded in late FY 2009, for the production of draft FADs for DHS review and issuance.

Because the Department focused on resolving the longest-overdue cases, DHS did not improve its timely completion rate. But a plan is prepared to increase that rate dramatically when the backlog is eliminated by the end of FY 2011. Also, many FADs are already overdue by the time CRCL receives them from Components. This aspect of complaint processing will need focused attention.

<b>Table 10: DHS Timeliness for Merit FADS</b>						
<b>FY 2005-2010</b>						
<b>FY</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>Backlog at year end</b>	171	203	419	568	437	247
<b>Total #</b>	551	266	249	86	303	527
<b>Timely (#)</b>	0	4	4	21	16	17
<b>Timely (%)</b>	0	1.50	1.61	24.42	5.28	3.23
<b>Average Processing Days</b>	1013	400	355	545	567	807

### **Barrier Analysis**

In FY 2009, DHS identified four “triggers” in the MD-715 Part I, EEO Plan to Eliminate Identified Barriers, as follows:

1. Underrepresentation of women—especially White women—in the total workforce in: Officials and Managers; Professionals; Service Workers;
2. Apparent disparity in representation of minorities between GS 13-15<sup>12</sup> and Senior Executive Service (SES)<sup>13</sup> levels;
3. Separation rates of Hispanic women, African American men and women, and employees with targeted disabilities higher than their representation rate in DHS;
4. IWTDs representation in the DHS workforce well below the Federal average of 0.88%.

In FY 2010, DHS CRCL conducted an analysis of previous DHS and Component MD-715 reports, and identified workforce anomalies and likely barriers. CRCL then incorporated them into a Department-wide multi-year MD-715 Plan, which includes the four triggers and goal commitments from FY 2009.

The FY 2011-2015 MD-715 Department-wide multi-year plan includes the same four triggers, but in slightly different language:

1. *Underrepresentation* – There are low participation and/or hiring rates for major occupations and total

<sup>12</sup> Including pay band equivalent for TSA (S-J/K/L) and USSS (LE-8/9).

<sup>13</sup> The SES includes pay band equivalent for TSA (SW) and USSS (LE-10/11).

workforce for women and various ethnic groups, compared to the RCLF.

Barrier Analysis: Representation is driven by past hires, current recruitment, current hires, retirement, and resignations. DHS is developing new analytic tools to separately analyze the impact of each of these trends, in an effort to precisely identify the barrier. A likely barrier is that there is currently no systematic targeted recruitment of underrepresented groups. CRCL is working with OCHCO to incorporate targeted recruitment in the general recruitment plans.

2. *Disparate Rates of Major Personnel Actions (Promotions, Awards, Adverse Actions)* – There are low participation rates for women and non-White groups in the SES feeder groups (GS-13 through GS-15) and SES level, compared to the participation rates for men and Whites.

Barrier Analysis: DHS is recruiting more diverse applicants than in past decades, but it takes time for these individuals to work their way up the promotion ladder to be qualified for the top grades. To speed the process, OCHCO is reaching outside the government to directly recruit SES from the more diverse public sector.

3. *Underrepresentation of Individuals with Disabilities/Targeted Disabilities* – DHS has a permanent workforce representation of IWDs of 4.12%, well below the Federal average of 8.0%, and IWTDs of 0.37%, well below the Federal average of 0.88%.

Barrier Analysis: DHS is not recruiting and hiring individuals with disabilities at the rate needed to bring representation more in line with Federal averages and goals. New plans have been developed to increase this recruitment, and should be implemented by late FY 2011.

4. *High Employee Non-Retirement Separations* – The non-retirement separation rate is high and erodes diversity progress because the resignations come from younger employees, a more diverse group than older employees.

Barrier Analysis: The Federal Employee Retirement System (FERS) provides “portable” retirement plans, which means that employees can take their retirement benefits with them if they move to the private sector. In the last few years, the resignation rate has surpassed the retirement rate across the Federal government. The required EEOC tables do not call for a differential analysis of the two types of losses. DHS is developing the analytic tools to study resignations more carefully. It is hoped that the new Exit Survey, to be implemented in the second quarter of FY 2011, will provide additional insight into what is driving resignations and, thus what may be done to stem the flow.

### **Progress on Essential Elements of a Model EEO Program**

The EEOC has established standards for Federal agencies to use in assessing their progress toward achieving a model EEO program. By the end of the reporting period, DHS had completed 13 of the 32 previously identified planned activities and withdrawn 3. The Department modified the remaining 16 activities. Planned activities, identified in the MD-715 Part H, are specific plans of action aimed at correcting those facets of the EEO Program that are not fully compliant with the essential elements prescribed in the MD-715. An analysis of the Department’s EEO and Diversity programs did not reveal any new program deficiencies.<sup>14</sup> A summary of the Department’s progress/status for each of the six essential elements follows.

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<sup>14</sup> Program deficiencies are unmet measures that negatively impact the agency’s EEO program; they are agency systems and documents needed to operate a model EEO program but are not in place.

### **Essential Element A: Demonstrated Commitment from Agency Leadership**

- On September 15, 2010, Secretary Napolitano issued a new Anti-Discrimination Policy Statement, reinforcing the Department's commitment to a work environment free from unlawful discrimination, and emphasizing DHS's obligation to prevent and promptly correct harassment in the workplace.
- DHS published *Cross-Component Coordination Taskforce Guidance*, pursuant to the Secretary's Efficiency Review Initiative. It describes coordinating procedures involving CRCL, including EEO, and outlines the CRCL Efficiency Review Task Force recommendations for improving coordination throughout the Department.
- DHS issued a directive for recognizing employee associations and affinity groups.
- DHS analyzed the 2009 Annual Employee Survey Results and shared the results with the DHS workforce. They showed substantial positive increases in the following areas: 1) job satisfaction; 2) reward for creativity and innovation; and 3) satisfaction with the organization.
- DHS created a comprehensive action plan (in response to the Presidential Memorandum for the Heads of Executive Departments and Agencies, dated May 10, 2010 – Improving the Federal Recruitment and Hiring Process), which includes specific initiatives to improve the hiring processes. This plan promotes four high-level objectives: 1) increase applicant satisfaction with the DHS hiring process; 2) increase hiring manager satisfaction with the DHS hiring process; 3) improve institutional understanding of Federal hiring; and 4) decrease the time required to hire new employees while increasing the level of applicant quality.
- DHS initiated the development of a formal mentoring program, and awarded a contract to *The Training Connection* to provide a web-based tool to allow DHS to effectively gather applications, match, launch, and track progress of participants. This reinforces the Department's commitment to retain its workforce and offer career development opportunities. OCHCO/Enterprise Learning and Development (ELD) contract has been let and will be implemented as soon as the IT issues are resolved.

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

- DHS established a Diversity Executive Steering Committee (DESC), led by Deputy Secretary Lute, which provides top level direction, guidance, priorities, and resources for actionable steps to enhance diversity Department-wide.
- DHS initiated the development of the DHS Corporate Diversity Partnership to provide support for headquarters and Components to accomplish recruiting goals. The Diversity, Recruitment and Veterans Outreach (DRVO), OCHCO Recruitment Team is assigned to specific Component organizations to advise on OCHCO recruiting initiatives. This Partnership streamlines DHS's efforts toward incorporating diversity into human resources (HR) business practices in an effort to accomplish EEO objectives.
- DHS launched a diversity outreach process in recruitment for SES positions, which includes sharing SES vacancy announcements with minority organizations.
- DHS conducted diversity forums on workplace issues affecting women, veterans, and IWDs. The Department used the forums to gain insights from minority organizations and to implement best practices for increasing diversity.
- DHS initiated the development of a Diversity Dashboard, which will include a set of corporate wide workforce data such as ERI, gender, age, disability, education levels, geographic centers, to identify and monitor trends to guide the development/deployment of recruitment, retention, employee development, and succession planning. The Dashboard will be designed to pinpoint or highlight troubling trends where action and/or greater focus may be needed.
- On December 21, 2010, the DHS Secretary issued the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*. It sets specific goals, objectives, and performance measures to



ensure DHS attracts, develops, and retains a talented and diverse workforce to secure America.

### **Essential Element C: Management and Program Accountability**

- DHS developed a diversity performance standard element for all DHS managers and supervisors, which will be implemented during the first quarter of FY 2011.
- DHS posted FY 2010 EEO complaints data to the public website; posted the FY 2010 Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act annual report; and updated Department-wide No FEAR Act on-line training.
- DHS developed initiatives to address the U.S. Government Accountability Office's (GAO) FY 2009 recommendations to:
  - 1) *Develop a strategy to regularly include employee input in identifying potential barriers to EEO:*
    - DHS conducted an all-employee Employee Viewpoint survey, which will be repeated annually.
    - DHS designated individuals to manage the survey data full-time.
    - DHS developed software to review the Viewpoint data and provided training in its use.
    - Both OCHCO and CRCL were deeply involved in the analysis.
    - CRCL has full access to the survey data and provided an analysis of items relevant to EEO to DHS Components.
    - DHS developed the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*, which includes a commitment to use survey data extensively.
  - 2) *Establish interim milestones for completing planned activities to address identified barriers:*
    - CRCL worked with OCHCO to develop a DHS-wide format for MD-715 goals and objectives, which includes specific milestones.
    - CRCL met with all Component MD-715 program managers to discuss planned activities and appropriate milestones, and continues to review their draft MD-715 reports.

In addition to addressing GAO's specific recommendations, DHS completed the following to improve the overall quality for the MD-715 report:

#### **CRCL:**

- Continued to provide guidance and assistance to the Components on the reporting requirements under the MD-715. During FY 2010, DHS continued to enhance its MD-715 data processing by 1) ensuring updated workforce data were available on a quarterly basis and 2) providing Components with quarterly FY 2010 workforce trends analysis.
- Hired an individual with extensive background and significant work experience in workforce analysis to serve as the Director for its Diversity Management Unit.
- Assigned an individual to manage the MD-715 Program on a full-time basis.

#### **OCHCO:**

- Initiated the development of a management directive on corporate recruiting, which provides DHS with goals and guidance for hiring IWTDs.
- Obtained additional EEO-related workforce data directly from the National Finance Center (NFC) to allow for more in-depth workforce analysis.
- Worked jointly with CRCL in workforce data analysis and produced solutions to identified issues.

- Developed the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*, which supports the goals identified in the MD-715 report.
- Established a working group to develop and deploy a Department-wide web-based exit survey. The survey will be implemented in the second quarter of FY 2011, and will assist DHS in identifying reasons for high employee non-retirement separations.

#### **Essential Element D: Proactive Prevention**

- DHS's OAST launched a new enterprise-wide Accessibility Compliance Management System (ACMS), a web-based application which allows OAST staff and Component Section 508 Coordinators to track in detail accessibility-related activities and outcomes.
- OAST developed a new Section 508-related course for program and project managers, which was developed to support integration of Section 508 accessibility requirements into all aspects of Information Technology activities.
- In compliance with its on-going obligation to prevent discrimination on the bases of race, color, sex, age, religion, national origin, disability, sexual orientation, genetic information, and reprisal, and eliminate barriers that impede free and open competition in the workplace, DHS continued to conduct an annual self-assessment to monitor progress, identify areas where barriers may operate to exclude certain groups, and develop strategic plans to eliminate identified barriers.
- DHS continued its efforts towards implementation of an automated Human Resources Information Technology (HRIT) system, which will provide the IT platform for applicant flow analysis.
- DHS distributed survey data to enable Components to address problem issues or offices.

#### **Essential Element E: Efficiency**

- DHS timely submitted the annual Federal EEO Statistical Report of Discrimination Complaints (EEOC Form 462) to EEOC, Office of Federal Operations (OFO). The report is an annual assessment of the Department's formal and informal complaints, and of avenues used to resolve potential complaints prior to and during the complaint process.
- The DHS/TSA Integrated Project Team (IPT) implemented new Departmental civil rights and civil liberties applications, including iComplaints (EEO complaints tracking) and eVersity (workforce analysis). This successful launch was contingent upon addressing procurement, compliance, policy, technical, and change management issues; the decommissioning of legacy applications will also save costs to the Department. The standup of this enterprise application ties in to other large Department initiatives such as data center consolidation and enterprise authentication services. The DHS/TSA IPT was the recipient of a TSA Honorary Award in the "Team" category and iComplaints has also been nominated as a Departmental Best Practice by the DHS Human Capital Accountability Audit Team.
- DHS continued improvements in the area of complaints management to streamline workflow, enhance process efficiencies, improve customer service, and incorporate accountability.
- DHS continued working with enhanced performance metrics and numerous process improvements to maximize efficiency in complaint processing by: providing internal training on work processes; developing or revising standard operating procedures; developing and instituting uniform naming conventions and Final Action Type Codes; effectively leveraging technology to electronically transmit all Final Actions to DHS Component EEO offices and offices of counsel; and establishing enhanced communications and working relationships with personnel in the EEOC's OFO, particularly in the area of compliance, resulting in the resolution of numerous outstanding compliance actions.

## **Essential Element F: Responsiveness and Legal Compliance**

A review of the FY 2010 Form 462 Report showed the following trends:

- Decrease in requests for counseling from 2,479 in FY 2009 to 1,848 in FY 2010.
- Decrease in complaints filed from 1,457 in FY 2009 to 1,185 during FY 2010; note that 359 of the complaints in FY 2009 alleged discrimination on account of the closure of the FEMA Puerto Rico-National Processing Service Center (PR-NPSC); thus, but for the FEMA PR-NPSC complaints, there was actually a small (7.34%) *increase* in complaint filings from 1,098 to 1,185.
- Decrease in average processing time for investigations from 217 days in FY 2009 to 213 days in FY 2010.
- 17 Findings of Discrimination in FY 2010, compared to 23 Findings in FY 2009.
- DHS spent almost \$3.8 million on EEO investigations in FY 2010, about the same as \$3.7 million in FY 2009. The average investigation cost \$4,009.
- Monetary benefits paid out for Findings and Settlements increased from \$2.9 million in FY 2009 to \$4.0 million in FY 2010, commensurate with the increased rate of completed cases.
- Attorneys' fees payments increased from \$909,000 in FY 2009 to \$1,026,000 in FY 2010.

### **DHS HQ and Components – Notable FY 2010 Accomplishments<sup>15</sup>**

HQ:

- Sponsored various workshops on: women's leadership; employment with DHS; work-life balance; effective communication; developing a personal mission statement; mentoring; and conflict resolution.
- Continued working toward establishing and developing an Employee Resource Group geared toward women, including career goals and opportunities, training, educational and career advancement opportunities, and planning career-oriented events and activities.
- Conducted outreach and education programs to provide veterans and veterans with disabilities with information on how they can transform the skills acquired during their military career into government occupations, bringing value to DHS.

CBP:

- Developed various tools and activities to identify strategies, solutions, and tools for managing human resources needs, including a focus on diversity improvement activities. These include: workforce profiles; plans and training; supervisory profiles; diversity reports; results of workforce analysis; and implementation plans to monitor, evaluate, and measure strategy effectiveness.
- Included diversity goals as a part of CBP's strategic plan, which is aligned with the DHS plan.
- Issued a diversity and inclusion policy statement to demonstrate CBP's commitment to building a workforce representative of the civilian labor force.
- Established a senior level Diversity and Inclusion Management Council to engage the highest level of commitment to diversity and inclusion management as a means of conducting business and identifying metrics and outcomes for each CBP program area.
- Developed and deployed a process and curriculum for leadership readiness preparation for employees seeking careers in the SES.

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<sup>15</sup> These are highlights of significant accomplishments; each Component's MD-715 report will list all FY 2010 accomplishments in detail.



#### FEMA:

- Began a capabilities-driven workforce planning initiative designed to create the FEMA of the 21<sup>st</sup> Century. This initiative aligned FEMA's human capital strategy with the Quadrennial Homeland Security Review (QHSR), and with the Agency's mission, goals, and organizational objectives. This effort contains three phases: 1) identify the human capital requirements needed for FEMA to achieve its required operational capabilities; 2) identify gaps in its current workforce based upon identified requirements; and 3) develop workforce plans, strategies, and tools to ensure FEMA has the right people in the right place at the right time.
- Administrator issued a *Diversity Action Plan*, which includes a comprehensive checklist with 32 strategies and initiatives.
- Office of the Component Chief Human Capital Officer initiated the issuance of a contract to identify and develop specific, measurable, actionable, relevant, and time bound performance measures for FEMA human capital services, programs, and initiatives.
- Developed a web-based diversity awareness training.
- Administrator directed an initiative focusing on workforce enhancement including revamping FEMA's hiring web page, virtual tools to publicize new programs to all levels of the organization, orientation training, cross training opportunities, performance management, and performance based awards.

#### FLETC:

- Continued building a new workforce planning framework to be launched in FY 2011, which will enable managers to forecast their staffing needs; determine what may impact their organizations; resolve any differences in skills, needs and requirements; and establish direction and objectives to achieve mission results.
- Continued to annually review promotions, awards, and adverse actions to determine any potential issues of disparity.

#### ICE:

- Analyzed workforce trends and projections by monitoring levels of on-board staffing, attrition, and hiring activity across a broad range of mission critical occupations. ICE also participated in ongoing succession planning initiatives, including identifying critical senior management, operational, and leadership positions, risk factors, measures to support succession, and mitigation strategies.
- Continued to serve as a member of the Partnership for Public Service "*Call to Serve*" network of Federal agencies, universities, and colleges. *Call to Serve* is a collaborative effort of the Partnership for Public Service and the U.S. Office of Personnel Management, to convey the importance of a strong civil service, reestablishing links between Federal agencies and university and college campuses, and providing students with information about Federal jobs.
- Continued to enhance and utilize the "College Relations" program to target diverse candidates. The program was designed to create, promote, and sustain long-term relations between ICE and diverse institutions.
- Participated in the Workforce Recruitment Program (WRP) for college students with disabilities.

#### TSA:

- Administrator issued updated Equal Employment Opportunity and Diversity Policy Statement.
- Initiated the development of TSA's first Diversity Strategic Plan, which will be issued by the third quarter of FY 2011.
- Delivered enhanced training on diversity, EEO rights and remedies, and technical assistance with EEO compliance through approximately 45 site visits to airports, Federal Air Marshal Service (FAMS)

offices, and headquarter's offices resulting in live training for nearly 5,000 employees.

- Realigned talent and diversity/EEO outreach functions under the renamed division of Diversity Management and Operations Support to better assist TSA employees with diversity management and EEO compliance.
- Continued to use two Realistic Job Previews (RJPs) in recruiting candidates for Transportation Security Officer (TSO) and Federal Air Marshal Service (FAMS) positions. The RJPs are tools used by recruiters to give candidates a close and realistic look at the duties and experiences of real TSOs and FAMS, so that fewer new hires enter the system with unrealistic job expectations, resulting in fewer no-shows and early-exiting employees.

#### USCG:

- Conducted outreach to 30 HBCUs and received honors from HBCU Connect.com Top 50 (ranking #16 of 50) Recognized Employers for 2009 for Top HBCU Support.
- Exceeded FY 2010 hiring goal for IWTD and increased IWTD participation in the permanent workforce from 0.61% to 0.84%.
- Increased employee participation in the Defense Equal Opportunity Climate Survey by 74.7% over FY 2009 results.
- Held three 2-day senior executive leadership equal opportunity seminars focusing on civil rights, equal employment opportunity, and diversity in the workplace. The overall completion rate for all Flag and SES staff is 72%. USCG plans to continue holding this course as needed to ensure 100% of senior leaders attend.

#### USCIS:

- Established workforce planning procedures with program offices to identify strategies for addressing skill gaps, needs, and succession planning. Also provided career development training courses via the Leadership Education and Development Program, which provides employees with a wide array of professional development opportunities.
- Co-sponsored with DHS its first Gay, Lesbian, Bisexual, and Transgender Awareness Program.
- Twenty-six percent of USCIS's new permanent hires in FY 2010 were veterans and 45% of all veterans hired identified themselves as having a disability, an increase of 18% over the last three years. USCIS used the Veterans Employment Opportunity Act and the Veterans Recruitment Appointment authority to hire 93 veterans of whom 30 were 30% or more disabled.

#### USSS:

- Developed FY 2010 recruitment strategies and initiatives, which stem from the USSS National Recruitment Strategy (NRS).
- Continued retention efforts through the USSS Foreign Language Cash Award Program, which pays a cash award of up to five percent of basic pay to employees who possess and make substantial use of one or more foreign languages in the performance of official duties.
- Established employee working groups for its three major occupations: Special Agent; Uniformed Division; and Administrative, Professional and Technical (SA/UD/APT) to examine work-life balance issues affecting the workforce in each of the major occupations.
- Continued offering career development training opportunities in the Johns Hopkins Executive Development Program and the SES Career Development Program for GS-14/15 or equivalent.
- Continued to sponsor several annual courses on cultural diversity.

## **Data Source**

The workforce numbers used in this report were generated by an MD-715 Information Technology (IT) application created by DHS (FALCON), and were based on an extraction from the NFC's data for pay period 19, which ended September 25, 2010. DHS employees voluntarily submitted all race, national origin, gender, and disability data relied upon in this report (137 employees did not disclose their ERI for the FY 2010 data). While DHS complies in this report with the processes and methods established by current Federal law and policy for collecting and reporting race and ethnicity, the data set forth in this report—in the absence of additional context and reliability indicators—are of limited probative value in drawing reliable and consistent conclusions regarding workforce trends at DHS.

## **Conclusion**

DHS is proud of its accomplishments in the areas of attracting, developing, and retaining an increasingly diverse workforce. Nonetheless, there is still much to be done to ensure appropriate hiring, development, and retention. This report identified several challenges: developing an effective applicant/workforce analysis tool; establishing an effective career development program; developing a pipeline of talented and diverse candidates for GS-14/15 and SES positions; establishing a retention strategy; correcting substantial underrepresentation of White women in the DHS workforce; and increasing the participation of individuals with disabilities and targeted disabilities. The plan in Part I addresses these issues.

# Part F

## Certification of Establishment of Continuing EEO Program

CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Robert Abraham, Acting Deputy Officer, and Director for EEO and Diversity Programs, GS-0260-15, 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.

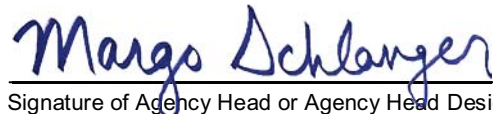
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



\_\_\_\_\_  
Signature of Principal EEO Director/Official  
Robert Abraham  
Acting Deputy Officer, and Director  
for EEO and Diversity Programs  
U.S. Department of Homeland Security  
Certifies that this Federal Agency Annual EEO Program  
Status Report is in compliance with EEO MD-715

February 3, 2011

\_\_\_\_\_  
Date



\_\_\_\_\_  
Signature of Agency Head or Agency Head Designee  
Margo Schlanger  
Officer for Civil Rights and Civil Liberties  
U.S. Department of Homeland Security

February 3, 2011

\_\_\_\_\_  
Date

# Part H

## EEO Plan to Attain the Essential Elements of a Model EEO Program

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT	
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #1:</b>  <b>Essential Element A – Demonstrated Commitment from Agency Leadership</b>	<b>Embrace best practices in EEO leadership</b>	
<b>PROGRAM DEFICIENCY ANALYSIS:</b>	While substantial efforts are made to inform employees about the advantages of a diverse workforce and systems that allow equal opportunity, this effort is not yet systematic enough.	
<b>OBJECTIVE:</b>	Clarify and revise communications and actions from the senior leadership to ensure the commitment to equal employment opportunity is spread throughout the Department.	
<b>RESPONSIBLE OFFICIALS:</b>	OCHCO; CRCL; DHS Components	
<b>DATE OBJECTIVE INITIATED:</b>	March 30, 2008	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2010 <i>Revised to September 30, 2011</i>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Develop a communication, marketing, and education strategy for senior leadership that consistently articulates the link between EEO and the DHS mission. The motives for recruiting, developing, and retaining a diverse workforce go far beyond compliance and must be stated by senior leadership frequently, publicly, and in all appropriate documents. The message should be cascaded throughout the Department.  <i>Revised to: OCHCO and CRCL will work jointly with DHS Components to develop a communication, marketing, and education strategy for senior leadership that consistently articulates the link between EEO and DHS's mission.</i>	September 30, 2010 <i>Revised to September 30, 2011</i>	

2. Develop and provide executives and managers with necessary training, tools, and resources to leverage diversity.	September 30, 2010 <i>Completed and revised to: Annually, beginning September 30, 2011</i>
3. Secretary issues updated Diversity Management and Inclusion Policy to all DHS employees.  <i>The draft Diversity Management and Inclusion Policy developed into the U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016, signed on December 21, 2010. It sets specific goals, objectives, and performance measures to ensure DHS attracts, develops, and retains a talented and diverse workforce to secure America.</i>	September 30, 2010 <i>Completed</i>
4. Secretary issues EEO Policy Statement to all DHS employees.	September 30, 2010 <i>Completed</i>

**REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:**

**FY 2010 ACCOMPLISHMENTS**

Activity #2

- DHS conducted diversity forums on workplace issues affecting women, veterans, and individuals with disabilities.
- DHS issued a directive for recognizing employee associations and affinity groups.
- DHS created a comprehensive action plan (in response to the Presidential Memorandum for the Heads of Executive Departments and Agencies, dated May 10, 2010 – Improving the Federal Recruitment and Hiring Process).
- DHS initiated the development of a formal mentoring program, and awarded a contract to The Training Connection to provide a web-based tool to allow DHS to effectively gather applications, match, launch, and track progress of participants.
- DHS-Headquarters (HQ) sponsored various workshops on: women’s leadership; employment with DHS; work-life balance; effective communication; developing a personal mission statement; mentoring; and conflict resolution.
- CBP developed and deployed a process and curriculum for leadership readiness preparation for employees seeking careers in the SES.
- CBP established a senior level Diversity and Inclusion Management Council to engage the highest level of commitment to diversity and inclusion management as a means of conducting business and identifying metrics and outcomes for each CBP program area.
- FEMA established a Diversity Management Advisory Council (DMAC), whose purpose is to advise the Administrator/Deputy Administrator on diversity opportunities, concerns, and issues.
- FEMA Administrator directed an initiative focusing on workforce enhancement including revamping FEMA’s hiring web page, virtual tools to publicize new programs to all levels of the organization, orientation training, cross training opportunities, performance management, performance based awards.
- FEMA developed web-based diversity awareness training and placed several EEO training courses for



employees and managers on its intranet.

- FEMA developed the Workforce Enhancement Initiative (WEI), a performance management working group. This team meets monthly to discuss the implementation of the Department's employee performance management program.
- FLETC continued building a new workforce planning framework to be launched in FY 2011, which will enable managers to forecast their staffing needs, determine what may impact their organizations, resolve any differences in skills needs and requirements, and establish direction and objectives to achieve mission results.
- ICE continued to enhance and utilize the "College Relations" program to target diverse candidates. The program was designed to create, promote and sustain long-term relations between ICE and diverse institutions.
- TSA incorporated EEO/Diversity elements in performance appraisals for all managers and supervisors; realigned talent and diversity/EEO outreach functions under the renamed division of Diversity Management and Operations Support to better assist TSA employees with diversity management and EEO compliance; updated a training module to include a comprehensive focus on diversity and inclusiveness and diversity management; delivered this new training module to selected airports and FAMS employees during third and fourth quarters of FY 2010.
- TSA provided: additional training to managers and supervisors on Reasonable Accommodations; initial and annual EEO training to all employees in its continuing effort to create a model work place through its Online Learning Center; and training to supervisor in the "Foundations of Leadership" course.
- USCG Acquisition Directorate adopted the U.S. Air Force's Sustainment Acquisition Composite Model (S/ACOM) to assist with forecasting current and future workforce needs. In addition, the Office of Acquisition Workforce Management developed initiatives to align human capital efforts to accomplish acquisition mission requirements.
- USCIS co-sponsored with DHS its first Gay, Lesbian, Bisexual and Transgender Awareness Program.
- USCIS's EEO Office developed a management directive addressing supervisory accountability for alleged discriminatory conduct, which is currently being reviewed for approval and agency-wide distribution and implementation.
- USSS established employee working groups for their three major occupations: Special Agent, Uniformed Division, and Administrative, Professional and Technical (SA/UD/APT) to examine work-life balance issues affecting the workforce in each of the major occupations.
- USSS continued sponsoring several annual courses on cultural diversity and offering career development training opportunities in the Johns Hopkins Executive Development Program and the SES Career Development Program for GS-14/15 or equivalent.

#### Activity #3

- Secretary issued the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*, signed on December 21, 2010. It sets specific goals, objectives, and performance measures to ensure DHS attracts, develops, and retains a talented and diverse workforce to secure America.

#### Activity #4

- Secretary issued a new Anti-Discrimination Policy statement, reinforcing the Department's commitment to a work environment free from unlawful discrimination, and emphasizes DHS's obligation to prevent and promptly correct harassment in the workplace.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT	
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #2:</b>  <b>Essential Element B – Integration of EEO into the Agency’s Strategic Mission</b>	<b>Make EEO an integral part of agency’s strategic mission</b>	
<b>PROGRAM DEFICIENCY ANALYSIS:</b>	The barrier analysis found insufficient evidence of clear linkages between the DHS mission and EEO. There was no visible infrastructure that involved or included senior leadership in a process which oversaw the commitment to equal opportunity and the ability of the organizations to meet EEO goals.	
<b>OBJECTIVE:</b>	Fully integrate EEO into all DHS strategic mission activities to ensure DHS has the ability to attract, develop, and retain the most qualified workforce available to support mission achievement.	
<b>RESPONSIBLE OFFICIALS:</b>	OCHCO; CRCL; DHS Components	
<b>DATE OBJECTIVE INITIATED:</b>	March 30, 2008	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2010 <i>Revised to September 30, 2011</i>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Develop plans to align the EEO function to execute and communicate as a team that will constitute excellence in governance. <i>Revised to: OCHCO and CRCL will work with Components to develop plans to align the EEO function to execute and communicate as a team that will constitute excellent in governance.</i>	September 30, 2010 <i>Revised to September 30, 2011</i>	
2. Issue Management Directive (DHS Directive 256-03) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management. <i>Withdrawn - Directive has been withdrawn in favor of the Efficiency Review Guidance/Report, which was approved and distributed on August 10, 2010.</i>	September 30, 2010 <i>Withdrawn</i>	
3. Issue Instruction Guide (DHS Instruction 256-03-001) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management.	September 30, 2011 <i>Withdrawn</i>	

<p><i>Withdrawn - Since the Directive (DHS Directive 256-03) has been withdrawn, an Instruction Guide will not be necessary.</i></p>	
<p>4. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with OCHCO)</p>	<p>September 30, 2010 <i>Initiated in FY 2010 and revised to September 30, 2011</i></p>
<p>5. Collect and analyze additional data that would more conclusively demonstrate a link between over-reliance on the use of noncompetitive hiring authorities and equality of opportunity for applicants. <i>Revised to: OCHCO will produce a plan to develop an applicant data tracking system, with at least three benchmarks per year.</i></p> <p><i>a. Plan developed (Target Date: June 30, 2011)</i> <i>b. Test implementation (Target Date: September 30, 2013)</i> <i>c. Fully operations (Target Date: September 30, 2014)</i></p>	<p>September 30, 2010 <i>Revised to:</i></p> <p><i>a. June 30, 2011</i> <i>b. September 30, 2013</i> <i>c. September 30, 2014</i></p>

**REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:**

**FY 2010 ACCOMPLISHMENTS**

Activity #4

- DHS OCHCO initiated the development of a Diversity Dashboard, which will include a set of corporate wide workforce data such as ERI, gender, age, disability, education levels, geographic centers, to identify and monitor trends to guide the development/deployment of recruitment, retention, employee development and succession planning. The Dashboard will be designed to pinpoint or highlight troubling trends where action and/or greater focus may be needed.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT	
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #3:</b>  <b>Essential Element C – Management and Program Accountability</b>	<b>Ensure management and program accountability</b>	
<b>PROGRAM DEFICIENCY ANALYSIS:</b>	SES did not have an EEO element in their performance standards; many standard HR policies were outdated or had never been issued; there was no cost benefit analysis of recruitment efforts; there was no systematic implementation of reasonable accommodations; and HR and EEO offices were often not coordinating closely.	
<b>OBJECTIVE:</b>	Create accountability for all managers, supervisors, and EEO officials and personnel officers for the effective implementation and management of the DHS EEO Program.	
<b>RESPONSIBLE OFFICIALS:</b>	OCHCO; CRCL; DHS Components	
<b>DATE OBJECTIVE INITIATED:</b>	March 30, 2008	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	December 31, 2010 – <i>Revised to September 30, 2011</i>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Partner with the Office of the Chief Human Capital Officer on Action 5.1.4 of the DHS HR LOB Goals and Objectives for FY 2009-FY 2013 - <i>“Continuously explore ways and means to hold executives and managers accountable for being ‘Diversity Advocates’ and to recognize their diversity related efforts and results.”</i>	December 31, 2010 <i>Completed</i>	
2. Create DHS-wide guidance to ensure that Components develop a comprehensive recruitment strategy that is linked to the Human Capital strategy and is fully supported by data regarding labor pools and return on investment for recruitment efforts. This should include: <ul style="list-style-type: none"> <li>• Component leadership should strive to create a culture that moves away from a mindset of <i>“not enough qualified candidates”</i> to a philosophy of <i>“find the qualified talent pools and recruit by being the employer of choice.”</i></li> <li>• Recruitment strategies and materials should include the following qualifications: knowledge of cultures; communication of</li> </ul>	December 31, 2010 <i>Revised to September 30, 2011</i>	

cultural dynamics; and linguistic competencies needed to read and analyze multicultural and multilingual information.	
3. Develop DHS-wide guidance to ensure that job announcements provide information about the kinds of assessments that will be used to evaluate candidates. Use inserts to address any coaching sessions that are provided for candidates prior to an assessment process. Ensure that all assessment tools used for any purpose have been reviewed for cultural barriers. This does not mean that the assessment tools should not be used, but that they should be sufficiently robust in content and measurement to not penalize groups for cultural reasons.	December 31, 2010 <i>Revised to September 30, 2011</i>
4. Revise and update Reasonable Accommodation (RA) Procedures.	September 30, 2010 <i>Revised to September 30, 2011</i>
5. Follow up with the Components on the status of their reasonable accommodation procedures.	September 30, 2010 <i>Revised to September 30, 2011</i>
6. CRCL will monitor compliance in conjunction with its EEO Program Evaluation schedule.	September 30, 2010 <i>Revised to September 30, 2011</i>

**REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:**

**FY 2010 ACCOMPLISHMENTS**

Activity # 1

- DHS developed a diversity performance standard element for all DHS managers and supervisors, which will be implemented during the first quarter of FY 2011.
- CBP established a senior level Diversity and Inclusion Management Council to engage the highest level of commitment to diversity and inclusion management as a means of conducting business and identifying metrics and outcomes for each CBP program area.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #4:</b>  <b>Element D - Proactive Prevention of Unlawful Discrimination</b>	<b>Conduct trend analysis of workforce profiles to identify and remove unnecessary barriers to employment</b>	
<b>PROGRAM DEFICIENCY ANALYSIS:</b>	DHS found that the workforce analysis software developed in-house was too expensive to maintain. CRCL purchased off-the-shelf software that is used by most Departments, and will save about \$300,000 over five years. In addition, the new software provides automatic formatting of EEO plans, greatly simplifying the planning process. With the insight the new tools will provide, DHS can take the appropriate steps to correct or prevent barrier to equal opportunity.	
<b>OBJECTIVE:</b>	Develop the workforce data system to the point that barriers can be identified, corrections developed, and success tracked objectively.	
<b>RESPONSIBLE OFFICIAL:</b>	Deputy Officer for EEO Programs; Chief Human Capital Officer	
<b>DATE OBJECTIVE INITIATED:</b>	March 30, 2008	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	December 31, 2010 <i>Superseded by Part I</i>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<p style="text-align: center;"><b>TARGET DATE</b> (Must be specific)</p>	
1. Partner with the OCHCO on deployment of a Department-wide exit survey to gather retention information data and its impact on diversity. <i>Superseded by Part I, Barrier Analysis #4, Activity #1.</i>	December 31, 2010 <i>Superseded by Part I</i>	
2. Develop an exit interview process at each Component. In cases of voluntary separations, Components should collect anecdotal information about reasons for leaving and workplace experiences. Components should also collect information about future work plans and intentions. For involuntary separations, Components	December 31, 2010 <i>Superseded by Part I</i>	

<p>should collect information about workplace experiences and reasons for separation. Analyze this data by employee group, and track to facilitate assessment of trends. <i>Superseded by Part I, Barrier Analysis #4, Activity #1.</i></p>	
<p>3. Partner with the Office of the Chief Human Capital Officer on implementing Action 4.1.3 of the HR LOB Goals and Objectives for FY 2009-FY 2013 - <i>“Implement key metrics on separation and retention.”</i> <i>Superseded by Part I, Barrier Analysis #4, Activity #1.</i></p>	<p>December 31, 2010 <i>Superseded by Part I</i></p>

**REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:**

**FY 2010 ACCOMPLISHMENTS**

DHS developed initiatives to address the U.S. Government Accountability Office’s (GAO) FY 2009 recommendations to:

1) *Develop a strategy to regularly include employee input in identifying potential barriers to EEO:*

- DHS conducted an all-employee Employee Viewpoint survey, which will be repeated annually.
- DHS designated individuals to manage the survey data full-time.
- DHS developed software to review the Viewpoint data and provided training in its use.
- Both OCHCO and CRCL were deeply involved in the analysis.
- CRCL has full access to the survey data and provided an analysis of items relevant to EEO to DHS Components.
- DHS developed the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*, which includes a commitment to use survey data extensively.

2) *Establish interim milestones for completing planned activities to address identified barriers:*

- CRCL worked with OCHCO to develop a DHS-wide format for MD-715 goals and objectives, which includes specific milestones.
- CRCL met with all Component MD-715 program managers to discuss planned activities and appropriate milestones, and continues to review their draft MD-715 reports.

In addition to addressing GAO’s specific recommendations, DHS completed the following to improve the overall quality for the MD-715 report:

- CRCL continued providing guidance and assistance to the Components on the reporting requirements under the MD-715. During FY 2010, DHS continued to enhance its MD-715 data processing by 1) ensuring updated workforce data was available on a quarterly basis; 2) providing Components with quarterly FY 2010 workforce trends analysis.
- CRCL hired an individual with extensive background and significant work experience in workforce analysis to serve as the Director for its Diversity Management Unit.



- CRCL assigned an individual to manage the MD-715 Program on a full-time basis.
- DHS OCHCO initiated the development of a management directive on corporate recruiting, which provides DHS with goals and guidance for hiring IWTDs.
- DHS OCHCO obtained additional EEO-related workforce data directly from the National Finance Center (NFC) to allow for more in-depth workforce analysis.
- DHS OCHCO worked jointly with CRCL in workforce data analysis and producing solutions to identified issues.
- DHS developed the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*, which supports the goals identified in the MD-715 report.
- DHS established a working group to develop and deploy a Department-wide web-based exit survey. The survey will be implemented in the second quarter of FY 2011, and will assist DHS in identifying reasons for high employee non-retirement separations.
- CBP developed various tools and activities to identify strategies, solutions and tools for managing human resources needs, including a focus on diversity improvement activities. These include: workforce profiles; plans and training; supervisory profiles; diversity reports; results of workforce analysis; and implementation plans to monitor, evaluate and measure strategy effectiveness.
- FEMA's Office of the Component Chief Human Capital Officer participated in an exit survey working group, whose members have contributed in gathering exit survey best practices and drafting the content for the survey.
- FEMA completed Phase I of its workforce planning initiative, which includes succession plans that promote diversity and assist with the hiring and career advancement to ensure FEMA's future workforce needs are met and maintained.
- FLETC continued reviewing promotions, awards, and adverse actions annually to determine any potential issues of disparity.
- ICE analyzed workforce trends and projections by monitoring levels of on-board staffing, attrition, and hiring activity across a broad range of mission critical occupations. ICE also participated in ongoing succession planning initiatives, including identifying critical senior management, operational, and leadership positions, risk factors, measures to support succession, and mitigation strategies.
- TSA's Office of Civil Rights and Liberties, Office of Human Capital, and the TSA's Diversity Advisory Council worked collaboratively to analyze workforce demographics and trends to guide the development of a Diversity Strategic Plan for TSA.
- USCG developed and issued a Civilian Hiring Guide for Supervisors and Managers in June 2010. This guide covers all aspects of hiring to include pre-recruitment, recruitment, referrals, selections and post-selection processes.
- USCIS EEO Office and Human Capital and Training Office initiated the development of a working group, which will analyze policies and practices to identify possible barriers, and will take action to address any identified barriers.
- USCIS established workforce planning procedures with program offices to identify strategies for addressing skill gaps, needs and succession planning. It provided career development training courses via the Leadership Education and Development Program, which provides employees with a wide array of professional development opportunities.



EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #5:</b>  <b>Essential Element E – Efficiency</b>	<b>Ensure sufficiency of data/document collection or analysis</b>	
<b>PROGRAM DEFICIENCY ANALYSIS:</b>	Lack of adequate complaint tracking and complaint management in the current data systems.  Lack of trend analyses of workforce conducted by race, national origin, sex, and disability.	
<b>OBJECTIVE:</b>	Expand and clarify the data collection process in order to allow DHS to perform accurate and comprehensive analyses in the future.	
<b>RESPONSIBLE OFFICIALS:</b>	Deputy Officer for EEO Programs; Chief Human Capital Officer	
<b>DATE OBJECTIVE INITIATED:</b>	March 30, 2008	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2011	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Deploy new workforce analysis database providing for: the collection of real-time data; robust reporting capabilities; and continuous maintenance and support.	December 31, 2010 <i>Completed</i>	
2. Finalize benchmarking and market research for workforce analysis database.	March 31, 2010 <i>Completed</i>	
3. Determine acquisition and procurement strategy to ensure product meeting functional requirements.	March 31, 2010 <i>Completed</i>	
4. Develop Department-wide automated system to capture participation in career development programs (Table A/B12 - Participation in Career Development)	September 30, 2011 <i>Not yet completed</i>	
5. Deploy new EEO complaint database with capability to identify, monitor, and report substantial trends in complaint processing activity, and to provide all complaint processing timelines and inventory reports.	December 31, 2010 <i>Completed</i>	

6. Determine hosting and infrastructure requirements to ensure enterprise solution.	March 31, 2010 <i>Completed</i>
7. Determine most efficient pathways for data migration and to ensure continuity of service.	July 1, 2010 <i>Completed</i>
8. Produce new, automated FY 2010 EEOC Form 462 Report to ensure data integrity.	October 31, 2010 <i>Completed</i>

**REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:**

**FY 2010 ACCOMPLISHMENTS**

Activities # 1, 2, & 3

- DHS and Components have conducted numerous user group sessions on eVersity to share lessons-learned, and identify issues that can be addressed at the enterprise level (eliminating the need for each Component to identify and report on the same issue). DHS will schedule ongoing cross-Component user sessions during FY 2011.
- The successful enterprise implementation of eVersity was completed through:
  - Cross-component business requirements development
  - Cross-functional team driving the implementation – addressing procurement, compliance, policy, technical, and change management issues.
- DHS’s cross-functional implementation team work with Components and vendor, through daily conference calls, to address Component wide post-implementations issues (or “bugs”). DHS’s process for user reporting issues is under development.

Activities # 5, 6, & 7

- iComplaints EEO Tracking System became operational and in use by DHS and Components.
  - It is a centralized implementation – hosted at DHS.
  - It is managed under one contract vehicle.
  - It was approved for technical insertion on the TRM by the DHS Enterprise Architecture Center of excellence (EACOE).
- The decommissioning of a legacy application, which will save costs to the Department, is also keeping DHS current with industry best practices. The standup of this enterprise application was done at one of the DHS enterprise data centers and integrated with AppAuth, which ties in to other large Department initiatives (data center consolidation, enterprise authentication services).
- TSA initiated the implementation of e-File, an electronic complaint filing program.

Activity # 8

- iComplaints generates the annual EEOC Form 462 Report.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #6:</b>  <b>Essential Element E – Efficiency</b>	<b>Agency completes investigations within the applicable prescribed time frame</b>	
<b>PROGRAM DEFICIENCY ANALYSIS:</b>	Time frame to conduct investigations exceeds established guidelines.	
<b>OBJECTIVE:</b>	Complete investigations within the applicable prescribed time frame. Expand and clarify the data collection process in order to allow DHS to perform accurate and comprehensive analyses in the future.	
<b>RESPONSIBLE OFFICIALS:</b>	Deputy Officer for EEO Programs; Component EEO/CR Directors	
<b>DATE OBJECTIVE INITIATED:</b>	January 31, 2005	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2010 <i>Revised to various target dates (see modifications)</i>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Develop and issue new complaint investigation policy and procedures. <i>Revised to: Coordinate with DHS Components to develop new complaint investigation policy and procedures.</i>	August 1, 2005 <i>Revised to September 30, 2013</i>	
2. Implement new policy. <i>Withdrawn - DHS Component independence means that headquarters does not impose policy or develop enterprise solutions.</i>	September 30, 2005 <i>Withdrawn</i>	
3. Assess and revise policy/procedure as appropriate. <i>Revised to: Coordinate with DHS Components to assess and revise policy/ procedure as appropriate.</i>	January 31, 2006 <i>Revised to December 30, 2014</i>	
4. Develop enterprise solution to improve the quality of investigations and decrease the costs. <i>Revised to: Provide guidance to DHS Components to improve the quality of investigations.</i>	September 30, 2010 <i>Revised to September 30, 2012</i>	

<p>5. Streamline review process to expedite issuance of ROIs.  <i>Revised to: Coordinate with DHS Components to develop streamlined review processes to expedite issuance of Report of Investigations (ROIs).</i></p>	<p>September 30, 2010  <i>Revised to September 30, 2013</i></p>
<p>6. Supplement internal controls regarding timeliness of investigations.  <i>Revised to: Coordinate with DHS Components to develop supplemental internal controls regarding timeliness of investigations.</i></p>	<p>September 30, 2010  <i>Revised to September 30, 2013</i></p>

**REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:**

*There were no accomplishments as the objectives have been revised.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #7:</b>  <b>Essential Element E – Efficiency</b>	<b>Agency issues the decision within 60 days of the request</b>	
<b>PROGRAM DEFICIENCY ANALYSIS:</b>	Issuance of Final Agency Decisions (FADs) exceeds the established 60 days time frame.	
<b>OBJECTIVE:</b>	To acquire sufficient resources and to create operating efficiencies that will enable DHS to meet EEOC complaint processing timeframes.	
<b>RESPONSIBLE OFFICIALS:</b>	Deputy Officer for EEO Programs; Complaint Adjudication Unit Program Manager	
<b>DATE OBJECTIVE INITIATED:</b>	March 13, 2007	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	December 31, 2010	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Train analysts in more effective analysis and writing techniques.	December 31, 2010 <i>Completed</i>	
2. Supplement internal controls regarding FAD production.	December 31, 2010 <i>Completed</i>	
3. Award a short-term contract for FAD inventory reduction.	December 31, 2010 <i>Completed</i>	
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>  <b>FY 2010 ACCOMPLISHMENTS</b>  Activity #1  <ul style="list-style-type: none"> <li>FAD Analysts received ongoing training throughout FY 2010 in analysis and effective writing through regular internal meetings to discuss developing areas of the law and to focus on legal writing and style. Additionally, FAD Analysts attended training on legal updates in employment law. Finally, all FAD Analysts attended training in the use of Adobe Acrobat Professional 9.0 to further develop command over digital initiatives in online writing and review techniques.</li> </ul> Activity #2  <ul style="list-style-type: none"> <li>CRCL implemented supplemental internal controls, including the collapse of individual FAD Analysts' case dockets into a centralized docket to allow for more-strategic case assignments by supervisors, as</li> </ul>		

well as manageable individual inventories. Additionally, CRCL instituted a process by which cases were assessed for complexity and subject matter prior to strategic assignment to internal staff and contractor. Finally, CRCL expanded the use of telework for FAD Analysts – along with laptops and Virtual Private Network access – to maximize productivity and digital initiatives.

#### Activity #3

- CRCL awarded a contract to JDG Associates for the period October 1, 2009, through September 30, 2010, with one option year. The JDG option year was exercised at the time of this report for the period October 1, 2010, through September 30, 2011. Additionally, two additional contracts were funded for FY 2011 to aid in the FAD backlog elimination efforts.

# Part I

## EEO Plan to Eliminate Identified Barriers

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Homeland Security	FY 2011 - FY 2015	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p><b><u>BARRIER ANALYSIS #1:</u></b></p> <p><b>Underrepresentation</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>Condition:</u></p> <p>There are low participation and/or hiring rates for major occupations and/or total workforce for women and/or various ethnic groups, compared to the Relevant Civilian Labor Force (RCLF).</p> <p>There are also low participation and/or hiring rates for major occupations and/or total workforce for IWDs and IWTDs compared to the Federal average and DHS hiring goals.</p> <p><u>How condition was recognized as a potential barrier:</u></p> <p>A review of work force data indicates various groups are below the RCLF percentage, and the Federal average and DHS hiring goals, respectively.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Data are analyzed by major occupations in total and by individual occupations. Applicant flow data are not currently available, but will eventually be developed.</p> <p><u>Note:</u> This is a multi-year plan which carries over into future years.</p>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>Representation is driven by past hires, current recruitment, current hires, retirement, and resignations. DHS is developing new analytic tools to separately analyze the impact of each of these trends, in an effort to precisely identify the barrier. The likely barrier is that there is currently no systematic targeted recruitment of underrepresented groups. CRCL is working with OCHCO to incorporate targeted recruitment in the general recruitment plans.</p>	
<p><b>OBJECTIVE:</b></p>	<p><u>For total workforce participation/new hires:</u></p>	



<p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop and implement an MD-715 data system and an applicant data tracking system; develop needed data tools; analyze data carefully; develop remediation plans; and monitor closely.</p> <p><u>For major occupations:</u></p> <p>Increase outreach methods using new media.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>OCHCO; CRCL; DHS Components</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>February 1, 2011</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2014</p>
<p>EEOC FORM 715-01 PART I</p>	<p><b>EEO Plan To Eliminate Identified Barrier</b></p>
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE (Must be specific)</b></p>
<p><b>1. CRCL will identify Ethnicity Race Indicator/Gender (ERI/G) groups underrepresented compared to the RCLF for occupations over 100, including major/mission critical occupations.</b></p> <p>Track and report net change quarterly.</p>	<p>Quarterly, beginning 6/30/11</p>
<p><b>2. DHS Components and facilities will research where to conduct outreach for these groups in occupations with underrepresentation.</b></p> <ul style="list-style-type: none"> <li>a. Identify community colleges, colleges and universities with substantial populations of underrepresented groups (including Historically Black Colleges and Universities, Tribal Colleges and Universities, Hispanic Serving Institutions, and all-female colleges and universities) in appropriate majors for underrepresented occupations.</li> <li>b. Identify relevant job fairs in the service area.</li> <li>c. Identify focused media outlets to supplement national recruitment with local outreach.</li> <li>d. Identify relevant local affinity groups and community groups for Special Emphasis Program Managers (SEPMS) to visit.</li> <li>e. Conduct focus groups meetings with employees from underrepresented groups to determine how to improve recruitment and retention.</li> <li>f. Establish coordination with other Components regarding recruitment.</li> </ul>	<ul style="list-style-type: none"> <li>a. Annually, beginning 3/31/11</li> <li>b. Annually, beginning 3/31/11</li> <li>c. Annually, beginning 6/30/11</li> <li>d. Annually, beginning 6/30/11</li> <li>e. Annually, beginning 9/30/11, with six-month progress reviews</li> <li>f. Annually, beginning 6/30/11</li> <li>g. Annually, beginning 6/30/11</li> </ul>

<p>g. Report Component recruitment needs to OCHCO.</p>	
<p><b>3. OCHCO will implement a multi-year plan (beyond national posting) for targeted recruitment of applicants from the underrepresented groups in these occupations. (DHS Workforce Strategy Objective 2.2: Develop a collaborative, targeted recruitment strategy to promote public service and to ensure outreach to diverse populations.)</b></p> <p>As appropriate, update goals annually for:</p> <ul style="list-style-type: none"> <li>• Intern programs</li> <li>• Job fairs</li> <li>• Local advertising</li> <li>• Contacts with affinity and community organizations</li> <li>• Coordination on recruitment efforts</li> </ul>	<p>Annually, beginning 9/30/1</p>
<p><b>4. OCHCO will produce a plan to develop an applicant data tracking system, with at least three benchmarks per year.</b></p> <ul style="list-style-type: none"> <li>a. Plan developed</li> <li>b. Test implementation</li> <li>c. Fully operational</li> </ul>	<ul style="list-style-type: none"> <li>a. 6/30/11</li> <li>b. 9/30/13</li> <li>c. 9/30/14</li> </ul>
<p><b>5. OCHCO will continue to use and promote DHS’s enterprise-wide solutions to DHS-wide recruitment to:</b></p> <ul style="list-style-type: none"> <li>• Assess Department-wide recruitment activities</li> <li>• Coordinate Department-wide participation in recruitment events</li> <li>• Develop Department-wide recruitment strategies and activities for cross-cutting occupations</li> </ul>	<p>Quarterly, beginning 6/30/11</p>
<p><b>6. DHS Components will use the following recruitment programs, as applicable, to increase the number of minority and female candidates applying for positions suitable for external recruitment:</b></p> <ul style="list-style-type: none"> <li>• (FLETC) College Intern Program<sup>16</sup></li> <li>• (FLETC) Student Volunteer Program</li> <li>• Hispanic Association of Colleges and Universities Internship Program (HACU IP)</li> </ul>	<p>Annually, beginning 3/31/11</p>

<sup>16</sup> The FLETC College Intern Program and the FLETC Student Volunteer Program are used as potential “feeder” programs for recruitment. However, these programs are not used as a traditional source for “external recruitment.” The programs are “potential feeders” to recruitment and placement efforts at FLETC.

<ul style="list-style-type: none"> <li>• Minority Serving Institution Internship Program (MSIIP)</li> <li>• Presidential Management Fellows (PMF)</li> <li>• (USCIS) Summer Intern Enrichment Program</li> <li>• Student Career Employment Program (SCEP)</li> <li>• Student Temporary Employment Program (STEP)</li> <li>• (TSA) Resident Program</li> <li>• Tuition Assistance Program (TAP)</li> <li>• Workforce Recruitment Program for College Students with Disabilities (WRP)</li> <li>• American University’s Washington Internship for Native Students (WINS)</li> <li>• Microsoft Foundation - American Association of People with Disabilities (AAPD) Federal IT Internship Program</li> <li>• Bender Consulting Register</li> </ul>	
<p><b>7. DHS Components will use the following recruitment methods to increase the number of minority and female candidates applying for positions suitable for internal recruitment:</b></p> <ul style="list-style-type: none"> <li>• Post vacancy announcements on USAJOBS</li> <li>• Use Component’s career web pages</li> <li>• Use Component’s email broadcasting/message boards</li> <li>• Actively engage underrepresented groups in national and regional conferences</li> </ul>	<p>Annually, beginning 3/31/11</p>
<p><b>8. DHS Components will conduct an assessment to identify any occupations that may require bilingual or bicultural capabilities and include findings and activities.</b></p>	<p>Annually, beginning 3/31/11</p>
<p><b>9. DHS Components will conduct an assessment of the following and report any action items:</b></p> <ul style="list-style-type: none"> <li>• Immediate and longer range job openings for each occupational grade-level grouping for which underrepresentation has been determined</li> <li>• Hiring authorities which may be used to fill such jobs</li> <li>• The possible impact of its actions on underrepresentation</li> </ul>	<p>Annually, beginning 3/31/11</p>

**FY 2010 ACCOMPLISHMENTS - DHS**

During FY 2010, DHS developed initiatives to address the U.S. Government Accountability Office's (GAO) FY 2009 recommendations to:

1) *Develop a strategy to regularly include employee input in identifying potential barriers to EEO:*

- DHS conducted an all-employee Employee Viewpoint survey, which will be repeated annually.
- DHS designated individuals to manage the survey data full-time.
- DHS developed software to review the Viewpoint data and provided training in its use.
- Both OCHCO and CRCL were deeply involved in the analysis.
- CRCL has full access to the survey data and provided an analysis of items relevant to EEO to DHS Components.
- DHS developed the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*, which includes a commitment to use survey data extensively.

2) *Establish interim milestones for completing planned activities to address identified barriers:*

- CRCL worked with OCHCO to develop a DHS-wide format for MD-715 goals and objectives, which includes specific milestones.
- CRCL met with all Component MD-715 program managers to discuss planned activities and appropriate milestones, and continues to review their draft MD-715 reports.

In addition to addressing GAO's specific recommendations, DHS completed the following to improve the overall quality for the MD-715 report:

CRCL:

- Continued to provide guidance and assistance to the Components on the reporting requirements under the MD-715. During FY 2010, DHS continued to enhance its MD-715 data processing by 1) ensuring updated workforce data was available on a quarterly basis; 2) providing Components with quarterly FY 2010 workforce trends analysis.
- Hired an individual with extensive background and significant work experience in workforce analysis to serve as the Director for its Diversity Management Unit.
- Assigned an individual to manage the MD-715 Program on a full-time basis.

OCHCO:

- Initiated the development of a management directive on corporate recruiting, which provides DHS with goals and guidance for hiring individuals with targeted disabilities.
- Obtained additional EEO-related workforce data directly from the NFC to allow for more in-depth workforce analysis.
- Worked jointly with CRCL in workforce data analysis and solutions to identified issues.
- Developed the *U.S. Department of Homeland Security Workforce Strategy, Fiscal Years 2011-2016*, which supports the goals identified in the MD-715 report.
- Established a working group to develop and deploy a Department-wide web-based exit

survey. The survey will be implemented in the second quarter of FY 2011, and will assist DHS in identifying reasons for high employee non-retirement separations.

Note: The above FY 2010 accomplishments apply to all four barrier analyses discussed in this section (Part I).

In addition to DHS's accomplishments (listed above), following are highlights of the Components' accomplishments during FY 2010:

CBP:

- Included diversity goals as a part of its strategic plan and align with the DHS plan.
- Issued a diversity and inclusion policy statement to demonstrate its commitment to building a workforce representative of the civilian labor force.
- Implemented its Diversity and Inclusion Plan.
- Established a senior level Diversity and Inclusion Management Council to engage the highest level of commitment to diversity and inclusion management as a means of conducting business and identifying metrics and outcomes for each CBP program area.
- Reviewed (annually) criteria for hiring, promoting, assigning, rewarding, training or disciplining employees to determine the impact on African-Americans and women.
- Developed and deployed a process and curriculum for leadership readiness preparation for employees seeking careers in the SES.
- Established a unified CBP recruitment structure for all positions to better target and female applicants.
- Increased the use of the student employment programs to attract African-Americans and women for all positions and established partnerships with HBCUs and women colleges and universities to recruit student interns.
- Developed and sponsored training to educate African-Americans and women regarding the Federal employment process.
- Regularly sought and reviewed employee input and develop strategies to address identified workforce and workplace issues and concerns.

FEMA:

- Administrator issued a *Diversity Action Plan*, which includes a comprehensive checklist with 32 strategies and initiatives.
- Identified Diversity Management Advisory Council (DMAC) subcommittee working groups to focus on recruitment and outreach.
- DMAC issued a contract to analyze workforce data. The first report, *Underrepresented Workforce Populations*, evaluated the demographics, feeder populations, and strategies of FEMA. The second report, *Management and Leadership Diversity Characteristics*, assessed the diversity characteristics of FEMA's feeder groups (GS-13 through GS-15) and the SES level.
- Established relationships and strengthened partnerships with HBCUs, TCUs, and Hispanic Colleges and Universities.
- Developed web-based diversity awareness training.
- Sponsored Latino Leadership Summit to build relationships and strengthen existing partnerships in the Latino community.

TSA:

- Diversity Advisory Council (DAC) established six working committees including a Statistical Analysis Committee that will assist with analyzing workforce statistics.
- Appointed the second DAC to build upon the inaugural DAC's strategic efforts to review recruitment and retention efforts within TSA.
- DAC briefed TSA's Senior Leadership team on three projects: 1) work on the Diversity Strategic Plan; 2) a recommendation to enhance career information for TSA employees; and 3) a plan to develop Diversity Workshop Training for more TSA employees.
- Procured and began enterprise implementation of commercial-off-the-shelf (COTS) application (eVersity), which enables automated production of MD-715 report. Implementation is co-lead by DHS and requires engagement by all components.

USCG:

- Hosted a Diversity Leadership Summit in April 2010. Attendees participated in educational and multicultural awareness sessions, received hands-on training, networked with national and international leaders in diversity management, and shared best practices and resources.
- Developed a partnership with Texas Southern University for participation in its new Maritime Transportation Management and Security degree program.
- Funded the development and implementation of an Executive Outreach Management System (EOMS) to provide a mechanism, by which the Coast Guard will strategically track, manage, coordinate and report on service-wide diversity outreach initiatives.

### MODIFICATIONS

(objectives carried over from FY 2009 MD 715 Part I)

**Implement "Diversity Advocacy" plan element into FY 2010 managerial and supervisory performance plans.**

Target Date: December 31, 2010

Update: *Completed in FY 2010; will roll out in FY 2011*

**Finalize plan, including procedures to monitor progress, to eliminate identified barriers.**

Target Date: December 31, 2010

Update: *Completed in FY 2010 – DHS developed Department-wide multi-year plan (FY 2011-2015) with specific objectives and interim milestones*

**Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies.**

Target Date: December 31, 2010

Update: *Initiated in FY 2010; target date revised to September 30, 2011*

**Capitalize on partnerships with minority-serving institutions for targeted recruitment of highly-qualified candidates.**

Target Date: December 31, 2010

Update: *This objective has been revised and incorporated into DHS's new multi-year plan (FY 2011-2015), which includes the following related planned activities with interim milestones:*

***DHS Components and facilities will research where to conduct outreach for these groups in occupations with underrepresentation***

Target Date: Annually, beginning June 30, 2011

***OCHCO will implement a multi-year plan (beyond national posting) for targeted recruitment of applicants***

Target Date: Annually, beginning September 30, 2012

***OCHCO will continue to use and promote DHS's enterprise-wide solution to corporate recruitment to assess Department-wide recruitment activities; coordinate Department-wide participation in recruitment events; develop Department-wide recruitment strategies and activities for cross-cutting occupations***

Target Date: Quarterly, beginning June 30, 2011

***DHS Components will use various recruitment programs (applicable to their agencies) to increase the number of minority and female candidates applying for positions suitable for external recruitment***

Target Date: Annually, beginning March 30, 2011

***DHS Components will use the following recruitment methods to increase the number of minority and female candidates applying for positions suitable for internal recruitments: post vacancy announcements on USAJOBS; use Component's career web pages; use Components' email broadcasting/message boards***

Target Date: Annually, beginning March 31, 2011

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p>Department of Homeland Security</p>	<p align="right">FY 2011 - FY 2015</p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p><b><u>BARRIER ANALYSIS #2:</u></b></p> <p><b>Disparate Rates of Major Personnel Actions (Promotions, Awards, Adverse Actions)</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Promotions</b></p> <p><u>Condition:</u></p> <p>There are low participation rates for women and non-White groups in the SES feeder groups (GS-13 through GS-15) and Senior Executive Service (SES) level, compared to the participation rates for men and Whites.</p> <p>Low participation rates were also found for IWDs and IWTDs compared to those without disabilities.</p> <p><u>How condition was recognized as a potential barrier:</u></p> <p>A review of DHS work force data indicates that as the grades get higher, especially in the feeder groups, the number of male employees and Whites increase while the number of female employees and minorities decrease. Additionally, the number of employees without disabilities increases while the number of IWDs and IWTDs decreases.</p> <p><b>Awards</b></p> <p><u>Condition:</u></p> <p>DHS will analyze awards data to determine if there are discrepancies in the ratios of awards by type among various EEO groups.</p> <p><b>Adverse Actions</b></p> <p><u>Condition:</u></p> <p>(specific to USSS) The adverse action rates for a particular group(s) are higher than their representation in the total workforce and in</p>	



	<p>various occupations. An analysis will be done of all Components.</p> <p><u>How condition was recognized as a potential barrier:</u></p> <p>(specific to USSS) A five-year trend analysis on the distribution of adverse actions indicates a distinct trend of African-American men receiving adverse actions at a rate above their workforce representation in the overall workforce and in specific major occupations.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Low rate of promotions and awards for women and non-Whites and high rates of adverse actions for African-American men.</p> <p><u>Note:</u> This is a multi-year plan which carries over into future years.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>DHS is recruiting more diverse applicants than in past decades, but it takes time for these individuals to work their way up the promotion ladder to be qualified for the top grades. To speed the process, OCHCO is reaching outside the government to directly recruit SES from the more diverse public sector.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Conduct in-depth analysis to determine if promotions, awards and adverse actions are proportionate to availability.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>OCHCO; CRCL; DHS Components</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>February 1, 2011</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>June 30, 2011 and annually thereafter</p>

<p style="text-align: center;"><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p style="text-align: center;"><b>TARGET DATE (Must be specific)</b></p>
<p><b>1. Review Promotions.</b></p> <ul style="list-style-type: none"> <li>a. CRCL will analyze representation and promotion rates one grade at a time.</li> <li>b. OCHCO will review job requirements to determine if the specialized education, training and/or experience needed to qualify for higher grade positions are appropriate.</li> <li>c. OCHCO will develop and implement a training plan for mid-level (GS-11-12) and SES feeder groups (GS-13-15)</li> <li>d. OCHCO will develop and implement a tracking system to capture internal selections data for the SES Candidate Development Program (CDP).</li> <li>e. OCHCO and CRCL will work jointly to review and ensure that the composition of interview and selection panels reflect diversity.</li> <li>f. CRCL will review EEO complaints statistics to identify any trends where non-selection is identified as the issue.</li> </ul>	<ul style="list-style-type: none"> <li>a. Every six months, beginning 6/30/11</li> <li>b. Annually, beginning 6/30/11</li> <li>c. Annually, beginning 9/30/11</li> <li>d. 6/30/11</li> <li>e. Ongoing, beginning 3/31/11</li> <li>f. Annually, beginning 6/30/11</li> </ul>
<p><b>2. OCHCO will conduct an assessment of internal availability of candidates from underrepresented groups for higher job progressions opportunities. The assessment will include job-related skills, knowledge, and abilities which may be obtained at lower levels in the same or similar occupational series, or through other experience.</b></p>	<p>Annually, beginning 3/31/11</p>
<p><b>3. OCHCO will produce a plan to develop a tracking system for applicants from under-represented groups for leadership positions and for leadership development courses. (DHS Workforce Strategy Objective 1.3: Achieve a diverse leadership cadre.)</b></p> <ul style="list-style-type: none"> <li>a. Plan developed</li> <li>b. Test implementation</li> <li>c. Fully operational</li> </ul>	<ul style="list-style-type: none"> <li>a. 9/30/11</li> <li>b. 9/30/12</li> <li>c. 9/30/13</li> </ul>
<p><b>4. Review Awards.</b></p> <ul style="list-style-type: none"> <li>a. CRCL will review award rates among comparable groups of employees.</li> <li>b. OCHCO will review awards policy and determine how awards recipients are selected and how the monetary amounts are determined.</li> <li>c. CRCL will review EEO complaints statistics to determine any trends where awards are identified as the issue.</li> </ul>	<ul style="list-style-type: none"> <li>a. Every six months, beginning 6/30/11</li> <li>b. Annually, beginning 6/30/11</li> <li>c. Annually, beginning 6/30/11</li> </ul>

<p><b>5. Review Adverse Actions.</b></p> <p>a. CRCL will review adverse actions statistics and determine if the types of actions and the rates are similar for comparable groups.</p> <p>b. CRCL will review EEO complaint statistics to determine any trends where disciplinary action is identified as the issue.</p> <p>c. OCHCO will review disciplinary policy to determine how disciplinary actions are determined (are objective criteria used, i.e., do the table of offenses correspond with the appropriate discipline).</p>	<p>a. Every six months, beginning 6/30/11</p> <p>b. Annually, beginning 6/30/11</p> <p>c. Annually, beginning 6/30/11</p>
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**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:**

**FY 2010 ACCOMPLISHMENTS - DHS**

During FY 2010, DHS implemented new criteria for interview panels with the goal of increasing diversity on screening (rating/ranking) and interview panels for SES positions. If possible, a minimum of three individuals are now required for both screening and interview panels, and panel members are now required to be diverse in gender and race/ethnicity. One member must be employed outside the hiring Component and at least one must have subject matter expertise.

In addition to DHS's above accomplishment and those listed under Barrier Analysis #1, following are highlights of the Components' accomplishments during FY 2010:

**USCIS:**

- Completed its Diversity in the Higher Grades Project. Reviewed the number of applicants for various EEO groups and the number of hires of these groups to identify possible barriers to the employment of women and various EEO groups in the higher grades.
- Office of Human Capital and Training (HCT) completed a draft Exit Survey, which is being reviewed by leadership for approval.

**MODIFICATIONS**

**(objectives carried over from FY 2009 MD-715 Part I)**

**Collect additional data to determine the impact of non-diverse interview panels.**

Target Date: September 30, 2010

Update: *This objective has been revised and incorporated into DHS's new multi-year plan (FY 2011-2015), which includes the following related planned activities with interim milestones:*

*OCHCO and CRCL will work jointly to review and ensure the composition of interview and selection panels reflect the diversity of applicants*

Target Date: Ongoing, beginning March 31, 2011

*CRCL will review EEO complaints statistics to determine any trends where non-selection is identified as an issue*

Target Date: Annually, beginning June 30, 2011

**Executive Diversity Council leads and coordinates enterprise diversity activities including barrier analysis committee to analyze and address SES under-representation.**

Target Date: December 31, 2010

Update: *This objective has been revised and incorporated into DHS's new multi-year plan (FY 2011-2015), which includes the following related planned activities with interim milestones: CRCL will review/compare representation and promotion rates one grade at a time*

Target Date: Every six months, beginning June 30, 2011

*OCHCO will review job requirements to determine the specialized education, training and/or experience needed to qualify for higher grade positions*

Target Date: Annually, beginning June 30, 2011

*OCHCO will develop and implement a training plan for mid-level (GS-11 & GS-12) and SES feeder groups (GS-13 through GS-15)*

Target Date: Annually, beginning September 30, 2011

*OCHCO will develop and implement a tracking system to capture internal selections data for the SES Candidate Development Program*

Target Date: June 30, 2011

*OCHCO will conduct an assessment of internal availability of candidates from underrepresented groups for higher job progressions opportunities. The assessment will include job-related skills, knowledge, and abilities which may be obtained at lower levels in the same or similar occupational series, or through other experience*

Target Date: Annually, beginning March 31, 2011

*DHS Components will conduct an assessment of occupations and grade levels where there is substantial underrepresentation to identify skills, knowledge and abilities by occupation, employees' training needs, and applicable career development programs*

Target Date: Annually, beginning March 31, 2011

**Provide executives and managers with necessary Diversity training, tools, and resources.**

Target Date: December 31, 2010

Update: *DHS Components have provided various diversity training to their workforce. As this is an on-going effort, the target date has been revised to: Annually, beginning September 30, 2011*

**Implement rotational assignments, coaching, and mentoring for SES development.**

Target Date: December 31, 2010

Update: *This objective has been revised and incorporated into DHS's new multi-year plan (FY 2011-2015), which includes the following related planned activities with interim milestones:*

*DHS Components will promote participation in their career development programs, academic programs, and learning training programs sponsored by their agency and/or government agencies*

Target Date: Annually, beginning March 31, 2011

*DHS will continue to promote/advertise Department-wide the SES Candidate Development and Fellows Programs*

Target Date: Annually, beginning March 31, 2011

*DHS Components will use their agency's Mentoring Program, if applicable, as another career development tool*

Target Date: Annually, beginning March 31, 2011

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Homeland Security	FY 2011 - FY 2015	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p><b><u>BARRIER ANALYSIS #3:</u></b></p> <p><b>Underrepresentation of Individuals with Disabilities/Targeted Disabilities</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>Condition:</u></p> <p>DHS has a permanent workforce representation of individuals with disabilities (IWDs) of 4.12%, well below the Federal average of 8.04%, and individuals with targeted disabilities (IWTDs) of 0.37%, well below the Federal average of 0.88%. At this time, we do not know if there are anomalies in promotions.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Low rate of hires and high rates of separations of IWDs/IWTDs.</p> <p><u>Note:</u> This is a multi-year plan which carries over into future years.</p>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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 primary barrier is that DHS is not recruiting and hiring individuals with disabilities at the rate needed to bring representation more in line with Federal averages and goals. New plans have been developed to increase this recruitment, and should be implemented by late FY 2011.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase the representation of IWDs/IWTDs.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>OCHCO; CRCL; DHS Components</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>February 1, 2011</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2011 and annually thereafter</p>	





<ul style="list-style-type: none"> <li>• Review IWDs/IWTDs in DHS career development programs.</li> <li>• Use data tools being developed by CRCL.</li> <li>• Implement quarterly tracking of IWDs/IWTDs hires, onboard and separations.</li> </ul> <p>c. CRCL will review applicant flow data when it becomes available to identify trends about IWDs/IWTDs.</p> <p>d. CRCL will identify any triggers from the above sources, and develop plan to address.</p> <p>e. OCHCO and CRCL will benchmark current outreach for applicants with targeted disabilities to identify stronger efforts.</p> <p>f. OCHCO will identify career fairs in the service area(s).</p> <p>g. OCHCO and CRCL will establish goals for the WRP.</p> <p>h. OCHCO and CRCL will monitor the management Performance Appraisal System diversity element.</p> <p>i. OCHCO and CRCL will establish relations with local potential sources (e.g., State Rehabilitation Office, affinity groups, professional organizations and associations, etc.).</p> <p>j. OCHCO will identify and train Special Placement Coordinators.</p> <p>k. OCHCO will coordinate Components' recruitment.</p>	<p>c. Annually, within two months of publication</p> <p>d. Annually, beginning 6/30/11</p> <p>e. Annually, beginning 9/30/11</p> <p>f. Annually, beginning 6/30/11</p> <p>g. Annually, beginning 9/30/12</p> <p>h. Annually, beginning 9/30/11</p> <p>i. Annually, beginning 9/30/11</p> <p>j. Annually, beginning 9/30/11</p> <p>k. Annually, beginning 9/30/11</p>
<p><b>2. Establish an effective program for reasonable accommodations.</b></p> <p>a. Survey Components for current status</p> <p>b. Develop systematic plan</p> <p>c. Implement plan</p>	<p>a. 9/30/11</p> <p>b. 9/30/12</p> <p>c. 9/30/13</p>
<p><b>3. Implement a training plan to be provided to managers regarding IWDs/IWTDs responsibilities, authorities, Computer/Electronic Accommodation Program (CAP) and reasonable accommodations. (DHS Workforce Strategy Objective 2.4: Use current flexibilities and incentives, and seek new authorities where needed.)</b></p> <p>a. Training for new managers/supervisors within 90 days of entrance on duty (EOD).</p> <p>b. Refresher training to all managers/supervisors biannually.</p> <p>c. Mandatory training for all managers/supervisors including toolkits.</p> <p>d. Provide training to HR Specialists regarding special hiring authorities.</p>	<p>a. Ongoing, beginning 6/30/11</p> <p>b. Ongoing, beginning 9/30/11</p> <p>c. Ongoing, beginning 9/30/11</p> <p>d. Annually, beginning 9/30/11</p>

**4. CRCL will develop data tools for IWDs/IWTDs.**

- a. Hires compared to DHS hiring goals.
- b. Promotion rate by occupation.
- c. Separation rate.

- a. 3/31/11
- b. 6/30/11
- c. 9/30/11

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:**

**FY 2010 ACCOMPLISHMENTS – DHS**

- DHS partnered with OPM and the Department of Labor’s (DOL) Office of Disability Employment Policy (ODEP), and collaborated with 50 other Federal agencies to sponsor and organize a Federal government-wide job fair: “A Call to Action: Hiring People with Disabilities.” Components conducted interviews and made tentative job offers.
- DHS hosted a forum on hiring individuals with disabilities; OPM’s Deputy Director and the Special Assistant to the President on Disability Policy served as keynote speakers.
- CRCL began updating “The Employment of People with Disabilities: A Roadmap to Success” online training for DHS hiring managers. This updated course includes 2009 ADA amendments and additional disability related tools to assist managers and supervisors in hiring and providing accommodations to employees with disabilities. Further, a section on disabled veterans will be added to the program, including a new video testimonial by a veteran with 60% disabilities working in the Office of Security.
- CRCL and OCHCO jointly sponsored two all-day veterans training programs for DHS Human Resources, EEO Specialists, and managers. The program included *Veterans Preference Hiring Authorities, The Uniformed Services Employment and Reemployment Rights Act of 1994, Accommodating Veterans with Traumatic Brain Injuries/Post Traumatic Stress Disorder (TBI/PTSD), Reasonable Accommodations, Computer/Electronic Accommodations Program (CAP)*, and updates on the *DVAAP and National Expansion of Operation Warfighter (OWF)*.
- DHS participated in 225 recruiting and outreach events for disabled veterans. DHS hired 3,193 veterans, including 820 disabled veterans and promoted 2,162, an increase from 1,581 (36.7%), of which 971 were veterans with 30 percent or more disabilities, a 31.2% increase from FY 2009.
- DHS HQ initiated monthly Veteran Transition Support Workshops for both veterans and their spouses and launched a new and improved updated version of the veteran’s webpage/email box. This resource continues to be a key channel for imparting information about DHS and the many opportunities for disabled veterans. DHS also sponsored the second DHS Veterans Job Fair, which reported over 1,604 participants and targeted active duty, retired, reserve & National Guard veterans and spouses. DHS provided workshops on how to write resumes, how the Federal application process works, and served as a resource board for attendees who had questions. As a result, DHS collected 841 resumes and made tentative on-the spot offers to at least 26 applicants.
- DHS remains among the most active participants in Department of Defense (DOD) OWF, with components hosting a total of 122 service members and hired 13 into permanent positions since the program began in FY 2010. Substantial increases in participation were reported by FEMA, FLETC, and ICE.
- DHS HQ hired two Microsoft-AAPD IT Interns.
- DHS HQ conducted an accessibility assessment of new office space in Washington, DC, to

accommodate an employee within NPPD. As a result, DHS HQ provided alternation of both external and internal office space, as well as the women's restroom at the location. Workplace modifications included an automatic door closer (\$23,700), moving the employee's desk, and raising the work surface. Obtaining new furniture and a 3D drawing are pending.

- Conducted ten Basic EEO/Harassment Training programs, which included elements from the Windmills Attitudinal Training Program.

In addition to DHS's above accomplishments and those listed under Barrier Analysis #1, following are highlights of the Components' accomplishments during FY 2010:

CBP:

- Created the wounded warrior transition program that seeks to provide a gateway to those service members that have suffered injuries and are disabled veterans due to their service. CBP worked weekly with DHS OCHCO and the military's warrior transition programs to assist these service members in finding careers that combine both their skills and the occupation needs of the agency.
- Recruiters attended approximately 161 recruitment events, directed at providing information to veterans and individuals with disabilities on careers with CBP.
- Students with disabilities currently comprise 3.05% of its student intern programs.
- Recruited at numerous locations to include: Gallaudet University; Job Fair for People with Disabilities; Hiring Heroes Career Fair; Houston Dept. of Rehabilitative Services; and New York City Commission for Disabilities.
- Hired one Microsoft-AAPD IT Intern.

FEMA:

- Administrator emphasized his commitment to the OWF and WWP programs to his regional administrators and other senior managers, both in person and in a formal memorandum issued throughout FEMA. As a direct result, FEMA fully participated in the OWF program and placed 19 OWFs in detail assignments nation-wide.
- Managers hired WWPs to quickly fill vacant positions, avoiding the time-consuming process of posting the vacancies on OPM's website.
- DMAC subcommittee working groups established partnerships with public and private organizations serving individuals with disabilities.
- Added a Veterans Program Manager/Selective Placement Coordinator to the Veterans Programs staff.
- Trained 350 supervisors and managers nationwide on recent updates on the ADA, Genetic Information Non-discrimination Act (GINA), and their responsibilities in processing and providing timely reasonable accommodations.
- Revised internal quarterly procedures to enhance tracking reasonable accommodations activity throughout FEMA.
- Initiated updating reasonable accommodation procedures to include recent changes in the ADA.
- Developed a one day course on Introductory Section 508 Training for employees on how to make information and data accessible to individuals with disabilities.
- Posted CAP information on FEMA's website and included CAP in the annual EEO training managers and supervisors.
- FEMA facilitated 156 requests for reasonable accommodations.

#### FLETC:

- Signed a Memorandum of Agreement with Fort Stewart, GA, to begin the OWF Intern Program.
- Identified more than 22 OWF internship opportunities to begin in FY 2011 in a variety of fields from computer information systems to program management.
- Hired two WRPs.
- Trained 343 managers and supervisors on hiring, accommodating, and working with individuals with disability. The training sessions were provided via classroom and/or online instruction.
  - Managers and supervisors received mandatory Americans with Disabilities Amendments Act (ADAA) Training. The training was posted on FLETC's internal website.
  - Offered specific training module on the responsibilities and tools available to managers in addressing the ADAA and guidance on providing/processing requests for reasonable accommodations.
  - Provided a one-hour module on reasonable accommodation procedures (with an exercise lab) to supervisors, including scenarios to analyze dealing with reasonable accommodation procedures. The training also included information of interest to managers on the ADAA.
- Offered all FLETC manager and staff members Disability Awareness training.
- Provided all hiring managers and supervisors with a letter with information about the Schedule A Hiring Authority, which included an EEOC pamphlet with additional information on the subject.
- Appointed a Selective Placement Coordinator to recruit qualified candidates with disabilities for FLETC job opportunities.
- Provided reminders about the CAP resources and Section 508 provisions, and POCs were shared with supervisors and managers on FLETC's internal website.
- Participated in national disability mentoring day. FLETC identified four students from two local high schools.
- 10.5% of interns were individuals with disabilities.
- Posted reminders on FLETC's internal website as a reminder to the FLETC community of the Section 508 Coordinators and the work they perform in ensuring the Center is compliant with Section 508 provisions. Additionally, an email with the same information was sent to all managers.

#### ICE:

- Placed 31 OWF candidates in a variety of temporary positions, creating a pipeline allowing four candidates to be hired into permanent positions within ICE.
- Attended approximately 171 recruitment events targeting veterans and individuals with disabilities.
- Continued to enhance and utilize the College Relations Program to target diverse candidates by participating in the SCEP, STEP, and FCIP. ICE placed 136 students in the STEP, 38 students in SCEP, and 516 employees in FCIP. ICE hired one WRP for College Students with Disabilities.

#### TSA:

- EEO Office and OCHCO jointly participated in numerous recruitment and outreach events targeting IWDs including professional conferences, career and job fairs, veteran organizations, and military associations and support groups. TSA also expanded its recruitment efforts to include additional events developed for IDWs.
- Networked with over 70 organizations representing special interests of IWDs to expand awareness of career opportunities at TSA.

- Conducted disability etiquette and awareness training sessions for senior leadership and hiring officials throughout the year.
- Continued to educate its managers, supervisors, and employees on its Reasonable Accommodation during the year.
- Hired one intern with a disability.
- Developed a mentoring program which includes providing etiquette and training to mentors of IWDs.

USCG:

- Hired ten (10) individuals with targeted disabilities during this reporting period.
- USCG Civilian Recruiting Team has designated a Veteran’s Employment Coordinator to provide support and coordination to the DHS Veteran’s Employment Council in meeting the Department’s veteran goals. The Coordinator develops and coordinates programs relating to veterans in areas of recruitment, diversity outreach, and program evaluation. The Coordinator also assists and advises potential veteran applicants regarding employment opportunities and application requirements.
- Developed and published a Civilian Hiring Guide for Supervisors and Managers.

USCIS:

- Hired its first Microsoft-AAPD IT Intern.
- Added an additional FTE to the Disability Accommodations Program, which focuses exclusively on accommodation issues.
- Revised Telework Management Directive to include information related to disability accommodations.
- Issued and implemented new written policy related to customer disability accommodations, which are submitted through the National Call Center.
- Began providing a short informational session on the disability accommodations program as part of the New Employee Orientation Program.
- Proactively reached out to all blind/low vision and deaf/hard of hearing employees and worked with them and their supervisors to ensure they have needed accommodations to perform their jobs.

**MODIFICATIONS**

**(objectives carried over from FY 2009 MD-715 Part I)**

**Enhance strategies for the recruitment of people with disabilities.**

Target Date: September 30, 2010

Update: (see below) \*\*

**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.**

Target Date: September 30, 2010

Update: (see below) \*\*

**Issue directive to implement uniform DHS-wide procedures for using Schedule A to hire people with disabilities. Revised to: Develop Schedule A Implementing Guidelines.**

Target Date: December 31, 2010

Update: (see below) \*\*

**Use direct-hire authority at recruitment events, with teams comprised of Human Resources staffing specialists, interview panelists, and selecting officials.**

Target Date: December 31, 2010

Update: (see below) \*\*

**Enhance partnerships with institutions of higher learning for targeted recruitment of highly-qualified disabled candidates.**

Target Date: December 31, 2010

Update: (see below) \*\*

**Expand DHS use of nationwide referral services, including services provided by the following: the Department of Veterans Affairs, Employer Assistance and Resource Network (EARN), state rehabilitation offices, and independent living centers.**

Target Date: September 30, 2010

Update: (see below) \*\*

**Provide executives and managers with necessary training, tools, and resources.**

Target Date: December 31, 2010

Update: (see below) \*\*

**Revise and update enterprise Reasonable Accommodations Procedures.**

Target Date: December 31, 2010

Update: (see below) \*\*

**Increase use of the Workforce Recruitment Program (WRP) to increase the participation rate of employees with targeted disabilities.**

Target Date: September 30, 2010

Update: (see below) \*\*

*\*\* These objectives have been revised and incorporated into DHS's multi-year plan (FY 2011-2015) , which includes the following related planned activities with interim milestones:*

***Implement plan for recruitment of individuals with disabilities/targeted disabilities (IWDs/IWTDs)***

Target Date: Every six months, beginning March 31, 2011 and reporting by June 30, 2011

***Establish an effective program for reasonable accommodations***

Target Date/Interim Milestones:

Survey Components for current status; September 30, 2011

Develop Systematic Plan; September 30, 2012

Implement Plan: September 30, 2013

***Implement a training plan provided to managers regarding IWDs/IWTDs responsibilities, authorities, CAP and accommodations***

Target Date: Ongoing, beginning March 31, 2011

***CRCL will develop data tools for tracking progress of IWDs/IWTDs***

Target Date: September 30, 2011

**Develop diversity dashboard to monitor and analyze workforce trends and use data to develop new strategies.**

Target Date: December 31, 2010

Update: *Initiated in FY 2010; target date revised to September 30, 2011*



EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Homeland Security	FY 2011 - FY 2015	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p><u><b>BARRIER ANALYSIS #4:</b></u></p> <p><b>High Employee Non-Retirement Separations</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>Condition:</u></p> <p>The non-retirement separation rate is high and erodes diversity progress because the resignations come from younger employees, a more diverse group than older employees.</p> <p>The high separation rate also erodes efforts to create a workforce reflective of the nation and is inconsistent with the President’s Executive Order 13548 and OPM’s requirement for Model Strategies for Recruitment and Hiring of IWDs.</p> <p><u>How condition was recognized as a potential barrier:</u></p> <p>Review of separation rates.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>DHS will perform an analysis by EEO groups and review the survey data by EEO groups.</p> <p><u>Note:</u> This is a multi-year plan which carries over into future years.</p>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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 Federal Employee Retirement System (FERS) provides “portable” retirement plans, which means that employees can take their retirement benefits with them if they move to the private sector. In the last few years, the resignation rate has surpassed the retirement rate across the Federal government. The required EEOC tables do not call for a differential analysis of the two types of losses. DHS is developing the analytic tools to study resignations more carefully. It is hoped that the new Exit Survey, to be implemented in the second quarter of FY 2011, will provide additional insight into what is driving resignations and, thus what may be done to stem the flow.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or</p>	<p>Identify any trends in resignations and reduce the overall rates by improving employee satisfaction.</p>	

practice to be implemented to correct the undesired condition.		
<b>RESPONSIBLE OFFICIAL:</b>		OCHCO; CRCL; DHS Components
<b>DATE OBJECTIVE INITIATED:</b>		February 1, 2011
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		December 31, 2011 and annually thereafter
<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
<p><b>1. Develop and Implement Exit Survey. (DHS Workforce Strategy Objectives 3.1 and 3.5: Use employee feedback to influence workplace policies and practices in order to improve employee satisfaction; Enhance employee recognition and work-life balance initiatives to improve employee satisfaction and retention.)</b></p> <p>a. OCHCO will implement Exit Survey DHS-wide  b. OCHCO will conduct preliminary review of results  c. OCHCO will conduct first major review of results  d. OCHCO will update or augment methods as needed  e. OCHCO and CRCL will identify retention interventions  f. OCHCO and CRCL will implement these interventions</p> <ul style="list-style-type: none"> <li>• Track interventions through this plan quarterly</li> <li>• Evaluate as yearly data become available</li> <li>• Make any needed corrections</li> <li>• Conduct in-depth analysis every second year</li> </ul>		<p>a. 3/31/11  b. Quarterly, beginning 6/30/11  c. Annually, beginning 12/31/11  d. Annually, beginning 3/31/12  e. Annually, beginning 6/30/12  f. Beginning 12/30/12</p>
<p><b>2. Use Employee Viewpoint Survey to identify changes needed to improve employee satisfaction.</b></p> <p>a. CRCL will provide FY 2009 Employee Viewpoint Survey results (and new yearly survey results as they become available) to DHS Components  b. OCHCO, CRCL and Components will work jointly to develop plan for needed changes</p>		<p>a. Within two months of results publication  b. Within four months of results publication</p>

<p><b>3. Review Promotion Data.</b></p> <p>a. CRCL will determine if there are areas or occupations with triggers in promotions</p> <p>b. CRCL will determine if these correlate with higher resignation rates</p> <p>c. If yes, CRCL will work with OCHCO to identify interventions</p> <ul style="list-style-type: none"> <li>• Track interventions through this plan</li> <li>• Evaluate as yearly data become available</li> <li>• Make any needed corrections</li> </ul>	<p>a. Annually, beginning 6/30/11</p> <p>b. Annually, beginning 9/30/11</p> <p>c. Annually, beginning 3/30/12</p>
<p><b>4. DHS Components will promote participation in their career development programs, academic programs, and learning training programs sponsored by their agency and/or government agencies. In addition, as appropriate, Components will have access to training/career development courses through:</b></p> <ul style="list-style-type: none"> <li>• DHScovery</li> <li>• Online Courses</li> <li>• Online Books</li> <li>• (CBP) Leadership Institute</li> <li>• (USCIS) Training Academy</li> <li>• (ICE) Virtual University</li> <li>• (FEMA) Career Development Office</li> <li>• FLETC Learning Management Systems (LMS)</li> <li>• (TSA) Online Learning Center</li> <li>• DHS CRCL Institute</li> <li>• Post Naval Post Graduate Institute</li> </ul>	<p>Annually, beginning 3/31/11</p>
<p><b>5. DHS will continue to promote/advertise Department-wide the SES Candidate Development and Fellows Program.</b></p>	<p>Annually, beginning 3/31/11</p>
<p><b>6. DHS Components will use their agency’s Mentoring Program, if applicable, as another career development tool.</b></p>	<p>Annually, beginning 3/31/11</p>
<p><b>7. DHS Components will conduct an assessment of occupations and grade levels where there is substantial underrepresentation to identify skills, knowledge and abilities by occupation, employees’ training needs, and applicable career development programs.</b></p>	<p>Annually, beginning 3/31/11</p>

**FY 2010 ACCOMPLISHMENTS - DHS**

*(see accomplishments under Barrier Analysis #1)*

**MODIFICATIONS  
(objectives carried over from FY 2009 MD-715 Part I)**

**Diversity Sub-Council leads and coordinates enterprise diversity activities, including the creation of a barrier analysis committee to analyze and address the high rate of separations for African American men and women.**

Target Date: December 31, 2010

Update: see below \*\*

**Develop enterprise exit survey to gather retention information data and its impact on diversity.**

Target Date: December 31, 2010

Update: see below \*\*

*\*\* These objectives have been revised and incorporated into DHS's new multi-year plan (FY 2011-2015), which includes the following related planned activities with interim milestones:*

***Develop and Implement Exit Survey***

Target Date: March 31, 2011

***Use Employee Viewpoint Survey to identify changes needed to improve employee satisfaction***

Target Date: Within four months of employee results publication

***Review Promotion Data***

Target Date: Annually, beginning June 30, 2011

***DHS Components will promote participation in their career development programs, academic programs, and learning training programs sponsored by their agency and/or government agencies. In addition, as appropriate, Components will have access to training/career development courses***

Target Date: Annually, beginning March 31, 2011

***DHS Components will use their agency's Mentoring Program, if applicable, as another career development tool***

Target Date: Annually, beginning March 31, 2011

*DHS Components will conduct an assessment of occupations and grade levels where there is substantial underrepresentation to identify skills, knowledge and abilities by occupation, employees' training needs, and applicable career development programs*

Target Date: Annually, beginning March 31, 2011

**Provide executives and managers with necessary Diversity training, tools, and resources.**

Target Date: December 31, 2010

Update: *DHS Components have provided various diversity training to their workforce. As this is an on-going effort, the target date has been revised to: Annually, beginning September 30, 2011*

**Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies.**

Target Date: December 31, 2010

Update: *Initiated in FY 2010; revised target date to September 30, 2011*

**Revise and update enterprise Reasonable Accommodations Procedures.**

Target Date: December 31, 2010

Update: *This objective has been revised and incorporated into DHS's new multi-year plan (FY 2011-2015), which includes the following related planned activities with interim milestones:*

*Establish an effective program for reasonable accommodations*

Target Date/Interim Milestones:

Survey Components for current status; September 30, 2011

Develop Systematic Plan; September 30, 2012

Implement Plan: September 30, 2013

# Part J

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

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
<b>PART I</b> Department or Agency Information	1. Agency		1. U.S. Department of Homeland Security						
	1.a. 2 <sup>nd</sup> Level Component		1.a. Components						
	1.b. 3 <sup>rd</sup> Level or lower								
<b>PART II</b> Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	... beginning of FY 2010		... end of FY 2010		Net Change			
		Number	%	Number	%	Number	Rate of Change (%)		
	Total Work Force	171,295	100	174,774	100	3,479	2.03		
	Reportable Disability	6,933	4.04	7,210	4.12	277	3.99		
	Targeted Disability*	642	0.37	661	0.37	19	2.95		
	* 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.						35			
<b>PART III Participation Rates In Agency Employment Programs</b>									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions									
4. Non-Competitive Promotions	1,262	73	5.78	13	1.03	21	1.66	1,155	91.52
5. Employee Career Development Programs	Data Unavailable								
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)	657,352	27,201	4.14	2,085	0.32	11,239	1.71	616,827	93.84
6.b. Cash Awards (total \$\$\$ awarded)	\$134,243,739	\$5,495,478	4.09	\$435,201	0.33	\$1,976,029	1.47	\$126,337,031	94.11
6.c. Quality-Step Increase	1,266	78	6.16	3	0.24	30	2.37	1,155	91.23
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
<b>Part IV</b> Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities <b>using FORM 715-01 PART I</b> . 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.								
<b>Part V</b> Goals for Targeted Disabilities	Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.								

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.

## **PART V: GOALS FOR EMPLOYEES WITH TARGETED DISABILITIES**

DHS is committed to making additional progress to become an employer of choice in the 21<sup>st</sup> century for individuals with disabilities/targeted disabilities. To achieve this goal, DHS has developed the following strategies in the areas of *recruitment/hiring, training, and career development/promotion*, and will monitor progress accordingly. This material from Part I, Barrier Analysis #2 and #3, is reprinted here so it can also be seen in the context of Part I.

### Recruitment/Hiring:

#### **Implement plan for recruitment and retention of individuals with disabilities/targeted disabilities (IWDs/IWTDs), in accordance with the President's Executive Order 13548 and OPM's requirement for Model Strategies for Recruitment and Hiring of IWDs.**

- a. By March 8, 2011, CRCL and OCHCO will jointly develop DHS's model recruitment and hiring strategies for increasing employment of IWDs/IWTDs. DHS will submit its final plan to OPM. This plan will include the following:
  - Designate a senior-level agency official to be accountable for enhancing employment opportunities for IWDs/IWTDs.
  - Establish hiring goals for use of Schedule A.
  - Develop strategies to retain IWDs/IWTDs including training, use of centralized funds to provide reasonable accommodations, increasing access to appropriate accessible technologies, and ensuring accessibility of physical and virtual work spaces.
  - Develop strategies to increase successful return-to-work outcomes for employees who sustain work-related injuries and illnesses, as defined under the Federal Employees' Compensation Act (FECA).
  - Develop mandatory training on hiring IWDs/IWTDs.
  - Establish performance targets and numerical goals for major areas and occupations
  - Develop employment counseling program to help match career aspirations of IWDs/IWTDs.
  - Design system to report regularly to the President, heads of agencies, and public on DHS's progress on implementing its plans and objectives.
- b. Every six months, beginning March 31, 2011, CRCL will review and analyze workforce data regarding IWDs/IWTDs.
  - Identify trends regarding IWDs/IWTDs (hires, awards, promotions, separations, etc.).
  - Compare onboard and hires to government averages by occupation.
  - Identify occupations growing without proportionate growth in IWDs/IWTDs.
  - Review IWDs/IWTDs in DHS career development programs.
  - Use data tools being developed by CRCL.
  - Implement quarterly tracking of IWDs/IWTDs hires, onboard and separations.
- c. Annually, within two months of publication, CRCL will review applicant flow data when it becomes available to identify trends about IWDs/IWTDs.
- d. Annually, beginning June 30, 2011, CRCL will identify any triggers from the above sources, and develop plan to address.
- e. Annually, beginning September 30, 2011, OCHCO and CRCL will benchmark current outreach for applicants with targeted disabilities to identify stronger efforts.



- f. Annually, beginning June 30, 2011, OCHCO will identify career fairs in the service area(s).
- g. Annually, beginning September 30, 2012, OCHCO and CRCL will establish goals for the WRP.
- h. Annually, starting September 30, 2011, OCHCO and CRCL will monitor the management Performance Appraisal System diversity element.
- i. Annually, beginning September 30, 2011, OCHCO and CRCL will establish relations with local potential sources (e.g., State Rehabilitation Office, affinity groups, professional organizations and associations, etc.).
- j. Annually, beginning September 30, 2011, OCHCO will identify and train Special Placement Coordinators.
- k. Annually, beginning September 30, 2011, OCHCO will coordinate Components' recruitment.

Training:

**Beginning June 30, 2011, implement a training plan to be provided to managers regarding IWDs/IWTDs responsibilities, authorities, Computer/Electronic Accommodation Program (CAP), and reasonable accommodations.**

- a. Training for new managers/supervisors within 90 days of entrance on duty (EOD).
- b. Refresher training to all managers/supervisors biannually.
- c. Mandatory training for all managers/supervisors including toolkits.
- d. Provide training to HR Specialists regarding special hiring authorities.

Career Development/Promotion:

**Review Promotions.**

- a. Every six months, beginning June 30, 2011, CRCL will analyze representation and promotion rates for each grade.
- b. Annually, beginning June 30, 2011, OCHCO will review job requirements to determine if the specialized education, training and/or experience needed to qualify for higher grade positions are appropriate.
- c. Annually, beginning September 30, 2011, OCHCO will develop and implement a training plan for mid-level (GS-11-12) and SES feeder groups (GS-13-15).
- d. By June 30, 2011, OCHCO will develop and implement a tracking system to capture internal selections data for the SES Candidate Development Program (CDP).
- e. Beginning March 31, 2011, OCHCO and CRCL will work jointly to review and ensure that the composition of interview and selection panels reflect diversity.
- f. Annually, beginning June 30, 2011, CRCL will review EEO complaints statistics to identify any trends where non-selection is identified as the issue.

**Annually, beginning March 30, 2011, OCHCO will conduct an assessment of internal availability of candidates from underrepresented groups for higher job progressions opportunities. The assessment will include job-related skills, knowledge, and abilities which may be obtained at lower levels in the same or similar occupational series, or through other experience.**

**Review Awards.**

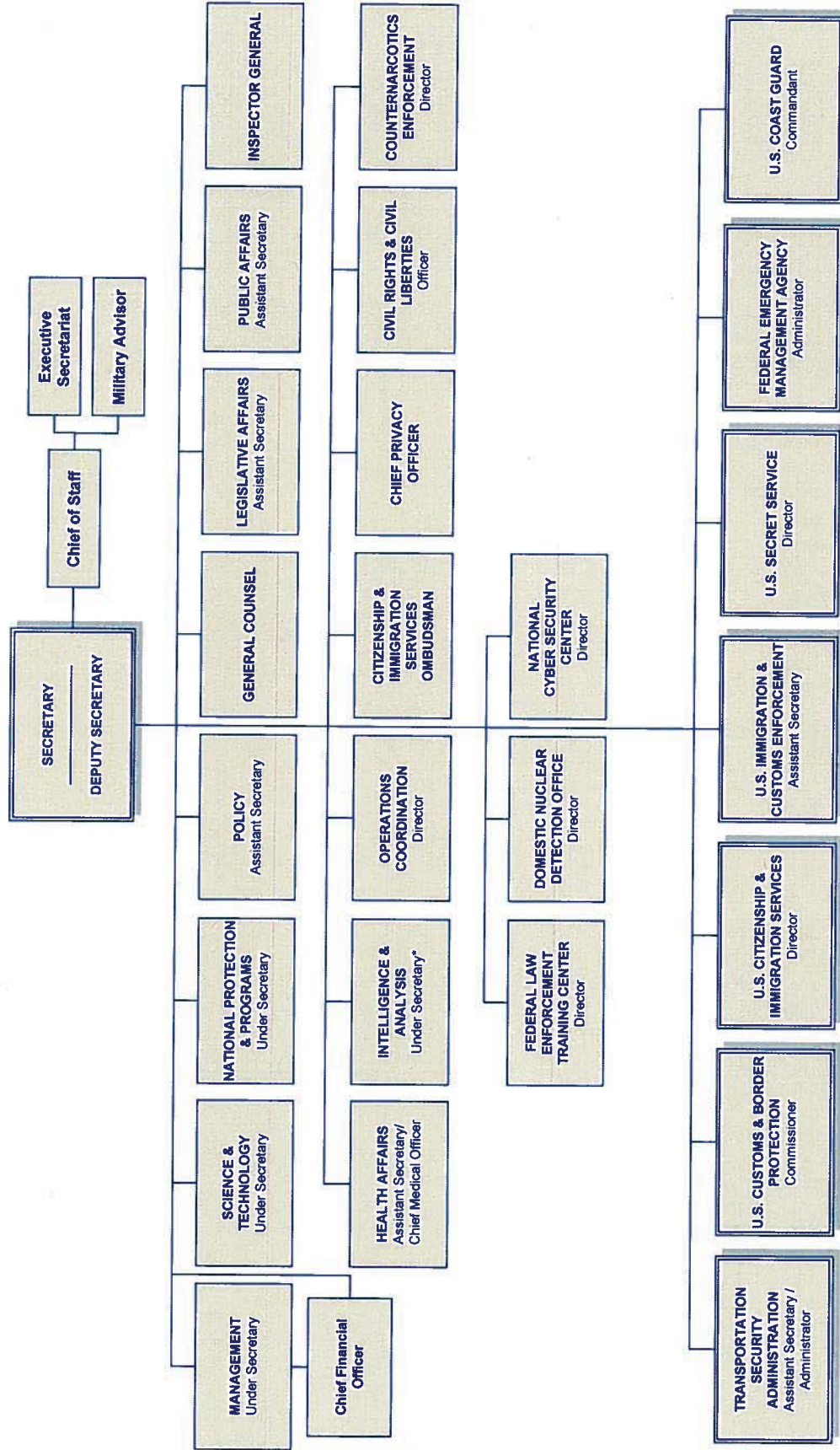
- a. Every six months, beginning June 30, 2011, CRCL will review award rates among comparable groups of employees.
- b. Annually, beginning June 30, 2011, OCHCO will review awards policy and determine how awards recipients are selected and how the monetary amounts are determined.
- c. Annually, beginning June 30, 2011, CRCL will review EEO complaints statistics to determine any trends where awards are identified as the issue.

**Review Adverse Actions.**

- a. Every six months, beginning June 30, 2011, CRCL will review adverse actions statistics and determine if the types of actions and the rates are similar for comparable groups.
- b. Annually, beginning June 30, 2011, CRCL will review EEO complaint statistics to determine any trends where disciplinary action is identified as the issue.
- c. Annually, beginning June 30, 2011, OCHCO will review disciplinary policy to determine how disciplinary actions are determined (are objective criteria used, i.e., do the table of offenses correspond with the appropriate discipline).

# Appendix A

# U.S. DEPARTMENT OF HOMELAND SECURITY



\* Under Secretary for Intelligence & Analysis title created by Public Law 110-53, Aug. 3<sup>rd</sup>, 2007

# Appendix B



## **DHS Anti-Discrimination Policy Statement**

As the Department of Homeland Security protects the United States, a guiding principle of mutual respect allows each employee to contribute to that crucial mission to the maximum of his or her ability. Maintaining a fair workplace and recruiting, developing, and retaining a diverse workforce creates an environment in which personnel can develop and apply the widest possible range of competencies, ideas, and solutions. DHS is fully committed to equal employment opportunity (EEO) principles, and I am issuing this Anti-Discrimination Policy to guide the Department's employees, managers, supervisors, and executives in understanding their rights and responsibilities relating to equal employment.

The core of equal employment opportunity is the right to work and advance on the basis of merit, ability, and potential, free from prejudice or discrimination. In accordance with the applicable anti-discrimination statutes, executive orders, and other authorities, DHS protects employees against discrimination, to the fullest extent of law, on the basis of race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, marital status, political affiliation, whistleblower activity, sexual orientation, parental status, military service (past, present, or future), and against retaliation for participation in EEO activity or opposition to discrimination.

Unlawful discrimination includes harassment on any of these bases that has the purpose or effect of unreasonably interfering with an individual's work performance or that creates an intimidating, offensive, or hostile environment. It is DHS policy to maintain a work environment in which all DHS employees are free from such harassment, by preventing it through training and supervision, and by promptly taking action if harassment occurs. Employees should promptly report any incidents of harassment they observe, as well as any suspected retaliation related to a harassment complaint.

Attached to this policy statement is more information relating to anti-discrimination rights, responsibilities, and remedies, along with the ways in which an employee who believes he or she has been subjected to discrimination or retaliation can obtain a prompt and fair hearing and remedy.

All DHS personnel are responsible for complying with this policy, for maintaining a high level of professional conduct in the workplace, and for treating others with respect and fairness. I enlist and rely on your support in this crucial aspect of our operations. If you believe you have been subjected to discrimination or retaliation, I ask that you give the Department the opportunity to correct the problem and improve our organization for you and your coworkers.



## **INFORMATION SHEET ON DHS PERSONNEL'S ANTI-DISCRIMINATION RIGHTS, RESPONSIBILITIES, AND REMEDIES**

### **Federal Anti-Discrimination Statutes and Executive Orders**

Federal employees are protected against discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, military service (past, present, or future), and against retaliation for participation in EEO activity or opposition to discrimination. The statutory sources include the following: Title VII of the Civil Rights Act of 1964; Age Discrimination in Employment Act of 1967; Rehabilitation Act of 1973; Genetic Information Nondiscrimination Act of 2008; the Equal Pay Act of 1963; and Uniformed Services Employment and Reemployment Rights Act of 1994.

Executive Orders 11478, 13087, and 13152 provide similar protections against discrimination on the basis of race, color, religion, sex, national origin, handicap, age, and add the protected bases of parental status and sexual orientation.

An employee who believes he or she has been subjected to discrimination or retaliation involving a basis prohibited under an EEO statute or one of the above-referenced Executive Orders, must contact his or her servicing EEO office within 45 days of the alleged discrimination if he or she wishes to pursue an EEO complaint.

### **DHS Anti-Harassment Policy**

Unlawful discrimination includes harassment on the basis of an individual's race, color, religion, sex, sexual orientation, national origin, age, disability, marital status, parental status, political affiliation or any other basis protected by law, that has the purpose or effect of unreasonably interfering with an individual's work performance or that creates an intimidating, offensive, or hostile environment. DHS's Anti-Harassment Policy (Directive Number 256-01), is available on-line at [http://dhsconnect.dhs.gov/policies/Instructions/Directive%20256-01%20Anti-Harassment%20Policy%20\(Revision%2000\).pdf](http://dhsconnect.dhs.gov/policies/Instructions/Directive%20256-01%20Anti-Harassment%20Policy%20(Revision%2000).pdf).

### **Title 5 of the United States Code: Civilian Employees**

Nearly all DHS civilian employees and applicants for employment are covered by Title 5 of the United States Code, which forbids discrimination on the basis of race, color, religion, sex, national origin, age, disability, and also on the basis of marital status, political affiliation, whistleblowing activity, and other conduct that does not adversely affect work performance. 5 U.S.C. § 2302. Additionally, OPM has interpreted this statute to prohibit discrimination based upon sexual orientation. See <http://www.opm.gov/er/address2/Guide04.asp>.

An employee who believes he or she has been subjected to a personnel practice that violates Title 5 may take one or more of the following courses of action: (1) contact his or her servicing Human Capital Office; (2) contact his or her servicing EEO office within 45 days to file an EEO complaint pursuant to procedures established by their servicing EEO office; (3) file a grievance

under an applicable collective bargaining agreement; (4) file an appeal with the Merit Systems Protection Board (MSPB), as appropriate; or (5) file a complaint with the U.S. Office of Special Counsel (OSC). Additional relevant information, including requirements and timeframes for timely raising discrimination claims, is available from the Equal Employment Opportunity Commission ([www.eeoc.gov](http://www.eeoc.gov)); MSPB ([www.mspb.gov](http://www.mspb.gov)); and OSC ([www.osc.gov](http://www.osc.gov)).

**Title 10 of the United States Code: Military Personnel**

Military members of the United States Coast Guard are covered by Title 10 of the U.S. Code, which extends to military personnel protections against retaliatory and other prohibited personnel actions. Unlike Title 5, Title 10 places certain limits on the protections provided to members of the military against discrimination based on sexual orientation. See 10 U.S.C. § 654(b). Military personnel are, however, entitled to protection from harassment on the basis of sexual orientation, actual or perceived, pursuant to procedures set forth by the Commandant, United States Coast Guard and the DHS Anti-Harassment Policy described above. Military personnel may file discrimination complaints pursuant to procedures set forth by the Commandant, United States Coast Guard. COMDTINST M5350.4C, Ch. 4, May 2010.



# Appendix C

**Diversity Executive Steering Committee Charter**  
**U.S. Department of Homeland Security**

**I. Purpose**

- A. The Department of Homeland Security (DHS) Diversity Executive Steering Committee (DESC) is established to advise the Secretary on the means and ways to enhance diversity in the DHS workforce. The DESC will provide top level direction, guidance, priorities, and resources for actionable steps to enhance diversity Department-wide.
- B. The DESC will direct consistent cross-Department diversity enhancement approaches. The Committee will review major business plans, decisions, actions, and programs to assess their impact on workforce diversity and provide direction in accord with operational needs. Further, the DESC will monitor progress on enhancing diversity and direct appropriate corrective actions where needed to respond to negative metrics. With input from the Committee membership, the Chair will make final decisions or determine actions on behalf of the Committee.
- C. The DESC will ensure that diversity is a sustained leadership and management element of DHS's organizational culture and not a stand-alone, short-lived program.

**II. Authority**

- A. The DESC is authorized to issue Department-wide policies, action directives, guidance, program evaluation criteria, and reporting requirements.
- B. The DESC may assign specific tasks to officials, organizations, and/or other Departmental entities to complete diversity related actions or goals.
- C. The DESC may direct the creation, modification, or rescission of policies, programs, and/or practices, consistent with current law, as they pertain to diversity. These include, but are not limited to, staffing/hiring, performance management, recruitment, employee relations, benefits and compensation, employee surveys, employee associations, leave administration, incentives, and others.

### **III. Officers and Members**

- A. DESC Chair: The Deputy Secretary serves as DESC Chair and is responsible for:
  - 1. Presiding over the DESC.
  - 2. Determining the need for and convening DESC meetings.
  - 3. Approving substitutions of DESC membership.
  - 4. Assigning action items not requiring full DESC review to the appropriate office or approving such actions.
  - 5. Approving all DESC directives and minutes for appropriate distribution.
  - 6. Ensuring adherence to procedures.
  - 7. Ensuring timely DESC decisions and actions.
- B. DESC Vice Chair: The Secretary's Chief of Staff will serve as Vice Chair and lead meetings in the Chair's absence.
- C. DESC Secretary: The Chief Human Capital Officer (CHCO) serves as DESC Secretary and technical adviser. In this role, the CHCO will be assisted by the Office of Diversity, Recruitment and Veterans Outreach (DRVO). The DESC Secretary's responsibilities include:
  - 1. Developing, publishing, and distributing the DESC agenda and meeting schedule to designated DESC members.
  - 2. Documenting attendance and recording of minutes of each DESC meeting. Distributing final minutes, actions, and follow-up items to each member within a reasonable time following approval by the DESC Chair.
  - 3. Coordinating the issuance of DESC initiated policies, follow-up actions, and directives with the appropriate DHS entities.
  - 4. Maintaining archival files of all DESC deliberations, actions, and decisions.



D. DESC Members: The Deputy Secretary; the DHS Chief of Staff ; Under Secretary for Management; Chief Human Capital Officer; Under Secretary for National Protection and Programs; the Deputy Commissioner of U.S. Customs and Border Protection; the Deputy Administrator of the Federal Emergency Management Agency; the Assistant Secretaries of U.S. Immigration and Customs Enforcement, the Transportation Security Administration, and U.S. Citizenship and Immigration Services; the Deputy Commandant of the U.S. Coast Guard; the Deputy Director of the U.S. Secret Service; the General Counsel; and the Officer for Civil Rights and Civil Liberties [*members may designate permanent alternates only with the explicit approval of the Chair*]. The DESC members are responsible for:

1. Actively participating in DESC meetings and other activities.
2. Staying abreast of external and internal diversity and workforce issues to make recommendations, propose solutions, and provide input to DESC deliberations and decision making.
3. Promoting diversity throughout the Department and advocating on behalf of the DESC. Ensuring that DESC actions are executed as intended in their respective components/offices.


E. DESC Ex Officio Advisors: Deputy Officer for Equal Employment Opportunities (EEO) and Diversity Programs in the Office for Civil Rights and Civil Liberties, and the Executive Director for Diversity, Recruitment and Veterans Outreach in the Office of the Chief Human Capital Officer. These Ex Officio Advisors are responsible for:

1. Providing pertinent technical, subject matter advice, and assistance.
2. Developing action plans and other means to implement DESC decisions.
3. Coordinating DESC efforts as appropriate with other internal forums, councils, and committees as well as benchmarking external and private sector best practices.

#### **IV. Administration and Procedures**

A. The DESC will meet in person or convene by other methods on a regularly scheduled basis and as required by the Chair. The DESC secretary will ensure that appropriate agendas, minutes, presentations, guest speakers, decision papers, and other materials are available in a timely manner. Meetings will be scheduled in coordination with the Chair's scheduler.

- B. The Secretary of Homeland Security will be briefed on DESC plans and actions by request or as determined by the Chair.
- C. The DESC may establish and charge ad hoc working groups, project teams, task forces, or blue ribbon type panels as it deems appropriate to address specific diversity issues and potential solutions. The Committee may define timelines and expected outcomes.
- D. Records of all matters relative to the workings of the DESC, including archival information, will be maintained by the Office of the Chief Human Capital Officer or the Office of the Chief Administrative Officer as appropriate.

  
\_\_\_\_\_  
Janet Napolitano  
Secretary

3-22-10  
\_\_\_\_\_  
Date

# Appendix D

**Civil Rights and Civil Liberties**  
**Cross-Component Coordination Taskforce Guidance**

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This guidance, created pursuant to the Secretary’s Efficiency Review Initiative and the Management Action Directive to “increase coordination across all headquarters and operating Components,” describes current coordinating procedures involving civil rights and civil liberties, including Equal Employment Opportunity (EEO), and outlines the Civil Rights and Civil Liberties Efficiency Review Task Force recommendations for improving civil rights and civil liberties coordination throughout the Department. CRCL authorities are available at the public CRCL website at [www.dhs.gov/crcl](http://www.dhs.gov/crcl).

**I. Roles**

- The Officer for Civil Rights and Civil Liberties:
  - assists the Secretary, DHS leadership, and all elements of the Department to develop, implement, and periodically review Department-wide and Component-specific policies and procedures to ensure that the protection of civil rights and civil liberties is appropriately incorporated into Department programs and activities (6 U.S.C. § 345; 42 U.S.C. § 2000ee-1);
  - investigates and resolves complaints alleging violations of civil rights, civil liberties, and profiling on the basis of race, ethnicity, or religion, by employees and officials of the Department, unless the Inspector General determines that a particular complaint should be investigated by the Inspector General (6 U.S.C. § 345; 42 U.S.C. § 2000ee-1);
  - engages the public and builds relationships with communities to communicate the Office’s responsibilities and support the DHS mission;
  - develops and implements Departmental Equal Employment Opportunity (EEO) policies in consultation with the Chief Human Capital Officer (DHS Delegation No. 3095), and directs the Department’s Diversity Initiative; and
  - provides high-quality Department-wide training on civil rights and civil liberties to ensure that DHS personnel are well-versed in their obligations to protect civil rights and civil liberties while carrying out their homeland security responsibilities, including the provision of training in support of the State, local and tribal fusion centers. (6 U.S.C. § 124h).
- Component Heads support the obligation under 6 U.S.C. § 111(b)(1)(g) and DHS Delegation No. 19002 to conduct Department activities without diminishing civil rights and civil liberties by:
  - overseeing Component Civil Rights and EEO Directors;

- promoting and providing needed policy guidance and training with respect to civil rights and civil liberties in coordination with the Officer for Civil Rights and Civil Liberties; and
- assisting the Officer for Civil Rights and Civil Liberties in carrying out the aforementioned functions by setting policy for cooperation during complaint investigations and policy reviews, and ensuring that civil rights and civil liberties-related information about Component policies and activities is shared with the Officer for Civil Rights and Civil Liberties in a timely manner.
- Component Civil Rights and EEO Directors:
  - serve as the principal advisors to their respective Component Heads for their respective program areas and are responsible for implementing EEO programs and, in CBP, FEMA, TSA, and USCG, civil rights and civil liberties programs.

## **II. Procedures**

- Program Review for Consideration of Civil Liberties Impact
  - CRCL conducts Civil Rights/Civil Liberties Impact Assessments to provide civil rights and civil liberties advice on a variety of DHS policies and programs, within one Component or across Components.
  - An impact assessment may be initiated at the direction of Congress (*Implementing the Recommendations of the 9/11 Commission Act of 2007*, Pub. L. 110-53; *Consolidated Appropriations Act of 2008*, Pub. L. 110-161), upon request of the Secretary or other DHS leader, or at the discretion of the Officer acting under the authority of 42 U.S.C. § 2000ee-1.
- Complaint Handling
  - CRCL investigates complaints and information indicating possible abuses of civil rights and civil liberties and allegations of racial, ethnic, or religious profiling.
  - As set forth in Management Directive 3500 and a Memorandum of Understanding between the Officer for Civil Rights and the DHS Inspector General, CRCL's complaint processes include initial referral of all complaints to the Office of Inspector General (OIG).
  - For complaints received by the OIG, or for complaints referred to the OIG by CRCL, if the OIG declines to investigate, the allegation is returned to CRCL for either referral to the appropriate Component, followed by review by CRCL, or for first-instance investigation by CRCL. CRCL makes both investigative findings and recommendations intended to strengthen and improve DHS programs and policies.
- Policy Development and Implementation
  - When new policy or policy implementation procedures are being developed within a Component for an issue that raises civil rights or civil liberties concerns, CRCL staff contact the relevant Component staff and arrange to participate in meetings and working groups and to review relevant documents.



- Intelligence Product Review
  - CRCL reviews intelligence products and raw reports, which are produced and disseminated by the Office of Intelligence and Analysis (I&A) in accordance with I&A Policy Directive 0003 (Sept. 4, 2009), to ensure that DHS intelligence products comply with applicable civil rights and civil liberties standards.
  
- Training
  - In partnership with DHS Components and offices, CRCL conducts training and develops materials about civil rights and civil liberties issues that arise in the course of implementing DHS programs and activities.
  - In addition, the *Implementing Recommendations of the 9/11 Commission Act of 2007*, Pub. L. 110-53, requires that CRCL work in conjunction with the DHS Privacy Office to support the training of all State, local, tribal, and private sector representatives in State, local, regional, and tribal fusion centers and to provide civil liberties and privacy training for: (1) all DHS officers or intelligence analysts prior to deployment to the fusion centers; (2) all Information Sharing Fellows; and that (3) DHS offer civil liberties training to law enforcement agencies and other emergency response providers in rural areas through the DHS Rural Policing Institute.
  
- Engagement
  - CRCL conducts periodic engagement events with communities and groups whose civil rights may be affected by DHS activities, in order to facilitate effective communication to and by community leaders.
  - When setting up such an event, CRCL staff coordinate Component staff participation when their activities are relevant.
  
- Information Technology Accessibility
  - CRCL and the Office of the Chief Information Officer (OCIO) share both responsibility and funding obligations for ensuring that websites, electronic documents and presentations, and information technology applications are accessible to users with disabilities such as vision impairments, as required by Section 508 of the Rehabilitation Act. This work is done by the Office of Accessible Systems & Technology (OAST), whose Director reports to both the CRCL Officer and the Chief Information Officer.
  - OAST coordinates with the Office of the Chief Procurement Officer and OCIO to review every information technology contract over \$2.5 million for inclusion of accessibility requirements; it operates a DHS-wide Accessibility Help Desk; it evaluates and remediates IT applications, Web sites, and documents for accessibility; and it trains DHS employees on how to achieve required accessibility.
  
- EEO Complaint Processing
  - Pursuant to DHS Delegation No. 3095, CRCL directs the Department's processing of EEO complaints to ensure that they are handled in a fair, timely, and cost-effective manner. This includes: (1) accepting or dismissing formal complaints of discrimination; (2) conducting complete and fair investigations; (3) rendering all final

decisions and final orders on individual and class complaints of discrimination pursuant to the administrative process described in 29 C.F.R. Part 1614; (4) rendering decisions on allegations of breach of settlement agreements; and (5) rendering any authorized form of remedial action, whenever necessary.

### **III. Coordination**

- CRCL has built a network to review and implement DHS civil rights and civil liberties policy across DHS that includes:
  - regular consultation between the CRCL Officer and Component Heads or designees;
  - regular consultation between CRCL staff and affected Components regarding the complaint and Civil Rights/Civil Liberties Impact Assessment processes, review of intelligence products, and the review of documents provided by the Office of General Counsel and the DHS Executive Secretariat;
  - advice and support by CRCL staff to affected Components regarding policy development and implementation that affects civil rights and civil liberties, including training, materials development, and policy review.
- The Taskforce has determined that two existing councils, one on EEO and one on accessibility of information technology to people with disabilities, and a newly established council, on civil rights and civil liberties, will serve as coordination bodies to identify opportunities for resource-sharing; ways to streamline and improve operations; and other needs related to civil rights and civil liberties, including training, outreach, and policy guidance.
  - *EEO Council*: CRCL leads an existing cross-Component EEO Council to provide leadership and coordination, share information and best practices, prepare and implement strategic plans, and streamline operations and eliminate redundancies in the Department's EEO Programs. Membership in the EEO Council consists of all Component EEO Directors.
  - *Section 508 Advisory Council*: Under DHS Management Directive 4010.2, the Office of Accessible Systems & Technology (OAST) has created this council, which coordinates on issues related to the disability-related accessibility of DHS websites, digital documents and information technology applications—the subject of Section 508 of the Rehabilitation Act. Council members are the Section 508 Coordinators who represent their respective Components and the chief information officers from the DHS components that have them; the Council is chaired by OAST's director, who reports to both the CRCL Officer and the Chief Information Officer.
  - *Civil Rights and Civil Liberties Council*: This newly created CRCL Council will coordinate and leverage initiatives and resources in non-EEO areas designated by the Officer, including public complaint processing and investigations; screening and civil rights; information sharing; racial, ethnic, and religious profiling; training on civil

rights and civil liberties; disability policy and accessibility of technology; and compliance with Title VI of the Civil Rights Act of 1964.

- The CRCL Council will be launched in FY 2010, and will undergo an annual evaluation by the Officer and its members starting in FY 2011. The purpose of the evaluation is to ensure that the CRCL Council is fulfilling its mission of facilitating consistency, critical coordination, and collaboration on civil rights and civil liberties.
  
- The CRCL Council will be chaired by the CRCL Officer. Other membership will consist of a representative from each DHS Component who works on relevant activities and has the authority to speak on behalf of his or her Component Head about specific strategies and activities promoting cross-Component coordination in civil rights and civil liberties.
  
- The CRCL Council's procedures and agenda will be established through a consultative process between the CRCL Officer and the CRCL Council members.

# Appendix E

## **EMPLOYEE ASSOCIATIONS**

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### **I. Purpose**

This Directive sets forth the policy for recognizing private, not-for-profit Employee Associations within the Department of Homeland Security (DHS).

### **II. Scope**

This Directive is applicable throughout the DHS.

### **III. Authority**

Title 5, Code of Federal Regulations (C.F.R.), Part 251, "Agency Relationships with Organizations Representing Federal Employees and Other Organizations"

### **IV. Policy and Requirements**

- A. The Department may recognize private, not-for-profit Employee Associations. The associations may be incorporated or unincorporated.
- B. Future recognition of an Employee Association requires submittal to the Under Secretary for Management, or delegee, of: (1) a copy of the organizing and functioning documents; (2) a statement of purpose; and (3) the names, positions, and telephone contact numbers of the individuals who are responsible for the organization (board of directors, officers, etc.). The organization identifies the individual who is the point of contact for DHS interaction.
  - 1. Employee Associations are recognized only when it is in the best interest of the Department to do so. Recognition is also dependent upon organization for one or more specific purposes related to the benefit of, or service to, employees of DHS such as: social, entertainment and recreational affairs; athletic activities, games and hobbies; cultural and educational pursuits; and professional development fostering the employment issues of specific groups, such as women's groups, minority professional groups and position specific groups.
  - 2. As a condition of recognition by the Department, the Employee Association:

- a. Opens membership and participation only to current Federal employees and retired Federal employees of the Department, without regard to race, color, creed, sexual orientation, religion, national origin, age, marital status, political affiliation, disabling condition, or membership in a labor organization.
  - b. Opens participation to all members for all activities.
  - c. Organizes and operates in a democratic fashion.
  - d. Assesses dues on an equal basis for all members.
  - e. Complies with federal ethics law and DHS ethics policy.
  - f. Prohibits members from engaging in the use of DHS' franking privileges for U.S. Mail.
  - g. Prohibits compensation of elected individuals in the association.
  - h. Prohibits elected Employee Association officials from being current, politically appointed Federal employees.
  - i. Prohibits members from accepting gratuities or any other benefits, directly or indirectly, from sellers of goods or services doing or soliciting business with the association.
  - j. Prohibits some members from receiving special discounts, unless those discounts are available (or the chance at receiving those discounts) to all members.
3. A recognized association can not be a labor organization as defined in 5 U.S.C. § 7103(a)(4), and its purpose can not be to support or present grievances or other individual personnel matters.
4. Once recognized as a DHS Employee Association, the association may be granted:
- a. With advance approval, use of the name or initials of DHS in the association's name. Use of the DHS seal is prohibited.
  - b. With advance approval, use of the name or initials or seal of DHS with the Association's name.



c. With advanced approval, use of the name or initials or seal of DHS on products developed for fundraising and/or other educational purposes.

d. With advance approval, use of DHS occupied property for activities, including fundraising activities, if permitted by law, regulation and policy.

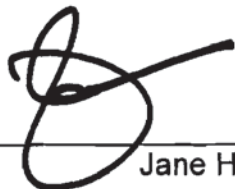
e. With advanced approval, use of official DHS employee communications, on a space-available basis, for conveying information to meet reasonable needs of employees.

f. Authorization to distribute materials and literature on DHS premises during non-working time in non-working areas, subject to safety and security regulations.

C. Employee Associations previously certified or recognized by a Component are not required to seek recognition under this Directive or conform to its requirements. Components which have already recognized Employee Associations are required to submit the name and a statement of purpose of each association to the Under Secretary for Management.

## V. Questions

Address any questions concerning this Directive to the Office of the Under Secretary for Management.



Jane Holl Lute  
Deputy Secretary of Homeland Security

13 05 09  
Date

# Appendix F





Highlights of [GAO-09-639](#), a report to the Chairman, Committee on Homeland Security, House of Representatives

## Why GAO Did This Study

The federal government is faced with a workforce that is becoming increasingly eligible for retirement. GAO has reported that it is important for federal agencies, including the Department of Homeland Security (DHS), to use available flexibilities to acquire, develop, motivate, and retain talented individuals who reflect all segments of society and our nation's diversity. The Equal Employment Opportunity Commission's (EEOC)

Management Directive (MD) 715, provides that in order to attract and retain top talent, federal agencies are to identify barriers to equal employment opportunity (EEO) in the workplace, execute plans to eliminate barriers, and report annually to EEOC.

In response to a request to determine the extent to which DHS has taken steps to identify and address barriers to EEO and how DHS oversees and supports component agencies in identifying and addressing barriers, GAO reviewed DHS's MD-715 reports and EEOC guidance on MD-715 and interviewed officials from DHS's civil rights and human capital offices responsible for EEO.

## What GAO Recommends

GAO recommends that DHS (1) develop a strategy to regularly include employee input in identifying potential barriers to EEO and (2) establish interim milestones for completing planned activities to address identified barriers. DHS agreed with our recommendations.

View [GAO-09-639](#) or [key components](#). For more information, contact Yvonne D. Jones at (202) 512-6806 or [jonesy@gao.gov](mailto:jonesy@gao.gov).

## EQUAL EMPLOYMENT OPPORTUNITY

### DHS Has Opportunities to Better Identify and Address Barriers to EEO in Its Workforce

#### What GAO Found

DHS has generally relied on workforce data and has not regularly included employee input from available sources to identify "triggers," the term EEOC uses for indicators of potential barriers. GAO's analysis of DHS's MD-715 reports showed that DHS generally relied on workforce data to identify 13 of 15 triggers, such as promotion and separation rates. According to EEOC, in addition to workforce data, agencies are to regularly consult a variety of sources, such as exit interviews, employee groups, and employee surveys, to identify triggers. Involving employees helps to incorporate insights about operations from a frontline perspective in determining where potential barriers exist. DHS does not consider employee input from such sources as employee groups, exit interviews, and employee surveys in conducting its MD-715 analysis. Data from the governmentwide employee survey and DHS's internal employee survey are available, but DHS does not use these data to identify triggers. By not considering employee input on DHS personnel policies and practices, DHS is missing opportunities to identify potential barriers. Once a trigger is revealed, agencies are to investigate and pinpoint actual barriers and their causes. In 2007, through its departmentwide barrier analysis, DHS identified four barriers: (1) overreliance on the Internet to recruit applicants, (2) overreliance on noncompetitive hiring authorities, (3) lack of recruitment initiatives that were directed at Hispanics in several components, and (4) nondiverse interview panels.

GAO's analysis of DHS's 2007 and 2008 MD-715 reports showed that DHS has articulated planned activities to address identified barriers, has modified nearly all of its original target completion dates by a range of 12 to 21 months, and has not completed any planned activities; although officials reported completing other activities in fiscal year 2007 and 2008 associated with its EEO program. Nearly half of the planned activities involve collaboration between the civil rights and human capital offices. DHS said that it modified the dates because of staffing shortages. In order to ensure that agency programs are effectively and efficiently implemented, it is important for agencies to implement internal control activities, such as establishing and tracking implementation goals with timelines. This allows agencies to pinpoint performance shortfalls and gaps and suggest midcourse corrections. DHS has not developed project plans with milestones beyond what is included in its MD-715 report and its *Human Capital Strategic Plan*. These documents include only the anticipated outcomes and target completion dates, not the essential activities needed to achieve the outcome. Identifying the critical phases of each planned activity necessary to achieve the intended outcome with interim milestones could help DHS ensure that its efforts are moving forward and manage any needed midcourse corrections, while minimizing modification of target dates.

DHS uses a variety of means to oversee and support components, including providing written feedback on draft reports to components that are required to prepare their own MD-715 reports, conducting program audits, and convening a council of EEO directors from each of the components.

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## Abbreviations

CLF	Civilian Labor Force
CRCL	Office of Civil Rights and Civil Liberties
DHS	Department of Homeland Security
EEO	Equal Employment Opportunity
EEOC	Employment Opportunity Commission
EPCA	EEO Program Compliance Assessment
FHCS	Federal Human Capital Survey
FMFIA	Federal Managers' Financial Integrity Act of 1982
LOB	Lines of Business
MD	Management Directive
OCHCO	Office of the Chief Office of the Chief Human Capital Officer
OPM	Office of Personnel Management
RCLF	Relevant Civilian Labor Force
SES	Senior Executive Service
USM	Under Secretary for Management

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United States Government Accountability Office  
Washington, DC 20548

August 31, 2009

The Honorable Bennie G. Thompson  
Chairman  
Committee on Homeland Security  
House of Representatives

Dear Mr. Chairman:

Since March 2003, when it was created from a disparate group of 22 agencies with multiple missions, values, and cultures, the Department of Homeland Security (DHS) has faced enormous challenges related to protecting the nation from terrorism while organizing its predecessor agencies—several with existing program and management challenges—into a coherent and integrated department.<sup>1</sup> Because these challenges could have serious consequences for the security of our country, we designated DHS's implementation and transformation as a high-risk area in 2003. While progress has been made, DHS's implementation and transformation remains on the high-risk list today.<sup>2</sup>

One key challenge DHS has faced is effectively and strategically managing its large workforce (about 216,000 employees) to respond to current and emerging 21st century issues. Strategic human capital management must be the centerpiece of any serious change management strategy.<sup>3</sup> The federal government is faced with a workforce that is becoming increasingly eligible for retirement. We have reported that it is important for federal agencies, including DHS, to use available flexibilities to acquire, develop, motivate, and retain talented individuals who reflect all segments

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<sup>1</sup>DHS comprises 16 major components: Directorate for National Protection and Programs, Directorate for Science and Technology, Directorate for Management, Office of Policy, Office of Health Affairs, Office of Intelligence and Analysis, Office of Operations Coordination, Federal Law Enforcement Training Center, Domestic Nuclear Detection Office, Transportation Security Administration, U.S. Customs and Border Protection, U.S. Citizenship and Immigration Services, U.S. Immigration and Customs Enforcement, U.S. Coast Guard, Federal Emergency Management Agency, and U.S. Secret Service.

<sup>2</sup>GAO, *High-Risk Series: An Update*, [GAO-09-271](#) (Washington, D.C.: January 2009).

<sup>3</sup>GAO, *Homeland Security: Overview of Department of Homeland Security Management Challenges*, [GAO-05-573T](#) (Washington, D.C.: Apr. 20, 2005).

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of society and our nation's diversity.<sup>4</sup> While DHS overall has a low proportion—20 percent—of workers eligible to retire by 2012, attention to strategic human capital management is still important as 50 percent or more of its customs and border agents, who serve in a mission-critical occupation, are eligible to retire by 2012.<sup>5</sup> According to the Equal Employment Opportunity Commission (EEOC), to attract, develop, and retain a top-quality workforce, agencies must ensure that their workforces are free of barriers to equal employment opportunity (EEO). Through Management Directive (MD) 715, EEOC provides that as part of a model EEO program, to prevent unlawful discrimination, federal agencies are to identify barriers to EEO in the workplace, execute plans to eliminate barriers, and report annually to EEOC.

As agreed, we present our findings on (1) the extent to which DHS has taken steps, according to its MD-715 reports, to identify barriers to EEO in the workplace; (2) the extent to which DHS has taken steps to address identified barriers and what progress has been reported; and (3) how DHS oversees and supports component agencies in identifying and addressing barriers. We reviewed DHS's MD-715 reports for fiscal years 2004 through 2008, and analyzed DHS's identified barriers and plans to address those barriers obtained from its fiscal year 2007 and 2008 reports. Because it was beyond the scope of this engagement, we did not evaluate the accuracy of the data contained in the workforce data tables, the extent to which DHS identified all potential barriers, or the extent to which plans to eliminate barriers or activities would address identified barriers. In addition, we reviewed DHS policies, guidance, directives, and diversity plans related to identifying and addressing barriers; the 2008 Federal Human Capital Survey (FHCS) results for DHS; and DHS's 2007 internal employee survey results. We interviewed DHS officials from its Office of Civil Rights and Civil Liberties (CRCL) and the Office of the Chief Human Capital Officer (OCHCO). We also reviewed MD-715 and EEOC instructions and guidance on MD-715, and interviewed EEOC officials from its Office of Federal Operations. We obtained information from the Office of Personnel Management's (OPM) Strategic Human Resource Policy Division on the availability of FHCS data to federal agencies.

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<sup>4</sup>GAO, *Human Capital: Federal Workforce Challenges in the 21st Century*, GAO-07-556T (Washington, D.C.: Mar. 6, 2007).

<sup>5</sup>GAO, *Older Workers: Enhanced Communication among Federal Agencies Could Improve Strategies for Hiring and Retaining Experienced Workers*, GAO-09-206 (Washington, D.C.: Feb. 24, 2009).

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We conducted this performance audit from January 2009 to August 2009 in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

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## Background

Under MD-715, federal agencies are to identify and eliminate barriers that impede free and open competition in their workplaces. EEOC defines a barrier as an agency policy, principle, or practice that limits or tends to limit employment opportunities for members of a particular gender, race, ethnic background, or disability status. According to EEOC's instructions, many employment barriers are built into the organizational and operational structures of an agency and are embedded in the day-to-day procedures and practices of the agency. In its oversight role under MD-715, EEOC provides instructions to agencies on how to complete their barrier analyses and offers other informal assistance. Based on agency submissions of MD-715 reports, EEOC provides assessments of agency progress in its *Annual Report on the Federal Workforce*, feedback letters addressed to individual agencies, and the EEO Program Compliance Assessment (EPCA).<sup>6</sup>

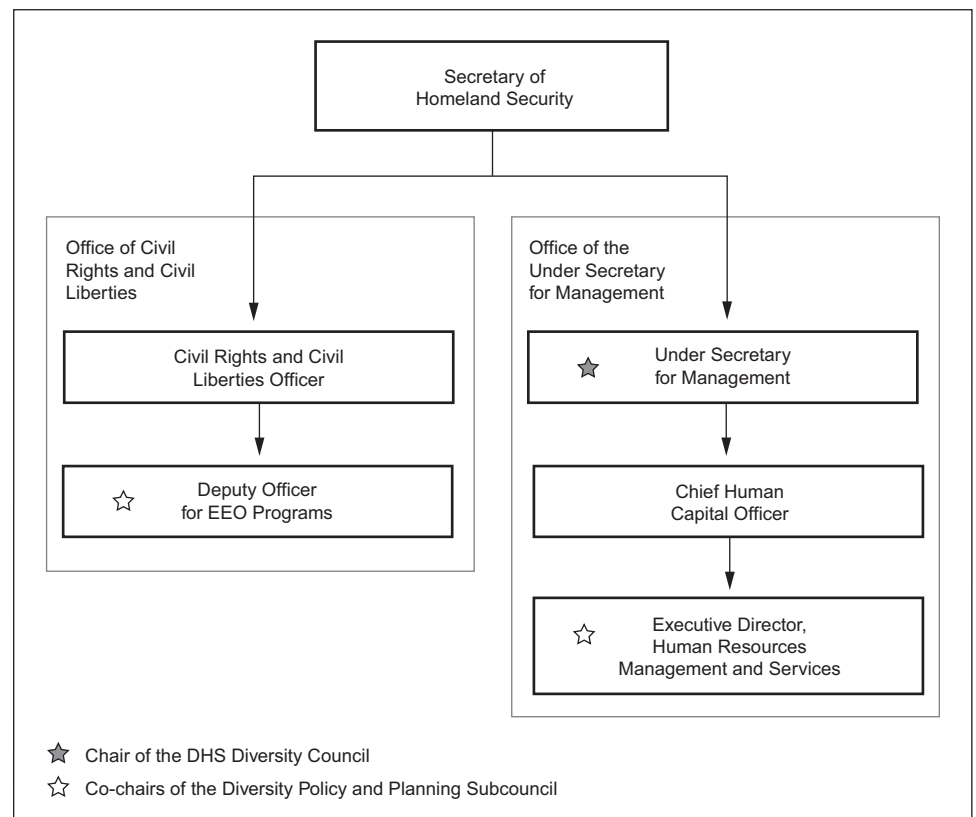
At DHS, the Officer for CRCL, through the Deputy Officer for EEO Programs, is responsible for processing complaints of discrimination; establishing and maintaining EEO programs; fulfilling reporting requirements as required by law, regulation, or executive order; and evaluating the effectiveness of EEO programs throughout DHS. Consistent with these responsibilities, the Officer for CRCL, through the Deputy Officer for EEO Programs, is responsible for preparing and submitting DHS's annual MD-715 report.

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<sup>6</sup>EPCA, which was released in January 2009, provided EEOC's assessment of the performance of selected federal agencies' EEO programs, including DHS, during fiscal year 2006 and evaluated agencies on selected indicators under each model element of MD-715. EPCA also provided outcome indicators based on selected responses from OPM's fiscal year 2006 FHCS. According to EEOC, it has removed the EPCA Web page because EEOC is evaluating the appropriate use of the EPCA program indicators in an attempt to ensure that the indicators chosen are accurate measures of the performance of agency EEO programs.

In addition, the Deputy Officer for EEO Programs and the Under Secretary for Management (USM) are also responsible for diversity management at DHS. Under the USM, the Chief Human Capital Officer is responsible for diversity management and has assigned these duties to the Executive Director of Human Resources Management and Services. According to CRCL's Deputy Officer for EEO Programs, CRCL and OCHCO collaborate on a number of EEO and diversity activities through participation in work groups, involvement in major projects, policy and report review, and participation on the Diversity Council and its Diversity Policy and Planning Subcouncil. Figure 1 shows the officials who are primarily responsible for EEO and diversity management at DHS.

**Figure 1: DHS Officials with Primary Responsibility for DHS Departmentwide EEO and Diversity Activities**



Source: GAO, based on information obtained from DHS.



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The DHS Diversity Council is composed of the members of the DHS Management Council, which is chaired by the USM and includes component representatives—generally a component’s equivalent of a chief management officer or chief of staff. The Diversity Council charter gives the DHS Management Council the responsibility of meeting as the Diversity Council at least bimonthly. CRCL’s Deputy Officer for EEO Programs and OCHCO’s Executive Director of Human Resources Management and Services chair the Diversity Council’s Policy and Planning Subcouncil, which includes at least one member from each DHS component represented on the Management Council. The Diversity Policy and Planning Subcouncil meets every 2 weeks and is to identify, research, and analyze workforce diversity issues, challenges, and opportunities and report and make recommendations to the Diversity Council on DHS diversity strategies and priorities.

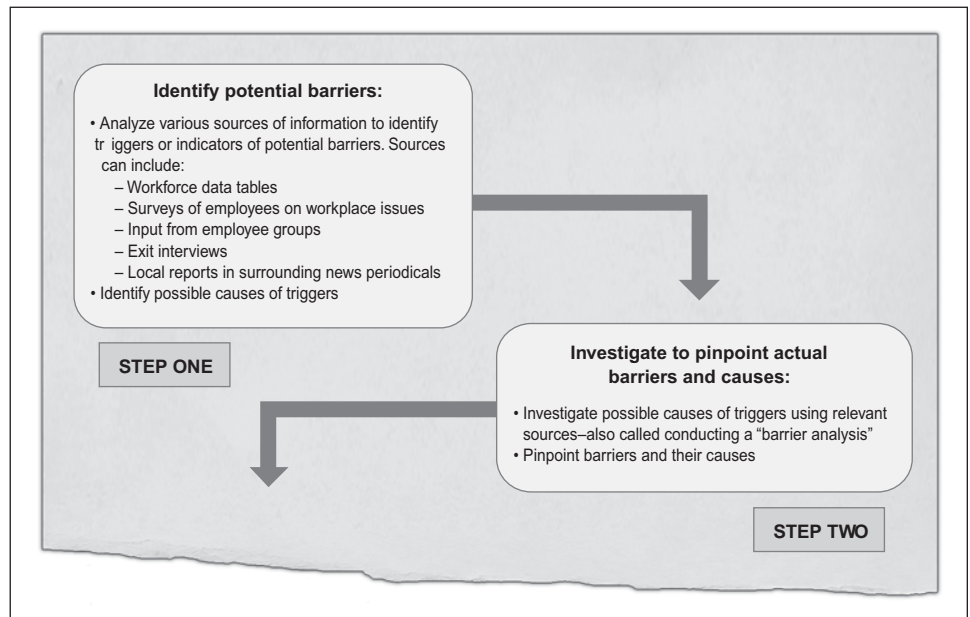
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## DHS Has Generally Relied on Workforce Data and Has Not Regularly Included Employee Input in Identifying Potential Barriers

According to EEOC’s MD-715 instructions, barrier identification is a two-part process. First, using a variety of sources, an agency is to identify triggers. Second, the agency is to investigate and pinpoint actual barriers and their causes. According to EEOC officials, this should be an ongoing process. Figure 2 shows the barrier identification steps under MD-715.



**Figure 2: Barrier Identification Process**



Source: GAO modification of EEOC guidance.

Note: EEOC concurred with GAO’s modification of EEOC’s guidance.

Our review of DHS’s MD-715 reports for each of the fiscal years 2004 through 2007 showed that in 2004 DHS identified 14 triggers, which were present in each subsequent year. According to DHS’s MD-715 reports, DHS identified 13 of the 14 triggers based on its analysis of participation rates contained in the workforce data tables.<sup>7</sup> The remaining trigger—incomplete accessibility studies on all facilities—was identified based on responses to the self-assessment checklist contained in the MD-715 form and comments made at disability awareness training for managers. In addition, in 2008, DHS identified one new trigger based on a joint

<sup>7</sup>Although DHS identified a number of triggers based on workforce data, DHS did not include in its 2008 MD-715 submission required data tables on (1) applicants and new hires for major occupations, (2) selections for internal competitive promotions, (3) internal selections for senior-level positions, and (4) participation in career development programs. CRCL officials stated that DHS did not submit these tables because DHS does not currently track the data necessary to complete these tables. DHS is in the process of testing and implementing new systems to collect and analyze applicant flow data, which would enable it to complete the tables on hiring and promotions. According to documents from OCHCO, implementation of these systems is expected by the first quarter of fiscal year 2011.

statement from EEOC, the Department of Justice, and the Department of Labor related to heightened incidents of harassment, discrimination, and violence in the workplace against individuals who are or are perceived to be Arab, Muslim, Middle Eastern, South Asian, or Sikh. Table 1 shows a summary of DHS-identified triggers and the sources of information from which they were identified.

**Table 1: Triggers Identified in DHS's 2008 Management Directive 715 Report**

Trigger	Groups affected	Source
1. Participation rates in the total workforce were below participation rates in the civilian labor force (CLF) <sup>a</sup>	Total females and White females	Analysis of workforce data
2. Participation rates among officials and managers <sup>b</sup> were below participation rates in the relevant civilian labor force (RCLF) <sup>c</sup>	Total females and White females	Analysis of workforce data
3. Participation rates among professionals <sup>b</sup> were below participation rates in the RCLF	Total females and White females	Analysis of workforce data
4. Participation rates among service workers <sup>b</sup> were below participation rates in the RCLF	Total females and White females	Analysis of workforce data
5. Participation rates among General Schedule (GS) grades GS-14 and GS-15 and the Senior Executive Service (SES) were below participation rates in DHS's total GS workforce population	GS-14: Hispanic males GS-15: Hispanic males SES: Hispanic males, females (collectively), African American females, and African American males	Analysis of workforce data
6. Participation rates among cross-cutting, high-profile occupations <sup>d</sup> were below participation rates in the RCLF	Total females and White females	Analysis of workforce data
7. Participation rates among new hires by type of appointment <sup>e</sup> were below participation rates in the CLF	Total females and White females	Analysis of workforce data
8. Award rates of quality salary increases were below participation rates in DHS's permanent workforce	Total males, Hispanic males, White males, African American males, American Indian/Alaskan Native males, American Indian/Alaskan Native females, and males identified as two or more/other races	Analysis of workforce data
9. Separation rates (voluntary and involuntary) were higher than participation rates in DHS's permanent workforce	Voluntary: Total females, White females, African American males, and African American females Involuntary: African American males and total females	Analysis of workforce data
10. Participation rates (temporary and permanent workers) were below the "federal high" in DHS's total workforce <sup>f</sup>	DHS employees with targeted disabilities <sup>g</sup>	Analysis of workforce data

Trigger Groups	affected	Source
11. Physical barriers to employment	DHS employees with targeted disabilities	MD-715 self-assessment checklist (part G) and comments made at a disability awareness training for managers
12. Separation rates (total and voluntary) exceeded participation rates in DHS's permanent workforce	DHS employees with disabilities and targeted disabilities	Analysis of workforce data
13. Promotion rates (competitive and noncompetitive) were below participation rates in DHS's permanent workforce	DHS employees with disabilities and targeted disabilities	Analysis of workforce data
14. Participation rates were below the "federal high" in DHS's temporary workforce	DHS employees with disabilities and targeted disabilities	Analysis of workforce data
15. Increased incidents of workplace harassment, discrimination, and violence	Muslims, Arabs, South Asians, and Sikhs	November 19, 2001, EEOC, Department of Justice and Department of Labor "Joint Statement Against Employment Discrimination in the Aftermath of the September 11 Terrorist Attacks"

Source: GAO analysis of DHS's 2007 and 2008 MD-715 reports.

<sup>a</sup>The CLF is defined as those 16 and older (including federal workers) who are employed or looking for work and are not in the military or institutionalized.

<sup>b</sup>EEOC uses nine occupational categories for the federal workforce—officials and managers, professionals, technicians, sales, administrative support workers, craft workers, operatives, laborers, and service workers. See EEOC publication for definitions of the nine occupational categories.

<sup>c</sup>EEOC defines the RCLF as the available pool in the CLF for a specific occupation, including geographic considerations of the recruitment area.

<sup>d</sup>According to DHS's 2008 MD-715 report, cross-cutting, high-profile occupations within DHS are mission-critical occupations that reside in multiple organizational elements or by their very nature are high-profile occupations, for example, transportation security officers.

<sup>e</sup>Types of appointment include permanent, temporary, and nonappropriated funds.

<sup>f</sup>EEOC has designated the "federal high" as the benchmark for comparing an agency's employment of individuals with targeted disabilities. The federal high is of a federal agency (with 500 or more permanent employees) that had the highest participation rate of employees with targeted disabilities during the prior fiscal year. For 2008, the federal high was 2.65 percent.

<sup>g</sup>According to EEOC, to encourage the hiring, placement, and advancement of selected individuals with disabilities in affirmative action planning, EEOC has identified nine categories of targeted disabilities: (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, spine, or both.

To identify triggers, agencies are to prepare and analyze workforce data tables comparing participation rates to designated benchmarks (such as representation in the civilian labor force (CLF)<sup>8</sup> or the agency's total

<sup>8</sup>The CLF is defined as those 16 and older (including federal workers) who are employed or looking for work and are not in the military or institutionalized.

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workforce) by gender, race, ethnicity, or disability status in various subsets of their workforces (such as by grade level or major occupations and among new hires, separations, promotions, and career development programs). According to EEOC's MD-715 instructions, participation rates below a designated benchmark for a particular group are triggers. Along with the workforce data tables, according to EEOC's MD-715 instructions, agencies are to regularly consult additional sources of information to identify areas where barriers may operate to exclude certain groups. Other sources of information include, but are not limited to

- EEO complaints and EEO-related grievances filed;
- findings of discrimination on EEO complaints;
- surveys of employees on workplace environment issues;
- exit interview results;
- surveys of human resource program staff, managers, EEO program staff, counselors, investigators, and selective placement coordinators;
- input from agency employee and advocacy groups and union officials;
- available government reports (i.e., those of EEOC, GAO, OPM, the Merit Systems Protection Board, and the Department of Labor); and
- local and national news reports.

EEOC officials said that these sources may reveal triggers that may not be present in the workforce data tables. Several of the above-listed sources provide direct employee input on employee perceptions of the effect of agency policies and procedures. For example, according to EEOC instructions, employee surveys may reveal information on experiences with, perceptions of, or difficulties with a practice or policy within the agency. Further, EEOC's instructions state that reliance solely on workforce profiles and statistics will not meet the mandate of MD-715. When workforce data and other sources of information indicate that a barrier may exist, agencies are to conduct further inquiry to identify and examine the factors that caused the situation revealed by workforce data or other sources of information.

To identify triggers, CRCL stated that it regularly reviews complaint data it must submit annually to EEOC and data collected from reports CRCL is required to submit under various statutes, executive orders, and initiatives, including the Notification and Federal Employee Antidiscrimination and Retaliation Act,<sup>9</sup> Federal Equal Employment Opportunity Recruitment

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<sup>9</sup>Pub. L. No. 107-174 (May 15, 2002).

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Program,<sup>10</sup> Executive Order 13171 on Hispanic employment in the federal government, Disabled Veterans Affirmative Action Program,<sup>11</sup> White House Initiative on Historically Black Colleges and Universities, and White House Initiative on Tribal Colleges and Universities. According to CRCL officials, in the past, CRCL has also relied upon the DHS online departmental newsletter, periodicals, and news media to identify triggers.

We have previously reported that successful organizations empower and involve their employees to gain insights about operations from a frontline perspective, increase their understanding and acceptance of organizational goals and objectives, and improve motivation and morale.<sup>12</sup> Obtaining the input of employees in identifying triggers would provide a frontline perspective on where potential barriers exist. Employee input can come from a number of sources including employee groups, exit interviews, and employee surveys. CRCL said that it does not consider input from employee groups in conducting its MD-715 analysis, but the Diversity Council's Diversity Policy and Planning Subcouncil has recently begun to reach out to form partnerships with employee associations such as the National Association of African-Americans in the Department of Homeland Security. In addition, according to DHS's 2008 MD-715 report, DHS does not currently have a departmentwide exit survey, but according to a senior OCHCO official, OCHCO plans to develop a prototype exit survey with the eventual goal of proposing its use throughout DHS.

Although DHS does not have the structures in place to obtain employee input departmentwide from employee groups and exit surveys, DHS could use the FHCS and DHS's internal employee survey to obtain employee input in identifying potential barriers. OPM administers the FHCS biennially in even-numbered years, and DHS administers its own internal

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<sup>10</sup>5 C.F.R. §§ 720.201-207.

<sup>11</sup>5 C.F.R. §§ 720.301-307.

<sup>12</sup>GAO, *High-Risk Series: Strategic Human Capital Management*, GAO-03-120 (Washington, D.C.: January 2003).

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survey in off years.<sup>13</sup> Both surveys collect data on employees' perceptions of workforce management, organizational accomplishments, agency goals, leadership, and communication. We have previously reported that disaggregating employee survey data in meaningful ways can help track organizational priorities.<sup>14</sup> According to information from officials in OPM's Division for Strategic Human Resources Policy, which administers and analyzes the FHCS, results by gender, national origin, and race are available at the agency level (i.e., DHS) on each agency's secure site.<sup>15</sup> DHS's internal survey also collects demographic data on race, gender, and national origin of respondents. DHS could analyze responses from the FHCS and its internal employee survey by race, gender, and national origin to determine whether employees of these groups perceive a personnel policy or practice as a possible barrier. For example, one question on the 2008 FHCS asked whether supervisors or team leaders in the employee's work unit support employee development. Fifty-eight percent of DHS respondents agreed and 21 percent disagreed with the statement. The 2007 DHS internal survey asked whether employees receive timely information about employee development programs. Thirty-nine percent of respondents provided a positive response; 35 percent provided a negative response. Although a CRCL staff member reviews the FHCS and DHS's internal survey data as part of an OCHCO employee engagement working group, the staff member does not review DHS responses based on race, gender, and national origin. Responses based on demographic group could indicate whether a particular group perceives a lack of opportunity for employee development and suggest a need to further examine these areas

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<sup>13</sup> According to OPM's Web site, the FHCS, which was first administered in 2002, is administered to full-time, permanent employees of the major agencies represented on the President's Management Council and the small/independent agencies that accepted an invitation to participate in the survey. For the 2008 survey, these agencies made up approximately 97 percent of the executive branch workforce. Of the 417,128 employees receiving surveys, 212,223 completed the survey for a governmentwide response rate of 51 percent. According to DHS's summary of results, DHS's internal survey was electronically administered to all permanent civilian DHS employees as of August 2007. A total of 65,753 of 141,160 eligible employees responded to the survey for a response rate of 47 percent.

<sup>14</sup> GAO, *Result-Oriented Cultures, Creating a Clear Linkage between Individual Performance and Organizational Success*, GAO-03-488 (Washington, D.C.: Mar. 14, 2003).

<sup>15</sup> According to OPM's responses, results by age, supervisory status, and work location departmentwide are also available on an agency's internal secure site. At the component level, results for each question are available on each agency's internal secure site and results by some demographic groups are available at the request of the agency, provided results for any group contain at least 10 respondents. When there are fewer than 10 respondents in a group, OPM stated that it would typically combine demographic groups (i.e., minority/nonminority, nonsupervisors/supervisors, etc.) and then create a report.

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to determine if barriers exist. Without employee input on DHS personnel policies and practices, DHS is missing opportunities to identify potential barriers. Regular employee input could help DHS to identify potential barriers and enhance its efforts to acquire, develop, motivate, and retain talent that reflects all segments of society and our nation's diversity.

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## DHS Identified Workforce Barriers in 2007

In fiscal year 2007, DHS conducted its first departmentwide barrier analysis. This effort involved further analysis of the triggers initially identified in 2004 to determine if there were actual barriers and their causes. According to DHS's 2007 MD-715 report, DHS limited its barrier analysis to an examination of policies and management practices and procedures that were in place during fiscal year 2004. Therefore, according to the report, policies, procedures, and practices that were established or used after fiscal year 2004 were outside the scope of this initial barrier analysis.<sup>16</sup> Based on triggers DHS identified in 2004, DHS's departmentwide barrier analysis identified the following four barriers:

1. Overreliance on the Internet to recruit applicants.
2. Overreliance on noncompetitive hiring authorities.
3. Adequacy of responses to Executive Order 13171, *Hispanic Employment in the Federal Government*; specifically, in several components that there was no evidence of specific recruitment initiatives that were directed at Hispanics.
4. Nondiverse interview panels; specifically, interview panels that did not reflect the diversity of applicants.

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## DHS Has Identified Planned Activities to Address Barriers, but Has Modified Nearly All of Its Target Completion Dates

According to EEOC guidance, barrier elimination is vital to achieving the common goal of making the federal government a model employer. Once an agency identifies a likely factor (or combination of factors) adversely affecting the employment opportunities of a particular group, it must decide how to respond. Barrier elimination is the process by which an agency removes barriers to equal participation at all levels of its workforce. EEOC's instructions provide that in MD-715 reports, agencies are to articulate objectives accompanied by specific action plans and planned activities that the agency will take to eliminate or modify barriers to EEO. Each action item must set a completion date and identify the one high-level agency official who is responsible for ensuring that the action

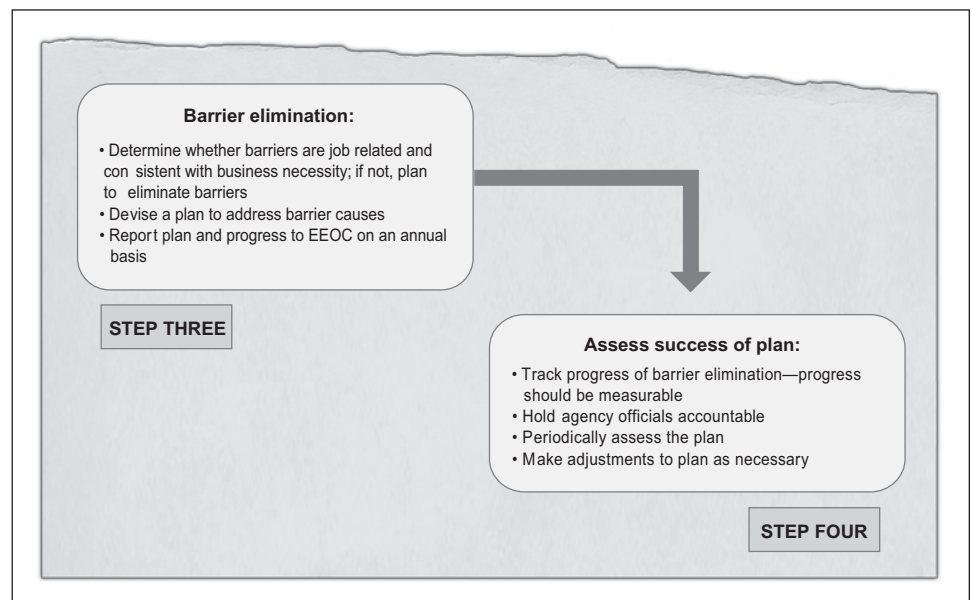
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<sup>16</sup>To date, DHS has not conducted any other barrier analyses. According to CRCL officials, DHS has not conducted subsequent barrier analyses because of resource limitations, such as staffing and limited funding to contract for this activity.



item is completed on time. In addition, according to EEOC's instructions, agencies are to continuously monitor and adjust their action plans to ensure the effectiveness of the plans themselves, both in goal and execution. This will serve to determine the effectiveness of the action plan and objectives. Figure 3 shows the barrier elimination and assessment steps under MD-715.

**Figure 3: Barrier Elimination and Assessment**



Source: GAO modification of EEOC guidance.

Note: EEOC concurred with GAO's modification of EEOC's guidance.

## DHS Modified Nearly All Target Completion Dates on Planned Actions to Address Barriers

Our analysis of DHS's MD-715 2007 and 2008 reports showed DHS articulated 12 different planned activities to address the identified barriers, including 1 new planned activity in 2008.<sup>17</sup> Of the 12 planned activities, 2 relate to recruitment practices and strategies, specifically implementing a departmentwide recruitment strategy and targeting recruitment where there are low participation rates. Two other planned activities relate to the development of additional guidance, specifically on composition of interview panels and increasing educational opportunities. For each barrier, DHS identifies at least one planned activity—eight in total—

<sup>17</sup>Two of the planned activities were listed under multiple barriers.

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related to collecting and analyzing additional data. According to DHS's 2007 and 2008 MD-715 reports, DHS's primary objective is to capture and analyze the additional data needed to link the barriers to the relevant triggers.

In addition, of the 12 different planned activities, 5 involve collaboration between CRCL and OCHCO. One planned activity to address overreliance on the use of the Internet to recruit applicants calls for the development of an applicant flow tool to gather data on applicants, which would enable CRCL and OCHCO to analyze recruitment and hiring results. According to CRCL, its staff collaborate with OCHCO by evaluating and providing feedback on development of the tool. We have previously reported on the benefits of coordination and collaboration between the EEO and the human capital offices within agencies.<sup>18</sup> During our previous work reviewing coordination of federal workplace EEO, an EEOC official commented that a review of barrier analyses in reports submitted under MD-715 showed that the highest-quality analyses had come from agencies where there was more coordination between staff of the human capital and EEO offices.

Table 2 shows DHS's planned activities, the identified barriers to which they relate, and the target completion dates.

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<sup>18</sup>GAO, *Equal Employment Opportunity: Improved Coordination Needed between EEOC and OPM in Leading Federal Workplace EEO*, GAO-06-214 (Washington, D.C.: June 16, 2006).

**Table 2: DHS-Identified Barriers, Planned Activities, and Target Completion Dates**

Identified barrier	Planned activities <sup>a</sup>	Modified target completion date from 2008 MD-715 report and (original date from 2007 MD-715 report)	2008 update
Overreliance on the Internet to recruit applicants for cross-cutting, high-profile occupations.	1. Partner with OCHCO to “Implement an enterprise-wide recruitment strategy.” <sup>ab</sup>	(09/30/2009)	No 2008 update was listed for this planned activity.
	2. Partner with OCHCO to “Deploy applicant flow tool to analyze recruitment and hiring results.”	12/31/2009 (09/30/2008)	OCHCO indicated that it is working toward a redeployment of the e-Recruitment System.
	3. Collect and analyze additional data that could more conclusively demonstrate a link between overreliance on online recruiting media and equality of opportunity for applicants. <sup>c</sup>	12/31/2010 (09/30/2009)	A lesson learned in fiscal year 2008 was that targeted recruiting can be done more efficiently over the Internet and that DHS needs to develop an online methodology in fiscal year 2009 to reach active candidates looking for jobs and passive (not actively looking) candidates who have the appropriate skills and education.
	4. Develop a financial grid with information about the employee group(s) targets for a specific recruitment tactic. <sup>d</sup>	12/31/2010 (03/30/2009)	See #3.
Overreliance of noncompetitive hiring authorities.	1. Coordinate with OCHCO to ensure that the applicant flow tool has the capability to capture the additional data identified in #2.	12/31/2009 (09/30/08)	CHCO indicated it is working toward a redeployment of the e-Recruitment System.
	2. Collect and analyze additional data that would more conclusively demonstrate a link between overreliance on noncompetitive hiring authorities and equality of opportunity for applicants. <sup>c</sup>	12/31/2010 (09/30/2009)	CRCL will identify any specific follow-on actions required after the potential barriers are confirmed.
	3. Have the DHS Corporate Recruitment Council target candidates for components that have low participation rates. <sup>e</sup>	12/31/2010	N/A <sup>f</sup>
Lack of specific recruitment initiatives directed to Hispanics in several components.	1. Partner with OCHCO to “Implement an enterprise-wide recruitment strategy.” <sup>ab</sup>	(09/30/2009)	CRCL participated in the DHS Corporate Recruitment Council, which in fiscal year 2008 targeted five major categories of candidates to target.
	2. Coordinate with OCHCO to ensure that the applicant flow tool has the capability to capture the additional data identified under item #3.	12/31/2009 (12/31/2008)	OCHCO indicated that it is working towards a redeployment of the e-Recruitment System.

Identified barrier	Planned activities <sup>a</sup>	Modified target completion date from 2008 MD-715 report and (original date from 2007 MD-715 report)	2008 update
	3. Collect additional data that could more conclusively demonstrate a link between problematic/insufficient responses to Executive Order 13171 and equality of opportunity for applicants and employees. <sup>c</sup>	12/31/2010 (09/30/2009)	CRCL will identify any specific follow-on actions required after the potential barriers are confirmed.
	4. Develop departmentwide guidance to address the issue of levels of education among Hispanics in the pipeline.	12/31/2010 (03/31/2009)	No 2008 update was listed for this planned activity.
	5. Have the DHS Corporate Recruitment Council target candidates for components that have underrepresentation. <sup>e</sup>	12/31/2010	N/A <sup>f</sup>
Nondiverse interview panels.	1. Collaborate with OCHCO in the development of guidelines that addresses the diversity/composition of interview panels.	12/31/2009 (09/30/2008)	No 2008 update was listed for this planned activity.
	2. Collect additional data to determine the impact of nondiverse interview panels. <sup>c</sup>	12/31/2010 (09/30/2009)	CRCL will identify any specific follow-on actions required after the potential barriers are confirmed.

Source: GAO analysis of DHS's 2007 and 2008 MD-715 reports.

<sup>a</sup>DHS has identified 12 unique planned activities. The planned activities listed total 14 because 2 planned activities are listed twice.

<sup>b</sup>This planned activity is listed twice.

<sup>c</sup>In the fiscal year 2008 MD-715 report, DHS specifies the additional information to obtain.

<sup>d</sup>According to DHS's 2008 MD-715 report, the financial grid will identify the cost-effectiveness and human capital yield that results from using a specific recruitment tactic to acquire specific employee groups. Also, the grid data will produce information about the investment costs allocated for each recruitment tactic for each employee group as well as information about the number of contacts made using a specific approach.

<sup>e</sup>This planned activity is listed twice.

<sup>f</sup>Not applicable. This planned activity was first identified in the fiscal year 2008 MD-715 report; therefore, it could not have been modified in the 2008 report.

For the planned activities identified in its 2007 MD-715 report, DHS has modified the target date for all but one of them. As reported in the 2008 MD-715 report, the original target completion dates have been delayed anywhere from 12 to 21 months. In addition, since DHS filed its 2008 MD-715 report, DHS modified one of the target dates it had previously modified in its 2008 report. DHS has not completed any of the planned activities articulated in its 2007 and 2008 MD-715 reports. According to CRCL officials, although it has not completed any planned activities to address identified barriers, DHS has completed some planned activities

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identified in fiscal years 2007 and 2008 related to improving its EEO program.

According to CRCL, DHS modified target dates primarily because of staffing shortages in both CRCL and OCHCO, including the retirement in 2008 of three senior CRCL officials (including the Deputy Officer for EEO Programs) and extended absences of the remaining two staff. In addition, according to senior officials, during fiscal year 2008, OCHCO experienced significant staff shortages and budgetary issues and lost its contract support. According to the Deputy Officer for EEO Programs, fiscal year 2009 is a rebuilding year. CRCL is adding five new positions, in addition to the existing three, to the CRCL unit responsible for preparing and submitting DHS's MD-715 reports and implementing MD-715 planned activities. According to CRCL, once it is fully staffed, it will be able to expand services and operations.

DHS has not established interim milestones for the completion of planned activities to address barriers. According to DHS officials, its MD-715 reports and *Human Capital Strategic Plan* represent the extent of DHS project plans and milestones for completing planned activities. These documents include only the anticipated outcome, not the essential activities needed to achieve the outcome. For example, in DHS's 2007 and 2008 MD-715 reports, CRCL identifies an applicant flow tool to analyze recruitment and hiring results as a planned activity to address the barrier of overreliance on the use of the Internet to recruit applicants. DHS's *Human Capital Strategic Plan* also identifies an applicant flow tool to analyze recruitment and hiring results as an action to achieve its departmentwide diversity goal. DHS does not articulate interim steps, with milestones, to achieve this outcome in either document.

In order to help ensure that agency programs are effectively and efficiently implemented, it is important that agencies implement effective internal control activities.<sup>19</sup> These activities help ensure that management

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<sup>19</sup>GAO, *Standards for Internal Control in the Federal Government*, GAO/AIMD-00-21.3.1 (Washington, D.C.: November 1999). We used the criteria in these standards, issued pursuant to the requirements of the Federal Managers' Financial Integrity Act of 1982 (FMFIA), to provide the overall framework for establishing and maintaining internal control in the federal government. Pub. L. No. 97-255, 96 Stat. 814. Also pursuant to FMFIA, the Office of Management and Budget issued Circular No. A-123, revised December 21, 2004, to provide the specific requirements for assessing and reporting on internal controls. Internal control standards and the definition of internal control in Circular No. A-123 are based on the aforementioned GAO standards.

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directives are carried out. We have previously reported that it is essential to establish and track implementation goals and establish a timeline to pinpoint performance shortfalls and gaps and suggest midcourse corrections. Further, it is helpful to focus on critical phases and the essential activities that need to be completed by a given date.<sup>20</sup> In addition, we recommended in our 2005 report on DHS's management integration that DHS develop a management integration strategy. Such a strategy would include, among other things, clearly identifying the critical links that must occur among initiatives and setting implementation goals and a timeline to monitor the progress of these initiatives and to ensure that the necessary links occur.<sup>21</sup> Identifying the critical phases of each planned activity necessary to achieve the intended outcome with interim milestones could help DHS ensure that its efforts are moving forward and manage any needed midcourse corrections, while minimizing modifications of target completion dates.

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## DHS Reports Progress on EEO and Diversity Initiatives

According to CRCL and OCHCO officials, DHS is making progress on initiatives relating to (1) outreach and recruitment, (2) employee engagement, and (3) accountability. DHS's Executive Director of Human Resources Management and Services told us that DHS is currently implementing a targeted recruitment strategy based on representation levels, which includes attending career fairs and entering into partnerships with organizations such as the Black Executive Exchange Program. CRCL officials also said that CRCL staff participate on the Corporate Recruitment Council, which meets each month and includes recruiters from each of the components. In addition, according to the *Human Capital Strategic Plan* diversity goal, DHS plans to establish a diversity advisory network of external stakeholders. According to CRCL, this effort includes specific outreach and partnership activities with such groups as the National Association for the Advancement of Colored People, Blacks in Government, League of United Latin American Citizens, Organization of Chinese Americans, Federal Asian Pacific American Council, Federally Employed Women, National Organization of Black Law Enforcement Executives, and Women in Federal Law Enforcement.

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<sup>20</sup>GAO, *Results-Oriented Cultures: Implementation Steps to Assist Mergers and Organizational Transformations*, GAO-03-669 (Washington, D.C.: July 2, 2003).

<sup>21</sup>GAO, *Department of Homeland Security: A Comprehensive and Sustained Approach Needed to Achieve Management Integration*, GAO-05-139 (Washington, D.C.: Mar. 16, 2005).

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DHS has also reported progress on employee engagement efforts. The Executive Director of Human Resources Management and Services also told us that DHS is in the planning stages of forming a department-level employee council comprising representatives from each diversity network at each of DHS's components.<sup>22</sup> In addition, according to DHS's *Human Capital Strategic Plan*, DHS will incorporate questions into its internal employee survey specifically addressing leadership and diversity. The planned completion for this effort is the first quarter of fiscal year 2010.

To address accountability, the Executive Director of Human Resources Management and Services said that DHS added a Diversity Advocate core competency as part of DHS's fiscal year 2008 rating cycle for Senior Executive Service (SES) performance evaluations. Under DHS's SES pay-for-performance appraisal system, ratings on this and other core competencies affect SES bonuses and pay increases. According to DHS's *Competency Illustrative Guidance*, the standard provides for each senior executive to promote workforce diversity, provide fair and equitable recognition and equal opportunity, and promptly and appropriately address allegations of harassment or discrimination. According to the Executive Director of Human Resources Management and Services, OCHCO is currently developing plans, with the participation of CRCL, to implement a similar competency in 2010 for managers and supervisors, although the specific details on implementation are not yet finalized.

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## DHS Reports Using a Variety of Means to Oversee and Support Components

According to MD-715 and its implementing guidance, a parent agency is to ensure that its components implement the provisions of MD-715 and make a good faith effort to identify and remove barriers to equality of opportunity in the workplace. Among other requirements, the parent agency is responsible for ensuring that its reporting components—those that are required to submit their own MD-715 reports—complete those reports. The parent agency is also responsible for integrating the

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<sup>22</sup>Diversity networks are also called advisory, advocacy, support, affinity, or resources groups.



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components' MD-715 reports into a departmentwide MD-715 report.<sup>23</sup> According to officials from EEOC's Office of Federal Operations, how a department oversees and manages this process is at the discretion of the department. In addition, to ensure management accountability, the agency, according to MD-715, should conduct regular internal audits, at least annually, to assess, among other issues, whether the agency has made a good faith effort to identify and remove barriers to equality of opportunity in the workplace.

At DHS, according to the DHS Acting Officer for CRCL and the Deputy Officer for EEO Programs, component EEO directors do not report directly to CRCL but to their respective component heads. While this EEO organizational structure is similar to other cross-cutting lines of business (LOB), other cross-cutting LOBs have indirect reporting relationships, established through management directives, between the component LOB head and the DHS LOB chief for both daily work and annual evaluation. In contrast, the Deputy Officer for EEO Programs stated that he relies on a collaborative relationship with the EEO directors of the components to carry out his responsibilities. According to the Deputy Officer for EEO Programs, component EEO programs have supported department-wide initiatives when asked to join such efforts.

On February 4, 2008, the Secretary of Homeland Security delegated authority to the Officer for CRCL to integrate and manage the DHS EEO Program, and currently a management directive interpreting the scope of this authority is awaiting approval. The Deputy Officer for EEO Programs stated that until the management directive is approved and implemented, the actual effect of the delegated authority is unclear. Lacking direct authority, the Deputy Officer stated that he relies on a collaborative relationship with the EEO directors of the components to carry out his responsibilities. According to the Deputy Officer for EEO Programs, one means of collaboration with the components is through the EEO Council, which meets monthly and is chaired by the Deputy Officer for EEO

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<sup>23</sup> According to MD-715 guidance, components with a certain amount of autonomy from their parent agencies are to prepare their own MD-715 reports. Components are to submit these reports to their headquarters for inclusion in the agencywide report and must also file a copy with EEOC. DHS has eight reporting components that must prepare and submit their own MD-715 reports. DHS reporting components are the Federal Emergency Management Agency, Federal Law Enforcement Training Center, Transportation Security Administration, U.S. Citizenship and Immigration Services, U.S. Coast Guard, U.S. Customs and Border Protection, U.S. Immigration and Customs Enforcement, and U.S. Secret Service.

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Programs and is composed of the EEO directors from each component. The Deputy Officer for EEO Programs said that he uses the EEO Council to share best practices, enhance cooperation, and enforce accountability.

To assist the components in their MD-715 analyses, according to CRCL officials, CRCL prepares the workforce data tables for each of the components required to submit its own MD-715 report. CRCL obtains the data from OCHCO and sends them to a contractor to create the workforce data tables. According to CRCL officials, DHS is pursuing an automated information management system that will allow CRCL to conduct in-house centralized workforce data analysis at the component level.

To ensure timely submissions of component MD-715 reports, DHS's CRCL sets internal deadlines by which reporting components are to submit their final MD-715 reports. CRCL instructs the components to follow EEOC guidance in completing their reports. CRCL also gives components the option of submitting a draft report for CRCL to review and provide technical guidance on before the final report is submitted. For those components that have submitted draft reports, CRCL has provided written comments that could be incorporated into the components' final reports. A CRCL official told us that for fiscal year 2009 draft submissions, CRCL will continue this practice and encourage components to submit draft reports.

Since DHS was formed in 2003, CRCL has completed a full EEO program evaluation of the Federal Law Enforcement Training Center (FLETC) in fiscal year 2007, which focused on FLETC's EEO Office's operations and activities. In fiscal year 2008, CRCL conducted the audit work on a full program evaluation of the Federal Emergency Management Agency's Equal Rights Office's operations and activities, but to date CRCL has not issued the audit report. In fiscal year 2006, CRCL conducted a partial evaluation of the Transportation Security Administration's Office for Civil Rights, which focused on EEO counseling, complaint tracking, and alternative dispute resolution. In addition, in fiscal year 2009, a contractor issued a report describing the findings of a program review of the U.S. Coast Guard's Office of Civil Rights.<sup>24</sup> The Deputy Officer for EEO Programs told us that CRCL intends to conduct program reviews of the EEO programs at all operational components by 2010, although no schedule for completing these audits has been established.

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<sup>24</sup>The results of the Coast Guard review are for official use only.

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## Conclusions

Input from employee groups reflects the perspective of the individuals directly affected by employment policies and procedures and could provide valuable insight into whether those policies and procedures may be barriers to EEO. Because CRCL does not regularly include employee input from available sources, such as the FHCS and DHS's internal employee survey, it is missing opportunities to identify potential barriers to EEO. For barriers DHS has already identified, it is important for DHS to ensure the completion of planned activities through effective internal control activities, including the identification of critical schedules and milestones that need to be completed by a given date. Effective internal controls could help DHS ensure that its efforts are moving forward, manage any needed midcourse corrections, and minimize modifications of target completion dates. Additional staff, which DHS plans to add in 2009, could help DHS implement effective internal control activities.

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## Recommendations for Executive Action

We recommend that the Secretary of Homeland Security take the following two actions:

- Direct the Officer for CRCL to develop a strategy to regularly include employee input from such sources as the FHCS and DHS's internal survey in identifying potential barriers to EEO.
- Direct the Officer for CRCL and the CHCO to identify essential activities and establish interim milestones necessary for the completion of all planned activities to address identified barriers to EEO.

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## Agency Comments

We provided a draft of this report to the Secretary of Homeland Security for review and comment. In written comments, which are reprinted in appendix I, the Director of DHS's Departmental GAO/OIG Liaison Office agreed with our recommendations. Regarding the first recommendation, the Director agreed that DHS should develop a departmentwide strategy to regularly include employee input from the FHCS and DHS internal employee survey to identify barriers, but noted that DHS component EEO programs already use employee survey data to develop annual action plans to address identified management issues. Regarding the second recommendation, the Director wrote that CRCL has already begun revising its plans to identify specific steps and interim milestones to accomplish the essential activities. DHS also provided technical comments, which we incorporated as appropriate.

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As agreed with your office, unless you publicly announce the contents of this report earlier, we plan no further distribution until 30 days from the report date. At that time, we will send copies to the Secretary of Homeland Security and other interested parties. The report also will be available at no charge on GAO's Web site at <http://www.gao.gov>.

If you or your staff have any questions concerning this report, please contact me at (202) 512-6806 or [jonesy@gao.gov](mailto:jonesy@gao.gov). Contact points for our Offices of Congressional Relations and Public Affairs may be found on the last page of this report. Staff who made major contributions to this report are listed in appendix II.

Sincerely yours,

A handwritten signature in black ink that reads "Yvonne D. Jones". The signature is written in a cursive style with a large, stylized 'Y' and 'J'.

Yvonne D. Jones  
Director, Strategic Issues

# Appendix I: Comments from the Department of Homeland Security

U.S. Department of Homeland Security  
Washington, DC 20528



**Homeland  
Security**

July 13, 2009

Ms. Yvonne D. Jones,  
Director, Strategic Issues  
United States Government Accountability Office  
Washington, DC 20548

Dear Ms. Jones:

Thank you for the opportunity to review and comment on the U.S. Government Accountability Office's (GAO) Draft Report GAO-09-639, entitled *DHS Has Opportunities to Better Identify and Address Barriers to EEO in its Workforce*. The Department of Homeland Security (DHS) and the Office for Civil Rights and Civil Liberties (CRCL) concurs with GAO's proposed recommendations.

**Below, we address the specific GAO recommendations:**

**GAO Recommendation #1: Direct the Officer for CRCL to develop a strategy to regularly include employee input from such sources as the Federal Human Capital Survey (FHCS) and DHS's internal survey in identifying potential barriers to EEO.**

DHS Response: Concur. CRCL agrees DHS should develop a department-wide strategy to regularly include employee input from the FHCS and DHS Employee Satisfaction Survey as part of DHS's regular barrier analyses. CRCL notes, however, DHS component EEO and human capital programs already use employee survey data to develop annual action plans to address identified management issues. DHS's components track and report the results of their action plans on a quarterly basis. CRCL also notes DHS has relied upon, and will continue to examine the DHS Today on-line departmental newsletter, periodicals, and news media as a means to identify potential triggers.

**GAO Recommendation #2: Direct the Officer of CRCL and the Chief Human Capital Officer (CHCO) to identify essential activities and establish interim milestones necessary for the completion of all planned activities to address identified barriers to EEO.**

DHS Response: Concur. Although CRCL included an action plan in DHS's FY 2008 MD-715 report, CRCL has already begun revising the plan to include specific steps to accomplish the essential activities, as well as interim milestones. Also, DHS component EEO programs have previously identified and implemented action plans with milestones to address their component specific barriers to EEO.

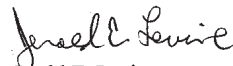
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**Appendix I: Comments from the Department  
of Homeland Security**

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We thank you for considering our comments on this important issue. We look forward to working with the GAO on future Homeland Security issues.

Sincerely,



Jerald E. Levine  
Director  
Departmental GAO/OIG Liaison Office

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# Appendix II: GAO Contact and Staff Acknowledgments

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## GAO Contact

Yvonne D. Jones, (202) 512-6806 or [jonesy@gao.gov](mailto:jonesy@gao.gov)

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## Acknowledgments

In addition to the contact named above, Belva Martin, Acting Director; Amber Edwards; Karin Fangman; Melanie H. Papasian; Tamara F. Stenzel; and Greg Wilmoth made key contributions to this report.



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# Appendix G



# Homeland Security

## Federal Equal Opportunity Recruitment Program (FEORP) Accomplishment Report for Fiscal Year 2010

### Executive Summary

The Fiscal Year (FY) 2010 Federal Equal Opportunity Recruitment Program (FEORP) Accomplishment Report is submitted in accordance with 5 U.S.C. § 7201.<sup>1</sup> This report compares FY 2009 and FY 2010 employment statistics and highlights the Department of Homeland Security (DHS) efforts to recruit, hire, and train a diverse workforce, including minorities and women.

The major findings are:

- The total permanent workforce covered by the FEORP report grew by 3,479 (2.0%) to 174,774 in FY 2010, from 171,295 in FY 2009.
- DHS continues to increase the number of minorities in its total permanent workforce. Specifically, the number of minorities in the total permanent workforce shows an increase from 39.5% in FY 2009 to 41.8% in FY 2010.
- DHS total permanent workforce is 14.4% Black, 20.3% Hispanic, 4.6% Asian, 0.3% Native Hawaiian/ Pacific Islander, 0.8% American Indian/Alaskan Native, 1.5% percent Two or More/Other Races, and 58.2% White. Men are 68.1% of all permanent employees and women 31.9%.
- Overall, DHS employment of women in the permanent workforce is below their representation in the National **Civilian Labor Force (CLF)**. In FY 2010, women represented 31.9% of the DHS permanent workforce compared to 46.8% of the CLF.
- The representation of women and minorities at the Senior Pay<sup>2</sup> levels increased slightly. The proportion of women at the Senior Pay levels increased from 26.8% (178 out of 664) in 2009, to 28.5% (193 out of 678) in 2010. Representation of Hispanics at the Senior Pay levels remained the same (35), although decreasing in percentage (from 5.3% in

<sup>1</sup> In a memorandum dated September 21, 2010, the U.S. Office of Personnel Management (OPM) requested Federal agencies to submit the information necessary for the annual Hispanic Employment Report, required by Executive Order 13171, with their Federal Equal Employment Opportunity Recruitment Plan (FEORP) Report. This report contains the requested data as well.

<sup>2</sup> Senior Pay includes Senior Executive Service (SES) ranks and pay band equivalents for positions at TSA (SW) and at USSS (LE-10 and LE-11).

# DHS FEORP Accomplishment Report for FY 2010

2009 to 5.2% in 2010). The number of other minorities **at the Senior Pay levels** increased from 69 in 2009 (10.4%) to 87 in 2010 (12.8%).

- Total employment in GS grades 13 through 15, including equivalent pay bands, increased by 18.2% from 38,800 in 2009 to 45,879 in 2010. During this growth, the proportion of women and minorities (including Hispanics) in these grade levels increased from 32.1% to 33.1%, for women, and from 28.0% to 31.6%, for minorities (including Hispanics) respectively.

An analysis of the Department’s permanent workforce and major mission-critical occupations revealed that minorities and women are represented at rates below their availability in the Relevant Civilian Labor Force (RCLF), the average percent representation of all people in America employed in this and very closely related occupations, in many of DHS’s largest occupational **al series**. This underrepresentation constitutes what the EEOC terms a “trigger” – a data anomaly that could possibly indicate the presence of barriers to equal opportunity. The chart that follows lists all of DHS’s largest mission-critical occupational series (an occupation is included if it applies to more than 5000 FTEs at DHS), and sets out the DHS and RCLF representation of all the American demographic/gender groups that represent over 1% of the labor force. Cells in the chart are red and marked with an asterisk if representation at DHS is less than four-fifths of what would be predicted using the RCLF as a benchmark. The full data tables are in Appendix A, and are used as the basis for DHS targeted recruitment efforts. CBP Officers and Border Patrol Agents are required to be fluent in Spanish for initial placements along the southern border, Florida, and in Puerto Rico, a requirement that is not present in the standard RCLF comparison.

OCCUPATION	All Male	All Female	Hispanic Male	Hispanic Female	White Male	White Female	Black Male	Black Female	Asian Male	Asian Female
<b>ALL (Permanent FTE = 191,063)</b>	68.1	31.9	15.2	5.1	41.3	16.9	6.9	7.5	3.1	1.5
1802 Transportation Security <b>Permanent FTE = 51,459</b>										
% DHS	58.5	41.5*	9.0	6.4	34.1	20.8*	10.8	11.6	3.2	1.5
% RCLF	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8
1801 Adjudication Officers <b>Permanent FTE = 24,478</b>										
% DHS	74.1	25.9*	12.9	4.91	49.7	14.3*	6.5	4.3*	3.5	1.9
% RCLF	53	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4
1895 CBP Officer <b>Permanent FTE = 20,663</b>										
% DHS	81.4	18.6*	24.9	6.3	42.7	8.2*	5.0	2.2*	6.0	1.1*
% RCLF	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7
1896 Border Patrol Agent <b>Permanent FTE = 20,498</b>										
% DHS	94.9	5.1*	48.2	2.8	41.9*	2.0*	1.6*	0.1*	0.9	0.04*
% RCLF	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3
1811 Criminal Investigation <b>Permanent FTE = 10,338</b>										
% DHS	86.2	13.8*	12.6	2.2	65.4	9.5*	4.8*	1.4*	2.6	0.6
% RCLF	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3
1801 Immigration Enforcement Agent <b>Permanent FTE = 6955</b>										
% DHS	82.7	17.3*	23.6	5.3	47.7	8.7*	6.3	2.3*	3.9	0.7*
% RCLF	53	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4

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## DHS COMPONENTS INITIATIVES/ACCOMPLISHMENTS

### 1. Workforce Planning

The DHS Office of the Chief Human Capital Officer (OCHCO) established a Workforce Planning website which provides the Human Resources community and all DHS managers/supervisors the tools and guidance for ensuring that DHS has the right people with the right skills. This website includes essential tools such as the DHS Workforce Planning Guide which links critical issues and strategies associated with attracting, developing and retaining people, and knowledge in conjunction with business strategies. Other available tools include the DHS Workforce Planning Manager's Toolkit – a companion to the DHS Workforce Planning Guide that provides tools for use at various stages of the workforce planning process – and the DHS Workforce Planning Train-the-Trainer Presentation, to be used when training other DHS managers/employees on the fundamentals of workforce planning.

#### Component-Specific Workforce Planning Strategies/Activities

**U.S. Customs & Border Protection (CBP)** developed the following tools and activities to identify strategies, solutions and tools for managing human resources needs, including a focus on diversity improvement activities.

- Workforce Profiles – quarterly workforce data and analysis to assist the agency with its recruitment, hiring, and succession management activities
- Workforce Plans – identify short and long term strategies for building and sustaining a diverse and quality workforce
- Workforce Planning Training – provide a methodical process that allows managers to examine their current workforce, predict future needs and identify workforce and skill gaps
- Supervisor Profiles – at-a-glance views of supervisors' workforce data, covering grade level of GS 12 and higher
- Diversity Reports – reflect diversity data of occupations within CBP program offices at all grade levels
- Results of Workforce Analysis – in-depth data analysis from the aforementioned reports, to identify workforce strategies, including retention, succession management, competency development and other long term efforts
- Implementation Plans – monitor, evaluate and measure strategy effectiveness

**U.S. Citizenship and Immigration Services (USCIS)** established workforce planning procedures with program offices to identify strategies for addressing skill gaps, needs and succession planning. USCIS also promoted career development programs designed to meet agency needs. Specifically, USCIS provided career development training courses via their Leadership Education and Development program, which provides employees with a wide array of professional development opportunities. Highlights of USCIS accomplishments include the following:

- Aligned organizational mission goals and strategic priorities with human resource policies

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- Established and monitored human capital management performance metrics – a mechanism for reporting progress, evaluating services delivered, assessing program effectiveness, and informed decision-making
- Determined critical workforce skills and competencies required to achieve current and future programmatic results
- Developed an employee recognition program strategically linked to career development, training, and performance-related milestones and achievements
- Recommended options for organizational design and development to improve performance and achieve organizational results
- Provided career development training courses via the leadership program, Leadership Education and Development (LEAD) – a comprehensive learning program that provides USCIS employees with a wide array of professional development opportunities, focusing on instilling core principles and cultivating skills in national security, leadership, ethics, decision-making, and interagency effectiveness

The **U.S. Coast Guard (USCG)** Acquisition Directorate adopted the U.S. Air Force's Sustainment Acquisition Composite Model (S/ACOM) to assist with forecasting current and future workforce needs. S/ACOM validated the need for program and project managers, business and financial managers, engineers, contracting specialist, and other personnel needed to provide direct support to these acquisition positions. In addition, the Office of Acquisition Workforce Management developed a human capital strategy to ensure they had the skill sets needed to execute the acquisition programs. Some of the initiatives to align human capital efforts to accomplish acquisition mission requirements include:

- Review of Human Capital Strategic Plan (HCSP) by the DHS Chief of Human Capital Officer (CHCO)
- Incorporation of out-year staffing requests into the budget planning process
- Adoption of the S/ACOM developed by the U.S. Air Force for assessing acquisition project workforce planning
- Administration of S/ACOM evaluations on current acquisition projects

The **Federal Emergency Management Agency (FEMA)** began a capabilities-driven workforce planning initiative designed to create the FEMA of the 21st Century and beyond. This initiative aligned FEMA's human capital strategy with the Quadrennial Homeland Security Review (QHSR), the Agency's mission, goals, and organizational objectives. There are three phases of this workforce planning effort: (1) identify the human capital requirements needed for FEMA to achieve its required operational capabilities; (2) identify gaps in its current workforce based upon identified requirements; and (3) develop workforce plans, strategies, and tools to ensure FEMA has the right people in the right place at the right time.

The **Federal Law Enforcement Training Center (FLETC)** continued building a new workforce planning framework to be launched in Fiscal Year (FY) 2011. This framework will enable managers to forecast their staffing needs, determine what may impact their organizations, resolve any differences in skills needs and requirements, and establish direction and objectives to achieve mission results.

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**U.S. Immigration & Customs Enforcement (ICE)** analyzed workforce trends and projections by monitoring levels of on-board staffing, attrition, and hiring activity across a broad range of mission critical occupations. ICE also participated in ongoing succession planning initiatives, including identifying critical senior management/operational/leadership positions, risk factors, measures to support succession, and mitigation strategies.

## **2. Recruitment, Community Outreach, & Recruitment/Retention Incentives<sup>3</sup>**

DHS Components continued to participate in numerous recruitment and community outreach activities, career/job fairs, conferences, and workshops throughout the reporting year. **During these events, DHS Components** shared employment information with students, faculty, and local communities. In addition, DHS Components also conducted outreach activities directly with Hispanic communities, schools, and national organizations. Through these efforts, the Components promoted the Department as an “Employer of Choice”. See Appendix B, *List of Component Conferences/Job Fairs/Career Activities*, for a breakdown by Component.

Components also utilized educational employment programs as a recruitment tool for entry-level positions. For example, DHS hired 11,325 students/interns under various educational and internship programs, of which 2,260 (20.0%) were women and 5,556 (49.1%) minorities. Hispanics **made** up 3,584 (31.6%) of the minority students/interns. We note that the highest number of women (1,442) and minorities (4,865) **were** hired under the Federal Career Intern Program (FCIP). Hispanic participation accounted for 3,411 (34.6%) of all minority participants in the FCIP program. CBP had the highest number of FCIP hires, 9,099 of which 1,229 (13.5%) were women, 3,348 (36.8%) Hispanics, and 1,017 (11.2%) other minorities.<sup>4</sup>

DHS hired 24 Presidential Management Fellows (PMFs), of which 10 (41.7%) were women, 3 (12.5%) Hispanics, and 7 (29.2%) other minorities. See Appendix C, *DHS Educational Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

In FY 2010, the Office for Civil Rights and Civil Liberties (CRCL) continued its participation in the National Security Internship program in partnership with the Federal Bureau of Investigation (FBI). A total of eight students participated in the FY 2010 program, of which two were women and two were minorities. The National Security Internship is an intensive nine-week, full immersion summer program that combines Arabic language, Homeland Security, Intelligence and Area Studies, and On-the-Job-Training experience at DHS or FBI Headquarters. The objectives of this program are not to develop a cadre of translators, but rather to build a national security workforce of individuals who possess a higher degree of cultural competency. For additional information, please visit [www.nationalsecurityinternship.com](http://www.nationalsecurityinternship.com).

DHS Components continued to add recruitment and retention incentives to their human capital plans in order to enhance the value of their recruitment and staffing portfolios. These incentives are designed to provide a monetary incentive for an individual or group to accept employment or remain employed in the Federal service in a current position(s). The use of these incentives

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<sup>3</sup> Incentives include, but are not limited to, recruitment, relocation, retention, superior qualifications appointments, enhanced annual leave accrual, student loan repayment, and tuition assistance program.

<sup>4</sup> Includes Black, Asian, Native Hawaiian/Other Pacific Islander, and American Indian/Alaskan Native men and women.



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more than doubled from 322 in FY 2009 to 774 in FY 2010. Of the 774 recipients, 302 (39.0%) were women, 223 (28.8%) minorities,<sup>5</sup> and 354 (45.7%) White men. Collectively, CBP, USCG, FEMA, FLETC, and DHS Headquarters (HQ) reported 501 appointments under the Superior Qualifications Appointments flexibility, including 175 (34.9%) women, 168 (33.59%) minorities<sup>6</sup>, and 225 (44.9%) White men. See Appendix D, *Recruitment and Retention Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component and recruitment/retention program.

## **Component-Specific Recruitment Outreach Efforts**

**CBP** outreach and recruitment initiatives enabled the Component to achieve the agency's applicant goals for the year. CBP's efforts attracted over 8,232 applications for CBP Officer positions; 7,498 applications for Enforcement Aviation/Marine Supervisor positions; 6,782 applications for Import Specialist positions; 1,451 applications for Border Patrol Agent positions; and 918 applications for Agriculture Specialist positions. CBP outreach efforts included numerous minority organizations including Minority Serving Institutions (MSIs), e.g., Historically Black Colleges & Universities (HBCUs), Hispanic Serving Institutions (HSIs), Tribal Colleges & Universities (TCUs), women colleges, community colleges, military organizations, and state employment centers throughout the country (e.g., Alabama, California, Michigan and New York). An aggressive advertising campaign was also conducted focusing on African American radio markets in Chicago, Cleveland, Detroit, Houston and Los Angeles along with postings on interactive web sites targeting minorities and women.

CBP implemented an integrated recruitment strategy that consolidates their message, mission and career opportunities to attract and retain a quality, mission-ready workforce, and reduces overall recruitment costs for the agency. The goals include:

- Refocusing from quantity to quality of applicants
- Strengthening CBP's commitment to diversity
- Aligning recruitment strategy with CBP's mission integration strategy
- Applying the most effective, flexible approaches to recruiting (e.g., Behavior Mapping Software to research markets that would attract underrepresented groups and locate applicants for hard-to-fill occupations)
- Maintaining the ideal level of momentum

Border Patrol information was disseminated nationally via billboards, movie theaters, sporting events, state employment centers, colleges and universities throughout the southwestern regions, and in rural and urban cities throughout the United States. CBP also utilized interactive advertising on websites including Hispanic Today, Careerbuilder and Monster, as well as the following journals:

- Lovic Minority Career Journal Summer 2010
- Diversity Careers in Engineering and Information Technology (Minority College Issue) Summer/Fall 2010

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<sup>5</sup> Total number of minorities included 118 (15.2%) Blacks and 26 (3.4%) Hispanics.

<sup>6</sup> Total number of minorities included 77 (15.4%) Blacks and 12 (2.43%) Hispanics.

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- Diversity Careers in Engineering and Information Technology April/May 2010

CBP continued to support the Explorer Program, a non-profit program chartered by the Boy Scouts of America. The program offers opportunities in character building, good citizenship and fitness for young men and women, ages 14 through 21, and is designed to provide young men and women with law enforcement career oriented hands-on experience and practical knowledge that may help them pursue future careers. The goals and objectives of the Explorer Program include: training young adults today for the future that awaits them in the law enforcement field of tomorrow, promoting self-confidence and responsibility, improving and maintaining communications between CBP and the young adults in the community and instilling a sincere desire to become active and contributing members of their community.

CBP currently sponsors 1,100 participants at 68 Explorer posts across the country. There are 33 Border Patrol Explorer posts and 35 Field Operations Explorer posts, one Air Explorer post and one Marine Explorer post in Jacksonville, Florida. The table below depicts the FY 2010 CBP Explorer Program breakdown, as of June 2010, which includes 374 (34.0%) women and 796 (72.4%) minorities.

FY 2010 CBP EXPLORER PROGRAM										
Total No.	Hispanic		African American		Asian/Pacific Islander		American Indian/Alaskan Native		White	
1,017	204	Women	78	Women	6	Women	3	Women	83	Women
	329	Men	152	Men	17	Men	7	Men	138	Men
	533	All	230	All	23	All	10	All	221	All

In addition, CBP continued supporting the *Parent Resources for Information, Development, and Education (PRIDE) Program* and attended 109 events. CBP collaborated with over 200 elementary, middle, and high schools surrounding San Diego, California, and El Paso, Texas, to implement PRIDE outreach objectives, many of which targeted students and groups in Hispanic communities. The purpose of the program is to develop a bond of understanding and respect between law enforcement and youth while providing information, life skills and social opportunities for students to reduce their risk factors related to substance abuse and other high risk behaviors. Course instruction included drug awareness, gang resistance, self-esteem, peer pressure, decision-making, alcohol and tobacco advertisements, respect, citizenship, and internet security. The program also encourages youth to pursue career opportunities in law enforcement.

USCIS established new partnerships with HBCUs, HSIs, and TCUs. The schools included: Virginia State University (HBCU), Petersburg, VA; University of Texas El Paso (HSI), El Paso, TX; and Sinte Gleska University (TCU), Mission, SD. These partnerships serve as a means for addressing succession planning, needs, and skills gaps as well as educating the schools about USCIS' mission and job opportunities. USCIS created educational marketing pieces to present at the schools for the following occupations: Management & Program Analyst, Immigration Services Officer, Asylum Officer, Refugee Officer, Operations Support Specialist, Immigration Services Analyst, Information Technology Specialist, and Contract Specialist. The marketing material was also used by human resource professionals and management representatives at career fairs and other outreach activities.

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Additionally, Senior Executive Service (SES) vacancy announcements were posted in the following diversity publications to reach out to targeted communities:

- Saludos Hispanos
- Hispanic Network
- IM Diversity
- Hispanic Alliance for Career Enhancement (HACE)
- Immigration Weekly
- Nativejobs.com
- BlackPhD.com
- Congressional Hispanic Caucus Institute

USCG civilian recruiters visited at least five maritime academies to recruit entry-level applicants and to establish partnerships with the schools. The intent was to establish a pipeline into future vacancies for these graduates who are highly sought after because of their specialized education and hands-on training provided by the schools. As a result of the visits and partnerships, USCG made offers to 10 students from the maritime academies.

USCG established the Career Entry-Level Opportunity (CEO) Program to build a pipeline of high-potential candidates to meet future USCG civilian workforce needs. The CEO Program is a valuable tool that attracts talented and diverse new employees into the USCG and promotes the career growth of lower-graded USCG employees consistent with their demonstrated capabilities. The key feature of the CEO Program is that it provides hiring managers with a mechanism to hire talent at the entry-level without using their limited higher-grade, permanent positions. Upon successful completion of this developmental period, CEO participants are placed in permanent positions within their program areas. As of July 2010, 16 billets were filled. Current program participants include: 12 women (3 African-American, 1 Hispanic, 7 White, and 1 Asian) and 4 men (3 African-American and 1 White).

USCG also utilized the Minority Serving Institution Internship Program (MSIIP) in FY 2010. This program provided college students with the opportunity to experience the diversity of careers within the Coast Guard, and enabled the host office to provide program experience at the entry level. The goal was to enhance minority outreach by tapping into the pool of talented graduate and undergraduate students, beginning at the sophomore level, to work as interns. A total of 22 interns participated, including 10 Hispanics, 2 Asian and Pacific Islander, 9 African-Americans, and 1 unidentified.

USCG has a Memorandum of Understanding (MOU) with Hispanic Engineering National Achievement Awards Conference and also the Hispanic Association of Colleges and Universities (HACU). The USCG has dedicated full-time senior Officers at HACU's headquarters in San Antonio, TX, working with the staff and reaching out to the professional Hispanic community. Notably, the Coast Guard Liaison Officer to HACU worked with the Hispanic Television and Information Network to create an episode on the United States Coast Guard Academy for its course College 411 Series. The USCG anticipates that this episode will broadcast into four million Spanish speaking households nationwide during FY 2011.

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USCG military and civilian marketing teams created advertisements with minorities to show diversity and developed an aggressive and proactive media recruiting campaign in reaching out to Hispanic Americans. Also, the USCG placed full page color advertisements in major diversity and specialized publications such as:

- Society of Women Engineers (SWE)
- Society of Hispanic Professional Engineers (SHPE)
- National Society of Black Engineers (NSBE)
- Diversity/Careers Magazine
- Military Officer Magazine
- Corporate Gray

**FEMA** partnered with approximately 30 minority-serving colleges and universities to recruit a diverse pool of applicants for their career and student internship programs, i.e., the PMF; the FCIP; the Student Temporary Employment Program (STEP); and the Student Career Experience Program (SCEP). Their objective was to increase minority participation in these programs and hiring of minority candidates. FEMA also established an intern program supporting each of their ten regional offices. Outreach and recruiting efforts included Hispanics and other underrepresented populations.

In addition, FEMA conducted two 3½ day courses for MSIs to provide college and university executives an introduction to emergency management, a basic overview of the Emergency Management Institute's (EMI) Higher Education Program, and an opportunity to hear from some of the leading professionals in the field of emergency management. The primary goal of the workshop was to assist MSIs in enhancing emergency preparedness, by showcasing career and professional opportunities for its students and by encouraging participation in EMI's Higher Education Program.

Finally, FEMA's Diversity Outreach and Recruitment Coordinator, in partnership with DHS, engaged in several activities to expand participation in the EMI's Higher Education Program throughout the Agency. The Coordinator developed and conducted mandatory disability awareness and supervisory training sessions to educate FEMA's senior leadership and managers on the Wounded Warrior and Operation Warfighter Programs.

**FLETC** continued to pursue partnerships with various educational institutions, professional associations, and minority serving organizations to enhance equal opportunity program objectives. A new Cooperative (Co-op) Education and Employment Program was implemented as a potential "feeder" for employment opportunities through the STEP and SCEP in entry level positions. This program allows all students, including Hispanics, to gain skills and pursue "merit-based selections" for FLETC positions. The Co-op Program was implemented by the FLETC Director along with local academic institutions.

FLETC's on-going partnerships, particularly with St. Thomas University and Florida International University, resulted in increased interest from senior and graduate level students for the FLETC College Intern Program. A total of 20 interns participated in this program in overlapping Race/Gender/National Origin categories: 17 women, 1 Hispanic, 16 White, 2 African-Americans, and 1 Two or More/Other Race.

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The **DHS Headquarters (HQ)** EEO staff conducted outreach events at local schools and colleges, and with national organizations. The HQ EEO Office also established a relationship with Jefferson Middle School in Washington, DC, and is currently collaborating on outreach and events programs for the 2010-2011 school year. HQ EEO Office worked with Trinity University and provided information regarding DHS, Federal employment, and résumé-writing. In addition, HQ EEO is working on an MOU with the Federally Employed Women (FEW) organization and a partnership between HQ EEO and the American Association of University Women (AAUW).

During FY 2010, the HQ Federal Women's Program Manager and Selective Placement Coordinator conducted outreach and training geared toward the recruitment and advancement of women and individuals with disabilities in DHS HQ. Additionally, the EEO Office sponsored the following forum and workshops:

- Third Annual Women's Leadership Forum – “Paving the Way for Successful Leaders”. The goal was to increase the retention and advancement of women in DHS HQ and encourage women to become successful, effective leaders. Over 165 employees attended the day-long forum, consisting of panel discussions and speakers.
- Workshop, “Employment with DHS”, at the AAUW Leadership Conference, held in Washington, DC. The purpose of the workshop was to provide information on how to apply for positions with DHS. The goal was to educate female college students on the types of jobs available at DHS. Over 25 attendees were provided with information, ranging from preparation of a Federal résumé to tips and tools on how to locate and apply for career opportunities at DHS.
- Workshop: “Support of Work-Life Balance and Workplace Flexibility”. This workshop covered an emerging issue, as the Federal government employees strive to balance work and life responsibilities, while remaining productive and successful on the job.
- Workshop: “Effective Communication in the Workplace”. The goal was to encourage and help attendees to become more effective when communicating with peers and managers; to help them be more comfortable addressing difficult topics; and, to enable employees to achieve desired results from their communication.

**ICE** is a member of the Partnership for Public Service “*Call to Serve*” network of Federal agencies, universities, and colleges, which includes HSIs. *Call to Serve* is a collaborative effort of the Partnership for Public Service and the U.S. Office of Personnel Management, which educates a new generation about the importance of a strong civil service, reestablishing links between Federal agencies and campuses, and providing students with information about Federal jobs. In addition, ICE continued to enhance and utilize the “College Relations” program to target diverse candidates, including women and minorities. The program was designed to create, promote and sustain long-term relations between ICE and diverse institutions.

ICE utilized the Student Volunteer Program to introduce potential applicants to the workforce and to the agency. The program offers unpaid training opportunities to undergraduate and graduate students, including women and students from MSIs. These opportunities expose students to new and emerging occupations and career options, allow them to earn academic



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credit and provide an experience that enhances their abilities to obtain full-time jobs in the future.

In addition, ICE participated in the Workforce Recruitment Program (WRP) for college students with disabilities.

TSA outreach efforts continued in the acquisition area in an effort to increase exposure to potential applicants on the opportunities available at TSA in this field. In addition, TSA continued to utilize two Realistic Job Previews (RJPs) for use in recruiting candidates for the Transportation Security Officer (TSO) and Federal Air Marshal Service (FAMS) positions. The RJPs is a tool used by recruiters to give candidates a close and realistic look at the duties and experiences of real TSOs and FAMS, so that fewer new hires enter the system with unrealistic job expectations, resulting in fewer no-shows and early-exiting employees. Through the images and activities shown in the videos, the RJPs reinforce TSA's commitment to establishing and maintaining a diverse workforce.

TSA recruitment advertisement included the following:

- Targeted Diversity National Flyer
- Targeted Online Recruiting
  - Retirementjobs.com & AARP.com
  - Disaboom.com & hireds.com
  - Arabtimes.com
  - Twolingos.com
  - National Native American Law Enforcement Association (nnalea.org)
  - Military.com and LawEnforcementjobs.com
  - Monster.com/Yahoo.com/Careerbuilder.com
  - Search Engine Marketing (SEM)
  - Cox Cross Media
- Targeted Publications
  - Choices Magazines

**U.S. Secret Service (USSS)** established and maintained relationships with a variety of academic institutions, professional organizations and associations that promote the employment of minorities, women, and persons with disabilities. For instance, USSS participated in the Virginia Tech Externship Program wherein students along with the faculty of several HBCUs were hosted for two days at the James J. Rowley Training Center (RTC) and headquarters building. The students received tours, demonstrations and employment opportunity briefings. Also, USSS is working on a partnership with the Hispanic Heritage Foundation. This new partnership is part of a continuing effort to effectively engage the Hispanic community as partners and promote public service as a professional career.

USSS' recruitment and retention programs include the RTC's foreign language oral proficiency testing through the Defense Language Institute (DLI). This is a one-time 25 percent of basic annual pay recruitment bonus to be paid to newly hired special agents having a foreign language skill tested at the S-3 level with general professional proficiency (able to speak the language with sufficient structural accuracy and vocabulary to participate effectively in most formal and informal conversations on practical, social and professional topics). The foreign language

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proficiency test ratings are based on the Federal Interagency Language Roundtable (FILR) level description system. The test must be taken and scored before the “Entered on Duty Date” of the applicant. The recruitment bonus is paid as a lump sum, upon successful completion of all required training and graduation from the USSS’ RTC.

### **3. Hiring**

In response to the President’s Memorandum-Improving the Federal Recruitment and Hiring Process (May 10, 2010), the DHS OCHCO created a comprehensive action plan, which includes specific initiatives to improve the hiring processes. The specific tasks outlined in the DHS Action Plan will serve to promote four high-level objectives:

- Increase applicant satisfaction with the DHS hiring process;
- Increase hiring manager satisfaction with the DHS hiring process;
- Improve institutional understanding of Federal hiring; and
- Decrease the time required to hire new employees while increasing the applicant quality.

Also, at each step of the hiring reform process, DHS is reviewing and modifying its processes to ensure the widest possible scope of diversity within merit principles, especially at the Senior Executive Service (SES) ranks. To this end, the Department has taken specific actions that will improve our efforts to attract, hire, retain, and develop a diverse workforce, including the following:

- Establishing a Diversity Executive Steering Committee, led by Deputy Secretary Jane Holl Lute, which directs Department-wide efforts to prioritize diversity initiatives;
- Creating the Office of Diversity, Recruitment, and Veterans Outreach (DRVO) within OCHCO, which coordinates with the Office for Civil Rights and Civil Liberties to identify barriers to diversity. The DRVO also proposes and implements policy solutions and partners with minority and female groups to increase outreach and recruitment;
- Developing a diversity performance standard for all DHS managers and supervisors that will be implemented during the first quarter of FY 2011;
- Issuing a new policy for recognizing employee associations and affinity groups;
- Launching a diversity outreach process in recruitment for SES positions, which includes sharing SES vacancy announcements with minority organizations; and
- Conducting diversity forums on workplace issues affecting women, veterans, and persons with disabilities. The Department will use the forums to gain insights from minority organizations and to implement best practices for increasing diversity.



In FY 2010, DHS hired a total of 11,775 permanent employees. Women accounted for 3,837 (32.6%) of the permanent hires, Blacks 1,929 (16.4%), Hispanics 1,340 (11.4%) and other minorities 1,166 (9.9%). Of particular interest are the efforts of the following Components:

Component	Total Permanent Hires	Women	Blacks	Hispanics	Other Minorities
CBP	2,767	572 (20.7%)	129 (4.7%)	504 (18.2%)	111 (4.0%)
DHS-HQ	1,219	565 (46.3%)	321 (26.3%)	36 (3.0%)	119 (9.8%)
ICE	1,352	492 (36.4%)	185 (13.7%)	129 (9.5%)	96 (7.1%)
TSA	4,867	1,530 (31.4%)	966 (19.8%)	625 (12.8%)	745 (15.3%)
USCG	627	196 (31.3%)	83 (13.2%)	22 (3.5%)	43 (6.9%)

See Appendix E, *DHS New Hires by Type of Appointment – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

Five DHS Components reported a total 1,482 internal selections for senior level positions (GS 13/14, GS-15 and SES). Women accounted for 507 (34.2%) of those selected, Blacks for 213 (14.4%), Hispanics for 194 (13.1%), and other minorities for 84 (5.7%). Of particular interest are the efforts of the following Components:

Component	Total Internal Selections	Women	Blacks	Hispanics	Other Minorities
CBP	531	133 (25.0%)	29 (5.5%)	138 (26.0%)	27 (5.1%)
DHS HQ	470	219 (46.6%)	121 (25.7%)	19 (4.0%)	33 (7.0%)
TSA	471	151 (32.1%)	61 (13.0%)	36 (7.6%)	24 (5.1%)

See Appendix F, *DHS Internal Selections Senior Level Positions – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

DHS Components also reported a total 8,659 selections for internal competitive promotions for major occupations. Women accounted for 3,819 (44.1%) of those promoted, Blacks for 1,723 (19.9%), Hispanics for 1,780 (20.6%), and other minorities for 367 (4.2%). Of particular interest are the efforts of the following Components:

Component	Total Competitive Promotions	Women	Blacks	Hispanics	Other Minorities
CBP	308	29 (9.4%)	4 (1.3%)	102 (33.1%)	13 (4.2%)
TSA	8,228	3,779 (45.6%)	1,712 (20.7%)	1,674 (20.2%)	407 (4.9%)

See Appendix G, *DHS Selections for Internal Competitive Promotions for Major Occupations – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

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## 4. Career Development/Training and Retention Programs

A total of 3,850 DHS employees participated in agency career development programs during the reporting period, of those women accounted for 959 (24.9%) of all participants, Blacks 360 (9.4%), Hispanics 945 (24.5%), and other minorities 195 (5.1%). The highest number of participants (2,414) occupied the GS 9-12, or equivalent pay band, of which 18.7% (451) were women, 151 (6.3%) were Blacks, 729 (30.2%) were Hispanics, and 135 (5.6%) were other minorities. See Appendix H, *DHS Participants in Formal Agency Development Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component and training program.

In addition, 984 DHS employees participated in Government-wide career development programs of which 393 (39.9%) were women, 164 (16.7%) were Blacks, 132 (13.4%) were Hispanics, and other minorities accounted for 456 (4.7%). The GS 13-15, or equivalent pay band, showed the highest number of participants (626), of those women accounted for 197 (31.5%), Blacks for 85 (13.6%), Hispanics for 77 (12.3%), and 40 (6.4%) were other minorities. See Appendix I, *DHS Participants in Formal Government-wide Career Development Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component and training program.

In addition, the number of Components participating in informal and/or formal mentoring programs increased from three in FY 2009 to six in FY 2010. The new participating Components include FLETC, USSS, and DHS HQs. In FY 2010, a total of 4,408 civilian and military employees participated in mentoring programs. Of those, 1,688 (38.3%) were women, 422 (9.6%) were Blacks, 277 (6.3%) were Hispanics, and 510 (11.6%) were other minorities. The highest number of participants was found in the GS 13-15, or equivalent pay band -- with a total of 137 participants, of which 52 (37.9%) were women, 36 (26.3%) were Blacks, 7 (5.1%) were Hispanics, and 9 (6.6%) were other minorities. In addition, the USCG reported that 411 military personnel participated in a formal mentoring program. The USCG has the only informal civilian mentoring program in DHS with a total of 3,955 participants -- 1,448 (36.6%) women, 398 (10.1%), 249 (6.3%) Hispanics, and 459 (11.6%) other minorities; unfortunately, a breakdown by pay grade is not currently available. See Appendix J, *DHS Mentoring Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

Additionally, the OCHCO reported that a DHS HQ Mentoring Program is scheduled to kick-off in January 2011. A contract was awarded to *The Training Connection* on September 22, 2010 to provide a web-based tool to allow DHS to effectively gather applications, match, launch, and track progress of participants. OCHCO/Enterprise Learning and Development (ELD) will market the mentoring program beginning in November 2010 with a target of January 2011 for the formal kick-off. In addition, "Speed Mentoring" has been used at DHS HQ since the beginning of 2010 with a total of 45 participants -- with 27 (60.0%) women and 30 (66.7%) minorities. Below is a breakdown of the types of mentoring programs OCHCO/ELD plan to implement during FY-11.

- **Formal.** The DHS HQs Formal Mentoring program will consist of 100 matched pairs for the FY 2011 nine month program (January – September 2011). In this program the mentors and mentees will be matched using an online assessment tool that will assist in the process of finding the right mentor/mentee relationship. Mentors and mentees will complete a short application process online. Once the application process has been

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completed the next step will require a selection panel to review the applicants and set the criteria to select the best possible candidates. Applicants who are not selected will be referred to the informal or situational mentoring programs to help them meet their needs for mentoring. The formal mentoring program will have mentors in the GS-13 through SES level and the mentees will be from GS-5 through GS-15 level. Mentors must be at least one grade level above their assigned mentor. The formal program will consist of three formal training sessions during the nine month period (January, May and September). The formal process will also include two formal evaluation processes (May and September). This will allow for data to be gathered, processed, and recommended changes reviewed/implemented prior to the start of the FY-12 program. The DHS HQs Formal Mentoring Program is expected to commence in January 2011.

- **Informal.** The target audience for an informal program will be all employees in Headquarters Components who were not selected, or who did not apply, for the formal program, but still would like to benefit from an informal mentor. This program would be a self nomination and self select process where the potential mentor's bios would be available via an online website where the mentee would be allowed to search the mentor database by using core competencies as the search criteria. Once the mentee has reviewed the bios of possible mentors, he/she would then reach out directly to the mentor to initiate the conversation and see if the mentor is available to take on an informal mentoring relationship. In the event that the mentor is not available, the mentee would then go back to the list of potential mentors and repeat the process. An informal mentoring program requires no formalized training. The informal mentoring program would rollout within 45 days after the DHS HQs Formal Mentoring Program.
- **Situational.** Situational mentoring accommodates employees who want a mentor for a specific problem, event or competency requirement, but do not have the need or time for a long-term relationship. A short-term mentoring commitment of just one or two hours can provide sufficient time for participants to benefit from the wisdom and experience of a valued colleague. All employees at DHS HQs can select a mentor from the online database of situational mentors -- professionals within DHS HQs that have agreed to provide mentoring to those employees in search of a mentor. The DHS HQs Mentoring Program Manager will maintain a database of available situational mentors and their professional biographies on The Mentoring Connection portal once established. The situational mentoring program would rollout within 45 days after the DHS HQs Formal Mentoring Program.
- **Speed Mentoring.** Modeled after speed dating, speed mentoring is a relatively new concept that focuses on quick-hit information, time-efficient networking and the methodical pursuit of a mentor. It addresses many of the disadvantages of both informal and formal mentoring and by simply providing a venue and structured method for participants to seek out their own mentoring relationships during a fast-paced event, speed mentoring addresses (or solves) many disadvantages of formal mentoring programs. These disadvantages include high costs of program management and evaluation, and the potential lack of successfully matching mentor to mentee, due to a lack of natural affinity. Speed mentoring also addresses a challenge for people to establish informal relationships by cutting through the initial stages of developing a

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professional relationship and jumping right into the crux of the issue at hand. The Speed Mentoring Program is currently being used by DHS Components.

## 5. Accountability

Accountability is an element in the Annual Report to the President on Hispanic Employment in the Government and requires that diversity and inclusion training be provided for senior executives, managers, and supervisors. It also requires involvement of senior executives and managers in all phases of recruitment, outreach, and retention of a high-quality diverse workforce, and that human capital responsibilities are linked to the performance of managers and supervisors.

DHS Components reported that Diversity and Inclusion training was provided to senior executives, managers, and supervisors throughout their organizations, including field facilities. Examples of diversity and inclusion training conducted for agency managers and supervisors include, but is not limited to the following topics:

- Championing Diversity Seminar Series
- Essentials of Equal Employment Opportunity
- Why Our Differences Make a Difference
- Generational Differences
- Diversity Today – Inclusion Tomorrow
- Awareness Training
- Human Resources for Supervisors & Managers
- Conference on Cultural Diversity and Inclusion
- Supervisory Conference on Cultural Diversity and Inclusion

As to involvement of senior executives and managers in recruitment, outreach, and retention activities, the majority of DHS executives, managers, and supervisors were directly involved in the recruitment and/or outreach process.

Furthermore, DHS ensures that senior executives and managers are held accountable in their performance evaluations by requiring a commitment to building a high quality, diverse workforce ensuring fairness in employment and leadership practices. In addition, performance appraisals for senior executives and managers are directly linked to the DHS strategic plan and are cascaded appropriately throughout the Department. One of the leadership competencies on which executives are rated is their performance as a Diversity Advocate.

## **Appendix A**

**Table A-1, Total Workforce Distribution**  
**Table A-6, Participation Rates for Major Occupations**

# DHS FEORP Accomplishment Report for FY 2010

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

This table is for All Agencies -- FY 2009 & 2010

		Race/Ethnicity																															
		Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female						
<b>TOTAL</b>																																	
<b>FY 2009 <sup>1</sup></b>	<b>#</b>	1888083	125987	62096	25658	8860	80821	35019	12568	14309	2666	299	213	1057	633	560	396																
	<b>%</b>	100	66.98	33.01	13.64	4.71	42.97	18.61	6.88	7.60	1.41	0.15	0.11	0.56	0.33	0.29	0.21																
<b>FY 2010 <sup>1</sup></b>	<b>#</b>	191063	128327	62736	27040	9370	79410	34041	13075	14693	2829	463	350	933	566	1871	887																
	<b>%</b>	100	67.16	<b>32.83</b>	14.15	4.90	41.56	<b>17.81</b>	6.84	7.69	<b>1.48</b>	0.24	0.18	0.48	<b>0.29</b>	0.97	<b>0.46</b>																
<b>CLF (2000)</b>	<b>%</b>	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.3	0.3	0.8	0.8																
<b>Difference</b>	<b>#</b>	2980	2340	640	1382	510	<b>-1411</b>	<b>-978</b>	507	384	163	164	137	<b>-124</b>	<b>-67</b>	1311	491																
<b>Ratio Change</b>	<b>%</b>	0.00	0.18	-0.18	0.51	0.19	-1.41	-0.80	0.16	0.09	0.07	0.09	0.07	-0.08	-0.04	0.68	0.25																
<b>Net Change</b>	<b>%</b>	1.58	1.85	1.03	5.38	5.75	-1.74	-2.79	4.03	2.68	6.11	54.84	64.31	-11.73	-10.58	234.10	123.98																
<b>PERMANENT</b>																																	
<b>FY 2009</b>	<b>#</b>	171295	116284	55011	25024	8254	73190	30433	11479	12718	2497	278	201	963	553	508	355																
	<b>%</b>	100	67.88	32.11	14.60	4.81	42.72	17.76	6.70	7.42	1.45	0.16	0.11	0.56	0.32	0.29	0.20																

# DHS FEORP Accomplishment Report for FY 2010

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

This table is for All Agencies -- FY 2009 & 2010

		Race/Ethnicity																	
		Total Employees				Non-Hispanic or Latino													
						Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>FY 2010</b>	<b>#</b>	174774	119002	55772	26531	8891	72136	29617	12011	13075	5353	5666	316	202	839	488	1816	833	
	<b>%</b>	100	68.08	<b>31.91</b>	15.18	5.08	41.27	<b>16.94</b>	6.87	7.48	3.06	<b>1.52</b>	0.18	0.11	0.48	<b>0.27</b>	1.03	<b>0.47</b>	
<b>Difference</b>	<b>#</b>	3479	2718	761	1507	637	<b>-1054</b>	<b>-816</b>	532	357	511	169	38	1	<b>-124</b>	<b>-65</b>	1308	478	
<b>Ratio Change</b>	<b>%</b>	0.00	0.20	-0.20	0.58	0.27	-1.45	-0.82	0.17	0.06	0.24	0.07	0.02	0.00	-0.08	-0.05	0.74	0.27	
<b>Net Change</b>	<b>%</b>	1.58	2.33	1.38	6.02	7.71	-1.44	-2.68	4.63	2.80	10.55	6.76	13.66	0.49	-12.87	-11.75	257.48	134.64	
<b>TEMPORARY</b>																			
<b>FY 2009</b>	<b>#</b>	16788	9703	7085	634	606	7631	4586	1089	1591	182	169	21	12	94	80	52	41	
	<b>%</b>	100	57.79	42.20	3.77	3.60	45.45	27.31	6.48	9.47	1.08	1.00	0.12	0.07	0.55	0.47	0.30	0.24	
<b>FY 2010</b>	<b>#</b>	16289	9325	6964	509	479	7274	4424	1064	1618	182	163	147	148	94	78	55	54	
	<b>%</b>	100	57.24	<b>42.75</b>	<b>3.12</b>	<b>2.94</b>	44.65	<b>27.15</b>	6.53	9.93	<b>1.11</b>	<b>1.00</b>	0.90	0.90	0.57	0.47	<b>0.33</b>	<b>0.33</b>	
<b>NON-APPROPRIATED</b>																			
<b>FY 2009 <sup>2</sup></b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>%</b>																		



# DHS FEORP Accomplishment Report for FY 2010

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

This table is for All Agencies - - FY 2009 & 2010

	Race/Ethnicity															
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino		Two or More/Other Races	
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>FY 2010 <sup>2</sup></b>																
<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>%</b>																
<b>Difference <sup>3</sup></b>																
<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Ratio Change</b>																
<b>%</b>																
<b>Net Change</b>																
<b>%</b>																

NOTE: Percentages compute across rows and NOT down columns. <sup>1</sup> Excludes NAF data which was not available for this quarter. <sup>2</sup> NAF data was not available for this quarter. <sup>3</sup> Not computed for this quarter since NAF data was not available.  
 Report generated on October 14, 2010

# DHS FEORP Accomplishment Report for FY 2010

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS – Distribution by Race/Ethnicity and Sex**  
 This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees

		Race/Ethnicity																
		Total Employees		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		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
<b>Mission Critical Jobs</b>																		
<b>0080 – Security</b>	<b>#</b>	1890	1451	439	102	17	1008	227	287	174	25	10	3	0	10	2	16	9
	<b>%</b>	100	76.77	<b>23.22</b>	5.39	<b>0.89</b>	53.33	<b>12.01</b>	15.18	9.20	<b>1.32</b>	<b>0.52</b>	0.15	<b>0.00</b>	0.52	<b>0.10</b>	0.84	<b>0.47</b>
<b>Occupational CLF</b>	<b>%</b>	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
	<b>#</b>	1069	972	97	59	3	736	58	159	33	14	3	0	0	3	0	1	0
<b>Occupational CLF</b>	<b>%</b>	100	90.92	<b>9.07</b>	<b>5.51</b>	<b>0.28</b>	68.84	<b>5.42</b>	14.87	3.08	1.30	0.28	<b>0.00</b>	0.00	<b>0.28</b>	<b>0.00</b>	<b>0.09</b>	<b>0.00</b>
	<b>#</b>	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
<b>0132 – Intelligence Research Specialist</b>	<b>#</b>	1053	708	345	70	37	558	231	49	57	17	14	1	0	2	2	11	4
	<b>%</b>	100	67.23	<b>32.76</b>	6.64	3.51	52.99	<b>21.93</b>	4.65	5.41	<b>1.61</b>	<b>1.31</b>	<b>0.09</b>	0.00	<b>0.18</b>	<b>0.18</b>	<b>1.04</b>	<b>0.37</b>
<b>Occupational CLF</b>	<b>%</b>	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
	<b>#</b>	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

# DHS FEORP Accomplishment Report for FY 2010

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

This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees

	Race/Ethnicity																	
	Total Employees						Hispanic or Latino				Non-Hispanic or Latino				Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
<b>0905 – General Attorneys</b>	<b>#</b>	1946	971	975	60	76	808	716	48	93	45	76	0	0	1	3	9	11
	<b>%</b>	100	<b>49.89</b>	50.10	3.08	3.90	<b>41.52</b>	36.79	2.46	4.77	2.31	3.90	0.00	0.00	<b>0.05</b>	0.15	<b>0.46</b>	0.56
<b>Occupational CLF</b>	<b>%</b>	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
<b>1896 – Border Patrol Agents</b>	<b>#</b>	20498	19462	1036	9874	564	8587	411	318	20	176	9	18	2	79	3	410	27
	<b>%</b>	100	94.94	<b>5.05</b>	48.17	2.75	<b>41.89</b>	<b>2.00</b>	<b>1.55</b>	<b>0.09</b>	<b>0.85</b>	<b>0.04</b>	<b>0.08</b>	0.00	<b>0.38</b>	<b>0.01</b>	2.00	<b>0.13</b>
<b>Occupational CLF</b>	<b>%</b>	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
<b>2210 – Information Technology Specialist</b>	<b>#</b>	2843	2062	781	113	18	1447	469	294	189	146	80	2	0	14	6	46	19
	<b>%</b>	100	72.52	<b>27.47</b>	3.97	<b>0.63</b>	50.89	<b>16.49</b>	10.34	6.64	<b>5.13</b>	<b>2.81</b>	<b>0.07</b>	0.00	0.49	0.21	1.61	0.66
<b>Occupational CLF</b>	<b>%</b>	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
<b>1801 – Immigration Enforcement Agent</b>	<b>#</b>	6955	5754	1201	1640	369	3316	608	436	162	271	48	13	0	50	10	28	4
	<b>%</b>	100	82.73	<b>17.26</b>	23.58	5.30	47.67	<b>8.74</b>	6.26	<b>2.32</b>	3.89	<b>0.69</b>	0.18	0.00	0.71	<b>0.14</b>	<b>0.40</b>	<b>0.05</b>
<b>Occupational CLF</b>	<b>%</b>	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

# DHS FEORP Accomplishment Report for FY 2010

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

This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees

		Race/Ethnicity																
		Total Employees						Hispanic or Latino				Non-Hispanic or Latino				Two or More/Other Races		
		Male	Female	Male	Female	Male	Female	White	Black or African American	Asian	Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Male	Female	Male	Female		
<b>1102 – Contract Specialists</b>	<b>#</b>	1342	535	807	18	39	394	418	92	287	19	37	0	1	5	7	7	18
	<b>%</b>	100	<b>39.86</b>	60.13	<b>1.34</b>	<b>2.90</b>	<b>29.35</b>	<b>31.14</b>	6.85	21.38	1.41	2.75	0.00	<b>0.07</b>	0.37	0.52	0.52	1.34
<b>Occupational CLF</b>	<b>%</b>	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
<b>1801 – Adjudication Officers</b>	<b>#</b>	24478	18141	6337	3159	1202	12161	3507	1598	1044	864	463	30	14	171	59	158	48
	<b>%</b>	100	74.11	<b>25.88</b>	12.90	4.91	49.68	<b>14.32</b>	6.52	<b>4.26</b>	3.52	1.89	0.12	0.05	0.69	<b>0.24</b>	<b>0.64</b>	<b>0.19</b>
<b>Occupational CLF</b>	<b>%</b>	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
<b>1802 – Transportation Security Officers</b>	<b>#</b>	51469	30117	21342	4635	3274	17525	10684	5536	5988	1654	784	124	128	314	267	329	217
	<b>%</b>	100	58.52	<b>41.47</b>	9.00	6.36	<b>34.05</b>	<b>20.76</b>	10.75	11.63	3.21	1.52	0.24	0.24	0.61	0.51	<b>0.63</b>	<b>0.42</b>
<b>Occupational CLF</b>	<b>%</b>	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
<b>1811 – Criminal Investigators</b>	<b>#</b>	10338	8910	1428	1303	230	6765	987	495	142	265	58	9	2	53	7	20	2
	<b>%</b>	100	86.18	<b>13.81</b>	12.60	2.22	65.43	<b>9.54</b>	<b>4.78</b>	<b>1.37</b>	2.56	0.56	<b>0.08</b>	0.01	0.51	<b>0.06</b>	<b>0.19</b>	<b>0.01</b>
<b>Occupational CLF</b>	<b>%</b>	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

# DHS FEORP Accomplishment Report for FY 2010

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS – Distribution by Race/Ethnicity and Sex**  
 This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees

		Race/Ethnicity																
		Total Employees						Non- Hispanic or Latino										
		Hispanic or Latino		White		Black or African American		Asian		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		
<b>1895 – Customs &amp; Border Protection Officers</b>	#	20663	16830	3833	5150	1293	8813	1691	1040	445	1234	232	85	20	79	21	429	131
	%	100	81.44	<b>18.55</b>	24.92	6.25	42.65	<b>8.18</b>	5.03	<b>2.15</b>	5.97	<b>1.12</b>	0.41	<b>0.09</b>	0.38	<b>0.10</b>	2.07	<b>0.63</b>
<b>Occupational CLF</b>	%	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
<b>0301 – Program Specialist (Response)</b>	#	1696	992	704	36	30	816	490	113	163	19	13	1	0	4	7	3	1
	%	100	58.49	<b>41.50</b>	<b>2.12</b>	<b>1.76</b>	48.11	<b>28.89</b>	6.66	9.61	<b>1.12</b>	<b>0.76</b>	<b>0.05</b>	<b>0.00</b>	0.23	0.41	0.17	<b>0.05</b>
<b>Occupational CLF</b>	%	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

## **Appendix B**

### **List of Component Conferences/Job Fairs/Career Fairs Activities**

# DHS FEORP Accomplishment Report for Fiscal Year 2010

<b>U.S. Customs and Border Patrol</b>	
<b>Career Fairs</b>	
Hudson County Community College, Jersey City, NY	Mercy College, Dobbs Ferry, NY
Inter-Americana University, Barranquitas, Puerto Rico	South Texas College Campus
City University of New York John Jay College of Criminal Justice	St. Peter's College
La Guardia Community College, NY	University of Puerto Rico, Utuado Campus
Landrum Elementary School, San Benito, TX	Vaughn College of Aeronautic & Technology, NY
Laredo Community College, South Campus, Laredo, TX	Villarreal Elementary School in Olmito, TX
David L. Carrasco Job-Corps Job Fair, El Paso, TX	
<b>Other Outreach Activities</b>	
Arizona Western College	Miami Dade College
Central Arizona College	Mt. San Antonio College
California State Polytechnic University-Pomona	New Mexico Highlands University
California State University-Fresno	New Mexico State University
California State University-Fullerton	Passaic Community College
California State University-Los Angeles	Union County College
City College of the City University of New York	New Mexico Highlands University
City University of New York Borough of Manhattan Community College	Southwest Texas Junior College
City University of New York Bronx Community College	Sul Ross State University
El Camino College, CA	Texas A&M International University
Houston Community College	University of Texas El Paso
Imperial Valley College, CA	University of Texas Pan American
Los Medanos College, CA	
<b>U.S. Citizenship and Immigration Services</b>	
<b>Career Fairs</b>	
Hispanic Chamber of Commerce Business Fair, WA	
<b>Conference/Job Fairs</b>	
Hispanic Association of Colleges & Universities (HACU)	National Association of Latino Elected & Appointed Officials Annual Conference, CO
Hispanic Leadership Conference & Award Ceremony, OH	
<b>Other Outreach Activities</b>	
Alabama A&M, AL	Meeting w/ LULAC, TX
Cinco the Mayo Festival, CA & TX	Meeting w/ Mexican Consulate, FL
Citizenship Outreach, OR	Mexican-American Opportunity Foundation, CA
Citizenship Workshop, FL	Mexicans & Americans Thinking Together Meeting, TX
Columbia Basin College, WA	Miles College, AL
Community Outreach Event, CA	Naturalization Information Session, FL & TX
Great Lakes Migrant Resource Council Meeting, MI	Naturalization Outreach, CA & OH
Haskell Nations University, KS	Oakland Coalition of Hispanic Service Agencies, MI
Hispanic Outreach, VA	Sinte Gleska University, SD
Latino Business, Career, & Consumer Expo, WA	Virginia State University



# DHS FEORP Accomplishment Report for Fiscal Year 2010

<b>U.S. Coast Guard</b>	
<b>Career Fairs/Job Fairs</b>	
Careers & the disabled Career Expo	National Society of Hispanic Professionals , DC
Corporate Gray Career Fair	Students of All Races (CA, PR, & FL)
Florida International University, FL (NSHMBA)	Texas Maritime Career Fair, TX
Hispanic Engineering & Technology Week, TX	Thurgood Marshall College Fund Leadership Career Fair
Latinos for Hire Career Fair, DC	University of Texas – El Paso
Lincoln University Career Fair	University of Texas – El Paso Engineer Career Fair
Mardi Gras Invitational Career Fair	University of Texas – Pan American Career Fair
Maryland Hispanic Youth Symposium, MD	Viva Technology, OH
National Association of College Fairs (GA, MA, IL, MI, CT, NY & PA)	
<b>Conferences</b>	
Adelante State of Hispanic Higher Education (series)	League of United Latin American Citizens (LULAC) Veterans Summit, CA
American GI Forum	LULAC Annual Conference, TX
American Indian Science & Engineering Society	LULAC Women’s Conference, CA
Annual Thurgood Marshall College Fund Leadership Conference	Military Ambassadors Fiesta, TX
Annual Women of Color in Technology Awards Conference	Military Officers of America
Association of Naval Services Offices, VA	National Capitol Wounded Warrior Hiring & Support Conference
Association of Latino Professionals in Finance & Accounting, FL	National Council of La Raza Conference, TX
Congressional Hispanic Caucus Institute, DC	National IMAGE Inc., CA
Great Minds in STEM Planning Conference, FL	National Organization for Mexican American Rights, FL
Heroes & Heritage Leadership Summit, TX	People with Disabilities Expo
Hispanic Association of Colleges & Universities (HACU)	Society of Hispanic Professional Engineers, DC
Hispanic Engineering National Achievement Awards, CA	Society of Mexican America Engineers & Scientists, NV & TX
HACU Capitol Forum, DC	University of Texas – El Paso Student Leadership Conference
Latina Style Symposium	USCG Diversity Summit, VA
<b>Other Outreach Activities</b>	
New Jersey City College, NJ	Texas A&M University (ROTC Department), TX
New Mexico State University, NM	University of New Mexico, NM
Nova Southeastern University, FL	University of Texas – San Antonio Downtown Center
St. Mary’s University, San Antonio, TX	University of Texas – San Antonio Main Campus
Texas A&M Corpus Christi, TX	University of Texas – Pan America, Edinburg, TX
Texas A&M Kingsville, TX	
<b>Federal Emergency Management Agency</b>	
<b>Career/Job Fairs</b>	
BRAC Career Fair, VA	Presidential Management Fellows Job Fair
Fort Mead Job Fair, MD	Operation Warfighter, Walter Reed Hospital, DC
LULAC National Convention & Exposition, NM	Senator Mark Warner Job Fair, University of Mary Washington College, VA
<b>Conferences</b>	
Blacks in Government (BIG) National Training Conference, MO	Diversity Forum: People w/ Disabilities, Partnership for Public Service, DC

# DHS FEORP Accomplishment Report for Fiscal Year 2010

<b>Federal Law Enforcement Training Center</b>	
<b>Career Fairs</b>	
College of Coastal Georgia	The 2 <sup>nd</sup> Congressional District College & Career Fair, MS
Florida International University	The Tri Base Job Fair, FL
Hiring Heroes Career Fair, Walter Reed Medical Center and Camp Pendleton	
St. Thomas University	Wounded Warrior Project
<b>Conferences</b>	
Georgia Department of Labor	United States Hispanic Chamber of Commerce
LULAC Women's Conference, CA	Society of American Indian Government Employees (SAIGE) Annual Employee Training Conference
National Native American Law Enforcement Training Conference	
<b>Other Outreach Activities</b>	
American GI Forum	Northern Illinois University
Barry University	Nova Southern University
Eastern New Mexico University	St. Mary's University, San Antonio, TX
Edward Waters College, Jacksonville, FL	Texas A&M Corpus Christi, TX
Federal Hispanic Law Enforcement Officers Association	Texas A&M Kingsville, TX
Georgia Department of Labor	Texas A&M University (ROTC Department), TX
HACU	St. Edward's University
Hispanic American Police Command Officers Association (HAPCOA)	University of New Mexico, NM
John Jay College of Criminal Justice	University of Texas – San Antonio Downtown Center
LULAC Annual Conference, TX	United States-Mexico Chamber of Commerce
LULAC Veterans Summit, CA	Texas A&M University
National Association of Hispanic Federal Executives (NAFHE)	University of Miami
National Council of La Raza (NCLR)	University of New Mexico
National Latino Peace Officers Association (NLPOA)	University of Texas El Paso
New Jersey City University	University of Texas – San Antonio Main Campus
New Mexico Highland University	University of Texas – Pan America, Edinburg, TX
New Mexico State University	
<b>DHS Headquarters – Office of the Chief Human Capital Officer &amp; HQs EEO</b>	
<b>Career/Job Fairs</b>	
Gallaudet Internship & Career Fair, DC	Office of Wounded Warrior Care & Transition Policy
Fort George Meade Community Career Fair	Operation Warfighter Program (OWF)
Hiring Event for People with Disabilities	Senator Mark Warner Job Fair, University of Mary Washington College, VA
<b>Conferences/Forums/Summits</b>	
2009 Out & Equal Workplace Summit	LULAC Convention, NM
3 <sup>rd</sup> Intelligence Community Affinity Network Colloquium	LULAC National Veterans Summit, CA
Adolfo Carrion, White House Director of Urban Affairs, DC	Pathway to Power, Engaging a New Generation of Women Leaders, DC
AARP 50+ Hispanic Workforce, DC	Persons Living w/ Disabilities Forum, DC
Call to Action: Hiring People w/ Disabilities Training	Women in the Workplace Forum, DC
Latinos Leaders Network Luncheon Honoring Sec. Hilda Soliz, DC	University Women's Leadership Conference

# DHS FEORP Accomplishment Report for Fiscal Year 2010

<b>Other Outreach Activities</b>	
American Association of University Women	Jefferson Middle School
Federally Employed Women, FEW	Trinity University
<b>U.S. Immigration &amp; Customs Enforcement</b>	
<b>Career Fairs/Job Fairs</b>	
Alcorn State University Career Fair	Monroe College Career & Internship Fair
Ana G. Mendez University Career Fair	Monroe Community College Career Fair
Bethune-Cookman University Career Fair	National Capital Region Wound Warrior Hiring & Support Conference
Borough of Manhattan Community College Criminal Justice	New Jersey City University Business & Technology Recruitment Event
Bryant University Career Fair	New York State Job Service Employer Committee Autumn Job & Career Fair
California State University-Dominguez Hills Career Fair	New York State Senate Senator Eric Adams & the Brooklyn Chamber of Commerce Job Fair
Carnegie Mellon University Career Fair	New York State Senate Senator John L. Sampson Career Fair
Chicago Hires Job Fair	New York State Senate Senator Joseph Addabbo Jr. Career Fair
Clark Atlanta University Explorer Federal Careers Event	New York University Spring Job Fair & Diversity Expo
Colorado State University Career Fair	North Carolina Central University Career Fair
Columbia University Not-for-Profit & Public Service Fair	Northeastern University Diversity Career Fair
Congressional Black Caucus (CBC) Diversity Job Fair	Ole Miss Career Fair
Congressman Bennie G. Thompson Job Fair	Operation Enduring/Operation Iraqi Freedom
Congressman Gregory Meeks 2010 Career Fair	Orange County, CA Career Fair
Congressman Lincoln Diaz-Balart Career Resources Expo	Patrick Henry College Career Day
Congressman Jim Moran Job Fair	Pennsylvania Governor's Advisory Committee for People w/ Disabilities – Recruit the Best Talent
Congressman Steve Israel Federal Government Resource Day	Pepperdine University Career Fair
Coppin State University Exploration Day	Personnel Strategies, Inc./National Association for the Advancement of Colored People Diversity Job Fair, CA
Cornell University Non-Profit & Government Career Fair	Recruit Military, LLC Opportunity Expo –IL, OH, & WA
CUNY Big Apple Job Fair	Rhode Island Universities Federal Career Day
Curry College Career Fair	Richard Stockton College of New Jersey Career Day
DHS Cyber Security Virtual Job Fair	Rider University Career Fair
Fayetteville State University Career Fair	Rutgers University Federal Jobs Career Day
Federal Executive Association of Western Massachusetts Federal Job Fair	Salish Kootenai Career Fair
Florida A&M Career Expo	Salve Regina University Career Fair
Florida International University Career Fair	San Diego State University Career Day
Florida Memorial University Career Fair	Seattle University School of Law Career Fair
Florida Statewide College Job Fair	Seton Hall University Government & Non-Profit Career Fairs
Fort Valley State University Career Fair	Shepherd University Career Fair
4 <sup>th</sup> Annual Illinois Statewide Veterans Job Fair	Spelman College Career Fair
Fort Carson, Colorado, Winter Career Fair	Stony Brook University Career Fair
Fort Carson, Colorado, Warriors Transition Command Job Fair	St. Cloud State University Criminal Justice Career & Internship Fair
Fond Du Lac Tribal College Career Fair	St. Johns College of New York Career Fair
Fort Hood, Texas, On-the-Spot Hiring	St. Josephs College of New York Career Fair

# DHS FEORP Accomplishment Report for Fiscal Year 2010

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Fort Lewis, Washington, OWF Career Fair	St. Mary's Dominican High School Career Day
Fort Mead, Maryland, Military Recruitment Event	Thurgood Marshall Leadership Institute Career Fair
Fort Myers, Virginia, Army Career Alumni Program Employment Panel	Towson University Career Fair
Glendale Community College Career Fair	Texas Southern University Career Fair
Governors State University Government Career Fair	University of Arizona Career Fair
Grambling State University Career Fair	University of California-Berkeley Diversity Career Fair
Hillbert College Career Fair	University of California-Irvine Career Fair
Houston-Tillotson University	University of California-Los Angeles Spring Career Roundup
Howard University Public Service Career & Internship Fair	University of Central Arkansas Career Fair
Indiana Black Expo Employment Fair & Annual Exposition	University of Georgia Government Sector Fair
Jackson State University Career Fair	University of Mary Washington Career Fair
John Jay College Career Fair	University of Minnesota Job Fair
Joint Air Force & Navy Job Fair	University of Nebraska-Kearney Criminal Justice Career Fair
Kaplan University Career Fair	University of Nevada-Reno Career Fair
Kinborough Community College Career Fair	University of New Mexico-Albuquerque Career Fair
ITT Technical Institute Career Fair	University of San Diego Career Fair
Las VegasSun.com Career Fair	University of Texas – San Antonio Career Fair
Long Beach State University Career Fair	University of Washington-Seattle Spring Career Fair
Long Island University Career Fair	Walter Reed Army Medical Center OWF Fair
Los Angeles, CA Career Fair	Washington University in St. Louis Career Fair
Loyola University-Chicago Federal Executive Board Fair	Weber State University Criminal Justice Job Fair
Marywood University Government Career Fair	Western University 2009 Law Enforcement Career Fair
Michigan Collegiate Job Fair	Westfield State College Career Fair
Military Stars, LLC Career Expo-MD, FL, & CA	Yellow Ribbon Career & Benefits Fair
Military Officers Association of America Corporate Grey Job Fair, CA	
<b>Conferences/Forums</b>	
Asian American Government Executives Network (AAGEN) Annual Training Conference	National Asian Peace Officers Association (NAPOA) National Training Conference
Asian MBA 2 <sup>nd</sup> Annual Leadership Conference	National Organization of Black Law Enforcement Executives (NOBLE) 34 <sup>th</sup> Annual Conference
BIG 32 <sup>nd</sup> Annual National Training Conference	National Association of Blacks in Criminal Justice (NABCJ) 37 <sup>th</sup> Annual Conference
15 <sup>th</sup> Annual National Association of Women Law Enforcement Executives Conference	National Bar Association (NBA) 85 <sup>th</sup> Annual Convention
FEW National Training Program	National Native American Law Enforcement Association (NNALEA) 18 <sup>th</sup> Annual Conference
HACU Annual Conference	National Urban League (NUL) Conference
International Association of Chiefs of Police Conference	(SAIGE Annual Employee Training Conference
International Educators' Conference	2010 Minnesota Law Enforcement Explorer Conference
LULAC Annual Conference	Women in Federal Law Enforcement (WIFLE)
<b>Other Outreach Activities</b>	
Allenwood Federal Corrections Center Emergency Preparedness Career Day	Public Service Recognition Week
American Indian Community House Storytelling for Healing	Red Ribbon Week-Curie Elementary School

# DHS FEORP Accomplishment Report for Fiscal Year 2010

A.P. Solis Middle School Career Fair	Red Ribbon Week-Escondido Christian Academy
Arizona Black History Month Expo	Red Ribbon Week-Lenora B. Smith Elementary School
Arizona State university Transborder Colloquium	Red Ribbon Week-McMillin Elementary School
Black Executive Exchange Program (BEEP)	Red Ribbon Week-Urban Discovery Academy
Brandeis University Government Careers Forum	Red Ribbon Week-Veterans Elementary School
DeKalb Technical Institute Criminal Justice Career Symposium	Red Ribbon Week-vista Grande Elementary School
Enterprise Charter School Outreach Presentation	San Diego Crime Stoppers Light the Night 5K Run & Expo
Fresno, CA Law Enforcement Appreciation Day	Seattle, WA Youth Law Day
Harlingen South High School ROTC Outreach Event	Tampa, FL Law Enforcement Appreciation Day
Mall of America Government on Display Expo	The Catholic University of America Federal Career Panel
National Night Out-Dallas Event	University of Texas – El Paso/New Mexico State University Border Showcase
Neely-O’Brien Elementary School Coat & Toy Drive & Giveaway Fair	Westwood College Outreach Event
North Bergen High School Personalized Student Learning Program	York College First Annual Resumania Event
<b>Transportation Security Administration</b>	
<b>Conferences/Forums</b>	
Association of Latino Professionals in Finance & Accounting	NCLR Annual Conference
HACU Annual Conference	NOBLE Annual Conference
Hispanic American Police Officers Association (HAPOA) Annual Conference	U.S. Hispanic Chamber of Commerce
NAPOA Annual Training Conference	WIFLE Annual Conference
<b>Other Outreach Activities</b>	
HACU-Annual National Capital Forum on Hispanic Higher Education	University of Puerto Rico – TSA Resident Program
<b>U.S. Secret Service</b>	
<b>Career Fairs/Job Fairs</b>	
ALANA Career Fair	Pueblo of Isleta College Career Fair
American Indian Science & Engineering Society Career Fair	Urban League Career Expo
Asian Diversity Career Expo	Robert Morris University Career Fair
Bureau of Indian Education Summer Youth Leadership Challenge College Fair	3 <sup>rd</sup> Annual Choctaw Nation of Oklahoma Career Expo
DeVry Spring Job Fair	7 <sup>th</sup> Annual Korean American Association of Northern Virginia Job Fair
Diversity & Bilingual Job Fair (2 events)	Simmons College Spring Career Fair
Diversity Employment Day Fair – Chicago	Texas Women’s University Career Expo
Diversity Hiring Expo	2009 Poly Job Fair
Diversity Job Fair (3 events)	2010 Asian Fair
Grambling University Fall Career Fair	2010 Pittsburgh NAACP Regional “Jr. Executive” Diversity Job Fair
Haskell Indian Nations University Career Fair	Universidad del Sagrado Corazon Job Fair
LatPro/NSHP.org Diversity Job Fair	University of New Mexico Public Showcase Job Fair
EXPO EMPLEO	University of Texas-Pan American Criminal Justice Career Day
Los Angeles Diversity Employment Day Career Fair	Virginia State University 39 <sup>th</sup> Annual Career Fair



# DHS FEORP Accomplishment Report for Fiscal Year 2010

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Miami Dade College North Campus Job Fair (5 events)	Virginia Union University Fall 2009 Career & Graduate School Fair
Metro Diversity Job Fair – EmploymentGuide.com	Wellesley University Job Fair
North Carolina Central University Annual Career Fall Fair	Wellesley College Not for Profit Career Fair
North Cobb Bilingual & Diversity Job Fair	Women for Hire Career Fair (7 events)
Oklahoma University Multicultural Career Fair	WomenJobFairs
<b>Conferences/Forums</b>	
Asian American Government Executives Leadership Training Conference	National Congress of American Indians 66 <sup>th</sup> Annual Convention & Trade Show
Federal Asian Pacific American Conference Expo	NAPOA National Training Conference
HACU 23 <sup>rd</sup> Annual Conference	NOBLE 34 <sup>th</sup> Annual Training
HAPCOA 36 <sup>th</sup> Annual National Training Conference & Expo	North Carolina Native American Youth Unity 31 <sup>st</sup> Conference
Hispanic Alliance for Career Enhancement Conference & Expo (4 events)	31 <sup>st</sup> National Indian & Native American Employment & Training Conference
LULAC Training Conference	35 <sup>th</sup> Annual North Carolina Indian Unity Conference
7 <sup>th</sup> International Conference on Asian Organized Crime & Terrorism	2010 Annual SAIGE Conference & Job Fair
National Association of Asian American Professionals Conference	Thurgood Marshall College Fund – Leadership Institute & Recruitment Conference
NCLR Conference	WIFLE 11 <sup>th</sup> Annual Leadership Training Conference & Job Fair
<b>Other Outreach Activities</b>	
BayPath College Information Session	Mouth Holyoke University Information Session
Booker T. Washington Senior High School	NOVA Southeastern University
Bowie State University Criminal Justice Classroom Presentations	Pine Manor College Information Session
Broward College-Central Campus	Regis College Information Session
Charter Oaks High School Information Session	Riley Elementary School Information Session
College Career Centers of Boston 7 <sup>th</sup> Annual Government Careers Information Forum	Smith College Information Session
Coppin State University	St. Thomas University
Florida International University	Thurgood Marshall College Fund – Member Universities Professional Institute
Hispanic Heritage Foundation	St. Thomas University
Historically Black Colleges & Universities Career Development Marketplace	Trinity Washington DC College Information Session
Howard University Wisdom Wednesday Employment Briefings	2010 Fiesta de las Madres
Law Enforcement Officer’s Memorial High School	2010 Mid Year National Congress of American Indians
La Feria de la Familia	University of Miami
Miami-Dade College-Wolfson Campus	University of Texas-Pan American Criminal Justice Career Day
Morgan State University	Valencia Community College-West Campus

# **Appendix C**

## **DHS Educational Programs**



# DHS FEORP Accomplishment Report for FY 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity												Two or More/Other Races							
					Hispanic or Latino				White				Black or African American		Asian				Native Hawaiian or Other Pacific Islander				American Indian or Alaskan Native	
					Male		Female		Male		Female		Male	Female	Male	Female			Male	Female	Male	Female	Male	Female
					#	%	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%
<b>Student Career Employment Program (SCEP)</b>																								
CBP	#	131	51	80	6	12	33	47	8	18	3	3												
	%	100	38.9	61.1	4.6	9.2	25.2	35.9	6.1	13.7	2.3	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
CIS	#	2	1	1				1	1															
	%	100	50.0	50.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
USCG	#	15	5	10		1	3	6	2	3														
	%	100	33.3	66.7	0.0	6.7	20.0	40.0	13.3	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
FLETC	#	12	3	9			2	7	2	2														
	%	100	25.0	75.0	0.0	0.0	16.7	58.3	0.0	16.7	8.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
DHS HQ	#	9	6	3	1		4	2													1			
	%	100	66.7	33.3	11.1	0.0	44.4	22.2	0.0	0.0	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.1			
ICE *	#	38	20	18	2	2	2	2		1														
	%	100	52.6	47.4	5.3	5.3	5.3	5.3	0.0	2.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
TSA	#	19	4	15		6	3	6	2	2											1			
	%	100	21.1	78.9	0.0	31.6	15.8	31.6	0.0	10.5	5.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.3			
<b>Student Temporary Employment Program (STEP)</b>																								
CBP	#	248	110	138	20	38	75	73	9	23	5	4									1			
	%	100	44.4	55.6	8.1	15.3	30.2	29.4	3.6	9.3	2.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4			
CIS	#	78	36	42	2	2	18	15	6	13	9	6									3			
	%	100	46.2	53.8	2.6	2.6	23.1	19.2	7.7	16.7	11.5	7.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8			
USCG	#	148	65	83	5	5	46	49	8	19	3	7									1			
	%	100	43.9	56.1	3.4	3.4	31.1	33.1	5.4	12.8	2.0	4.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7			
FEMA	#	127	52	75	1	1	26	33	24	40	1	1												
	%	100	40.9	59.1	0.8	0.8	20.5	26.0	18.9	31.5	0.8	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino										
	Hispanic or Latino			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>FLETC</b>	#	23	40	2	4	16	27	4	8	1	1						
	%	36.5	63.5	3.2	6.3	25.4	42.9	6.3	12.7	1.6	1.6	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ</b>	#	34	32		3	24	16	9	8	1	2					3	
	%	51.5	48.5	0.0	4.5	36.4	24.2	13.6	12.1	1.5	3.0	0.0	0.0	0.0	0.0	4.5	
<b>HQ-NPPD</b>	#	6	5			4	3	2	2								
	%	54.5	45.5	0.0	0.0	36.4	27.3	18.2	18.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>HQ-OIG</b>	#	24	29	4	4	13	17	4	8	3							
	%	45.3	54.7	7.5	7.5	24.5	32.1	7.5	15.1	5.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE *</b>	#	59	70	3	5	6	6	1	2								
	%	43.4	51.5	2.2	3.7	4.4	4.4	0.7	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>TSA</b>	#	16	8	1	3	10	3	1	2	4							
	%	66.7	33.3	4.2	12.5	41.7	12.5	4.2	8.3	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>USSS</b>	#	39	85		13	31	52	6	14	2	3		1			2	
	%	31.5	68.5	0.0	10.5	25.0	41.9	4.8	11.3	1.6	2.4	0.0	0.8	0.0	0.0	0.0	1.6
<b>Federal Career Intern Program (FCIP)</b>																	
<b>CBP</b>	#	7870	1229	2931	417	4150	584	382	155	331	66			76	7		
	%	86.5	13.5	32.2	4.6	45.6	6.4	4.2	1.7	3.6	0.7	0.0	0.0	0.8	0.1	0.0	0.0
<b>CIS</b>	#	11	33			8	23	2	4		5				1	1	
	%	25.0	75.0	0.0	0.0	18.2	52.3	4.5	9.1	0.0	11.4	0.0	0.0	0.0	0.0	2.3	2.3
<b>USCG</b>	#	8	8	1		5	5	1	2	1	1						
	%	50.0	50.0	6.3	0.0	31.3	31.3	6.3	12.5	6.3	6.3	0.0	0.0	0.0	0.0	0.0	0.0
<b>FEMA</b>	#	2	4	1	2		2	1									
	%	33.3	66.7	16.7	33.3	0.0	33.3	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC</b>	#	0	1						1								
	%	0.0	100	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity																							
					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	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
<b>DHS HQ</b>	#	38	36			2	27	1	2	5	5																	
	%	51.4	48.6		0.0	2.7	36.5	1.4	2.7	6.8	6.8																	
<b>HQ-NPPD</b>	#	0	1				1																					
	%	0.0	100		0.0	0.0	100	0.0	0.0	0.0	0.0																	
<b>HQ-OIG</b>	#	60	53	7	8	38	30	7	6	6	9																	
	%	53.10	46.90	6.19	7.08	33.63	26.55	6.19	5.31	5.31	7.96																	
<b>ICE *</b>	#	434	77	40	2	81	19	10																				
	%	84.1	14.9	7.8	0.4	15.7	3.7	1.9	0.0	0.0	0.0																	
<b>Presidential Management Fellows (PMF)</b>																												
<b>CBP</b>	#	2	2			2	1		1																			
	%	50.0	50.0		0.0	0.0	25.0	0.0	25.0	0.0	0.0																	
<b>CIS</b>	#	0	1																									
	%	0.0	100		0.0	0.0	0.0	0.0	0.0	0.0	100																	
<b>FEMA</b>	#	4	1	2	1	1		1																				
	%	80.0	20.0	40.0	20.0	20.0	0.0	20.0	0.0	0.0	0.0																	
<b>DHS HQ</b>	#	4	4			4	4																					
	%	50.0	50.0		0.0	50.0	50.0	0.0	0.0	0.0	0.0																	
<b>HQ-OIG</b>	#	0	1				1																					
	%	0.0	100		0.0	0.0	100	0.0	0.0	0.0	0.0																	
<b>ICE *</b>	#	0	1				1																					
	%	0.0	20		0.0	0.0	20	0.0	0.0	0.0	0.0																	

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees		Race/Ethnicity												Two or More/Other Races			
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male	Female
<b>OTHER INTERN PROGRAMS</b>																		
<b>COLLEGE STUDENT PRE-COMMISSIONING INITIATIVE (CSPCI)</b>																		
<b>USCG</b>	#	51	30	21	5	4	19	12	2	3	1	1	1	2				
	%	100	58.8	41.2	9.8	7.8	37.3	23.5	3.9	5.9	2.0	2.0	2.0	3.9	0.0	0.0	0.0	0.0
<b>COLLEGE INTERN PROGRAM</b>																		
<b>FLETC</b>	#	20	3	17	1	1	2	14	2	2								1
	%	100	15.0	85.0	5.0	0.0	10.0	70.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0
<b>STUDENT VOLUNTEER PROGRAM</b>																		
<b>FLETC</b>	#	3	1	2			1	1	1	1								
	%	100	33.3	66.7	0.0	0.0	33.3	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Workforce Recruitment Program (WRP)</b>																		
<b>CIS</b>	#	2	1	1			1	1										
	%	100	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>TSA Resident Program</b>																		
<b>TSA</b>	#	50	27	23	8	6	11	7	7	9					1	1		
	%	100	54.0	46.0	16.0	12.0	22.0	14.0	14.0	18.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0	0.0
<b>Information Assurance Scholarship Program (IASP)</b>																		
<b>USSS</b>	#	1	0	1						1								
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity																									
					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	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
<b>SUMMARY</b>																														
<b>Total SCEP</b>	#	226	90	136	9	21	47	71	11	26	6	3	0	0	0	1	0	0	0	0	0	0	2							
	%	100	39.8	60.2	4.0	9.3	20.8	31.4	4.9	11.5	2.7	1.3	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.9							
<b>Total STEP</b>	#	1078	464	607	38	78	269	294	74	139	29	24	0	1	1	1	4	4	4	4	4	10								
	%	100	43.0	56.3	3.5	7.2	25.0	27.3	6.9	12.9	2.7	2.2	0.0	0.1	0.1	0.1	0.4	0.4	0.4	0.4	0.4	0.9								
<b>Total FCIP</b>	#	9870	8423	1442	2980	431	4314	691	404	170	343	86	0	0	0	78	7	1	1	7	1	1								
	%	100	85.3	14.6	30.2	4.4	43.7	7.0	4.1	1.7	3.5	0.9	0.0	0.0	0.0	0.8	0.1	0.1	0.1	0.1	0.0	0.0								
<b>Total PMF</b>	#	24	10	10	2	1	7	7	1	1	0	1	0	0	0	0	0	0	0	0	0	0								
	%	100	41.7	41.7	8.3	4.2	29.2	29.2	4.2	4.2	0.0	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0								
<b>Total Other Intern Programs</b>	#	127	62	65	14	10	34	35	9	16	1	1	1	1	1	2	1	1	1	1	1	1								
	%	100	48.8	51.2	11.0	7.9	26.8	27.6	7.1	12.6	0.8	0.8	0.8	0.8	0.8	1.6	0.8	0.8	0.8	0.8	0.8	0.8								
<b>GRAND TOTALS</b>																														
	#	11,325	9,049	2,260	3,043	541	4,671	1,098	499	352	379	115	1	2	2	82	12	12	6	6	14									
	%	100	79.9	20.0	26.9	4.8	41.2	9.7	4.4	3.1	3.3	1.0	0.0	0.0	0.7	0.1	0.1	0.1	0.1	0.1	0.1									

\* The total for each program includes the employees whose gender and/or race and ethnicity are unknown. Specifically, SCEP (29), STEP (113), FCIP (364), and PMF (4).

# **Appendix D**

## **Recruitment & Retention Programs**

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity																					
					Hispanic or Latino				Non-Hispanic or Latino				Asian				Black or African American		White		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	Male	Female	Male	Female
<b>RECRUITMENT INCENTIVE (RI)</b>																										
<b>CBP</b>	#	3	2	1																						
	%	100	66.7	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>USCG</b>	#	16	9	7																						
	%	100	56.3	43.8	0.0	0.0	0.0	31.3	37.5	12.5	0.0	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.3		
<b>FEMA</b>	#	6	3	3																						
	%	100	50.0	50.0	0.0	0.0	0.0	50.0	33.3	0.0	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>FLETC</b>	#	2	2	0																						
	%	100	100	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>DHS HQ</b>	#	89	49	40	1	2	39	24	2	5	2	5	7	1												
	%	100	55.1	44.9	1.1	2.2	43.8	27.0	2.2	5.6	2.2	5.6	7.9	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>DHS HQ-NPPD</b>	#	2	1	1																						
	%	100	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>ICE *</b>	#	12	11	0	6																					
	%	100	92	0.0	50.0	0.0	41.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>RELOCATION INCENTIVE</b>																										
<b>CBP</b>	#	7	6	1																						
	%	100	85.7	14.3	0.0	0.0	71.4	14.3	0.0	0.0	0.0	14.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>USCG</b>	#	1	1	0																						
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>FEMA</b>	#	2	1	1																						
	%	100	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>FLETC</b>	#	1	1	0																						
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		



# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino						Two or More/Other Races				
	Hispanic or Latino			White			Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaskan Native	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>DHS HQ</b>	#	2	0	2			1				1						
	%	100	0.0	100	0.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>RETENTION INCENTIVE</b>																	
<b>USCG</b>	#	3	2	1			1				1						
	%	100	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC</b>	#	1	1	0			1										
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ</b>	#	4	3	1			2				1						
	%	100	75.0	25.0	0.0	25.0	50.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>STUDENT LOAN REPAYMENT (SLR)</b>																	
<b>CBP</b>	#	5	3	2			3				1						
	%	100	60.0	40.0	0.0	0.0	60.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FEMA</b>	#	1	0	1			1										
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ</b>	#	128	59	69			49				41						
	%	100	46.1	53.9	0.0	2.3	38.3	32.0	5.5	14.8	2.3	3.1	0.0	0.0	0.0	1.6	0.0
<b>DHS HQ-NPPD</b>	#	2	0	2							1						
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ-OIG</b>	#	1	0	1							1						
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE *</b>	#	22	16	6			6				2						
	%	100	72.7	27.3	4.5	0.0	27.3	9.1	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ENHANCED ANNUAL LEAVE ACCRUAL (EALA)</b>																	
<b>CBP</b>	#	2	0	2							2						
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

	Race/Ethnicity													
	Total Employees						Non-Hispanic or Latino						Hispanic or Latino	
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Other Races		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>USCG</b>	#	2	1											
	%	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ-NPPD</b>	#	0	1											
	%	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE *</b>	#	5	2											
	%	62.5	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>SUPERIOR QUALIFICATIONS APPOINTMENTS (SQA)</b>														
<b>CBP</b>	#	67	38	3		5	4	2	3					
	%	63.8	36.2	2.9	0.0	4.8	3.8	1.9	2.9	0.0	0.0	0.0	0.0	0.0
<b>USCG</b>	#	37	15	1		1		1		13	7			
	%	71.2	28.8	1.9	0.0	1.9	0.0	1.9	0.0	25.0	13.5			
<b>FEMA</b>	#	29	12			7	4							
	%	70.7	29.3	0.0	0.0	17.1	9.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC</b>	#	1	0											
	%	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ</b>	#	134	84	4	4	28	21	5	3					
	%	61.5	38.5	1.8	1.8	12.8	9.6	2.3	1.4	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ-NPPD</b>	#	36	11			4	3	3	2					
	%	76.6	23	0.0	0.0	8.5	6.4	6.4	4.3	0.0	0.0	0.0	0.0	0.0
<b>DHS HQ-OIG</b>	#	1	1											
	%	50.0	50	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE *</b>	#	12	13						1					
	%	38.7	41.9	0.0	0.0	0.0	0.0	0.0	3.2	0.0	0.0	0.0	0.0	0.0
<b>TSA</b>	#	3	1											
	%	75.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

	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 Races									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
<b>TUITION ASSISTANCE PROGRAM (TAP)</b>																				
<b>FLETC</b>	#	41	24	17	4	21	7	1	6	1	1	1	1	1						
	%	100	59	41.5	0.0	9.8	17.1	2.4	14.6	0.0	2.4	0.0	0.0	0.0						
<b>ICE *</b>	#	86	53	33	10	31	14	5	8	1	1	1	2	2						
	%	100	61.6	38.4	11.6	36.0	16.3	5.8	9.3	1.2	1.2	0.0	0.0	2.3						
<b>SUMMARY</b>																				
<b>Total Recruitment Incentive</b>	#	130	77	52	7	21	34	4	6	6	7	1	1	3						
	%	100	59.2	40.0	5.4	17.1	26.2	3.1	4.6	4.6	5.4	0.8	0.0	2.3						
<b>Total Relocation Incentive</b>	#	13	9	4		8	3	1	1	1										
	%	100	69.2	30.8	0.0	61.5	23.1	0.0	7.7	7.7	0.0	0.0	0.0	0.0						
<b>Total Retention Incentive</b>	#	8	6	2	1	4	2			1										
	%	100	75.0	25.0	12.5	50.0	25.0	0.0	0.0	12.5	0.0	0.0	0.0	0.0						
<b>Total SRL</b>	#	159	78	81	1	58	46	8	22	3	4		2							
	%	100	49.1	50.9	0.6	36.5	28.9	5.0	13.8	1.9	2.5	0.0	0.0	0.0						
<b>Total EALA</b>	#	14	7	6		2	4													
	%	100	50.0	42.9		14.3	28.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0						
<b>Total SQA</b>	#	501	320	175	8	225	108	45	32	11	9	13	7	4						
	%	100	63.9	34.9	1.6	44.9	21.6	9.0	6.4	2.2	1.8	2.6	1.4	0.8						
<b>Total TAP</b>	#	127	77	50	10	52	21	6	14	1	1	1	2							
	%	100	60.6	39.4	7.9	40.9	16.5	4.7	11.0	0.8	0.8	0.8	0.0	0.0						
<b>GRAND TOTALS</b>																				
<b>#</b>		774	472	302	17	354	197	57	61	22	20	14	7	6						
<b>%</b>		100	61.0	39.0	2.2	45.7	25.5	7.4	7.9	2.8	2.6	1.8	0.9	0.8						

\* The total for each program includes the employees whose gender and/or race and ethnicity are unknown. Specifically, Recruitment incentive (1), SRL (12), EALA (8), SQA (30), and TAP (11).

# **Appendix E**

## **DHS New Hires**

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
<b>DEPARTMENT-WIDE</b>																	
Permanent #	11,775	7,938	3,837	1,001	339	2,104	912	1,017	304	165	28	17	35	18	422	177	
%	100	67.4	32.6	8.5	2.9	17.9	7.7	8.6	2.6	1.4	0.2	0.1	0.3	0.2	3.6	1.5	
CLF %	100	53.1	46.8	6.2	4.5	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8	
<b>US Customs &amp; Border Protection</b>																	
Permanent #	2,767	2,195	572	446	58	1,584	439	82	47	35	17	5	3	10	2	33	6
%	100	79.3	20.7	16.1	2.1	57.2	15.9	3.0	1.7	1.3	0.6	0.2	0.1	0.4	0.1	1.2	0.2
<b>US Citizenship &amp; Immigration Services</b>																	
Permanent #	328	149	179	6	5	107	126	24	33	11	13				1	2	
%	100	45.2	54.6	1.8	1.5	32.6	38.4	7.3	10.1	3.4	4.0				0.3	0.6	
<b>US Coast Guard</b>																	
Permanent #	627	431	196	15	7	343	136	47	36	12	8	3	1	4	7	8	
%	100	68.7	31.3	2.4	1.1	54.7	21.7	7.5	5.7	1.9	1.3	0.5	0.1	0.6	1.1	1.3	
<b>Federal Emergency Management Agency</b>																	
Permanent #	430	234	196	2	1	183	99	40	90	5	4	1	1	1	2	1	
%	100	54.4	45.6	0.5	0.2	42.5	23.0	9.3	20.9	1.2	0.9	0.2	0.2	0.2	0.5	0.2	
<b>Federal Law Enforcement Training Center</b>																	
Permanent #	65	39	26	2	1	31	14	3	11					1	2		
%	100	60.0	40.0	3.1	1.5	47.7	21.5	4.6	16.9				1.5		3.1		
<b>DHS Headquarters</b>																	
Permanent #	1,219	654	565	21	15	443	300	127	194	41	44	3	4	1	15	11	
%	100	53.6	46.3	1.7	1.2	36.3	24.6	10.4	15.9	3.4	3.6	0.2	0.3	0.1	1.2	0.9	

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

		Race/Ethnicity															
		Total Employees				Hispanic or Latino		Non-Hispanic or Latino				Two or More/Other Races					
		All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Permanent	#	1,352	860	492	83	46	642	300	79	106	26	1	1	3	6	7	7
	%	100	63.6	36.4	6.1	3.4	47.5	22.2	5.8	7.8	1.9	0.1	0.1	0.2	0.4	0.5	0.5
<b>US Immigration &amp; Customs Enforcement</b>																	
Permanent	#	4,867	3,337	1,530	425	200	1,879	652	497	469	155	49	15	11	8	354	141
	%	100	68.6	31.4	8.7	4.1	38.6	13.4	10.2	9.6	3.2	1.0	0.3	0.2	0.2	7.3	2.9
<b>Transportation Security Administration</b>																	
<b>US Secret Service</b>																	
Permanent	#	120	39	81	1	6	24	38	13	21	4	1	1			1	1
	%	100	32.5	67.5	0.8	5.0	20.0	31.7	10.8	25.8	3.3	0.8	0.8			0.8	0.8

# **Appendix F**

## **Internal Selections for Senior Level Positions**



# DHS FEORP Accomplishment Report for FY 2010

## DHS INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES)

	Total Employees												Race/Ethnicity																																			
	Hispanic or Latino						White						Non-Hispanic or Latino						American Indian or Alaskan Native						Native Hawaiian or Other Pacific Islander						Asian						Black or African American						Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female													
<b>CBP</b>																																																
<b>GS-13</b>																																																
Selected	#	325	254	71	82	19	156	38	4	9	8	5	4																																			
	%	100	78.2	21.8	25.2	5.8	48.0	11.7	1.2	2.8	2.5	1.5	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0										
<b>GS-14</b>																																																
Selected	#	171	115	56	25	10	81	31	4	11	2	2	3																																			
	%	100	67.3	32.7	14.6	5.8	47.4	18.1	2.3	6.4	1.2	1.2	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0									
<b>GS-15</b>																																																
Selected	#	31	25	6	2		22	5		1	1																																					
	%	100	80.6	19.4	6.5	0.0	71.0	16.1	0.0	3.2	3.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0									
<b>SES</b>																																																
Selected	#	4	4	0			4																																									
	%	100	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0									
<b>USCG</b>																																																
<b>GS-13</b>																																																
Selected	#	4	3	1	1		2	1																																								
	%	100	75.0	25.0	25.0	0.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0									
<b>GS-14</b>																																																
Selected	#	4	1	3			1	2		1																																						
	%	100	25.0	75.0	0.0	0.0	25.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0									
<b>FLETC</b>																																																
<b>GS-13</b>																																																
Selected	#	2	2	0			1																																									
	%	100	100	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0									
<b>DHS HQ</b>																																																
<b>GS-13</b>																																																
Selected	#	141	71	70	3	2	47	37	19	29	1																																					
	%	100	50.4	49.6	2.1	1.4	33.3	26.2	13.5	20.6	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0									
<b>GS-14</b>																																																
Selected	#	194	100	94	4	5	73	45	17	32	6	9																																				
	%	100	51.5	48.5	2.1	2.6	37.6	23.2	8.8	16.5	3.1	4.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0										

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES)

		Race/Ethnicity																	
		Total Employees				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	
<b>GS-15</b>																			
Selected	#	118	68	50	2	1	54	29	7	15	3	3	15	3	3	2	2		
	%	100	57.6	42.4	1.7	0.8	45.8	24.6	5.9	12.7	2.5	2.5	12.7	2.5	0.0	0.0	1.7		
<b>SES</b>																			
Selected	#	17	12	5	2		8	4	1	1			1						
	%	100	70.6	29.4	11.8	0.0	47.1	23.5	5.9	5.9	0.0	0.0	5.9	0.0	0.0	0.0	0.0		
<b>TSA</b>																			
<b>GS-14 (J Band)</b>																			
Selected	#	305	202	103	18	9	143	72	29	15	10	6	15	10	6	2	1		
	%	100	66.2	33.8	5.9	3.0	46.9	23.6	9.5	4.9	3.3	2.0	4.9	3.3	0.0	0.7	0.3		
<b>GS-15 (K Band)</b>																			
Selected	#	151	107	44	6	3	93	28	6	10	2	3	10	2	3				
	%	100	70.9	29.1	4.0	2.0	61.6	18.5	4.0	6.6	1.3	2.0	6.6	1.3	0.0	0.0	0.0		
<b>SES (SW Band)</b>																			
Selected	#	15	11	4			10	4	1										
	%	100	73.3	26.7	0.0	0.0	66.7	26.7	6.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

## **Appendix G**

### **Selections for Internal Competitive Promotions for Major Occupations**

# DHS FEORP Accomplishment Report for FY 2010

## DHS SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

	Race/Ethnicity													
	Total Employees						Non-Hispanic or Latino						Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>CBP</b>														
<b>0401 - Agriculture Specialists</b>														
Selected	#	6	5	1	1	1	4							
	%	100	83.3	16.7	16.7	16.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>1801 - Enforcement Aviation/Marine Supervisor</b>														
Selected	#	10	10	0	5		5							
	%	100	100	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>1895 - CBP Officer</b>														
Selected	#	93	79	14	17	3	57	9	4	2				
	%	100	84.9	15.1	18.3	3.2	61.3	9.7	4.3	2.2	0.0	0.0	0.0	0.0
<b>1896 - Border Patrol Agent</b>														
Selected	#	199	185	14	69	6	106	8	2				5	
	%	100	93.0	7.0	34.7	3.0	53.3	4.0	1.0	0.0	0.0	0.0	2.5	0.0
<b>USCG</b>														
<b>1102 - Contract Specialist</b>														
Selected	#	2	1	1			1	1						
	%	100	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>0801 - General Engineer</b>														
Selected	#	1	1	0			1							
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC</b>														
<b>1801 - Law Enforcement Specialist</b>														
Selected	#	1	1	0										
	%	100	100	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

	Race/Ethnicity																
	Total Employees		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		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>TSA</b>																	
<b>1802 - Transportation Security Officer</b>																	
Selected	#	8,282	4,503	3,779	899	775	2,638	1,851	718	994	190	95	10	10	48	54	
	%	100	54.0	45.6	10.9	9.0	31.9	22.3	9.0	12.0	2.3	1.1	0.1	0.1	0.6	0.7	0.0
<b>USSS</b>																	
<b>0083 - Uniformed Division Officer</b>																	
Selected	#	16	13	3	1		12	3									
	%	100	81	18.8	6.3	0.0	75	18.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>1811 - Special Agent</b>																	
Selected	#	49	42	7	3		35	4	3	3	1						
	%	100	86	14.3	6.1	0.0	71	8.2	6.1	6.1	2.0	0.0	0.0	0.0	0.0	0.0	0.0

## **Appendix H**

### **DHS Participants in Formal Agency Career Development Programs**





# Appendix I

## **DHS Participants in Formal Government Career Development Programs**



# **Appendix J**

## **DHS Mentoring Programs**

# DHS FEORP Accomplishment Report for FY 2010

## DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

		Race/Ethnicity															
		Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
								Hispanic or Latino		White		Black or African American		Asian			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>USCG</b>																	
<b>FORMAL PROGRAM *</b>																	
Civilian	#	42	26	16	3	1	18	11	1	3	3	1					
Participants	%	100	61.9	38.1	7.1	2.4	42.9	26.2	2.4	7.1	7.1	2.4	0.0	0.0	1		
Military	#	411	187	224	12	12	137	184	16	4	6	8	2	1	14		
Participants	%	100	45.5	54.5	2.9	2.9	33.3	44.8	3.9	1.0	1.5	1.9	0.0	0.2	3.4		
<b>INFORMAL PROGRAM</b>																	
Civilian	#	3955	2507	1448	134	115	1958	891	155	243	73	55	21	24	134		
Participants	%	100	63.4	36.6	3.4	2.9	49.5	22.5	3.9	6.1	1.8	1.4	0.5	0.6	3.4		
<b>FLETC</b>																	
<b>FORMAL PROGRAM</b>																	
GS 9-12 or	#	1	0	1						1							
Equivalent	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0		
GS 13-15 or	#	7	6	1			6			1							
Equivalent	%	100	85.7	14.3	0.0	0.0	85.7	0.0	0.0	14.3	0.0	0.0	0.0	0.0	0.0		
<b>DHS HQ</b>																	
<b>FORMAL PROGRAM</b>																	
GS 1-4 or	#	8	5	3		1	4		1	1					1		
Equivalent	%	100	62.5	37.5	0.0	12.5	50.0	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0		
GS 5-8 or	#	1	1	0					1								
Equivalent	%	100	100	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0		
GS 9-12 or	#	6	0	6		1				5							
Equivalent	%	100	0.0	100	0.0	16.7	0.0	0.0	0.0	83.3	0.0	0.0	0.0	0.0	0.0		
GS 13-15 or	#	30	12	18		1	7	4	2	11	3	2					
Equivalent	%	100	40.0	60.0	0.0	3.3	23.3	13.3	6.7	36.7	10.0	6.7	0.0	0.0	0.0		

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

		Race/Ethnicity															
		Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
								Hispanic or Latino		White		Black or African American		Asian			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>DHS HQ-OIG</b>																	
<b>FORMAL PROGRAM</b>																	
GS 5-8 or Equivalent	#	1	1	0	0.0	0.0	1	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS 9-12 or Equivalent	#	7	4	3	0.0	0.0	4	2	1	14.3	7.1	0.0	0.0	0.0	0.0		
	%	100	57.1	42.9	0.0	0.0	57.1	28.6	14.3	0.0	0.0	0.0	0.0	0.0	0.0		
GS 13-15 or Equivalent	#	4	0	4	0.0	0.0	3	1	0.0	0.0	25.0	0.0	0.0	0.0	0.0		
	%	100	0.0	100	0.0	0.0	75.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0		
<b>ICE</b>																	
<b>FORMAL PROGRAM</b>																	
GS 5-8 or Equivalent	#	1	0	1	0.0	0.0	1	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	%	100	0.0	100	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS 9-12 or Equivalent	#	14	11	3	0.0	0.0	8	2	1	14.3	7.1	0.0	0.0	0.0	0.0		
	%	100	78.6	21.4	0.0	0.0	57.1	14.3	7.1	0.0	0.0	0.0	0.0	0.0	0.0		
GS 13-15 or Equivalent	#	44	26	18	0.0	0.0	21	10	6	47.7	22.7	6.8	13.6	0.0	0.0		
	%	100	59.1	40.9	4.5	4.5	47.7	22.7	6.8	13.6	0.0	0.0	0.0	0.0	0.0		
Senior Pay	#	4	2	2	0.0	0.0	2	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	%	100	50.0	50.0	0.0	25.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>TSA</b>																	
<b>FORMAL PROGRAM</b>																	
GS 1-4 or Equivalent	#	1	1	0	0.0	0.0	1	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS 5-8 or Equivalent	#	1	0	1	0.0	0.0	1	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	%	100	0.0	100	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS 9-12 or Equivalent	#	9	4	5	0.0	0.0	3	3	2	33.3	33.3	0.0	22.2	11.1	0.0		
	%	100	44.4	55.6	0.0	0.0	33.3	33.3	0.0	0.0	0.0	0.0	22.2	11.1	0.0		

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

		Race/Ethnicity																	
		Total Employees				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	
		Male		Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
		All	%	All	%	All	%	All	%	All	%	All	%	All	%	All	%	All	%
<b>GS 13-15 or Equivalent</b>	<b>#</b>	16	10	6	1	1	2	1	1	1	2	1	1	0	0	0	0	0	
	<b>%</b>	100	62.5	37.5	6.3	6.3	12.5	6.3	6.3	6.3	12.5	6.3	6.3	0.0	0.0	0.0	0.0	0.0	
<b>USSS</b>																			
<b>FORMAL PROGRAM</b>																			
<b>GS 13-15 or Equivalent</b>	<b>#</b>	36	31	5			4	10	1										
	<b>%</b>	100	86.1	13.9	0.0	0.0	11.1	27.8	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>SUMMARY BY GRADE CATEGORY</b>																			
<b>GS 1-4 or Equivalent</b>	<b>#</b>	9	6	3	0	1	5	0	1	1	0	0	0	0	0	0	0	0	
	<b>%</b>	100	66.7	33.3	0.0	11.1	55.6	0.0	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>GS 5-8 or Equivalent</b>	<b>#</b>	4	2	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0	
	<b>%</b>	100	50.0	50.0	0.0	0.0	25.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>GS 9-12 or Equivalent</b>	<b>#</b>	37	19	18	0	1	15	7	2	10	1	0	0	0	0	1	0	0	
	<b>%</b>	100	51.4	48.6	0.0	2.7	40.5	18.9	5.4	27.0	2.7	0.0	0.0	0.0	2.7	0.0	0.0	0.0	
<b>GS 13-15 or Equivalent</b>	<b>#</b>	137	85	52	3	4	62	23	16	20	3	5	0	0	1	0	0	0	
	<b>%</b>	100	62.0	38.0	2.2	2.9	45.3	16.8	11.7	14.6	2.2	3.6	0.0	0.0	0.7	0.0	0.0	0.0	
<b>GRAND TOTALS</b>																			
<b>#</b>		4595	2832	1763	152	134	2196	1118	192	281	86	69	21	24	36	14	149	123	
<b>%</b>		100	61.6	38.4	3.3	2.9	47.8	24.3	4.2	6.1	1.9	1.5	0.5	0.5	0.8	0.3	3.2	2.7	

\* The US Coast Guard Formal Mentoring Program's data base combines Native Hawaiian/Other Pacific Islander with the Asian population and does not capture the pay grade of the participants.

# Appendix H



AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2010

**PART I - PRE-COMPLAINT ACTIVITIES**

EEO COUNSELOR	COUNSELINGS		INDIVIDUALS	
	COUNSELINGS	INDIVIDUALS	COUNSELINGS	INDIVIDUALS
<b>A. TOTAL COMPLETED/ENDED COUNSELINGS</b>	1848	1763		
1. COUNSELED WITHIN 30 DAYS	539	506		
2. COUNSELED WITHIN 31 TO 90 DAYS	1106	1078		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	382	375		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	574	562		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	150	147		
3. COUNSELED BEYOND 90 DAYS	201	201		
4. COUNSELED DUE TO REMANDS	2	2		
<b>ADR INTAKE OFFICER</b>	COUNSELINGS		INDIVIDUALS	
<b>B. TOTAL COMPLETED/ENDED COUNSELINGS</b>	0	0		
1. COUNSELED WITHIN 30 DAYS	0	0		
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0		
3. COUNSELED BEYOND 90 DAYS	0	0		
4. COUNSELED DUE TO REMANDS	0	0		
<b>COMBINED TOTAL</b>	COUNSELINGS		INDIVIDUALS	
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	1848	1763		
1. COUNSELED WITHIN 30 DAYS	539	506		
2. COUNSELED WITHIN 31 TO 90 DAYS	1106	1078		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	382	375		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	574	562		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	150	147		
3. COUNSELED BEYOND 90 DAYS	201	201		
4. COUNSELED DUE TO REMANDS	2	2		
<b>D. PRE-COMPLAINT ACTIVITIES</b>	COUNSELINGS		INDIVIDUALS	
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	278	276		
2. INITIATED DURING THE REPORTING PERIOD	1914	1815		
3. COMPLETED/ENDED COUNSELINGS	1848	1763		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	103	103		
b. WITHDRAWALS/NO COMPLAINT FILED	569	561		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1100	1046		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	76	76		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	344	344		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>	2	2	\$ 2,556.00
1. COMPENSATORY DAMAGES	1	1	\$ 2,456.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	1	1	\$ 100.00
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>	17	17	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	2	2	
4. REASSIGNMENTS	4	4	
5. REMOVALS RESCINDED	4	4	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	4	4	
6. ACCOMMODATIONS	0	0	
7. TRAINING	1	1	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	1	1	
a. RESCINDED	1	1	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	2	2	
11. LEAVE RESTORED	2	2	
12. IMPROVED TERMS/COND	6	6	
13.	0	0	

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>	13	13	\$ 246,376.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	6	6	\$ 218,595.00
4. ATTORNEY FEES AND COSTS	7	7	\$ 27,781.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>	82	82	
1. HIRES	1	1	
a. RETROACTIVE	1	1	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	1	1	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	1	1	
3. EXPUNGEMENTS	8	8	
4. REASSIGNMENTS	18	18	
5. REMOVALS RESCINDED	9	9	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	9	9	
6. ACCOMMODATIONS	2	2	
7. TRAINING	13	13	
8. APOLOGY	1	1	
9. DISCIPLINARY ACTIONS	6	6	
a. RESCINDED	5	5	
b. MODIFIED	1	1	
10. PERFORMANCE EVALUATION MODIFIED		8	
11. LEAVE RESTORED	14	14	
12. IMPROVED TERMS/CONDIT	20	20	
13.	0	0	

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>	18	18	

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD:** FY 2010

**PART II - FORMAL COMPLAINT ACTIVITIES**

2218	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1185	B. COMPLAINTS FILED
29	C. REMANDS (sum of lines C1+C2+C3)
16	C.1. REMANDS (NOT INCLUDED IN A OR B)
13	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F OR H THAT RESULTED FROM REMANDS
3419	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
2994	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1318	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
425	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
379	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1735	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
1133	J. INDIVIDUALS FILING COMPLAINTS
29	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>1. WORK FORCE</b>				
a. TOTAL WORK FORCE	191150			
b. PERMANENT EMPLOYEES	167433			
<b>2. COUNSELOR</b>				
	190		89	
a. FULL-TIME	71	37.37	52	58.43
b. PART-TIME	74	38.95	37	41.57
c. COLLATERAL DUTY	45	23.68	0	0.00
<b>3. INVESTIGATOR</b>				
	16		247	
a. FULL-TIME	0	0.00	34	13.77
b. PART-TIME	15	93.75	213	86.23
c. COLLATERAL DUTY	1	6.25	0	0.00
<b>4. COUNSELOR/INVESTIGATOR</b>				
	0		61	
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	61	100.00
c. COLLATERAL DUTY	0	0.00	0	0.00

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>1. NEW STAFF - TOTAL</b>						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	13	11	3	17	0	14
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	2	0	0	8	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>2. EXPERIENCED STAFF - TOTAL</b>						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	167	78	13	230	0	47
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	4	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	6	0	0	0	0	0

**C. REPORTING LINE**

1 EEO DIRECTOR'S NAME: Chrystal R. Young

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?  
PERSON: Margo Schlanger  
TITLE: Officer for Civil Rights and Civil Liberties

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?  
PERSON: Chrystal R. Young  
TITLE: Acting, Deputy Officer, and Director for EEO and Diversity Program

4. WHO DOES THAT PERSON REPORT TO?  
PERSON: Margo Schlanger  
TITLE: Officer for Civil Rights and Civil Liberties

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Homeland Security

REPORTING PERIOD: FY 2010

## PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													AGE	DISABILITY		GINA	TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE
	RACE			RELIGION	SEX		NATIONAL ORIGIN	EQUAL PAY ACT		MENTAL	PHYSICAL									
	ASIAN	NATIVE HAWAIIAN OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN		WHITE	TWO OR MORE RACES		COLOR	REPRISAL			MALE	FEMALE		MALE	FEMALE				
A. APPOINTMENT/TIME	0	0	0	2	1	2	3	4	3	1	4	4	0	0	12	0	47	28	28	
B. ASSIGNMENT OF DUTIES	1	1	18	4	0	2	0	29	8	19	9	4	0	0	13	0	135	81	80	
C. AWARDS	0	0	4	2	0	1	1	5	3	1	2	0	0	0	2	0	27	14	14	
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	1	4	37	21	0	13	10	85	18	30	10	17	0	0	7	24	317	153	152	
1. DEMOTION	0	2	0	0	0	0	0	4	1	3	0	3	0	0	0	19	8	8		
2. REPRIMAND	0	0	8	9	0	3	3	30	8	6	4	4	0	0	8	97	51	51		
3. SUSPENSION	0	1	15	9	0	7	4	31	4	13	3	7	0	0	10	125	57	56		
4. REMOVAL	1	1	5	3	0	3	1	10	2	6	1	1	0	0	4	43	21	21		
5. REDUCTION IN FORCE (RIF)	0	0	1	0	0	0	1	2	1	0	1	1	0	0	0	8	3	3		
6. RELEASE FROM TEMPORARY DUTY	0	0	7	0	0	0	1	8	2	2	1	1	0	0	1	25	13	13		
7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
F. DUTY HOURS	0	2	0	4	0	0	0	9	2	1	0	2	0	0	7	27	18	18		
F. EVALUATION/APPRaisal	0	2	13	11	0	5	2	38	12	16	4	11	0	0	9	149	67	67		
H. EXAMINATION/TEST	0	0	0	1	0	0	0	3	1	1	0	0	0	0	4	13	5	5		
H. HARASSMENT	2	4	89	39	1	37	17	199	42	149	26	40	0	0	76	846	426	410		
1. NON-SEXUAL	2	4	89	39	1	37	17	183	38	109	26	40	0	0	76	786	378	363		
2. SEXUAL	0	0	0	0	0	0	0	16	4	40	0	0	0	0	0	60	48	47		
J. MEDICAL EXAMINATION	1	0	0	0	0	1	1	1	0	1	0	0	0	0	3	11	6	6		
K. PAY INCLUDING OVERTIME	0	0	9	1	0	1	0	8	1	6	0	2	0	0	4	37	19	19		
L. PROMOTION/SELECTION	1	2	59	26	1	23	11	91	40	42	22	17	0	0	20	474	234	227		
M. REASSIGNMENT	1	2	7	7	0	6	0	28	7	13	5	4	0	0	11	114	56	56		
1. DENIED	1	1	2	2	0	0	0	8	3	1	1	2	0	0	4	28	17	17		
2. DIRECTED	0	1	5	5	0	6	0	20	4	12	4	2	0	0	7	86	39	39		
N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	2	12	0	0	0	0	0	0	27	48	35	32		
O. REINSTATEMENT	0	0	1	1	0	0	1	1	1	0	1	0	0	0	2	10	5	5		
P. RETIREMENT	0	0	0	1	0	9	1	3	1	2	1	1	0	0	4	27	7	7		
Q. TERMINATION	1	9	38	20	0	25	11	49	16	32	15	21	0	0	38	326	164	164		
R. TERMS/CONDITIONS OF EMPLOYMENT	1	5	35	21	0	19	12	82	15	40	13	13	0	0	21	329	153	151		
S. TIME AND ATTENDANCE	2	0	7	4	0	3	2	22	4	7	5	6	0	0	12	90	42	41		
T. TRAINING	0	0	11	2	1	7	2	17	1	7	1	4	0	0	2	72	31	31		
U. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL ISSUES BY BASES	11	29	334	163	4	154	76	686	175	368	118	146	0	0	89	296	0	0		
TOTAL COMPLAINTS FILED BY BASES	5	19	242	118	2	113	51	493	131	274	92	95	0	0	339	73	222	0		
TOTAL COMPLAINTS BY BASES	5	18	232	112	2	107	51	460	123	264	90	87	0	0	319	71	213	0		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD:** FY 2010

**PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

**BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS**

FINDINGS/ALLEGATIONS IN:	RACE										SEX		NATIONAL ORIGIN			AGE		DISABILITY		GINA
	ASIAN		HISPANIC/LATINO		BLACK/AFRICAN AMERICAN		WHITE		TWO OR MORE RACES		MALE	FEMALE	HISPANIC/LATINO	OTHER	MALE	FEMALE	MENTAL	PHYSICAL		
	AMERICAN NATIVE	OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	ASIAN	HISPANIC/LATINO	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES										
<b>1. Counseling Settlement Allegations</b>	0	2	0	17	4	1	2	3	18	5	17	14	8	2	3	21	3	9	0	
1a. Number of Counselings Settled	0	2	0	17	4	1	2	3	18	5	17	14	8	2	3	21	3	9	0	
1b. Number of Counselings Settled With																				
<b>2. Complaint Settlement Allegations</b>	0	8	0	45	30	4	20	14	99	23	65	29	21	0	2	83	14	52	0	
2a. Number of Complaints Settled	0	8	0	45	30	4	20	14	97	23	59	29	18	0	2	82	14	51	0	
2b. Number of Complaints Settled With																				
<b>3. Final Agency Decision Findings</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3b. Number Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>4. AJ Decision Findings</b>	1	0	0	0	1	0	0	2	6	0	2	0	0	0	0	3	0	4	0	
4a. Number AJ Decisions With Findings	1	0	0	0	1	0	0	2	6	0	2	0	0	0	0	3	0	4	0	
<b>5. Final Agency Order Findings Implemented</b>	1	0	0	0	0	0	0	0	1	0	2	0	0	0	0	1	0	1	0	
5a. Number of Final Orders With Findings Implemented	1	0	0	0	0	0	0	0	1	0	2	0	0	0	0	1	0	1	0	
5b. # of Complaints issued FOs with Findings Implemented	1	0	0	0	0	0	0	0	1	0	2	0	0	0	0	1	0	1	0	
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	10	0	62	34	5	22	17	117	28	82	43	29	2	5	104	17	61	0	
<b>TOTAL FINAL ACTION FINDINGS</b>	1	0	0	0	0	0	0	0	1	0	3	0	0	0	0	1	0	1	0	

**PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

**ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS**

FINDINGS/ALLEGATIONS IN:	APPOINTMENT HERE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION			EVALUATION APPRAISAL	EXAM TEST	HARRASSMENT		MERCURY EXAM	PAY/OVERTIME	PROMOTION		REASONABLE ACCOMMODATION	RETIEMENT STATEMENT	TERMS & CONDITIONS EMPLOYMENT	TRAINING	OTHER			
					REMOVAL	SUSPENSION	REPRIMAND			NON-SEXUAL	SEXUAL			NON-SELECTION	SELECTION								
																					REMOVAL	SUSPENSION	REPRIMAND
<b>1. Counseling Settlement Allegations</b>	1	7	2	0	2	8	3	2	14	0	35	2	0	6	3	2	7	0	9	10	3	1	
1a. Number of Counselings Settled	1	7	2	0	2	8	3	2	14	0	35	2	0	6	3	2	7	0	9	10	3	1	
1b. Number of Counselings Settled With																							
<b>2. Complaint Settlement Allegations</b>	4	16	8	0	2	13	10	7	17	1	80	15	1	4	58	8	12	13	0	30	37	8	10
2a. Number of Complaints Settled	4	16	8	0	2	13	10	7	17	1	80	15	1	4	57	8	12	13	0	30	36	8	9
2b. Number of Complaints Settled With	4	16	7	0	2	13	10	7	16	1	78	15	1	4	55	8	12	13	0	30	35	8	9
<b>3. Final Agency Decision Findings</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>4. AJ Decision Findings</b>	1	0	0	0	1	0	0	0	0	0	2	1	0	4	0	2	5	0	0	0	0	0	1
4a. Number AJ Decisions With Findings	1	0	0	0	1	0	0	0	0	0	2	1	0	4	0	2	5	0	0	0	0	0	1
<b>5. Final Agency Order Findings Implemented</b>	1	0	0	0	1	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	1	0	0	0	1	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0
5b. # of Complaints issued FOs with Findings Implemented	1	0	0	0	1	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	5	23	10	0	4	21	13	9	31	1	115	17	1	6	64	11	14	20	0	39	47	11	13
<b>TOTAL FINAL ACTION FINDINGS</b>	1	0	0	0	1	0	0	0	0	0	2	0	0	1	0	0	1	0	0	0	0	0	0

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD: FY** 2010

## PART V - SUMMARY OF CLOSURES BY STATUTE

**A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)**

1447	1	TITLE VII
411	2	AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
319	3	REHABILITATION ACT
	4	EQUAL ACCESS ACT (EAA)
0		GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

**B. TOTAL BY STATUTES**

2180 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED  
(A1 A2 A3 A4 A )

## PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A TOTAL NUMBER OF CLOSURES (1+2+3)	1697	1107666	652.72
1 ITHDRAALS	92	24136	262.35
a NON ADR ITHDRAALS	88	23938	272.02
ADR ITHDRAALS	4	198	49.50
2 SETTLEMENTS	272	134381	494.05
a NON ADR SETTLEMENTS	251	123370	491.51
ADR SETTLEMENTS	21	11011	524.33
3 FINAL AGENCY ACTIONS (B+C)	1333	949149	712.04
FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1 2 3)	1053	745589	708.06
1 FINDING DISCRIMINATION	1	1477	1477.00
2 FINDING NO DISCRIMINATION	506	562950	1112.55
3 DISMISSAL OF COMPLAINTS	546	181162	331.80
C FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (A ) DECISION (1 2)	280	203560	727.00
1 A DECISION FULL IMPLEMENTED (a )	268	193008	720.18
(a) FINDING DISCRIMINATION	5	5556	1111.20
( ) FINDING NO DISCRIMINATION	257	185403	721.41
( ) DISMISSAL OF COMPLAINTS	6	2049	341.50
2 A DECISION NOT FULL IMPLEMENTED (a )	12	10552	879.33
(a) FINDING DISCRIMINATION ( )	11	9676	879.64
AGENCY AEALED FINDING BUT NOT REMED	1	1133	1133.00
AGENCY AEALED REMED BUT NOT FINDING	2	1912	956.00
AGENCY AEALED OTHER FINDING AND REMED	8	6631	828.88
( ) FINDING NO DISCRIMINATION	1	876	876.00
( ) DISMISSAL OF COMPLAINTS	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD:** FY 2010

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DOLLARS	AVERAGE DOLLARS
D FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1 2 3 4)	507	408991	806.69
1 COMPLAINANT REQUESTED IMMEDIATE FAD (1a 1)	356	278583	782.54
a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	12	394	32.83
AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF FAD REQUEST	344	278189	808.69
2 COMPLAINANT DID NOT ELECT HEARING OR FAD (2a 2)	69	62348	903.59
a AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30 DAY ELECTION PERIOD	2	72	36.00
AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER END OF 30 DAY ELECTION PERIOD	67	62276	929.49
3 HEARING REQUESTED AND RETURNED CASE TO AGENCY FOR FAD WITHOUT A DECISION (3a 3)	61	52235	856.31
a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF A RETURNED CASE FOR FAD ISSUANCE	1	33	33.00
AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF A RETURNED CASE FOR FAD ISSUANCE	60	52202	870.03
4 FINAL AGENCY DECISION ISSUED ON A MERITED CASE (4a 4)	21	15825	753.57
a AGENCY ISSUED FAD WITHIN 4 DAYS AFTER INVESTIGATION	2	55	27.50
AGENCY ISSUED FAD MORE THAN 4 DAYS AFTER INVESTIGATION	19	15770	830.00

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A TOTAL COMPLAINTS CLOSED WITH BENEFITS	278	
CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	159	4,045,971.36
1 BACK PAY	5	50,893.62
2 LUMP SUM PAYMENT	117	2,532,573.35
3 COMPENSATORY DAMAGES	28	436,515.00
4 ATTORNEY FEES AND COSTS	51	1,025,989.39
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E CLOSURES WITH NON MONETARY BENEFITS	160	
F TYPES OF BENEFITS	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NONMONETARY BENEFITS
1 HIRES	1	2
a RETROACTIVE	1	0
NON RETROACTIVE	0	2
2 PROMOTIONS	9	12
a RETROACTIVE	3	3
NON RETROACTIVE	6	9
3 ENHANCEMENTS	31	27
4 REASSIGNMENTS	11	18
REMOVALS RESCINDED	15	26
a REINSTATEMENT	5	5
VOLUNTARY RESIGNATION	10	21
6 ACCOMMODATIONS	1	8
TRAINING	5	17
AWOL	1	1
DISCIPLINARY ACTIONS	17	21
a RESCINDED	10	15
MODIFIED	7	6
10 PERFORMANCE EVALUATION MODIFIED	2	6
11 LEAVE RESTORED	21	5
12 IMPROVED TERMS/CONDITIONS OF EMPLOYMENT	0	2
13 0	0	0
14 0	0	0

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD: FY** 2010

## PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	106	4715	44.48	322
2. COMPLAINTS PENDING IN INVESTIGATION	488	87508	179.32	1749
3. COMPLAINTS PENDING IN HEARINGS	730	418297	573.01	3262
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	411	255674	622.08	2257

## PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	939	200109	213.11
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	123	16951	137.81
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	109	13323	122.23
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	13	3184	244.92
1. TIMELY COMPLETED INVESTIGATIONS	9	2363	262.56
2. UNTIMELY COMPLETED INVESTIGATIONS	4	821	205.25
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	444	444.00
2. AGENCY INVESTIGATION COSTS	\$ 732,390.00		\$ 5954.39
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	816	183158	224.46
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	346	47077	136.06
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	402	98323	244.58
1. TIMELY COMPLETED INVESTIGATIONS	102	23854	233.86
2. UNTIMELY COMPLETED INVESTIGATIONS	300	74469	248.23
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	68	37758	555.26
4. CONTRACTOR INVESTIGATION COSTS	\$ 3,031,920.39		\$ 3715.59

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD:** FY 2010

PART - SUMMARY OF ADR PROGRAM ACTIVITIES

**INFORMAL PHASE (PRE-COMPLAINT)**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY	1269	1213		
2. REJECTED BY COUNSELEE	531	518		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	738	727		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE	212	210		
2. ANOTHER FEDERAL AGENCY	170	169		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	57	56		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	12	12		
6. 0	0	0		
7. 0	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. MEDIATION	417	412	23103	55.40
2. SETTLEMENT CONFERENCES		0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	7	7	390	55.71
6. OMBUDSMAN	2	2	179	89.50
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	25	25	984	39.36
9. 0	0	0	0	0.00
10. 0	0	0	0	0.00
11. 0	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	738	727	42314	57.34
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	85	85	5508	64.80
b. NO FORMAL COMPLAINT FILED	254	248	17800	70.08
c. COMPLAINT FILED				
i. NO RESOLUTION	214	213	11292	52.77
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	128	126	5633	44.01
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	57	57	2081	36.51
2. INTENTIONALLY LEFT BLANK				



**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD: FY** 2010

PART I - SUMMARY OF ADR PROGRAM ACTIVITIES

**FORMAL PHASE**

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY	294	269		
2.	REJECTED BY COMPLAINANT	239	217		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	55	55		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS		
1.	INHOUSE	23	23		
2.	ANOTHER FEDERAL AGENCY	8	8		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	5	5		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0	0		
7.	0	0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	MEDIATION	29	29	1984	55.11
2.	SETTLEMENT CONFERENCES	5	5	369	73.80
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	2	2	2	1.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.	0	0	0	0	0.00
11.	0	0	0	0	0.00
12.	0	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	55	55	2412	43.85
	a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	21	21	1636	77.90
	b. WITHDRAWAL FROM EEO PROCESS	4	4	46	11.50
	c. NO RESOLUTION	11	11	307	27.91
	d. NO ADR ATTEMPT	19	19	423	22.26
2.	INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)	12	12	\$ 246,100.00	
	a. COMPENSATORY DAMAGES	1	1	\$ 7,700.00	
	b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
	c. LUMP SUM	8	8	\$ 206,500.00	
	d. ATTORNEY FEES AND COSTS	3	3	\$ 31,900.00	
	e. IMPROVED TERMS/CONDITIONS OF EMPLOYMENT	0	0	\$ 0.00	
	f. FAVORABLE REFERENCE	0	0	\$ 0.00	
	g. 0	0	0	\$ 0.00	
2.	NON-MONETARY (INSERT TOTALS)	14	14		
	a. HIRES	0	0		
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	0	0		
	b. PROMOTIONS	1	1		
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	1	1		
	c. EXPUNGEMENTS	2	2		
	d. REASSIGNMENTS	3	3		
	e. REMOVALS RESCINDED	2	2		
	i. REINSTATEMENT	0	0		
	ii. VOLUNTARY RESIGNATION	2	2		
	f. ACCOMMODATIONS	0	0		
	g. TRAINING	2	2		
	h. APOLOGY	0	0		
	i. DISCIPLINARY ACTIONS	2	2		
	i. RESCINDED	0	0		
	ii. MODIFIED	2	2		
	j. PERFORMANCE EVALUATION MODIFIED	1	1		
	k. LEAVE RESTORED	3	3		
	l. 0	0	0		
	m. 0	0	0		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:** Department of Homeland Security

**REPORTING PERIOD:** FY 2010

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>			
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	191150		
<b>C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	95		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	4		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	91		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0		
<b>D. ADR FUNDING SPENT</b>	<b>AMOUNT</b>		
	\$ 284,441.43		

**E. ADR CONTACT INFORMATION**

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER Mary McGoldrick

2. TITLE Manager, EEO Special Services Unit

3. TELEPHONE NUMBER 202-254-8224 4. EMAIL mary.mcgoldrick@dhs.gov

**F. ADR PROGRAM INFORMATION**

	YES	NO
1. Does the agency require the alleged responsible management official to participate in ADR?		X
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for ADR?		X

**CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, 2010 are accurate and complete.

**NAME AND TITLE OF CERTIFYING OFFICIAL:** Chrystal R Young, Acting Deputy Officer, and Director for EEO and Diversity Programs, Office

**SIGNATURE OF CERTIFYING OFFICIAL:** (Enter PIN here to serve as your electronic signature) 6674

**DATE:** 11/1/2010 **TELEPHONE NUMBER:** 202-254-8239 **E-MAIL:** chrystal.r.young@dhs.gov

**NAME AND TITLE OF PREPARER:** Denise Moore, Senior Complaints Manager

**DATE:** 11/1/2010 **TELEPHONE NUMBER:** 202-254-8230 **E-MAIL:** denise.moore@hq.dhs.gov

**The FY 2010 report (with the PIN entered) is due on or before November 1, 2010.**

## Appendix A - Comments

AGENCY: Department of Homeland Security - YEAR: 2010

### Part 1

DHS HQ - I.A - Counselings - Note: The Federal Protective Service (FPS), transferred to DHS HQ NPPD from Immigration Customs Enforcement (ICE), which was effective October 2009, Therefore, this FY2010 report includes FPS informal and formal complaint data.

FEMA - I.D.1 Counselings - The inconsistency in counselings on hand at the beginning of the reporting period FY 2010 (54) and counselings pending at the end of FY 2009 (30). 14 counselings were initiated during FY 2009 from feild staff, and information not recieved by system users until after 462 was submitted.

FLETC - I.D.1 Counselings - The number of complaints filed does not match the number in Part I D.3.c This is because the counseling for this complaint was completed the NRF had been issued and recieved by the aggrieved before the end of FY09; however the complaint was not filed until Oct FY 10. So eventhough the counseling was completed/ended in reporting period it did not result in complaint filings in this reporting period.

CIS - I.D.3.c Counselings - Two counselings reported from prior FY were pending formal filing at the end of the reporting period. They did not file a complaint until current FY.

TSA - I.D.3.c Counselings - Total number of complaints resulting in formal filings equal 261 is different than the total amount entered in part II line b as a result of filings made after the counselings ending in FY09.

CBP - I.D.3.c Counselings - 28 counseling cases were completed in FY 09 but didnt file formal until FY 10.

TSA - I.D.3.c Individuals - Total number of complaints (306) is greater than number of counselings (261) as a result of filings made after the counselings ending in FY09

CIS - I.D.3.c Individuals - Two individuals reported from prior FY were pending formal filing at the end of the reporting period. They did not file a complaint until current FY.

TSA - I.D.4 Counselings - 46 counselings were reported as pending at the end of the FY2009 reporting period; however an additional 44 counselings were received at the end of the FY2009 reporting making the total counselings on hand at the beginning of the reporting period 90 as reported in Part I Section D Line 1 of the FY 2010 report.

### Part 2

FEMA - II.A - The number of complaints reported at the end of the prior FY reporting period (694) does not equal the number reported at the beginning of the 2009 reporting period (702) because OER did not receive notification of the additional 2009 complaint filings until after the 2009 reporting cycle ended. The complaints were added to the 2010 beginning inventory to reflect the actual number of complaints on hand at that time.

FLETC - II.A - The number of complaints filed does not match the number in Part I D.3.c This is because the counseling for this complaint was completed the NRF had been issued and recieved before the end of FY09; however the complaint was not filed until Oct FY 10.

CIS - II.A - One complainant reported as closed on FY2009 report was erroneously closed; hence, for FY2010 data we had 129 complaints on hand at the begining of the year not the 128 as reported in FY2009.

USCG - II.A - The FY 09 462 report showed 88 complaints on hand at the end of the reproting period- This is incorrect and should have only reflected 87 since three cases actually closed in FY 08 but was not discovered until FY 09 (88-3=85). In addition, during the assembly of FY 10 report, two cases were found that should have been reported in FY 09 report (85+2=87).

CBP - II.A - There were 447 complaints on-hand at the end of FY 2009. Please note the correct number of complaints on-hand at the end of FY 2009 is 446. Of the 446 complaints, 26 carryover complaints were determined closed in prior fiscal years. The final total for the number of complaints on-hand at the end reporting period FY 2009 is 420.

ICE - II.A - The Federal Protective Service (FPS) transferred to DHS HQ NPPD from Immigration and Customs Enforcement (ICE) effective October 2009. Consequently, the beginning inventory of complaints do not include FPS formal complaint data as reflected in the ending complaint inventory reported in FY 09.

TSA - II.A - Data reconciliation of complaints on hand at the beginning of the reporting period revealed two additional open cases.

CIS - II.B - Complaints filed in FY10 are greater than counselings were complaints filed, Part I.Line D.3.c, because 2 counselings ended in FY09 and the decision to file complaint was pending at the end of FY09 reporting period.

TSA - II.B - Total number of complaints (306) is greater than number of counselings (261) as a result of filings made after the counselings ending in FY09.

CBP - II.B - 28 counseling cases were completed in FY 09 but didnt file formal until FY 10.

FEMA - II.B - There is a 10-case difference because the individuals received their notice of right to file at the end of the fiscal year and did not file formal complaints until the beginning of FY 2010.

TSA - II.F - I verify that the closures reported in Part VI Section A and the number of closures reported in Part II Lines F and H are correct.

TSA - II.H - I verify that the closures reported in Part VI Section A and the number of closures reported in Part II Lines F and H are correct.

TSA - II.J - Total number of complaints resulting in formal filings equal 285 is different than the total amount entered in Part I Line D.3.c as a result of filings made after the counselings ending in FY09

FEMA - II.J - There is a 10-case difference because the individuals received their notice of right to file at the end of the fiscal year and did not file formal complaints until the beginning of FY 2010.

CBP - II.J - There were 32 carry over cases from FY 09.

CIS - II.J - Individuals filed in FY10 are greater than counselings were complaints filed, Part I.Line D.3.c, because 2 counselings ended in FY09 and the decision to file complaint was pending at the end of FY09 reporting period.

### Part 3

FLETC - III.A.1.a Agency Number - We do not have full time counselors here at the FLETC. Our Specialist are part time counselors, and we have staff serve as collateral duty counselors.

FLETC - III.B.1 Coun/Agency - The training was scheduled, but due to numerous scheduling conflicts the class was re-scheduled and will be completed by October 23, 2010.

TSA - III.B.1.a Coun/Agency - Part III Section B is accurate.

TSA - III.B.1.b Coun/Agency - Part III Section B is accurate.

CIS - III.B.2 Coun/Agency - Since the one agency employees job requirements changed prior to their training requirement due date, they did not recieve the 8 hour training.

TSA - III.B.2.a Coun/Agency - Part III Section B is accurate.

## Appendix A – Comments (continued)

AGENCY: Department of Homeland Security - YEAR: 2010

TSA - III.B.2.b Coun/Agency - Part III Section B is accurate.

USSS - III.C.1 EEO Director - The EEO Director reports to the Deputy Director with direct access to the Agency Head.

### Part 4

ICE - IV.A Grid 1 American Indian - Note: This comment refers to sections IVA and IVA LINES 2A AND 2B: U.S. Immigration and Customs Enforcement (ICE), Department of Homeland Security (DHS) can confirm that all settlement agreements signed at the formal stage during the applicable reporting period settled all claims (bases) raised in each formal complaint settled. Further, ICE, DHS can confirm that no one complainant settled more than one complaint in which he or she raised the same claims (bases). Thus, the numbers captured in Section IVA, boxes 2, 2a and 2b mirror one another.

### Part 6

TSA - VI.A AveDays - These complainants requested a hearing, and withdrew the hearing request with an average of 158 days until the AJ ordered dismissal due to withdrawal.

FLETC - VI.A Number - The investigations for these cases went past 180 days.

TSA - VI.A Number - I verify that the closures reported in Part VI Section A and the number of closures reported in Part II Lines F and H are correct.

TSA - VI.A.1 AveDays - These complainants requested a hearing, and withdrew the hearing request with an average of 158 days until the AJ ordered dismissal due to withdrawal.

TSA - VI.A.2 AveDays - Eight of the settled cases were pending for more than 1,000 days, from 1009 to 2702 days, for an average of 1372 days.

TSA - VI.A.3 AveDays - This line is the sum of VI.A.1 and VI.A.2. See Notes for VI.A.1 and VI.A.2.

DHS HQ - VI.B Number - Increase in number of cases and case load is result of ICE FPS personnel merging with HQ NPPD in Fiscal Year 2010.

ICE - VI.B Number - The oldest case was at 1,975 days old when the FAD was issued April 30, 2010.

CBP - VI.B Ave Days - CBP - 8 of the 100 FADs issued were under 450 days old. The oldest complaint is 3648 days old when the FAD was issued. JCuenca HS-99-CBP-000242 was remanded on 02/03/2000 for processing. This complaint was a legacy ICE complaint that was transferred to CBP when positions were realigned. The complaint was submitted to CRCL for issuance of a FAD in April 2004 by legacy ICE. CRCL returned complaint back to CBP for supplemental investigation 08/5/2005. The supplemental investigation was completed and resubmitted to CRCL on 11/01/2006.

TSA - VI.B.1 Ave Days - The investigation was completed in 2007, and the case was forwarded to DHS on 09/05/07. DHS issued the FAD on 09/07/10

CBP - VI.B.2 Ave Days - CBP - 6 of 100 FADs issued were under 400 days old. The oldest complaint was at 3648 days old when the FAD was issued. JCuenca HS-99-CBP-000242 was remanded on 02/03/2000 for processing. This complaint was a legacy ICE complaint that was transferred to CBP when positions were realigned. The complaint was submitted to CRCL for issuance of a FAD in April 2004 by legacy ICE. CRCL returned complaint back to CBP for supplemental investigation 08/5/2005. The supplemental investigation was completed and resubmitted to CRCL on 11/01/2006.

TSA - VI.B.2 Ave Days - These cases were pending FAD for an average of 658.53 days.

DHS - VI.B.3 Number - The procedural dismissals issued in FY 2010 include 359 formal complaints filed during FY 2009, as a result of the closure of the Federal Emergency Management Agency (FEMA) Puerto Rico National Processing Services Center (PRNPSC); all 359 complaints were filed in Federal District Court and, thus, dismissed under the provisions of 29 CFR 1614.107(a)(3) in FY 2010.

TSA - VI.B.3 Ave Days - Seven of these 60 cases were pending dismissal at DHS for more than 1000 days, between 1451 and 2358 days, for an average of 1991.4 days.

TSA - VI.C.1.(a) Ave Days - For these four cases, the average days from the date complainant requested hearing to the date an AJ decision was issued is 946.5.

CBP - VI.C.2.(a).iii Ave Days - CBP - the EEOC decision for 2 of the 3 complaints were received when the complaints were at 1128 days old. (Robbins HS-05-CBP-002527 and HS-06-CBP-000247)

USCG - VI.D Number - This part has been verified and deemed accurate.

### Part 7

FLETC - VII.F.1.a Monetary - Four cases received Monetary compensation that was not for Attorney fees. I am not able to add the other category from my screen.

### Part 8

ICE - VIII.A Number Pending - the oldest hearing case - Name: Gwendolyn Wright. Case number: 450-2007-00017X

USSS - VIII.A Number Pending - VII.A3 - 570-2009-00445X

CIS - VIII.A Number Pending - Oldest case pending at EEOC is David Javadian, case number 530-2008-00196X.

USCG - VIII.A Number Pending - This part has been verified and deemed accurate.

FLETC - VIII.A Number Pending - EEOC Case No. 10-2010-00379X is at 718 days. This case exceeded the time frame during the investigative stage. The ROI was sent to the EEOC on July 6, 2010, and the hearing is scheduled for November 30, 2010.

DHS HQ - VIII.A Number Pending - Oldest Hearing Case - Roberto Valenzuela, HS-07-ICE-000978; EEOC 560-207-00371X. Complainant requested hearing on 8/28/07.

FEMA - VIII.A.2 Ave Days - During FY 2010, the Office experienced delays in conducting investigations due to backlog in the acquisition of contract investigative services and shortage of staff resources.

FEMA - VIII.A.2 Pending Oldest Case - The delay in complaints processing was due to contract investigator performance issues. The case has been reassigned to another contract investigative firm and is expected to be completed by mid-November.

FEMA - VIII.A.3 Pending Oldest Case - Complaint #99-024 (Vincent Guerra). Originally filed on 6/30/99, was 3262 days old at the end of FY 2010. The case was remanded (appeal number 01A2658) on 10/25/01 and pending a hearing before an AJ. EEOC # 260-A2-8029X.

USCG - VIII.A.3 Pending Oldest Case - Padgett, David; Agency Case NO. HS-07-USCG-001448-CHARSC; EEOC Docket No. 430-2008-00359X

TSA - VIII.A.3 Pending Oldest Case - Case Name: Lamthoun Pathana Case Number: HS-04-TSA-001051 EEOC Number: 520-2010-00173X Formal complaint was filed on 3/30/04 and election letter was issued on 12/23/04. On 2/20/06 his file was transmitted to DHS for a FAD because he failed to elect. A FAD had not yet been issued on 1/4/2010 when we received a hearing request from Mr. Pathana, so his file was transmitted to the EEOC (on 5/17/10).

CBP - VIII.A.3 Pending Oldest Case - The oldest complaint at 1494 days is Jermone Bria, case number HS-06-CBP-003303-040129. The complaint was submitted to EEOC for a hearing on 06/01/2007. We have not received any information on the EEOC docket number.

## Appendix A – Comments (continued)

AGENCY: Department of Homeland Security - YEAR: 2010

### Part 9

TSA - IX.A Total - This case was investigated by a collateral duty investigator with other duties assigned. The issues included 6 non-selection allegations, which required obtaining a large amount of documentation which took more than three months to obtain. In addition, the complainant alleged reprisal in connection with ongoing requests for information from the TSA Personnel Security Office. The case was amended twice over a period of five months.

### Part 10

USCG - X.D Counselings - Mediation and Facilitation

DHS HQ - X.D Counselings - Data was reviewed and is accurate for this section.

DHS HQ - X.E.1 Counselings - Data was reviewed and is accurate for this section.

### Part 11

USCG - XI.D Complaints - Cases and the number of days were verified and corrected.

FEMA - XI.E.1 Complaints - The average numbers of days is correct. We have verified that for the two cases reported, the complainant elected ADR and withdrew the complaint on the same day.

### Part 12

DHS HQ - XII.B Employees participate in ADR - Mediation is offered to all employees. Managers make the decision to participate in Mediation.

FLETC - XII.B Employees participate in ADR - Participation by Management Officials is strongly encouraged, if it is appropriate for the alleged claims.

CBP - XII.C.3 In House Collateral duty - The 30 individuals listed, manage the Agency's ADR program and are not a team of neutrals or mediators.

ICE - XII.C.3 In House Collateral duty - In house collateral duty The 3 individuals listed, manage the Agency's ADR program and are not a team of neutrals or mediators.

DHS - XII.F.1 Agency require mgmt participate in ADR - Select No - While this is the departmental position, several component organizations do have written policies requiring participation of alleged Responsible Management Officials, or someone in the chain of command if that official is not willing or able to participate in ADR. Several components do have written policies requiring such participation. In no case in any component does the alleged Responsible Management Official have a role in determining whether or not a case is appropriate for mediation.

# Appendix I





# U.S. Department of Homeland Security Workforce Strategy

Fiscal Years 2011-2016



Homeland  
Security





### **Vision**

*DHS is the premier employer for top talent necessary to secure the homeland.*

### **Mission**

*DHS attracts, develops and retains a talented and diverse workforce to secure America.*



## A Message from the Secretary

The safety and security of our country is the focus of the U.S. Department of Homeland Security workforce. Our mission couldn't be more important — and it can only be achieved through the hard work and dedication of our employees with the widest array of backgrounds, experiences, skills and ideas. For this reason, I am issuing the DHS Workforce Strategy for Fiscal Years 2011-2016. This strategy is about the DHS workforce — and it is for the DHS workforce. The strategy serves as the foundation to ensure the continued growth of DHS employees and our collective ability to prevent and respond to the threats facing America.

The future of this Department rests on the shoulders of our current and future leaders. This strategy supports a strategic and unified approach to building pipelines of talent while ensuring the continued development, recognition and advancement of our current workforce. Under the leadership of the Chief Human Capital Officer, the strategy addresses programs and resources to support the employees and advances the Department's capabilities in the areas of recruitment, retention and employee development.

The strategy centers around four key goals:

1. Building an effective, mission-focused, diverse and inspiring cadre of leaders;
2. Recruiting a highly qualified and diverse workforce;
3. Retaining an engaged workforce; and
4. Solidifying a unified DHS culture of mission performance, adaptability, accountability, equity and results.

The success of this strategy relies on the participation of all DHS employees. I challenge you to read this strategy, support the programs, participate in them, provide feedback and work together to move our Department forward in achievement of these goals. Together, we will sustain equitable and high-performance work environments at DHS, where employees feel valued and engaged. Together, we will make DHS an employer of choice.

Thank you for your continued service to the Department of Homeland Security and to our country.



Janet Napolitano  
Secretary

# DHS WORKFORCE STRATEGY

## Purpose

The U.S. Department of Homeland Security (DHS) is the lead agency responsible for protecting and securing our Nation. The vitality and magnitude of this mission is achieved by a diverse workforce composed of more than 230,000 employees working in a variety of occupations. The very nature of the DHS mission requires agility of operations. Supporting and enabling this workforce is the focus of the DHS Workforce Strategy for Fiscal Years 2011-2016.

## Drivers

The strategy aligns with and supports Departmental priorities identified in the Quadrennial Homeland Security Review (QHSR), Bottom-Up Review (BUR) and areas of improvement identified by the U.S. Government Accountability Office (GAO). The strategy was developed by a cross-component working group and provides the strategic roadmap for programs, tools and resources that enable employees to support the five homeland security mission areas, as outlined in the QHSR:

1. Preventing terrorism and enhancing security
2. Securing and managing our borders
3. Enforcing and administering our immigration laws
4. Safeguarding and securing cyberspace
5. Ensuring resilience to disasters

In addition to providing the strategic direction for the Department's activities, the QHSR underscores the need for organizational alignment and more efficient and effective management processes. The QHSR also identifies the need to enhance training and integrated professional development with other federal agencies and across all levels of government.

The BUR focuses on strengthening the Department's performance, improving operations and management and increasing accountability. The BUR aligns programmatic activities and organizational structure with the mission areas and goals of the QHSR. For example, the BUR identifies a need to reduce reliance on contractors, enhance the diversity and well-being of the DHS workforce, and strengthen coordination through cross-Departmental training and career paths.

DHS must strengthen the leadership cadre, make sure the Department plans for and hires the skills and backgrounds needed, ensure the workforce has the support and tools it needs to succeed, and continue to work towards a unified culture of accountability, adaptability, performance and results. Attracting, retaining and developing the skilled workforce needed to protect and secure our Nation is a DHS leadership priority, as is making the Department a best place to work.



# DHS WORKFORCE STRATEGY

## Methodology

These drivers served as foundational elements for the development of the goals and objectives outlined in the DHS Workforce Strategy. A collaborative working group, representing all operational components and headquarters, developed this common strategy for the next six years. Through strategy and subcouncil meetings, as well as discussions with component and Department leadership, this cross-component group identified the goals, objectives and measures outlined on the subsequent pages.



Success in meeting the goals outlined in this strategy depends on the involvement and participation of DHS leaders, managers and supervisors, and employees across the Department. This strategy will provide a roadmap for these groups to follow, and help the Department to move forward to ensure that the DHS current — and future — workforce is in the best position possible to support the complex set of DHS missions.

# DHS WORKFORCE STRATEGY

## Supporting and Enabling the DHS Workforce

### Workforce Vision

DHS is the premier employer for top talent necessary to secure the homeland.

### Workforce Mission

DHS attracts, develops and retains a talented and diverse workforce to secure America.

### Workforce Goals

- Goal 1:** Build an effective, mission-focused, diverse and inspiring leadership cadre.
- Goal 2:** Recruit a highly qualified and diverse workforce.
- Goal 3:** Retain an engaged workforce.
- Goal 4:** Solidify a unified DHS culture of mission performance, adaptability, accountability, equity and results.

## Workforce Goal 1

### **Build an effective, mission-focused, diverse and inspiring cadre of leaders.**

Successful organizations have effective leaders. Workforce goal #1 supports the development of a robust, multi-faceted, diverse leadership cadre with the skills and talents to lead DHS programs and teams and address our current, and future, challenges.

The following objectives support workforce goal #1.

- 1.1 Implement succession planning to ensure continuity of leadership.

#### *Performance Measures*

- Percent of leadership positions in mission critical occupational areas with implemented succession plans
- Length of time leadership positions stay vacant
- Placement rate of Senior Executive Service (SES) Candidate Development Program (CDP) graduates in SES positions within three years of graduation

- 1.2 Institute a Department-wide leader development program to enhance leadership skills for DHS employees at all levels.

#### *Performance Measures*

- Percent of leadership positions that have identified competencies
- Percent of employees completing a DHS-wide leadership development program offering

- 1.3 Achieve a diverse leadership cadre.

#### *Performance Measures*

- Percent of applicants for leadership positions that are from under-represented groups
- Percent of under-represented participants in leadership development courses



# DHS WORKFORCE STRATEGY

## Workforce Goal 2

### **Recruit a highly qualified and diverse workforce.**

Workforce goal #2 helps ensure that DHS has the right people with the right skills in the right jobs, ready and able to anticipate, prevent and respond to threats facing our Nation.

The following objectives support workforce goal #2.

- 2.1 Implement a consistent planning framework to identify workforce skills, including foreign language skills, necessary to meet mission goals, reduce risk and achieve an appropriate balance of federal employees and contractors.

#### *Performance Measures*

- Proportion of component contract work that has been analyzed and documented using the balanced workforce methodology to determine appropriate balance

- 2.2 Develop a collaborative, targeted recruitment strategy to promote public service and ensure outreach to diverse populations.

#### *Performance Measures*

- Relationship between demographics of relevant labor force and of applicants for targeted positions
- Number of Veterans onboard
- Percent of the Equal Employment Opportunity Management Directive 715, Disabled Veterans Affirmative Action Program and Federal Equal Opportunity Recruitment Program objectives implemented
- ROI data criteria and methodology for job fairs and ads

- 2.3 Simplify the entire hiring process to decrease our time to hire and increase the quality of candidates.

#### *Performance Measures*

- Manager involvement measure that aligns with the U.S. Office of Personnel Management's (OPM) hiring reform tracking
- Percent of managers satisfied with candidate pool and new hires
- Percent of certificates returned by managers due to lack of highly qualified candidates
- Time to hire

- 2.4 Use current flexibilities and incentives, and seek new authorities where needed.

#### *Performance Measures*

- Percent of managers trained on hiring authorities and incentives
- Percent usage of special hiring authorities

## Workforce Goal 3

### **Retain an engaged workforce.**

Keeping and developing the workforce is essential for organizational success. Workforce goal #3 provides employees with the tools needed to do their jobs, grow their careers, and make the Department a better place to work.

The following objectives support workforce goal #3.

- 3.1 Use employee feedback to influence workplace policies and practices in order to improve employee satisfaction.

#### *Performance Measures*

- Percent of positive responses on “Job Satisfaction” index
- Scores on the DHS Exit Survey
- Percent of supervisors that have completed mandatory annual supervisory training

- 3.2 Develop cross-component and government-wide joint rotational opportunities to enhance employee and leader development.

#### *Performance Measures*

- Number of component employees sent on cross-component or government-wide rotational programs
- Employee feedback on rotational experiences

- 3.3 Execute a learning and development program to enhance the preparedness and mission critical job skills of our employees at all levels.

#### *Performance Measures*

- Percent of positive responses to survey questions related to training and developmental programs
- Development and progress against operational and occupational training plans
- Percent of employees on formal Individual Development Plans

- 3.4 Enhance collaborative efforts to improve labor-management relations.

#### *Performance Measures*

- Percent of positive responses on DHS Labor Relations Survey
- Percent of civilian managers in a union environment receiving labor relations training



# DHS WORKFORCE STRATEGY

3.5 Enhance employee recognition and work-life balance initiatives to improve employee satisfaction and retention.

*Performance Measures*

- Percent of positive responses to survey questions pertaining to employee recognition and work-life quality
- Scores on the Work/Life Index

## Workforce Goal 4

### **Solidify a unified DHS culture of mission performance, adaptability, accountability, equity and results.**

Leveraging the best ideas benefits all. Workforce goal #4 supports an integrated approach to identifying and implementing technical, operational and performance solutions and measures.

The following objectives support workforce goal #4.

- 4.1 Apply sound leadership and performance management practices to promote and measure performance, goal accomplishments and results that align with the DHS mission.

#### *Performance Measures*

- Number of components in the current cycle that have met the Human Capital Assessment and Accountability Framework (HCAAF) Results-Oriented Performance Culture System

- 4.2 Align workforce policies and programs to ensure jointness of human capital operations in our Department.

#### *Performance Measures*

- Annual compliance identified in program-level audits
- Annual compliance identified in Delegated Examining Unit audits

- 4.3 Align human resources information technology (HRIT) to increase timeliness and efficiency of human capital operations in our Department.

#### *Performance Measures*

- Number of redundant HRIT systems across DHS for each business requirement
- Progress against the HRIT operating plan developed and implemented by the HRIT Council

- 4.4 Identify, collect and measure a core set of workforce metrics to promote strategic management of the human capital functions.

#### *Performance Measures*

- Progress on measures included in DHS workforce dashboard

# DHS WORKFORCE STRATEGY

## Implementation

Effective implementation drives the success of the DHS Workforce Strategy — and depends on the full support of senior leadership and DHS human resources staff.

Progress on the goals, objectives and associated performance measures outlined in the strategy are tracked and reported at the Department- and component-levels to the Secretary and the Chief Human Capital Officer. DHS components will develop annual operational plans that detail component-specific actions in support of these goals and objectives. Component human resources leadership will report on component goals and objective achievement through the Human Capital Leadership Council and other relevant cross-component oversight bodies.

The Department is aware that factors will influence and challenge the strategy's execution over the next six years. Changing demographics of the labor force, emerging needs in areas such as cybersecurity and foreign language proficiency, and finding the appropriate balance of contractors and federal employees are just a few examples of factors anticipated to impact this plan over time. The goals, objectives and performance measures will be continually monitored and, if necessary, updated so that the strategy is adaptable and meets the evolving needs of the Department.

## Conclusion

The DHS workforce is committed to protecting and securing our Nation. The DHS Workforce Strategy represents the Department's commitment to the employees charged with achieving this mission. The goals and objectives support organizational goal achievement and individual employee career growth and development. The strategy lays the foundation for the programs, policies, tools and resources needed to support and enable mission success.



# Acknowledgements

The development of this strategy included representatives from DHS components. The hard work and dedication of this working group is greatly appreciated.

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# The DHS Workforce Strategy for FY 2011- 2016

**Workforce Vision:** DHS is the premier employer for top talent necessary to secure the homeland.  
**Workforce Mission:** DHS attracts, develops and retains a talented and diverse workforce to secure America.

Workforce Goal	Objectives	Performance Measures
<p><b>1</b> Build an effective, mission-focused, diverse and inspiring cadre of leaders.</p>	<p>1.1 Implement succession planning to ensure continuity of leadership.</p> <p>1.2 Institute a Department-wide leader development program to enhance leadership skills for DHS employees at all levels.</p> <p>1.3 Achieve a diverse leadership cadre.</p>	<ul style="list-style-type: none"> <li>Percent of leadership positions in mission critical occupational areas with implemented succession plans</li> <li>Length of time leadership positions stay vacant</li> <li>Placement rate of SES CDP graduates in SES positions within three years of graduation</li> <li>Percent of leadership positions that have identified competencies</li> <li>Percent of employees completing a DHS-wide leadership development program offering</li> <li>Percent of applicants for leadership positions that are from under-represented groups</li> <li>Percent of under-represented participants in leadership development courses</li> </ul>
<p><b>2</b> Recruit a highly qualified and diverse workforce.</p>	<p>2.1 Implement a consistent planning framework to identify workforce skills, including foreign language skills, necessary to meet mission goals, reduce risk and achieve an appropriate balance of federal employees and contractors.</p> <p>2.2 Develop a collaborative, targeted recruitment strategy to promote public service and to ensure outreach to diverse populations.</p> <p>2.3 Simplify the entire hiring process to decrease our time to hire and increase the quality of candidates.</p> <p>2.4 Use current flexibilities and incentives, and seek new authorities where needed.</p>	<ul style="list-style-type: none"> <li>Proportion of component contract work that has been analyzed and documented using the balanced workforce methodology to determine appropriate balance</li> <li>Relationship between demographics of relevant labor force and of applicants for targeted positions</li> <li>Number of Veterans onboard</li> <li>Percent of the EEO MD 715, Disabled Veterans Affirmative Action Program and Federal Equal Opportunity Recruitment Program objectives implemented</li> <li>ROI data criteria and methodology for job fairs and ads</li> <li>Manager involvement measure that aligns with OPM's hiring reform tracking</li> <li>Percent of managers satisfied with candidate pool and new hires</li> <li>Percent of certificates returned by managers due to lack of highly qualified candidates</li> <li>Time to hire</li> <li>Percent of managers trained on hiring authorities and incentives</li> <li>Percent usage of special hiring authorities</li> </ul>



# The DHS Workforce Strategy for FY 2011- 2016

Workforce Goal	Objectives	Performance Measures
<p><b>3</b> Retain an engaged workforce.</p>	<p>3.1 Use employee feedback to influence workplace policies and practices in order to improve employee satisfaction.</p> <p>3.2 Develop cross-component and government-wide joint rotational opportunities to enhance employee and leader development.</p> <p>3.3 Execute a learning and development program to enhance the preparedness and mission critical job skills of our employees at all levels.</p> <p>3.4 Enhance collaborative efforts to improve labor-management relations.</p> <p>3.5 Enhance employee recognition and work-life balance initiatives to improve employee satisfaction and retention.</p>	<ul style="list-style-type: none"> <li>Percent of positive responses on “Job Satisfaction” index</li> <li>Scores on the DHS Exit Survey</li> <li>Percent of supervisors that have completed mandatory annual supervisory training</li> <li>Number of component employees sent on cross-component or government-wide rotational programs</li> <li>Employee feedback related to satisfaction of rotational experiences</li> <li>Percent of positive responses to survey questions related to training and developmental programs</li> <li>Development and progress against operational and occupational training plans</li> <li>Percent of employees on formal Individual Development Plans</li> <li>Percent of positive responses on DHS Labor Relations Survey</li> <li>Percent of civilian managers in a union environment receiving labor relations training</li> <li>Percent of positive responses to questions pertaining to employee recognition and work-life quality</li> <li>Scores on the Work/Life Index</li> </ul>
<p><b>4</b> Solidify a unified DHS culture of mission performance, adaptability, accountability, equity and results.</p>	<p>4.1 Apply sound leadership and performance management practices to promote and measure performance, goal accomplishments and results that align with the organizational mission.</p> <p>4.2 Align workforce policies and programs to ensure jointness of human capital operations in our Department.</p> <p>4.3 Align human resources information technology (HRIT) to increase timeliness and efficiency of human capital operations in our Department.</p> <p>4.4 Identify, collect and measure a core set of workforce metrics to promote strategic management of the human capital functions.</p>	<ul style="list-style-type: none"> <li>Number of components in the current cycle that have met the HCAAF Results-oriented Performance Culture System</li> <li>Annual compliance identified in program-level audits</li> <li>Annual compliance identified in Delegated Examining Unit audits</li> <li>Number of redundant HRIT systems across DHS for each business requirement</li> <li>Progress against the HRIT operating plan developed and implemented by the HRIT Council</li> <li>Progress on measures included in DHS workforce dashboard</li> </ul>

# Appendix J



## DHS CROSS-CUTTING, HIGH-PROFILE OCCUPATIONS

### *Cross-Cutting*<sup>1</sup>

Security (0080)

Police (0083)

Intelligence Research Specialist (0132)

Engineers (0900 Family)

Attorneys (0905)

Contract Specialists (1102)

Information Technology Specialists (2210)

Criminal Investigators (1811)

### *High-Profile*<sup>2</sup>

Transportation Security Officers (1802)

Adjudications Officers (1801)

Customs & Border Protection Officers  
(1895)

Border Patrol Agents (1896)

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<sup>1</sup> Exist in more than one DHS operational or supporting Component

<sup>2</sup> Highly populated and/or high public visibility

# Appendix K

## ACRONYMS

AHWP	America's Heroes at Work Program
AIHEC	American Indian Higher Education Consortium
CAP	Computer/Electronic Accommodation Program
CBP	U.S. Customs and Border Protection
CHCO	Chief Human Capital Officer
CIS	U.S. Citizenship and Immigration Services
CR	Civil Rights
CRCL	Office for Civil Rights and Civil Liberties
DHS	U.S. Department of Homeland Security
DoL	U.S. Department of Labor
EARN	Employer Assistance Referral Network
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
ERI	Ethnicity & Race Indicator
FADs	Final Agency Decision
FEMA	Federal Employment Management Agency
FLETC	Federal Law Enforcement Training Center
GAO	Government Accounting Office
HBCU	Historically Black Colleges and universities
HC	Human Capital
HQ	Headquarters
HR	Human Relations

ICE	U.S. Immigration and Customs Enforcement
IT	Information Technology
MAX <sup>HR</sup>	Brand for New DHS Human Resources Management System
MSI	Minority Servicing Institutions
NCLF	National Civilian Labor Force
NOAC	Nature of Action Code
OIG	Office of Inspector General
OPM	Office of Personnel Management
OWF	Operation Warfighter
RNO	Race/National Origin
TCU	Tribal Colleges and universities
TSA	Transportation Security Administration
VA	U.S. Department of Veterans Affairs
VRE	Vocational Rehabilitation and Employment
WRP	Workforce Recruitment Program for College Students with Disabilities

# Appendix L

## DEFINITIONS

The following definitions apply to this U.S. Department of Homeland Security Agency Annual Equal 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 workforce 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 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 actions 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 similar situated individuals without 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 M**

## **Workforce**

### **Tables**

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

This table is for All Agencies -- FY 2009 & FY 2010

Employment Tenure	Race/Ethnicity																					
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino													
	All	Male		Female		Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races		
<b>TOTAL</b>																						
FY 2009 <sup>1</sup>	#	188083	125987	62096	25658	8860	80821	35019	12568	14309	5024	2666	299	213	1057	633	560	396				
	%	100	66.98	33.01	13.64	4.71	42.97	18.61	6.68	7.60	2.67	1.41	0.15	0.11	0.56	0.33	0.29	0.21				
FY 2010 <sup>1</sup>	#	191063	128327	62736	27040	9370	79410	34041	13075	14693	5535	2829	463	350	933	566	1871	887				
	%	100	67.16	<b>32.83</b>	14.15	4.90	41.56	<b>17.81</b>	6.84	7.69	2.89	<b>1.48</b>	0.24	0.18	0.48	<b>0.29</b>	0.97	<b>0.46</b>				
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	#	2980	2340	640	1382	510	<b>-1411</b>	<b>-978</b>	507	384	511	163	164	137	<b>-124</b>	<b>-67</b>	1311	491				
Ratio Change	%	0.00	0.18	-0.18	0.51	0.19	-1.41	-0.80	0.16	0.09	0.22	0.07	0.09	0.07	-0.08	-0.04	0.68	0.25				
Net Change	%	1.58	1.85	1.03	5.38	5.75	-1.74	-2.79	4.03	2.68	10.17	6.11	54.84	64.31	-11.73	-10.58	234.10	123.98				
<b>PERMANENT</b>																						

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

This table is for All Agencies -- FY 2009 & FY 2010

Employment Tenure	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
FY 2009	#	171295	116284	55011	25024	8254	73190	30433	11479	12718	4842	2497	278	201	963	553	508	355
	%	100	67.88	32.11	14.60	4.81	42.72	17.76	6.70	7.42	2.82	1.45	0.16	0.11	0.56	0.32	0.29	0.20
FY 2010	#	174774	119002	55772	26531	8891	72136	29617	12011	13075	5353	2666	316	202	839	488	1816	833
	%	100	68.08	<b>31.91</b>	15.18	5.08	41.27	<b>16.94</b>	6.87	7.48	3.06	<b>1.52</b>	0.18	0.11	0.48	<b>0.27</b>	1.03	<b>0.47</b>
Difference	#	3479	2718	761	1507	637	-1054	-816	532	357	511	169	38	1	-124	-65	1308	478
Ratio Change	%	0.00	0.20	-0.20	0.58	0.27	-1.45	-0.82	0.17	0.06	0.24	0.07	0.02	0.00	-0.08	-0.05	0.74	0.27
Net Change	%	2.03	2.33	1.38	6.02	7.71	-1.44	-2.68	4.63	2.80	10.55	6.76	13.66	0.49	-12.87	-11.75	257.48	134.64
TEMPORARY																		
FY 2009	#	16788	9703	7085	634	606	7631	4586	1089	1591	182	169	21	12	94	80	52	41
	%	100	57.79	42.20	3.77	3.60	45.45	27.31	6.48	9.47	1.08	1.00	0.12	0.07	0.55	0.47	0.30	0.24

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

This table is for All Agencies -- FY 2009 & FY 2010

Employment Tenure	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino						Hispanic or Latino					
	All	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races		Male	Female	Male	Female	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
FY 2010	#	16289	9325	6964	509	479	7274	4424	1064	1618	182	163	147	148	94	78	55	54
	%	100	57.24	42.75	3.12	2.94	44.65	27.15	6.53	9.93	1.11	1.00	0.90	0.90	0.57	0.47	0.33	0.33
Difference	#	-499	-378	-121	-125	-127	-357	-162	-25	27	0	-6	126	136	0	-2	3	13
Ratio Change	%	0.00	-0.55	0.55	-0.65	-0.66	-0.80	-0.16	0.05	0.46	0.03	0.00	0.78	0.83	0.02	0.00	0.03	0.09
Net Change	%	-2.97	-3.89	-1.70	-19.71	-20.95	-4.67	-3.53	-2.29	1.69	0.00	-3.55	600.00	1133.33	0.00	-2.50	5.76	31.70
NON-APPROPRIATED																		
FY 2009 <sup>2</sup>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FY 2010 <sup>2</sup>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2009 & FY 2010

Employment Tenure	Race/Ethnicity															
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Difference <sup>333</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Ratio Change	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Net Change	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

NOTE: Percentages compute across rows and NOT down columns.<sup>1</sup>Excludes NAF data which was not available for this quarter.<sup>2</sup>NAF data was not available for this quarter.<sup>3</sup>Not computed for this quarter since NAF data was not available.  
Report generated on Oct 22, 2010

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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

		Race/Ethnicity																	
		Total Employees		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			
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
				All	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL FY 2010	#	174774	119002	55772	8891	72136	29617	12011	13075	5353	2666	316	202	839	488	1816	833		
	%	100	68.08	<b>31.91</b>	5.08	41.27	<b>16.94</b>	6.87	7.48	3.06	<b>1.52</b>	0.18	0.11	0.48	<b>0.27</b>	1.03	<b>0.47</b>		
CLF (2000)	%	100	53.1	46.8	6.2	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	#	6359	3898	2461	209	2840	1352	614	834	166	137	5	0	27	10	37	20		
	%	100	61.29	<b>38.70</b>	<b>3.28</b>	44.66	<b>21.26</b>	9.65	13.11	2.61	2.15	<b>0.07</b>	<b>0.00</b>	0.42	<b>0.15</b>	<b>0.58</b>	<b>0.31</b>		
Federal Emergency Management Agency	#	4490	2611	1879	76	2110	1175	341	582	58	45	2	1	15	16	9	5		
	%	100	58.15	<b>41.84</b>	<b>1.69</b>	46.99	<b>26.16</b>	7.59	12.96	<b>1.29</b>	<b>1.00</b>	<b>0.04</b>	<b>0.02</b>	0.33	0.35	<b>0.20</b>	<b>0.11</b>		
Federal Law Enforcement Training Center	#	1080	718	362	29	616	269	49	63	7	6	0	0	12	2	5	0		
	%	100	66.48	<b>33.51</b>	<b>2.68</b>	57.03	<b>24.90</b>	<b>4.53</b>	5.83	<b>0.64</b>	<b>0.55</b>	<b>0.00</b>	<b>0.00</b>	1.11	<b>0.18</b>	<b>0.46</b>	<b>0.00</b>		
Transportation Security Administration	#	61272	38484	22788	5297	23971	11903	6409	6293	1881	804	135	139	409	299	382	203		
	%	100	62.80	<b>37.19</b>	8.64	39.12	<b>19.42</b>	10.45	10.27	3.06	<b>1.31</b>	0.22	0.22	0.66	0.48	<b>0.62</b>	<b>0.33</b>		
U.S. Citizenship and Immigration Services	#	10163	4183	5980	442	2729	3265	487	1219	457	581	1	4	24	47	43	59		
	%	100	<b>41.15</b>	58.84	<b>4.34</b>	<b>26.85</b>	<b>32.12</b>	<b>4.79</b>	11.99	4.49	5.71	<b>0.00</b>	<b>0.03</b>	<b>0.23</b>	0.46	<b>0.42</b>	<b>0.58</b>		

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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

	Race/Ethnicity																	
	Total Employees		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			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
U.S. Coast Guard	#	7935	5375	2560	288	142	4186	1541	515	628	150	104	23	10	45	19	168	116
	%	100	67.73	<b>32.26</b>	<b>3.62</b>	<b>1.78</b>	52.75	<b>19.42</b>	6.49	7.91	<b>1.89</b>	<b>1.31</b>	0.28	0.12	0.56	<b>0.23</b>	2.11	1.46
U.S. Customs and Border Protection	#	58165	45658	12507	16913	3394	23309	6119	2087	1856	1928	647	124	41	192	49	1105	401
	%	100	78.49	<b>21.50</b>	29.07	5.83	40.07	<b>10.52</b>	<b>3.58</b>	<b>3.19</b>	3.31	<b>1.11</b>	0.21	<b>0.07</b>	0.33	<b>0.08</b>	1.89	<b>0.68</b>
U.S. Immigration and Customs Enforcement	#	19642	13876	5766	3055	1097	9095	3172	971	1163	578	265	22	6	95	35	60	28
	%	100	70.64	<b>29.35</b>	15.55	5.58	46.30	<b>16.14</b>	4.94	5.92	2.94	<b>1.34</b>	0.11	<b>0.03</b>	0.48	<b>0.17</b>	<b>0.30</b>	<b>0.14</b>
U.S. Secret Service	#	5668	4199	1469	222	121	3280	821	538	437	128	77	4	1	20	11	7	1
	%	100	74.08	<b>25.91</b>	<b>3.91</b>	<b>2.13</b>	57.86	<b>14.48</b>	9.49	7.70	2.25	<b>1.35</b>	<b>0.07</b>	<b>0.01</b>	0.35	<b>0.19</b>	<b>0.12</b>	<b>0.01</b>

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2010



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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

Occupational Categories	Race/Ethnicity																	
	Total Employees				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)	3762	2602	1160	197	73	2092	797	225	230	57	41	2	1	17	5	12	13	
%	100	69.16	30.83	5.23	1.94	55.60	21.18	5.98	6.11	1.51	1.08	0.05	0.02	0.45	0.13	0.31	0.34	
- Mid-Level (Grades 13-14)	12788	9928	2860	2631	553	6255	1602	490	513	284	129	11	3	55	11	202	49	
%	100	77.63	22.36	20.57	4.32	48.91	12.52	3.83	4.01	2.22	1.00	0.08	0.02	0.43	0.08	1.57	0.38	
- First-Level (Grades 12 and Below)	2418	1710	708	506	149	978	362	134	156	43	29	4	2	11	2	34	8	
%	100	70.71	29.28	20.92	6.16	40.44	14.97	5.54	6.45	1.77	1.19	0.16	0.08	0.45	0.08	1.40	0.33	

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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

Occupational Categories	Race/Ethnicity																	
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino									
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
- Other	#	55400	37054	18346	7791	3158	22678	9560	3423	4110	2167	1029	117	41	245	131	633	317
	%	100	66.88	33.11	14.06	5.70	40.93	17.25	6.17	7.41	3.91	1.85	0.21	0.07	0.44	0.23	1.14	0.57
Officials and Managers Total	#	74368	51294	23074	11125	3933	32003	12321	4272	5009	2551	1228	134	47	328	149	881	387
	%	100	68.97	<b>31.02</b>	14.95	5.28	<b>43.03</b>	<b>16.56</b>	5.74	6.73	3.43	1.65	0.18	0.06	0.44	0.20	1.18	0.52
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	#	11595	6689	4906	667	508	4623	2973	650	901	548	387	10	5	33	19	158	113
	%	100	57.68	<b>42.31</b>	5.75	4.38	39.87	<b>25.64</b>	5.60	7.77	4.72	3.33	0.08	0.04	0.28	<b>0.16</b>	1.36	0.97
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 -- FY 2010 -- Permanent Employees

Occupational Categories	Race/Ethnicity																		
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races				
	All		Male		Female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
3. Technicians	#	857	757	100	6	92	567	76	62	13	12	1	0	1	6	0	18	3	
	%	100	88.33	<b>11.66</b>	<b>0.70</b>	10.73	66.16	<b>8.86</b>	7.23	<b>1.51</b>	<b>1.40</b>	<b>0.11</b>	<b>0.00</b>	0.11	0.70	<b>0.00</b>	2.10	<b>0.35</b>	
	%	100	42.2	57.9	3.4	3.3	32.2	43.2	3.4	7.6	2.2	2.4	0.1	0.0	0.3	0.4	0.7	0.9	
Technicians RCLF																			
4. Sales Workers	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	
	%	100	50.00	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	50.00	50.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
	%	100	49.5	50.5	4.9	4.0	39.5	37.0	3.1	5.5	1.8	1.8	0.0	0.1	0.2	0.3	0.9	0.9	
Sales Workers RCLF																			
5. Administrative Support Workers	#	4623	1276	3347	468	176	761	1730	205	844	88	179	4	14	9	26	33	86	
	%	100	27.60	<b>72.39</b>	10.12	3.80	<b>16.46</b>	<b>37.42</b>	4.43	18.25	1.90	3.87	0.08	0.30	0.19	0.56	0.71	1.86	
	%	100	27.60	72.39	10.12	3.80	16.46	37.42	4.43	18.25	1.90	3.87	0.08	0.30	0.19	0.56	0.71	1.86	
Administrative Support Workers RCLF																			

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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

Occupational Categories	Race/Ethnicity																		
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino						
	All		Male		Female		Male		Female		Male		Female		Male		Female		
Administrative Support Workers RCLF	100	24.2	75.69	2.9	6.7	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	1720	1700	20	320	1	1143	14	144	5	34	0	10	0	14	0	35	0	0	
	100	98.83	1.16	18.60	0.05	0.81	8.37	0.29	1.97	0.00	0.58	0.00	0.81	0.00	2.03	0.00	0.00	0.00	
Craft Workers RCLF	100	94.4	5.4	11.9	0.6	72.5	6.2	0.6	1.5	0.2	0.1	0.0	0.8	0.1	1.4	0.0	0.0	0.0	
7. Operatives	297	279	18	19	1	192	14	58	3	4	0	2	0	1	0	3	0	0	
	100	93.93	6.06	6.39	0.33	64.64	4.71	19.52	1.01	1.34	0.00	0.67	0.00	0.33	0.00	1.01	0.00	0.00	
Operatives RCLF	100	71.79	27.99	10.8	5.1	48.4	8.89	4.5	2.0	1.6	0.1	0.0	0.5	0.2	1.1	0.3	0.0	0.0	
8. Laborers and Helpers	60	45	15	4	1	37	14	1	0	1	0	0	0	1	0	1	0	0	
	100	75.00	25.00	6.66	1.66	61.66	23.33	1.66	0.00	1.66	0.00	0.00	0.00	1.66	0.00	1.66	0.00	0.00	

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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

Occupational Categories	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino								Two or More/Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races					
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Labors and Helpers RCLF	%	100	85.2	14.69	3.1	21.5	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	#	73127	51217	21910	13568	3706	28757	11005	5820	5810	1875	776	134	115	391	257	672	241
	%	100	70.03	<b>29.96</b>	18.55	<b>5.06</b>	39.32	<b>15.04</b>	7.95	<b>7.94</b>	2.56	<b>1.06</b>	0.18	0.15	0.53	<b>0.35</b>	0.91	<b>0.32</b>
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

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

Occupational Categories	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
<b>#</b>	3762	2602	1160	197	73	2092	797	225	230	57	41	2	1	17	5	12	13
<b>%</b>	2.25	2.29	2.17	0.75	0.84	3.07	2.83	2.00	1.82	1.11	1.59	0.68	0.54	2.17	1.10	0.66	1.56
<b>- Mid-Level (Grades 13-14)</b>	12788	9928	2860	2631	553	6255	1602	490	513	284	129	11	3	55	11	202	49
<b>%</b>	7.67	8.76	5.35	10.13	6.41	9.18	5.69	4.37	4.07	5.55	5.01	3.74	1.64	7.02	2.43	11.21	5.90
<b>- First-Level (Grades 12 and Below)</b>	2418	1710	708	506	149	978	362	134	156	43	29	4	2	11	2	34	8
<b>%</b>	1.45	1.50	1.32	1.94	1.72	1.43	1.28	1.19	1.23	0.84	1.12	1.36	1.09	1.40	0.44	1.88	0.96

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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

Occupational Categories	Race/Ethnicity																	
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino									
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
- Other	#	55400	37054	18346	7791	3158	22678	9560	3423	4110	2167	1029	117	41	245	131	633	317
	%	33.24	32.71	34.36	29.99	36.61	33.30	33.96	30.52	32.65	42.38	40.02	39.79	22.52	31.28	29.04	35.14	38.19
Officials and Managers Total	#	74368	51294	23074	11125	3933	32003	12321	4272	5009	2551	1228	134	47	328	149	881	387
	%	44.61	45.26	43.20	42.81	45.58	46.98	43.76	38.08	39.77	49.88	47.74	45.57	25.79	41.87	33.01	48.89	46.61
2. Professionals	#	11595	6689	4906	667	508	4623	2973	650	901	548	387	10	5	33	19	158	113
	%	6.95	5.90	9.18	2.56	5.89	6.79	10.56	5.79	7.15	10.71	15.05	3.40	2.74	4.21	4.21	8.77	13.61
3. Technicians	#	857	757	100	92	6	567	76	62	13	12	1	0	1	6	0	18	3
	%	0.51	0.66	0.18	0.35	0.06	0.83	0.27	0.55	0.10	0.23	0.03	0.00	0.54	0.76	0.00	0.99	0.36



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

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

Occupational Categories	Race/Ethnicity																					
	Total Employees						Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Other Pacific Islander		Two or More/Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>4. Sales Workers</b>	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>5. Administrative Support Workers</b>	4623	1276	3347	176	468	761	1730	205	844	88	179	4	14	9	26	33	86					
	2.77	1.12	6.26	0.67	5.42	1.11	6.14	1.82	6.70	1.72	6.96	1.36	7.69	1.14	5.76	1.83	10.36					
<b>6. Craft Workers</b>	1720	1700	20	320	1	1143	14	144	5	34	0	10	0	14	0	35	0					
	1.03	1.50	0.03	1.23	0.01	1.67	0.04	1.28	0.03	0.66	0.00	3.40	0.00	1.78	0.00	1.94	0.00					
<b>7. Operatives</b>	297	279	18	19	1	192	14	58	3	4	0	2	0	1	0	3	0					
	0.17	0.24	0.03	0.07	0.01	0.28	0.04	0.51	0.02	0.07	0.00	0.68	0.00	0.12	0.00	0.16	0.00					
<b>8. Laborers and Helpers</b>	60	45	15	4	1	37	14	1	0	1	0	0	0	1	0	1	0					

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Occupational Categories	Race/Ethnicity																		
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races				
	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	
%	0.03	0.03	0.02	0.01	0.01	0.05	0.04	0.00	0.00	0.01	0.00	0.01	0.00	0.00	0.00	0.12	0.00	0.05	0.00
9. Service Workers #	73127	51217	21910	13568	3706	28757	11005	5820	5810	1875	776	134	115	391	257	672	241		
%	43.88	45.22	41.03	52.24	42.97	42.23	39.09	51.90	46.16	36.67	30.18	45.57	63.18	49.93	56.98	37.31	29.03		

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races		
	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				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All																	
GS/GG/GH/GM/GL- #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL- #	4	3	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0
%	100	75.00	25.00	0.00	25.00	0.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	48	23	25	3	18	12	1	6	0	3	0	0	0	0	1	1	1
%	100	47.91	52.08	6.25	37.50	25.00	2.08	12.50	0.00	6.25	0.00	0.00	0.00	0.00	2.08	2.08	2.08

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino		
	All	Male		Female			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM/GL- #	215	101	114	15	62	65	16	24	6	5	0	1	1	1	1	3	3
%	100	46.97	53.02	6.04	28.83	30.23	7.44	11.16	2.79	2.32	0.00	0.46	0.46	0.46	0.46	1.39	1.39
GS/GG/GH/GM/GL- #	2066	1406	660	408	814	337	97	127	48	56	11	1	9	6	19	16	16
%	100	68.05	31.94	19.74	39.39	16.31	4.69	6.14	2.32	2.71	0.53	0.04	0.43	0.29	0.91	0.77	0.77
GS/GG/GH/GM/GL- #	764	255	509	34	149	277	38	107	21	21	0	2	1	2	12	22	22
%	100	33.37	66.62	4.45	19.50	36.25	4.97	14.00	2.74	2.74	0.00	0.26	0.13	0.26	1.57	2.87	2.87
GS/GG/GH/GM/GL- #	9008	5203	3805	1473	2912	1872	374	786	276	220	14	10	38	32	116	90	90
%	100	57.75	42.24	16.35	32.32	20.78	4.15	8.72	3.06	2.44	0.15	0.11	0.42	0.35	1.28	0.99	0.99

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																			
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino					
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
GS/GG/GH/GM/GL- #	715	190	525	17	48	117	238	47	202	7	31	0	1	0	0	1	0	1	2	4
%	100	26.57	73.42	2.37	6.71	16.36	33.28	6.57	28.25	0.97	4.33	0.00	0.13	0.00	0.00	0.13	0.00	0.13	0.27	0.55
GS/GG/GH/GM/GL- #	13681	9691	3990	3068	859	5220	1978	686	783	478	244	16	13	64	34	159	79			
%	100	70.83	29.16	22.42	6.27	38.15	14.45	5.01	5.72	3.49	1.78	0.11	0.09	0.46	0.24	1.16	0.57			
GS/GG/GH/GM/GL- #	84	42	42	5	6	28	14	6	20	3	1	0	0	0	0	1	0	0	0	0
%	100	50.00	50.00	5.95	7.14	33.33	16.66	7.14	23.80	3.57	1.19	0.00	0.00	0.00	1.19	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	11976	8183	3793	2638	756	4494	1969	503	777	335	178	17	6	31	18	165	89			

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All	Male		Female		%	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	68.32	31.67	22.02	6.31	37.52	16.44	4.20	6.48	2.79	1.48	0.14	0.05	0.25	0.15	1.37	0.74	
GS/GG/GH/GM/GL- #	33587	25462	8125	8800	1790	13082	4102	1486	1466	1354	537	82	18	116	45	542	167	
%	100	75.80	24.19	26.20	5.32	38.94	12.21	4.42	4.36	4.03	1.59	0.24	0.05	0.34	0.13	1.61	0.49	
GS/GG/GH/GM/GL- #	22611	16652	5959	3357	840	11260	3458	1119	1237	537	295	19	10	99	21	261	98	
%	100	73.64	26.35	14.84	3.71	49.79	15.29	4.94	5.47	2.37	1.30	0.08	0.04	0.43	0.09	1.15	0.43	
GS/GG/GH/GM/GL- #	10363	6786	3577	750	337	5065	2085	592	894	254	196	5	0	33	19	87	46	
%	100	65.48	34.51	7.23	3.25	48.87	20.11	5.71	8.62	2.45	1.89	0.04	0.00	0.31	0.18	0.83	0.44	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino	
	All	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		Male	Female	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
GS/GG/GH/GM/GL- #	4478	2969	1509	83	2400	1042	253	299	88	62	1	1	15	8	15	14
%	100	66.30	33.69	1.85	53.59	23.26	5.64	6.67	1.96	1.38	0.02	0.02	0.33	0.17	0.33	0.31
All Other # (Unspecified GS)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES) #	537	378	159	8	317	130	29	13	6	8	1	0	2	0	3	0
%	100	70.39	29.60	1.48	59.03	24.20	5.40	2.42	1.11	1.48	0.18	0.00	0.37	0.00	0.55	0.00
ST #	21	16	5	0	14	4	0	0	1	1	0	0	0	0	0	0
%	100	76.19	23.80	0.00	66.66	19.04	0.00	0.00	4.76	4.76	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 -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity													
	Total Employees						Non-Hispanic or Latino							
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All														
SQ	#	2	1	1	0	0	0	1	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

LE and Related Grade	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non-Hispanic or Latino						Two or More/Other Races					
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
LE-01	#	675	613	62	41	3	457	37	98	20	13	2	0	0	3	0	1	0
	%	100	90.81	9.18	6.07	0.44	67.70	5.48	14.51	2.96	1.92	0.29	0.00	0.00	0.44	0.00	0.14	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	#	166	148	18	8	0	119	11	21	6	0	1	0	0	0	0	0	0
	%	100	89.15	10.84	4.81	0.00	71.68	6.62	12.65	3.61	0.00	0.60	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 -- FY 2010 -- LE -- Permanent Employees

LE and Related Grade	Race/Ethnicity																
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races		
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
LE-05	#	56	46	10	2	0	40	4	6	0	0	0	0	0	0	0	0
	%	100	82.14	17.85	3.57	0.00	71.42	7.14	10.71	0.00	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	#	22	21	1	1	0	16	1	4	0	0	0	0	0	0	0	0
	%	100	95.45	4.54	4.54	0.00	72.72	4.54	18.18	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	#	4	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	50.00	0.00	50.00	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 -- FY 2010 -- LE -- Permanent Employees

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

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

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

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

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non-Hispanic or Latino						Two or More/Other Races					
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
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	#	10	4	6	0	0	2	3	1	2	1	0	0	0	0	0	1	0
	%	100	40.00	60.00	0.00	0.00	20.00	30.00	10.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00
SV-D	#	7207	4219	2988	593	362	2298	1381	772	937	189	72	25	17	40	37	302	182
	%	100	58.54	41.45	8.22	5.02	31.88	19.16	10.71	13.00	2.62	0.99	0.34	0.23	0.55	0.51	4.19	2.52

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino					
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
SV-E	#	26925	15445	11480	1819	2609	1819	5650	2972	3412	853	378	50	66	178	150	7	5
	%	100	57.36	42.63	6.75	9.68	6.75	20.98	11.03	12.67	3.16	1.40	0.18	0.24	0.66	0.55	0.02	0.01
SV-F	#	9278	5744	3534	778	465	1971	1003	887	328	131	26	27	59	50	4	3	
	%	100	61.90	38.09	8.38	5.01	21.24	10.81	9.56	3.53	1.41	0.28	0.29	0.63	0.53	0.04	0.03	
SV-G	#	6712	4511	2201	517	288	1297	687	469	204	97	21	19	34	28	38	3	
	%	100	67.20	32.79	7.70	4.29	19.32	10.23	6.98	3.03	1.44	0.31	0.28	0.50	0.41	0.56	0.04	
SV-H	#	2613	1864	749	181	74	439	248	179	64	33	7	4	15	15	15	5	
	%	100	71.33	28.66	6.92	2.83	16.80	9.49	6.85	2.44	1.26	0.26	0.15	0.57	0.57	0.57	0.19	
SV-I	#	5377	4483	894	495	85	549	487	197	156	48	3	5	57	8	5	2	
	%	100	83.37	16.62	9.20	1.58	10.21	9.05	3.66	2.90	0.89	0.05	0.09	1.06	0.14	0.09	0.03	



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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Race/Ethnicity																
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino								
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
SV-J	#	1893	1332	561	36	1002	361	161	121	60	33	2	1	18	6	7	3
	%	100	70.36	29.63	1.90	52.93	19.07	8.50	6.39	3.16	1.74	0.10	0.05	0.95	0.31	0.36	0.15
SV-K	#	1025	711	314	16	582	210	60	75	23	9	1	0	8	4	3	0
	%	100	69.36	30.63	1.56	56.78	20.48	5.85	7.31	2.24	0.87	0.09	0.00	0.78	0.39	0.29	0.00
SV-L	#	93	65	28	2	55	20	7	4	1	2	0	0	0	0	1	0
	%	100	69.89	30.10	2.15	59.13	21.50	7.52	4.30	1.07	2.15	0.00	0.00	0.00	0.00	1.07	0.00
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	139	106	33	7	86	22	11	10	2	1	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 -- FY 2010 -- SV, SW -- Permanent Employees																	
SV/SW and Related Grade	Race/Ethnicity																
	Total Employees			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	76.25	23.74	5.03	0.00	61.87	15.82	7.91	7.19	1.43	0.71	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- AD -- Permanent Employees

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

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races	
	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			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM/GL- #	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/GL- #	4	3	1	0	1	0	1	0	0	0	0	1	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	0.02	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	48	23	25	3	18	1	12	6	0	3	0	0	0	0	1	1
%	0.04	0.02	0.07	0.01	0.03	0.01	0.06	0.08	0.00	0.16	0.00	0.00	0.00	0.00	0.07	0.15

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino	
	All	Male		Female			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL- #	215	101	114	15	62	65	16	24	6	5	0	1	1	1	1	3
%	0.19	0.13	0.34	0.06	0.13	0.36	0.30	0.35	0.17	0.26	0.00	1.58	0.24	0.53	0.21	0.47
GS/GG/GH/GM/GL- #	2066	1406	660	408	814	337	97	127	48	56	11	1	9	6	19	16
%	1.87	1.81	2.01	1.96	1.77	1.91	1.84	1.88	1.40	3.01	6.62	1.58	2.20	3.19	1.37	2.54
GS/GG/GH/GM/GL- #	764	255	509	34	149	277	38	107	21	21	0	2	1	2	12	22
%	0.69	0.32	1.55	0.16	0.32	1.57	0.72	1.58	0.61	1.13	0.00	3.17	0.24	1.06	0.86	3.49
GS/GG/GH/GM/GL- #	9008	5203	3805	1473	2912	1872	374	786	276	220	14	10	38	32	116	90
%	8.17	6.72	11.60	7.08	6.33	10.64	7.12	11.65	8.07	11.84	8.43	15.87	9.29	17.02	8.37	14.30

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
GS/GG/GH/GM/GL- #	715	190	525	48	117	238	47	202	7	31	0	1	0	0	1	0	2	4
%	0.64	0.24	1.60	0.83	0.25	1.35	0.89	2.99	0.20	1.66	0.00	1.58	0.00	0.00	0.53	0.00	0.14	0.63
GS/GG/GH/GM/GL- #	13681	9691	3990	859	5220	1978	686	783	478	244	16	13	64	34	159	79		
%	12.41	12.52	12.16	14.97	11.35	11.24	13.07	11.61	13.99	13.13	9.63	20.63	15.64	18.08	11.48	12.55		
GS/GG/GH/GM/GL- #	84	42	42	6	28	14	6	20	3	1	0	0	0	0	0	0	0	0
%	0.07	0.05	0.12	0.10	0.06	0.07	0.11	0.29	0.08	0.05	0.00	0.00	0.00	0.53	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	11976	8183	3793	756	4494	1969	503	777	335	178	17	6	31	18	165	89		
%																		

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All	Male		Female		%	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	10.87	10.57	11.56	12.69	13.18	9.77	11.19	9.58	11.52	9.80	9.58	10.24	9.52	7.57	9.57	11.91	14.14	
GS/GG/GH/GM/GL- #	33587	25462	8125	8800	1790	13082	4102	1486	1466	1354	537	82	18	116	45	542	167	
%	30.48	32.91	24.77	42.33	31.21	28.46	23.32	28.32	21.74	39.63	28.90	49.39	28.57	28.36	23.93	39.13	26.55	
GS/GG/GH/GM/GL- #	22611	16652	5959	3357	840	11260	3458	1119	1237	537	295	19	10	99	21	261	98	
%	20.52	21.52	18.16	16.15	14.64	24.50	19.66	21.32	18.35	15.72	15.87	11.44	15.87	24.20	11.17	18.84	15.58	
GS/GG/GH/GM/GL- #	10363	6786	3577	750	337	5065	2085	592	894	254	196	5	0	33	19	87	46	
%	9.40	8.77	10.90	3.60	5.87	11.02	11.85	11.28	13.26	7.43	10.54	3.01	0.00	8.06	10.10	6.28	7.31	



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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	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			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL- #	4478	2969	1509	83	2400	1042	253	299	88	62	1	1	15	8	15	14
%	4.06	3.83	4.60	1.44	5.22	5.92	4.82	4.43	2.57	3.33	0.60	1.58	3.66	4.25	1.08	2.22
All Other #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Unspecified GS) %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive #	537	378	159	8	317	130	29	13	6	8	1	0	2	0	3	0
Service (ES) %	0.48	0.48	0.48	0.13	0.68	0.73	0.55	0.19	0.17	0.43	0.60	0.00	0.48	0.00	0.21	0.00
ST #	21	16	5	1	14	4	0	0	1	1	0	0	0	0	0	0
%	0.01	0.02	0.01	0.00	0.03	0.02	0.00	0.00	0.02	0.05	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 -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	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
SQ	#	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	110160	77361	32799	20785	5735	45953	17585	5247	6741	3416	1858	166	63	409	188	629
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

LE and Related Grade	Race/Ethnicity																						
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino														
	All		Male		Female		Male		Female		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
LE-01	#	675	613	62	41	3	457	37	98	20	13	2	0	0	3	0	0	0	0	1	0		
	%	71.96	72.45	67.39	78.84	100	70.85	68.51	74.24	62.50	100	66.66	-	-	100	-	-	-	-	100	-		
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
LE-04	#	166	148	18	8	0	119	11	21	6	0	1	0	0	0	0	0	0	0	0	0		
	%	17.69	17.49	19.56	15.38	0.00	18.44	20.37	15.90	18.75	0.00	33.33	-	-	0.00	-	-	-	-	0.00	-		

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

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

LE and Related Grade	Race/Ethnicity															
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino				Two or More/Other Races			
	All	Male		Female		White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
LE-05	#	56	46	10	2	0	4	4	6	0	0	0	0	0	0	0
	%	5.97	5.43	10.86	3.84	0.00	7.40	3.03	18.75	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
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-
LE-07	#	22	21	1	1	0	1	4	0	0	0	0	0	0	0	0
	%	2.34	2.48	1.08	1.92	0.00	1.85	3.03	0.00	0.00	0.00	-	0.00	-	0.00	-
LE-08	#	13	12	1	0	0	1	2	0	0	0	0	0	0	0	0
	%	1.38	1.41	1.08	0.00	0.00	1.85	1.51	0.00	0.00	0.00	-	0.00	-	0.00	-
LE-09	#	4	4	0	0	0	0	2	0	0	0	0	0	0	0	0
	%	0.42	0.47	0.00	0.00	0.00	0.00	1.51	0.00	0.00	0.00	-	0.00	-	0.00	-

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

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

LE and Related Grade	Race/Ethnicity														
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino				Two or More/Other Races		
	All	Male		Female		Male	Female		Male	Female		Male	Female		Male
		White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander			American Indian or Alaskan Native					
LE-10	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.10	0.11	0.00	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	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.10	0.11	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-13	#	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
LE-14	#	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 -- FY 2010 -- LE -- Permanent Employees

LE and Related Grade	Race/Ethnicity																	
	Total Employees				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	
		%	#	%	#													%
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	938	846	92	3	52	645	54	132	32	13	3	0	0	3	0	1	0	
#																		
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Race/Ethnicity																			
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino											
	All	Male		Female		Male	Female	Male	Female	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-C	#	10	4	6	0	0	2	3	1	2	1	0	0	0	0	0	0	1	0	0
	%	0.01	0.01	0.02	0.00	0.00	0.00	0.02	0.01	0.03	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00	0.00
SV-D	#	7207	4219	2988	593	362	2298	1381	772	937	189	72	25	17	40	37	302	182		
	%	11.76	10.96	13.11	11.19	11.50	9.58	11.60	12.04	14.88	10.04	8.95	18.51	12.23	9.77	12.37	79.05	89.65		



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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Race/Ethnicity																		
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino						
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
SV-E	#	26925	15445	11480	1819	2609	1819	5650	2972	3412	853	378	50	66	178	150	7	5	
	%	43.94	40.13	50.37	57.80	49.25	47.46	46.37	45.34	47.01	37.03	47.48	43.52	50.16	1.83	2.46			
SV-F	#	9278	5744	3534	778	465	1971	1003	887	328	131	26	27	59	50	4	3		
	%	15.14	14.92	15.50	14.77	14.68	16.55	15.64	17.43	16.29	19.25	19.42	14.42	16.72	1.04	1.47			
SV-G	#	6712	4511	2201	517	288	1297	687	469	204	97	21	19	34	28	38	3		
	%	10.95	11.72	9.65	9.76	9.15	10.89	10.71	7.45	10.84	12.06	15.55	13.66	8.31	9.36	9.94	1.47		
SV-H	#	2613	1864	749	181	74	439	248	179	64	33	7	4	15	15	15	5		
	%	4.26	4.84	3.28	3.41	2.35	3.68	3.86	2.84	3.40	4.10	5.18	2.87	3.66	5.01	3.92	2.46		
SV-I	#	5377	4483	894	495	85	549	487	197	156	48	3	5	57	8	5	2		
	%	8.77	11.64	3.92	9.34	2.70	4.61	7.59	3.13	8.29	5.97	2.22	3.59	13.93	2.67	1.30	0.98		

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Race/Ethnicity																	
	Total Employees				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/Races							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
SV-J	#	1893	1332	561	82	36	1002	361	161	121	60	33	2	1	18	6	7	3
	%	3.08	3.46	2.46	1.54	1.14	4.18	3.03	2.51	1.92	3.18	4.10	1.48	0.71	4.40	2.00	1.83	1.47
SV-K	#	1025	711	314	34	16	582	210	60	75	23	9	1	0	8	4	3	0
	%	1.67	1.84	1.37	0.64	0.50	2.42	1.76	0.93	1.19	1.22	1.11	0.74	0.00	1.95	1.33	0.78	0.00
SV-L	#	93	65	28	1	2	55	20	7	4	1	2	0	0	0	0	1	0
	%	0.15	0.16	0.12	0.01	0.06	0.22	0.16	0.10	0.06	0.05	0.24	0.00	0.00	0.00	0.00	0.26	0.00
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SW	#	139	106	33	7	0	86	22	11	10	2	1	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 -- FY 2010 -- SV, SW -- Permanent Employees																		
SV/SW and Related Grade	Race/Ethnicity																	
	Total Employees						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 Races							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
%	0.22	0.27	0.14	0.13	0.13	0.00	0.35	0.18	0.17	0.15	0.10	0.12	0.00	0.00	0.00	0.00		
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	61272	38484	22788	5297	3147	3147	23971	11903	6409	6293	1881	804	135	139	409	299	382	203
#	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
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**TABLE A4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex**

This table is for All Agencies -- FY 2010 -- AD -- Permanent Employees

AD and Related Grade	Race/Ethnicity																
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		Two or More/Other Races		
	All	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

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity															
		Total Employees				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 Races					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade-01	#	8	7	1	0	0	3	0	4	1	0	0	0	0	0	0	0
	%	100	87.50	12.50	0.00	0.00	37.50	0.00	50.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	10	9	1	1	0	7	1	0	0	0	0	1	0	0	0	0
	%	100	90.00	10.00	10.00	0.00	70.00	10.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	39	38	1	0	0	33	1	4	0	1	0	0	0	0	0	0
	%	100	97.43	2.56	0.00	0.00	84.61	2.56	10.25	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	31	11	20	1	1	8	19	2	0	0	0	0	0	0	0	0
	%	100	35.48	64.51	3.22	3.22	25.80	61.29	6.45	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity																		
		Total Employees						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 Races								
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Grade-05	#	73	67	6	4	0	52	4	7	1	0	0	1	0	1	0	1	1	2	0
	%	100	91.78	8.21	5.47	0.00	71.23	5.47	9.58	1.36	0.00	0.00	1.36	0.00	1.36	0.00	1.36	1.36	2.73	0.00
Grade-06	#	162	143	19	33	2	82	16	24	0	2	1	0	0	1	0	1	0	1	0
	%	100	88.27	11.72	20.37	1.23	50.61	9.87	14.81	0.00	1.23	0.61	0.00	0.00	0.61	0.00	0.61	0.00	0.61	0.00
Grade-07	#	62	61	1	5	0	38	1	16	0	1	0	1	0	1	0	0	0	0	0
	%	100	98.38	1.61	8.06	0.00	61.29	1.61	25.80	0.00	1.61	0.00	1.61	0.00	1.61	0.00	0.00	0.00	0.00	0.00
Grade-08	#	239	226	13	30	0	161	11	23	2	4	0	2	0	3	0	3	0	3	0
	%	100	94.56	5.43	12.55	0.00	67.36	4.60	9.62	0.83	1.67	0.00	0.83	0.00	1.25	0.00	1.25	0.00	1.25	0.00
Grade-09	#	173	172	1	12	1	119	0	30	0	2	0	3	0	0	0	0	0	6	0
	%	100	99.42	0.57	6.93	0.57	68.78	0.00	17.34	0.00	1.15	0.00	1.73	0.00	0.00	0.00	0.00	0.00	3.46	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity																
		Total Employees						Non- Hispanic or Latino								Two or More/Other Races		
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male		Female		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade-10	#	1261	1248	13	302	1	783	9	88	2	29	0	6	0	9	0	31	1
	%	100	98.96	1.03	23.94	0.07	62.09	0.71	6.97	0.15	2.29	0.00	0.47	0.00	0.71	0.00	2.45	0.07
Grade-11	#	216	211	5	7	0	177	2	18	3	3	0	1	0	2	0	3	0
	%	100	97.68	2.31	3.24	0.00	81.94	0.92	8.33	1.38	1.38	0.00	0.46	0.00	0.92	0.00	1.38	0.00
Grade-12	#	64	63	1	2	0	54	1	3	0	1	0	0	0	2	0	1	0
	%	100	98.43	1.56	3.12	0.00	84.37	1.56	4.68	0.00	1.56	0.00	0.00	0.00	3.12	0.00	1.56	0.00
Grade-13	#	11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
	%	100	90.90	9.09	0.00	0.00	90.90	9.09	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	0	0	6	0	1	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees																			
WD/WG, WL/WS & Other Wage Grades	Race/Ethnicity																		
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races		
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	100	0.00	0.00	0.00	0.00	0.00	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-15	#	9	9	0	0	0	0	6	0	2	0	0	0	0	0	0	0	1	0
%	100	100	0.00	0.00	0.00	0.00	66.66	0.00	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00
All Other Wage Grades	#	4	4	0	0	0	3	0	0	1	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades	Race/Ethnicity																
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino								
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Grade-01	#	8	7	1	0	0	3	0	4	1	0	0	0	0	0	0	0
	%	0.33	0.30	1.20	0.00	0.00	0.19	0.00	1.79	11.11	0.00	0.00	0.00	-	0.00	0.00	0.00
Grade-02	#	10	9	1	1	0	7	1	0	0	0	0	1	0	0	0	0
	%	0.42	0.39	1.20	0.25	0.00	0.45	1.51	0.00	0.00	0.00	6.66	-	0.00	0.00	0.00	0.00
Grade-03	#	39	38	1	0	0	33	1	4	0	1	0	0	0	0	0	0
	%	1.64	1.66	1.20	0.00	0.00	2.14	1.51	1.79	0.00	2.32	0.00	0.00	-	0.00	0.00	0.00
Grade-04	#	31	11	20	1	1	8	19	2	0	0	0	0	0	0	0	0
	%	1.30	0.48	24.09	0.25	20.00	0.51	28.78	0.89	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity															
		Total Employees				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 Races					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade-05	#	73	67	6	4	0	52	4	7	1	0	1	0	1	1	0	0
	%	3.08	2.93	7.22	1.00	0.00	3.37	6.06	3.13	11.11	0.00	6.66	-	5.55	100	4.16	0.00
Grade-06	#	162	143	19	33	2	82	16	24	0	2	1	0	1	0	1	0
	%	6.83	6.25	22.89	8.31	40.00	5.31	24.24	10.76	0.00	4.65	100	0.00	5.55	0.00	2.08	0.00
Grade-07	#	62	61	1	5	0	38	1	16	0	1	0	1	0	0	0	0
	%	2.61	2.66	1.20	1.25	0.00	2.46	1.51	7.17	0.00	2.32	0.00	6.66	-	0.00	0.00	0.00
Grade-08	#	239	226	13	30	0	161	11	23	2	4	0	2	0	3	0	0
	%	10.08	9.88	15.66	7.55	0.00	10.44	16.66	10.31	22.22	9.30	0.00	13.33	-	16.66	0.00	6.25
Grade-09	#	173	172	1	12	1	119	0	30	0	2	0	3	0	0	0	0
	%	7.30	7.52	1.20	3.02	20.00	7.71	0.00	13.45	0.00	4.65	0.00	20.00	-	0.00	12.50	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity																
		Total Employees						Non- Hispanic or Latino								Two or More/Other Races		
		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				
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
Grade-10	#	1261	1248	13	302	1	783	9	88	2	29	0	6	0	9	0	31	1
	%	53.22	54.59	15.66	76.07	20.00	50.77	13.63	39.46	22.22	67.44	0.00	40.00	-	50.00	0.00	64.58	100
Grade-11	#	216	211	5	7	0	177	2	18	3	3	0	1	0	2	0	3	0
	%	9.11	9.23	6.02	1.76	0.00	11.47	3.03	8.07	33.33	6.97	0.00	6.66	-	11.11	0.00	6.25	0.00
Grade-12	#	64	63	1	2	0	54	1	3	0	1	0	0	0	2	0	1	0
	%	2.70	2.75	1.20	0.50	0.00	3.50	1.51	1.34	0.00	2.32	0.00	0.00	-	11.11	0.00	2.08	0.00
Grade-13	#	11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
	%	0.46	0.43	1.20	0.00	0.00	0.64	1.51	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00
Grade-14	#	7	7	0	0	0	6	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity																		
		Total Employees				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races		
		All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	0.29	0.30	0.00	0.00	0.38	0.00	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00		
#	9	9	0	0	6	0	0	2	0	0	0	0	0	0	0	0	0	1	0	
%	0.37	0.39	0.00	0.00	0.38	0.00	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	2.08	0.00	
#	4	4	0	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
%	0.16	0.17	0.00	0.00	0.19	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	
TOTAL	2369	2286	83	397	5	1542	66	223	9	43	1	15	0	18	1	48	1	100	100	
#																				
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Mission Critical Jobs																	
0080 - Security	#	1890	1451	439	17	1008	227	287	174	25	10	3	0	10	2	16	9
	%	100	76.77	<b>23.22</b>	0.89	53.33	<b>12.01</b>	15.18	9.20	<b>1.32</b>	<b>0.52</b>	0.15	<b>0.00</b>	0.52	<b>0.10</b>	0.84	<b>0.47</b>
Occupational CLF	%	100	43.2	56.5	4.7	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	#	1069	972	97	3	736	58	159	33	14	3	0	0	3	0	1	0
	%	100	90.92	<b>9.07</b>	<b>0.28</b>	68.84	<b>5.42</b>	14.87	3.08	1.30	0.28	<b>0.00</b>	0.00	<b>0.28</b>	<b>0.00</b>	<b>0.09</b>	<b>0.00</b>
Occupational CLF	%	100	87.0	13.0	7.4	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2
0132 - Intelligence Research Specialist	#	1053	708	345	37	558	231	49	57	17	14	1	0	2	2	11	4
	%	100	66.3	32.2	3.5	52.6	21.9	4.6	5.4	1.6	1.3	0.1	0.0	0.2	0.2	1.0	0.4

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity															
	Total Employees				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 Races		Male		Female	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	100	67.23	32.76	52.99	21.93	4.65	5.41	1.61	1.32	0.09	0.00	0.18	0.18	1.04	0.37	
%																
Occupational CLF	100	50.1	49.9	42.0	40.4	2.4	3.8	2.0	2.1	0.1	0.0	0.6	0.5	1.1	0.9	
%																
0801 - GENERAL ENGINEERING	340	285	55	233	34	10	9	25	8	0	0	0	0	1	5	0
#																
%	100	83.82	16.17	68.52	10.00	2.94	2.64	7.35	2.35	0.00	0.00	0.00	0.29	1.47	0.00	
Occupational CLF	100	89.6	10.3	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2	
%																
0802 - ENGINEERING TECHNICIAN	69	65	4	56	4	1	0	1	0	0	0	0	0	3	0	
#																
%	100	94.20	5.79	81.15	5.79	1.44	0.00	1.44	0.00	0.00	0.00	2.89	0.00	4.34	0.00	
Occupational CLF																
%																



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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity															
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino				Two or More/Other Races					
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Occupational CLF %	100	80.8	19.1	6.1	1.6	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0803 - SAFETY ENGINEERING	#	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	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0804 - FIRE PROTECTION ENGINEERING	#	5	5	0	0	4	0	0	1	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	80.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	83.3	16.6	3.1	1.0	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 -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Hispanic or Latino			Non- Hispanic or Latino						Two or More/Other Races			
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
0806 - MATERIALS # ENGINEERING	3	3	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	33.33	0.00	66.66	0.00	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	88.0	12.0	0.6	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1	0.1
0807 - LANDSCAPE # ARCHITECTURE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.6	20.3	1.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4	0.4
0808 - # ARCHITECTURE	53	46	7	0	3	0	32	6	4	0	5	1	0	0	0	0	2	0	0
%	100	86.79	13.20	0.00	5.66	0.00	60.37	11.32	7.54	0.00	9.43	1.88	0.00	0.00	0.00	0.00	3.77	0.00	0.00

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races						
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
Occupational CLF %	100	79.6	20.3	1.3	4.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	0.0	0.0	1.1	0.4	
0809 - CONSTRUCTION CONTROL	#	27	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	100	0.00	0.00	7.40	0.00	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00
Occupational CLF %	100	90.0	9.7	0.8	5.5	7.2	6.5	1.4	1.5	0.1	0.1	0.0	0.7	0.1	0.0	0.1	1.2	0.1	
0810 - CIVIL ENGINEERING	#	103	84	19	4	0	5	1	8	2	0	0	1	0	0	0	0	0	0
	%	100	81.55	18.44	3.88	0.00	4.85	0.97	7.76	1.94	0.00	0.00	0.97	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	89.7	10.1	0.6	3.7	7.5	2.9	0.6	7.4	1.1	0.0	0.0	0.3	0.1	0.0	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 -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races					
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
0817 - SURVEYING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.7	0.1	0.1	0.0	1.1	0.1	0.1	1.0	0.2
0818 - ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DRAFTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100	80.0	19.9	5.9	1.4	65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.0	0.5	0.1	0.1	1.0	0.3

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races				
	All	Male		Female			Male	Female	Male	Female	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
#	18	14	4	0	0	10	4	1	0	3	0	0	0	0	0	0	0	0	0
%	100	77.77	22.22	0.00	0.00	55.55	22.22	5.55	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	100	77.8	22.0	2.2	0.9	65.4	17.8	3.0	1.2	5.8	1.9	0.1	0.0	0.2	0.1	0.1	0.1	1.1	0.1
#	1	1	0	0	0	1	0	0	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	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	0.2	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 -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																			
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races					
	All	Male		Female		Total	Male	Female	Total	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
0830 - MECHANICAL ENGINEERING	#	66	58	8	2	1	43	5	1	1	10	1	0	0	0	0	0	0	0	0
	%	100	87.87	12.12	3.03	1.51	65.15	7.57	1.51	15.15	1.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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	0.0	0.0	1.1	0.1
0840 - NUCLEAR ENGINEERING	#	1	1	0	0	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	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0
0850 - ELECTRICAL ENGINEERING	#	44	39	5	2	0	24	2	3	1	9	1	0	0	0	0	0	0	1	1
	%	100	88.6	11.4	4.5	0.0	54.5	4.5	6.8	2.3	20.5	2.3	0.0	0.0	0.0	0.0	0.0	0.0	2.3	2.3
Occupational CLF	%	100	88.6	11.4	4.5	0.0	54.5	4.5	6.8	2.3	20.5	2.3	0.0	0.0	0.0	0.0	0.0	0.0	2.3	2.3

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races				
	All	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
%	100	<b>88.63</b>	11.36	<b>4.54</b>	<b>0.00</b>	<b>54.54</b>	<b>4.54</b>	6.81	2.27	20.45	2.27	<b>0.00</b>	0.00	<b>0.00</b>	2.27	2.27	
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
0854 - COMPUTER ENGINEERING	18	16	2	0	0	11	1	1	0	2	1	0	0	1	0	1	0
%	100	88.88	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	61.11	<b>5.55</b>	5.55	<b>0.00</b>	<b>11.11</b>	5.55	0.00	0.00	5.55	0.00	5.55	<b>0.00</b>
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS ENGINEERING	92	87	5	3	0	65	4	6	1	10	0	0	0	0	0	3	0
%	100	94.56	<b>5.43</b>	<b>3.26</b>	<b>0.00</b>	<b>70.65</b>	<b>4.34</b>	6.52	1.08	10.86	<b>0.00</b>	<b>0.00</b>	0.00	<b>0.00</b>	0.00	3.26	<b>0.00</b>



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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino				Two or More/Other Races				
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		Male		Female		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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
0856 - ELECTRONICS TECHNICIAN	#	91	88	3	7	0	72	2	6	1	0	0	1	1	0	1	0
	%	100	96.70	3.29	7.69	0.00	79.12	2.19	6.59	1.09	0.00	0.00	1.09	1.09	0.00	1.09	0.00
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0658 - BIOMEDICAL ENGINEERING	#	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

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races					
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
0861 - AEROSPACE ENGINEERING	#	4	4	0	0	0	3	0	0	0	0	1	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	75.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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
0871 - NAVAL ARCHITECTURE	#	42	38	4	1	0	29	4	1	0	6	0	0	0	1	0	0	0
	%	100	90.47	9.52	2.38	0.00	69.04	9.52	2.38	0.00	14.28	0.00	0.00	0.00	2.38	0.00	0.00	0.00
Occupational CLF	%	100	94.8	5.1	2.0	0.2	83.1	4.1	3.7	0.5	4.7	0.3	0.0	0.0	0.3	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 -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races				
	All	Male		Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.7	16.2	7.3	1.7	65.3	11.0	7.7	2.7	1.6	0.3	0.1	0.0	0.5	0.2	1.2	0.3	
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1	
0881 - PETROLEUM ENGINEERING	#	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 -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino				Two or More/Other Races						
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
#	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
#	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 -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino								
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	1.5	0.1	0.0	0.2	0.1	1.1	0.1	
0993 - CHEMICAL ENGINEERING	11	6	5	0	1	6	2	0	0	2	0	0	0	0	0	0	0
%	100	54.54	45.45	0.00	9.09	54.54	18.18	0.00	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.1	0.0	1.2	0.0	
0894 - WELDING ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.1	1.1	0.1	

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races				
	All	Male		Female		%	Male	Female	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4		
0896 - INDUSTRIAL # ENGINEERING	1	1	0	0	0	1	0	0	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	0.00	0.00
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 -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino						Two or More/Other Races			
	All	Male		Female		Male	Female	Male	Female	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
										Male	Female	Male	Female	Male	Female	Male	Female	Male
#	5	2	3	0	1	2	0	2	0	0	0	0	0	0	0	0	0	0
%	100	40.00	60.00	0.00	20.00	40.00	0.00	40.00	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	0.0	1.4	0.2
#	1946	971	975	60	76	808	716	48	93	45	76	0	0	1	3	9	11	
%	100	49.89	50.10	3.08	3.90	41.52	36.79	2.46	4.77	2.31	3.90	0.00	0.00	0.05	0.15	0.46	0.56	
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	

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino					
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
1102 - Contract Specialists	#	1342	535	807	18	39	394	418	92	287	19	37	0	1	5	7	7	18
	%	100	39.86	60.13	1.34	2.90	29.35	31.14	6.85	21.38	1.41	2.75	0.00	0.07	0.37	0.52	0.52	1.34
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
1801 - Adjudications Officers	#	24478	18141	6337	3159	1202	12161	3507	1598	1044	864	463	30	14	171	59	158	48
	%	100	74.11	25.88	12.90	4.91	49.68	14.32	6.52	4.26	3.52	1.89	0.12	0.05	0.69	0.24	0.64	0.19
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 - Transportation Security Officers	#	51459	30117	21342	4635	3274	17525	10684	5536	5988	1654	784	124	128	314	267	329	217



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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races				
	All	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
%	100	58.52	<b>41.47</b>	9.00	6.36	<b>20.76</b>	10.75	11.63	3.21	1.52	0.24	0.24	0.61	0.51	<b>0.63</b>	<b>0.42</b>	
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 Investigators	#	10338	8910	1428	1303	230	987	495	142	265	58	9	2	53	7	20	2
%	100	86.18	<b>13.81</b>	12.60	2.22	<b>9.54</b>	<b>4.78</b>	<b>1.37</b>	<b>2.56</b>	<b>0.56</b>	<b>0.08</b>	<b>0.01</b>	<b>0.01</b>	<b>0.51</b>	<b>0.06</b>	<b>0.19</b>	<b>0.01</b>
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
1895 - Customs and Border Protection Officers	#	20663	16830	3833	5150	1293	1691	1040	445	1234	232	85	20	79	21	429	131
%	100	81.44	<b>18.55</b>	24.92	6.25	<b>8.18</b>	<b>5.03</b>	<b>2.15</b>	<b>5.97</b>	<b>1.12</b>	<b>0.41</b>	<b>0.09</b>	<b>0.38</b>	<b>0.10</b>	<b>2.07</b>	<b>0.63</b>	

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity															
	Total Employees						Non- Hispanic or Latino						Two or More/Other Races			
	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			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8	0.8
1996 - Border Patrol #	20498	19462	1036	8687	411	318	20	176	9	18	2	79	3	410	27	
%	100	94.94	5.05	41.89	2.00	1.55	0.09	0.85	0.04	0.08	0.00	0.38	0.01	2.00	0.13	
Occupational CLF %	100	79.0	21.1	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4	
2210 - Information Technology Specialists #	2843	2062	781	1447	469	294	189	146	80	2	0	14	6	46	19	
%	100	72.52	27.47	50.89	16.49	10.34	6.64	5.13	2.81	0.07	0.00	0.49	0.21	1.61	0.66	
Occupational CLF %	100	66.7	33.2	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	0.4	

TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex																		
This table is for All Agencies -- FY 2010 -- Permanent Employees																		
Job Title/Series, Agency Rate, Occupational CLF	TOTAL #	Race/Ethnicity																
		Total Employees						Non- Hispanic or Latino										
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
		138573	101029	37544	24582	6759	59485	19485	9956	8485	4542	1782	272	168	737	378	1455	487

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity																																		
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female							
<b>0083 - USSS Uniformed Division</b>																																			
Total Received	#	10005																																	
Voluntarily Identified	#	9812	8532	1280	1192	146	539	1920	500	273	32	23	3	41	8	222	52																		
	%	100	86.95	13.05	12.15	1.49	5.49	19.57	5.10	2.78	0.33	0.23	0.03	0.42	0.08	2.26	0.53																		
Qualified of those Identified	#	5713	5017	696	613	74	3106	990	247	129	13	15	2	22	4	142	26																		
	%	100	87.82	12.18	10.73	1.30	54.37	17.33	4.32	2.26	0.23	0.26	0.04	0.39	0.07	2.49	0.46																		
Selected of those Identified	#	20	18	2	2		12	2	1					1		1																			
	%	100	90.00	10.00	10.00	0.00	60.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00																		
Occupational CLF	%	100	87.0	13.0	7.4	1.3	67.6	8.4	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2																		
<b>0201 - FLETC Human Resources Specialist</b>																																			
Total Received	#	49																																	
Voluntarily Identified	#	49	23	26	4	5	14	15	4	1	-	-	-	1	3	-	2																		
	%	100	46.94	53.06	8.16	10.20	28.57	30.61	8.16	2.04	0.00	0.00	0.00	2.04	6.12	0.00	4.08																		
Qualified of those Identified	#	6	-	6				3																											
	%	100	0.00	100	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	16.67																		
Selected of those Identified	#	0	-	-																															
	%																																		
Occupational CLF	%	100	33.3	66.7	2.7	5.0	25.5	49.9	3.6	0.8	1.7	0.0	0.1	0.2	0.4	0.5	1.0																		
<b>0301 - FLETC Administration</b>																																			
Total Received	#	35																																	
Voluntarily Identified	#	34	23	11	-	1	19	5	2	-	2	-	-	1	-	1	1																		
	%	100	67.65	32.35	0.00	2.94	55.88	14.71	5.88	0.00	5.88	0.00	0.00	2.94	0.00	2.94	2.94																		
Qualified of those Identified	#	25	16	9	-	1	15	4	-	2	-	-	-	1	-	1	-																		
	%	100	64.00	36.00	0.00	4.00	60.00	16.00	8.00	0.00	4.00	0.00	0.00	4.00	0.00	4.00	0.00																		
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																	
	%																																		
Occupational CLF	%	100	43.4	56.6	4.7	5.3	30.2	39.7	4.9	2.6	2.3	0.1	0.1	0.2	0.4	0.7	0.9																		

**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity																	
	Total Employees				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
<b>0343 - CIS Program/Management Analyst</b>																		
Total Received	#	N/A																
Voluntarily Identified	#	N/A																
	%																	
Qualified of those Identified	#	N/A																
	%																	
Selected of those Identified	#	83	43	40	1	1	30	25	9	11	3	2	-	-	1	-	-	
	%	100	51.81	48.19	1.20	1.20	36.14	30.12	10.84	13.25	3.61	2.41	0.00	0.00	1.20	0.00	0.00	
Occupational CLF	%	100	48.4	51.6	1.4	2.0	35.2	30.2	8.0	15.5	2.9	3.5	0.1	0.0	0.3	0.1	0.5	
<b>0401 - CBP Agriculture Specialists</b>																		
Total Received	#	918																
Voluntarily Identified	#	N/A																
	%																	
Qualified of those Identified	#	N/A																
	%																	
Selected of those Identified	#	45	28	17	3	4	22	9	0	1	3	2	0	0	1	0	0	
	%	100	62.22	37.78	6.67	8.89	48.89	20.00	0.00	2.22	6.67	4.44	0.00	0.00	2.22	0.00	0.00	
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	
<b>0510 - FLETC Accountant</b>																		
Total Received	#	8																
Voluntarily Identified	#	8	2	6	-	-	1	4	1	2	-	0	-	-	-	-	0	
	%	100	25.00	75.00	0.00	0.00	12.50	50.00	12.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Qualified of those Identified	#	3	1	2	-	-	1	1	0	1	-	-	-	-	-	-	0	
	%	100	33.33	66.67	0.00	0.00	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																	
Occupational CLF	%	100	43.0	57.0	2.0	3.1	3.5	42.8	2.6	5.3	2.7	4.7	0.0	0.1	0.1	0.3	0.5	

**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity															
	Total Employees				Hispanic or Latino				White				Non-Hispanic or Latino			
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>GS-0801 - USCG General Engineer</b>																
Total Received	#	621														
Voluntarily Identified	#	602	532	70	49	1	334	41	12	71	13					3
	%	100	88.37	11.63	8.14	0.17	55.48	6.81	1.99	11.79	2.16	0.00	0.00	0.00	0.00	0.50
Qualified of those Identified	#	442	397	45	30	1	266	27	41	50	10					1
	%	100	89.82	10.18	6.79	0.23	60.18	6.11	1.36	11.31	2.26	0.00	0.00	0.00	0.00	0.23
Selected of those Identified	#	4	4	-	-	-	4									-
	%	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
Occupational CLF	%	100	89.6	10.4		0.6	71.8	7.1	3.0	9.9	1.6	0.1	0.0	0.2	0.0	0.2
<b>0801 - FLETC General Engineer</b>																
Total Received	#	148														
Voluntarily Identified	#	139	123	16	9	-	94	12	8	11	2					-
	%	100	88.49	11.51	6.47	0.00	67.63	8.63	5.76	7.91	1.44	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	88	78	10	5	-	64	8	2	7	1					-
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-					-
	%															
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	9.9	1.6	0.1	0.0	0.2	0.0	0.2
<b>GS-0801 - TSA General Engineer</b>																
Total Received	#	N/A														
Voluntarily Identified	#	N/A														
	%															
Qualified of those Identified	#	N/A														
	%															
Selected of those Identified	#	2	2	-	-	-	1			1						-
	%	100	100	0.00	0.00	0.00	50	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	89.6	10.4		0.6	71.8	7.1	3.0	9.9	1.6	0.1	0.0	0.2	0.0	0.2

**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity																														
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
<b>GS-0808 - USCG Architecture</b>																															
Total Received	#	283																													
Voluntarily Identified	#	276	223	53	45	23	20	131	20	24	7	14	2	3																	
	%	100	80.80	19.20	16.30	8.33	7.25	47.46	7.25	8.70	2.54	5.07	0.72	1.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.17	0.36		
Qualified of those	#	242	202	40	42	19	16	116	16	23	3	12	2	3																	
Identified	%	100	83.47	16.53	17.36	7.85	6.61	47.93	6.61	9.50	1.24	4.96	0.83	1.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.48	0.00		
Selected of those	#	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Identified	%	100	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	0.00	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	79.7	20.3	4.3	1.3	16.3	67.3	16.3	2.2	0.5	4.5	1.8	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.3		
<b>GS-0809 - FLETC Construction Rep</b>																															
Total Received	#	97																													
Voluntarily Identified	#	94	90	4	3	-	2	78	2	6	1	1	-	-	1																
	%	100	95.74	4.26	3.19	0.00	2.13	82.98	2.13	6.38	1.06	1.06	0.00	0.00	1.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.06	1.06		
Qualified of those	#	84	80	4	3	-	2	68	2	6	1	1	-	-	1																
Identified	%	100	95.24	4.76	3.57	0.00	2.38	80.95	2.38	7.14	1.19	1.19	0.00	0.00	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.19	1.19		
Selected of those	#	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Identified	%	100	100	0.00	0.00	0.00	0.00	100	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	79.7	20.3	4.3	1.3	16.3	67.3	16.3	2.2	0.5	4.5	1.8	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.3		
<b>GS-810 - USCG Civil Engineering</b>																															
Total Received	#	100																													
Voluntarily Identified	#	97	89	8	5		5	65	5	7	2	12	1																		
	%	100	91.75	8.25	5.15	0.00	5.15	67.01	5.15	7.22	2.06	12.37	1.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Qualified of those	#	82	75	7	5		5	51	5	7	2	12																			
Identified	%	100	91.46	8.54	6.10	0.00	6.10	62.20	6.10	8.54	2.44	14.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected of those	#	0	-	-																											
Identified	%																														
Occupational CLF	%	100	89.9	10.1	3.7	0.6	7.5	74.1	7.5	2.9	0.6	7.4	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.2		





**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity															
	Total Employees				Hispanic or Latino				White				Non- Hispanic or Latino			
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>GS-0855 - USCG Electronics Engineering</b>																
Total Received	#	103														
Voluntarily Identified	#	101	92	8	55	6	11	3	16	-	-	-	-	1	-	-
	%	100	91.09	8.91	7.92	5.94	10.89	2.97	15.84	0.00	0.00	0.00	0.00	0.99	0.00	0.00
Qualified of those Identified	#	74	66	8	6	43	7	2	10	-	-	-	-	-	-	-
	%	100	89.19	10.81	8.11	58.11	9.46	2.70	13.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-
	%	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
Occupational CLF	%	100	91.3	8.7	3.6	72.1	3.5	0.9	10.5	1.6	0.1	0.0	0.0	0.2	0.0	0.2
<b>GS-0871 - USCG Naval Architecture</b>																
Total Received	#	178														
Voluntarily Identified	#	171	154	17	11	110	13	2	17	3	-	-	-	1	-	-
	%	100	90.06	9.94	6.43	64.33	7.60	1.17	9.94	1.75	0.00	0.00	0.00	0.58	0.00	0.00
Qualified of those Identified	#	128	120	8	6	91	8	-	13	1	-	-	-	-	-	-
	%	100	93.75	6.25	4.69	71.09	6.25	0.00	10.16	0.78	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	4	4	0	-	3	-	-	1	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	94.9	5.1	2.0	83.1	3.7	0.5	4.7	0.3	0.0	0.0	0.0	0.3	0.0	0.0
<b>0930 - CIS Asylum Officer</b>																
Total Received	#	N/A														
Voluntarily Identified	#	N/A														
Qualified of those Identified	#	N/A														
	%	100	10.00	90.00	10.00	60.00	0.00	10.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	10	1	9	1	6	-	1	-	2	-	-	-	-	-	-
	%	100	10.00	90.00	10.00	60.00	0.00	10.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	62.6	37.4	2.5	28.8	3.9	4.9	1.0	0.6	0.1	0.1	0.1	0.4	0.4	0.5

**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity																													
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
<b>1101 - FLET Contract Compliance Specialist</b>																														
Total Received	#	459																												
Voluntarily Identified	#	437	232	205	22	19	145	101	79	11	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	1	
	%	100	53.09	46.91	5.03	4.35	33.18	23.11	18.08	2.52	0.92	0.00	0.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.06	0.23		
Qualified of those Identified	#	286	148	138	14	13	91	62	58	6	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	9	1		
	%	100	51.75	48.25	4.90	4.55	31.82	21.68	20.28	2.10	1.05	0.00	0.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.15	0.35			
Selected of those Identified	#	4	3	1	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	43.4	56.6	4.7	5.3	30.2	39.7	7.8	2.6	2.3	0.1	0.1	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.4	0.7	0.9		
<b>1101 - TSA Contract Specialist</b>																														
Total Received	#	N/A																												
Voluntarily Identified	#	N/A																												
Qualified of those Identified	#	N/A																												
	%	N/A																												
Selected of those Identified	#	12	2	10	-	-	1	8	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%	100	16.67	83.33	0.00	0.00	8.33	66.67	16.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Occupational CLF	%	100	43.4	56.6	4.7	5.3	30.2	39.7	7.8	2.6	2.3	0.1	0.1	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.4	0.7	0.9		
<b>1102 - USCG Contracting</b>																														
Total Received	#	2613																												
Voluntarily Identified	#	2467	1451	1016	83	79	978	437	382	81	75	4	6	8	4	4	4	4	4	4	4	4	4	4	4	4	4	42	33	
	%	100	58.82	41.18	3.36	3.20	39.64	17.71	15.48	3.28	3.04	0.16	0.24	0.32	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	1.70	1.34		
Qualified of those Identified	#	1827	1106	721	64	53	744	337	292	68	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	32	26		
	%	100	60.54	39.46	3.50	2.90	40.72	18.45	15.98	3.72	0.22	0.27	0.27	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	1.75	1.42			
Selected of those Identified	#	42	15	27	-	4	13	15	2	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1		
	%	100	35.71	64.29	0.00	9.52	30.95	35.71	4.76	0.00	7.14	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.38	2.38			
Occupational CLF	%	100	47.0	53.0	2.9	3.2	39.8	42.7	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.5	0.8			

**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity															
	Total Employees				Hispanic or Latino				White				Non- Hispanic or Latino			
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1102 - FLETC Contract Specialist</b>																
Total Received	#	459														
Voluntarily Identified	#	437	232	205	22	19	145	101	79	11	4	-	1	-	-	9
	%	100	53.09	46.91	5.03	4.35	33.18	23.11	18.08	2.52	0.92	0.00	0.23	0.00	0.00	2.06
Qualified of those Identified	#	286	148	138	14	13	91	62	58	6	3	-	1	-	-	9
	%	100	51.75	48.25	4.90	4.55	31.82	21.68	20.28	2.10	1.05	0.00	0.35	0.00	0.00	3.15
Selected of those Identified	#	4	3	1	-	-	3	1	-	-	-	-	-	-	-	-
	%	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	47.0	53.0	2.9	3.2	39.8	42.7	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.8
<b>1801 - CBP Enforcement Aviation/Marine Supervisor</b>																
Total Received	#	7498														
Voluntarily Identified	#	N/A														
	%															
Qualified of those Identified	#	N/A														
	%															
Selected of those Identified	#	124	108	16	18	7	84	9	2	4						
	%	100	87.10	12.90	14.52	5.65	67.74	7.26	1.61	3.23	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	1.7	1.4	0.1	-	0.4	0.4	0.6
<b>1801 - CIS Adjudication Officer, Immigration Officer, &amp; Investigative Specialist</b>																
Total Received	#	N/A														
Voluntarily Identified	#	N/A														
	%															
Qualified of those Identified	#	N/A														
	%															
Selected of those Identified	#	9	7	2	1	1	4	1	2	-	-	-	-	-	-	-
	%	100	77.78	22.22	11.11	11.11	44.44	11.11	22.22	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	1.7	1.4	0.1	0.0	0.4	0.4	0.8



**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity															
	Total Employees				Hispanic or Latino				White				Non-Hispanic or Latino			
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1889 - CBP Import Specialist</b>																
Total Received	#	6782														
Voluntarily Identified	#	N/A														
	%															
Qualified of those Identified	#	N/A														
	%															
Selected of those Identified	#	24	14	10	2	8	9	4	1	33.33	37.50	0.00	0.00	0.00	0.00	0.00
	%	100	58.33	41.67	8.33	33.33	37.50	16.67	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	53.0	46.9	4.2	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8
<b>1895 - CBP Officer</b>																
Total Received	#	8232														
Voluntarily Identified	#	N/A														
	%															
Qualified of those Identified	#	N/A														
	%															
Selected of those Identified	#	90	64	26	22	31	11	2	1	34.44	12.22	14.44	14.44	2.22	1.11	8.89
	%	100	71.11	28.89	24.44	34.44	12.22	2.22	1.11	0.00	0.00	0.00	0.00	0.00	1.11	1.11
Occupational CLF	%	100	53.1	46.8	6.2	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8
<b>1896 - Border Patrol Agent</b>																
Total Received	#	1451														
Voluntarily Identified	#	N/A														
	%															
Qualified of those Identified	#	N/A														
	%															
Selected of those Identified	#	660	620	40	164	421	21	26	3	63.79	3.18	2.27	2.27	3.94	0.61	0.00
	%	100	93.94	6.06	24.85	63.79	3.18	3.94	0.45	0.76	0.15	0.00	0.00	0.61	0.00	0.00
Occupational CLF	%	100	79.0	21.1	7.1	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0

**TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Series & Position Title	Race/Ethnicity															
	Total Employees				Hispanic or Latino				White				Non-Hispanic or Latino			
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>2181 - CBP Aircraft Pilot</b>																
Total Received	#	177														
Voluntarily Identified	#	N/A														
	%															
Qualified of those Identified	#	N/A														
	%															
Selected of those Identified	#	23	23	-	2	18	1	2	0.00	8.70	0.00	0.00	0.00	0.00	0.00	0.00
	%	100	100.00	0.00	8.70	78.26	4.35	4.35	0.00	8.70	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	96.0	3.8	2.8	89.3	0.9	0.1	0.1	1.5	3.6	0.1	0.0	0.3	0.0	1.1
<b>GS-2210 - USCG IT Specialist</b>																
Total Received	#	2,777														
Voluntarily Identified	#	168	160	8	15	110	3	24	2	2	3	5	-	1	-	5
	%	100	95.24	4.76	8.93	65.48	1.79	14.29	1.19	1.19	1.79	2.98	0.00	0.60	0.00	2.98
Qualified of those Identified	#	105	100	5	10	76	3	9	1	9	3	2	-	1	-	2
	%	100	95.24	4.76	9.52	72.38	2.86	8.57	0.95	0.95	2.86	1.90	0.00	0.95	0.00	1.90
Selected of those Identified	#	7	6	1	-	6	1	-	-	-	1	-	-	-	-	-
	%	100	85.71	14.29	0.00	85.71	14.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	71.7	28.3	5.0	50.4	24.7	4.3	3.5	4.3	24.7	7.4	2.9	0.2	0.1	1.2
<b>2210 - FLETC IT Specialist</b>																
Total Received	#	430														
Voluntarily Identified	#	408	360	48	31	221	22	73	13	21	22	21	2	1	2	12
	%	100	88.24	11.76	7.60	54.17	5.39	17.89	3.19	5.15	5.39	5.15	0.49	0.25	0.49	2.94
Qualified of those Identified	#	262	231	31	19	138	15	51	7	16	15	16	2	1	2	5
	%	100	88.17	11.83	7.25	52.67	5.73	19.47	2.67	6.11	5.73	6.11	0.76	0.38	0.76	1.91
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%															
Occupational CLF	%	100	71.7	28.3	5.0	50.4	24.7	4.3	3.5	4.3	24.7	7.4	2.9	0.1	0.0	1.2

N/A = Data Not Available

Note: Data for this table was reported by six components: U.S. Customs & Border Patrol, Citizenship & Immigration Services, U.S. Coast Guard, Federal Law Enforcement Training Center, Transportation Security Agency, and U.S. Secret Service.

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

**This table is for All Agencies -- FY 2010 -- Permanent, Temporary Employees**

Type of Appointment	Race/Ethnicity																		
	Total Employees						Non-Hispanic or Latino												
	All	Male		Female		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		
Permanent	#	11775	7938	3837		1001	339	5236	2104	912	1017	304	165	28	17	35	18	422	177
	%	100	67.41	<b>32.58</b>		8.50	<b>2.87</b>	44.46	<b>17.86</b>	7.74	8.63	2.58	<b>1.40</b>	0.23	0.14	<b>0.29</b>	<b>0.15</b>	3.58	1.50
Temporary	#	3639	2156	1483		124	93	1645	871	271	413	52	45	8	5	24	19	32	37
	%	100	59.24	<b>40.75</b>		<b>3.40</b>	<b>2.55</b>	45.20	<b>23.93</b>	7.44	11.34	<b>1.42</b>	<b>1.23</b>	0.21	0.13	0.65	0.52	0.87	1.01
Non-Appropriated	#	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	15414	10094	5320		1125	432	6881	2975	1183	1430	356	210	36	22	59	37	454	214
	%	100	65.48	<b>34.51</b>		7.29	<b>2.80</b>	44.64	<b>19.30</b>	7.67	9.27	2.30	<b>1.36</b>	0.23	0.14	0.38	<b>0.24</b>	2.94	1.38

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

**This table is for All Agencies -- FY 2010 -- Permanent, Temporary Employees**

Type of Appointment		Race/Ethnicity																
		Total Employees						Non- Hispanic or Latino								Two or More/Other Races		
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female			
CLF	%	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	0.8	0.8
		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		

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010



**TABLE A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by**

		Race/Ethnicity															
		Total Employees		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	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>0083 - USSS Uniformed Division Officer</b>																	
Total Applications	#	526	424	102	25	-	341	76	42	18	-	8	-	16	-	-	
Received	%	100	80.61	19.39	4.75	0.00	64.83	14.45	7.98	3.42	0.00	1.52	0.00	3.04	0.00	0.00	
Qualified	#	203	172	31	2	-	147	26	17	5	-	-	-	6	-	-	
	%	100	84.73	15.27	0.99	0.00	72.41	12.81	8.37	2.46	0.00	0.00	0.00	2.96	0.00	0.00	
Selected	#	16	13	3	1	-	12	3	-	-	-	-	-	-	-	-	
	%	100	81.25	18.75	6.25	0.00	75.00	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Pool	%	100	91.84	8.16	2.72	0.00	74.15	2.72	14.97	4.08	0.00	1.36	0.00	0.00	0.00	0.00	
<b>0301 - FLETC Administration</b>																	
Total Applications	#	8	7	1	-	-	6	1	-	-	-	-	-	1	-	-	
Received	%	100	87.50	12.50	0.00	0.00	75.00	12.50	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	
Qualified	#	7	6	1	-	-	5	1	-	-	-	-	-	1	-	-	
	%	100	85.71	14.29	0.00	0.00	71.43	14.29	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00	
Selected	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																
Relevant Pool	%	N/A															
<b>0401 - CBP Agriculture Specialists</b>																	
Total Applications	#																
Received	%																
Qualified	#	N/A															
	%																
Selected	#	6	5	1	1	1	4	-	-	-	-	-	-	-	-	-	
	%	100	83.33	16.67	16.67	16.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Pool	%	N/A															

**TABLE A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by**

	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>0801 - USCG General Engineer</b>																		
Total Applications	#	10	10	0	-	-	9	-	-	1	-	-	-	-	-	-	-	-
Received	%	100	100	0.00	0.00	0.00	90.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	8	8	0	-	-	7	-	-	1	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	0.00	87.50	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	1	0	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	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
Relevant Pool	%	N/A																
<b>1101 - FLETC Contract Compliance Specialist</b>																		
Total Applications	#	6	6	0	-	-	6	-	-	-	-	-	-	-	-	-	-	-
Received	%	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
Qualified	#	6	6	0	-	-	6	-	-	-	-	-	-	-	-	-	-	-
	%	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
Selected	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																	
Relevant Pool	%	N/A																
<b>1102 - USCG Contract Specialist</b>																		
Total Applications	#	6	3	3	-	-	3	2	-	-	-	-	-	-	-	-	-	-
Received	%	100	50.00	50.00	0.00	0.00	50.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67
Qualified	#	4	1	3	-	-	1	2	-	-	-	-	-	-	-	-	-	-
	%	100	25.00	75.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00
Selected	#	2	1	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-
	%	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A																

**TABLE A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by**

		Race/Ethnicity															
		Total Employees		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	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1102 - FLETC Contract Specialist</b>																	
Total Applications Received	#	1	0	1	-	1	-	-	-	-	-	-	-	-	-	-	
	%	100	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	0.00	
Qualified	#	1	0	1	-	1	-	-	-	-	-	-	-	-	-	-	
	%	100	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	0.00	
Selected	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																
Relevant Pool	%	N/A															
<b>1102 - TSA Contract Specialist</b>																	
Total Applications Received	#	N/A															
	%																
Qualified	#	N/A															
	%																
Selected	#	18	7	11	-	2	7	6	-	3	-	-	-	-	-	-	
	%	100	38.89	61.11	0.00	11.11	38.89	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Pool	%	N/A															
<b>1801 - CBP Enforcement Aviation/Marine Supervisor</b>																	
Total Applications Received	#	5746															
	%																
Qualified	#	N/A															
	%																
Selected	#	10	10	0	5	-	5	-	-	-	-	-	-	-	-	-	
	%	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	
Relevant Pool	%	N/A															

**TABLE A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by**

	Race/Ethnicity															
	Total Employees		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	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1801 - FLETC Law Enforcement Specialist</b>																
Total Applications Received	#	66	59	7	4	-	46	7	3	-	-	-	-	1	-	5
	%	100	89.39	10.61	6.06	0.00	69.70	10.61	4.55	0.00	0.00	0.00	0.00	1.52	0.00	7.58
Qualified	#	52	46	6	3	-	38	6	2	-	-	-	-	1	-	2
	%	100	88.46	11.54	5.77	0.00	73.08	11.54	3.85	0.00	0.00	0.00	0.00	1.92	0.00	3.85
Selected	#	1	1	0	-	-	-	-	1	-	-	-	-	-	-	-
	%	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
Relevant Pool	%	N/A														
<b>1801 - TSA Transportation Security Officer</b>																
Total Applications Received	#	N/A														
	%	N/A														
Qualified	#	N/A														
	%	N/A														
Selected	#	8,282	4,503	3,779	899	775	2,638	1,851	718	994	190	95	10	10	48	54
	%	100	54.37	45.63	10.85	9.36	31.85	22.35	8.67	12.00	2.29	1.15	0.12	0.12	0.58	0.65
Relevant Pool	%	N/A														
<b>1811 - USSS Special Agent</b>																
Total Applications Received	#	2,396	2,208	188	153	29	1601	108	366	44	60	7	-	6	-	22
	%	100	92.15	7.85	6.39	1.21	66.82	4.51	15.28	1.84	2.50	0.29	0.00	0.25	0.00	0.92
Qualified	#	973	909	64	52	12	698	38	132	14	22	-	-	2	-	3
	%	100	93.42	6.58	5.34	1.23	71.74	3.91	13.57	1.44	2.26	0.00	0.00	0.21	0.00	0.31
Selected	#	49	42	7	3	-	35	4	3	3	1	-	-	-	-	-
	%	100	85.71	14.29	6.12	0.00	71.43	8.16	6.12	6.12	2.04	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	100	89.48	10.52	5.26	0.66	73.05	7.89	7.97	1.23	1.31	0.33	0.00	0.74	0.16	1.15

**TABLE A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by**

		Race/Ethnicity															
		Total Employees		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	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1889 - CBP Import Specialist</b>																	
Total Applications Received	#	4986	N/A														
	%																
Qualified	#	N/A															
	%																
Selected	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																
Relevant Pool	%	N/A															
<b>1895 - CBP Officer</b>																	
Total Applications Received	#	3494	N/A														
	%																
Qualified	#	N/A															
	%																
Selected	#	93	79	14	17	3	57	9	1	4	2						
	%	100	84.95	15.05	18.28	3.23	61.29	9.68	1.08	4.30	2.15	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																
<b>1896 - CBP Border Patrol Agent</b>																	
Total Applications Received	#	1451	N/A														
	%																
Qualified	#	N/A															
	%																
Selected	#	199	185	14	69	6	106	8	3	2	-	-	-	5	-	-	-
	%	100	92.96	7.04	34.67	3.02	53.27	4.02	1.51	1.01	0.00	0.00	0.00	2.51	0.00	0.00	0.00
Relevant Pool	%	N/A															

**TABLE A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by**

	Race/Ethnicity															
	Total Employees		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	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>2181 - CBP Aircraft Pilot</b>																
Total Applications Received	#	7	N/A													
	%															
Qualified	#	N/A														
	%															
Selected	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%															
Relevant Pool	%	N/A														
<b>2210 - TSA IT Specialist</b>																
Total Applications Received	#	N/A														
	%															
Qualified	#	N/A														
	%															
Selected	#	5	3	2	-	3	1	-	-	1	-	-	-	-	-	-
	%	100	60.00	40.00	0.00	60.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A														

N/A = Data Not Available

Note: Data for this table was reported by five components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, Transportation Security Administration, and U.S. Secret Service.

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

This table is for All Agencies -- FY 2010 -- GS, GG, GH, GM, GL -- Permanent Employees

		Race/Ethnicity																
		Total Employees		Hispanic or Latino				Non-Hispanic or Latino				Two or More/Other Races						
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Total Employees	#	1249	744	505	176	66	425	246	90	156	39	25	2	1	6	5	6	
	%	100	59.56	40.43	14.09	5.28	34.02	19.69	7.20	12.48	3.12	2.00	0.16	0.08	0.48	0.40	0.48	
Time in grade in excess of minimum																		
1-12 months	#	648	369	279	75	30	219	142	50	89	18	13	0	0	4	2	3	
	%	100	56.94	43.05	11.57	4.62	33.79	21.91	7.71	13.73	2.77	2.00	0.00	0.00	0.61	0.30	0.46	
13-24 months	#	182	107	75	22	9	65	34	13	27	6	4	0	0	0	0	1	
	%	100	58.79	41.20	12.08	4.94	35.71	18.68	7.14	14.83	3.29	2.19	0.00	0.00	0.00	0.00	0.54	
25+ months	#	419	268	151	79	27	141	70	27	40	15	8	2	1	2	3	2	

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

This table is for All Agencies -- FY 2010 -- GS, GG, GH, GM, GL -- Permanent Employees

		Race/Ethnicity															
		Total Employees						Non- Hispanic or Latino						Two or More/Other Races			
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
	100	63.96	36.03	18.85	6.44	33.65	16.70	6.44	3.57	1.90	0.47	0.23	0.47	0.71	0.47	0.47	
%																	

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010



**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity															
		Total Employees		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	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>USCBP</b>																	
<b>GS-13</b>																	
Total Applications Received	#	8885	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	%																
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																
Selected	#	325	254	71	82	19	156	38	4	9	8	5	4	-	-	-	-
	%	125	78.15	21.85	25.23	5.85	48.00	11.69	1.23	2.77	2.46	1.54	1.23	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A															
<b>GS-14</b>																	
Total Applications Received	#	2698	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	%																
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																
Selected	#	171	115	56	25	10	81	31	4	11	2	2	3	2	2	-	-
	%	115	67.25	32.75	14.62	5.85	47.37	18.13	2.34	6.43	1.17	1.17	1.75	1.17	1.17	0.00	0.00
Relevant Pool	%	N/A															
<b>GS-15</b>																	
Total Applications Received	#	1,389	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	%																
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																
Selected	#	31	25	6	2	-	22	5	-	1	1	-	-	-	-	-	-
	%	106	80.65	19.35	6.45	0.00	70.97	16.13	0.00	3.23	3.23	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A															

**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity																
		Total Employees		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		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>SES</b>																		
Total Applications Received	#	1389	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	%																	
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																	
Selected	#	4	4	0	-	-	4	-	-	-	-	-	-	-	-	-	-	-
	%	100	100	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	0.00
Relevant Pool	%	N/A																
		<b>USCG</b>																
<b>GS-13</b>																		
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																	
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																	
Selected	#	4	3	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1
	%	125	75.00	25.00	25.00	50.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A																
<b>GS-14</b>																		
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																	
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																	
Selected	#	4	1	3	-	1	2	1	2	1	1	1	1	1	1	1	1	1
	%	100	25.00	75.00	0.00	25.00	50.00	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A																

**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity																	
		Total Employees		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			
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
				All															
<b>GS-13/14</b>																			
Total Applications Received	#	78	46	32	-	2	39	22	6	7	1	1	-	-	-	-	-		
	%	100	58.97	41.03	0.00	2.56	50.00	28.21	7.69	8.97	1.28	1.28	0.00	0.00	0.00	0.00	0.00		
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%																		
Selected	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%																		
Relevant Pool	%	N/A																	
<b>GS-15</b>																			
Total Applications Received	#	22	14	8	1	-	8	3	4	5	1	-	-	-	-	-	-		
	%	105	63.64	36.36	4.55	0.00	36.36	13.64	18.18	22.73	4.55	0.00	0.00	0.00	0.00	0.00	0.00		
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%																		
Selected	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%																		
Relevant Pool	%	N/A																	
<b>SES</b>																			
Total Applications Received*	#	3	3	0	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%	100	100	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		
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%																		
Selected	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	%																		
Relevant Pool	%	N/A																	

**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity																
		Total Employees		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		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>FLETC</b>																		
<b>GS-13</b>																		
Total Applications Received	#	36	32	4	1	-	24	4	3	-	-	-	-	-	-	-	-	4
	%	103	88.89	11.11	2.78	0.00	66.67	11.11	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11
Qualified	#	29	26	3	1	-	21	3	2	-	-	-	-	-	-	-	-	1
	%	103	89.66	10.34	3.45	0.00	72.41	10.34	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.45
Selected	#	2	2	0	-	-	1	-	1	-	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	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
Relevant Pool	%	N/A																
<b>GS-14</b>																		
Total Applications Received	#	19	18	1	5	-	12	1	-	-	-	-	-	-	-	-	-	1
	%	126	94.74	5.26	26.32	0.00	63.16	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.26
Qualified	#	13	12	1	4	-	7	1	-	-	-	-	-	-	-	-	-	1
	%	131	92.31	7.69	30.77	0.00	53.85	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.69
Selected	#	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
Relevant Pool	%	N/A																
<b>GS-15</b>																		
Total Applications Received	#	20	17	3	-	-	15	3	-	-	-	-	-	-	-	-	-	2
	%	100	85.00	15.00	0.00	0.00	75.00	15.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00
Qualified	#	19	16	3	-	-	14	3	-	-	-	-	-	-	-	-	-	2
	%	100	84.21	15.79	0.00	0.00	73.68	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.53
Selected	#	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
Relevant Pool	%	N/A																

**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity																				
		Total Employees						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	Male	Female	Male	Female
<b>DHS Headquarters</b>																						
<b>GS-13</b>																						
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																					
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																					
Selected	#	141	71	70	3	2	47	37	19	29	1	-	-	-	-	-	-	-	-	1	2	
	%	102	50.35	49.65	2.13	1.42	33.33	26.24	13.48	20.57	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.71	1.42	
Relevant Pool	%	N/A																				
<b>GS-14</b>																						
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																					
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																					
Selected	#	195	100	95	4	5	73	45	17	32	6	9	-	-	-	-	-	-	-	1	2	
	%	102	51.28	48.72	2.05	2.56	37.44	23.08	8.72	16.41	3.08	4.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.51	1.03	
Relevant Pool	%	N/A																				
<b>GS-15</b>																						
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																					
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%																					
Selected	#	117	68	49	2	1	54	29	7	15	3	3	-	-	-	-	-	-	-	2	1	
	%	102	58.12	41.88	1.71	0.85	46.15	24.79	5.98	12.82	2.56	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.71	0.85	
Relevant Pool	%	N/A																				

**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity																	
		Total Employees				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
<b>SES</b>																			
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																		
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																		
Selected	#	17	12	5	2	-	8	4	1	1	-	-	-	-	-	1	-	-	-
	%	112	71	29.41	11.76	0.00	47.06	23.53	5.88	5.88	0.00	0.00	0.00	0.00	5.88	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A																	
<b>GS-14 (J Band)</b>																			
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																		
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																		
Selected	#	305	202	103	18	9	143	72	29	15	10	6	-	-	2	-	-	-	1
	%	109	66.23	33.77	5.90	2.95	46.89	23.61	9.51	4.92	3.28	1.97	0.00	0.00	0.66	0.00	0.00	0.00	0.33
Relevant Pool	%	N/A																	
<b>GS-15 (K Band)</b>																			
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																		
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																		
Selected	#	151	107	44	6	3	93	28	6	10	2	3	-	-	-	-	-	-	-
	%	106	70.86	29.14	3.97	1.99	61.59	18.54	3.97	6.62	1.32	1.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A																	

**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity															
		Total Employees		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	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>SES (SW Band)</b>																	
Total Applications Received	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																
Qualified	#	N/A	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%																
Selected	#	15	11	4	-	10	4	1	-	-	-	-	-	-	-	-	-
	%	100	73.33	26.67	0.00	66.67	26.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A															
<b>GS-13/14 &amp; LE-4/5/7</b>																	
Total Applications Received	#	2,556	2,294	262	159	29	1,725	164	327	54	39	15	-	22	-	22	-
	%	107	89.75	10.25	6.22	1.13	67.49	6.42	12.79	2.11	1.53	0.59	0.00	0.86	0.00	0.86	0.00
Qualified	#	894	818	76	39	12	671	53	88	11	9	-	-	8	-	3	-
	%	106	91.50	8.50	4.36	1.34	75.06	5.93	9.84	1.23	1.01	0.00	0.00	0.89	0.00	0.34	0.00
Selected	#	52	43	9	4	-	37	7	1	2	1	-	-	-	-	-	-
	%	108	82.69	17.31	7.69	0.00	71.15	13.46	1.92	3.85	1.92	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	100	8832	11.68	5.99	0.67	66.52	7.17	13.82	3.55	1.11	0.22	0.07	0.67	0	0.15	0.07
<b>GS-15 &amp; LE-8</b>																	
Total Applications Received	#	362	334	28	19	-	217	20	77	8	21	-	-	-	-	-	-
	%	105	92.27	7.73	5.25	0.00	59.94	5.52	21.27	2.21	5.80	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	281	262	19	14	-	174	11	61	8	13	-	-	-	-	-	-
	%	105	93.24	6.76	4.98	0.00	61.92	3.91	21.71	2.85	4.63	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	13	12	1	-	10	-	2	-	1	-	-	-	-	-	-	-
	%	100	92.31	7.69	0.00	0.00	76.92	0.00	15.38	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A															

**TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity**

		Race/Ethnicity																
		Total Employees		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		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SES	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Applications Received	#	321	210	111	12	-	165	100	22	11	-	-	-	-	-	-	-	-
	%	104	65.42	34.58	3.74	0.00	51.40	31.15	6.85	3.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	321	210	111	12	-	165	100	22	11	-	-	-	-	-	-	-	-
	%	104	65.42	34.58	3.74	0.00	51.40	31.15	6.85	3.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	11	8	3	1	-	5	3	2	-	-	-	-	-	-	-	-	-
	%	109	72.73	27.27	9.09	0.00	45.45	27.27	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A																

N/A = Data Not Available

Note: Data for this table was reported by seven components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Emergency Management Agency, Federal Law Enforcement Training Center, DHS Headquarters, Transportation Security Administration, and U.S. Secret Service.



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

		Race/Ethnicity																	
		Total Employees						Non-Hispanic or Latino						Two or More/Other Races					
		All	Male	Female	Hispanic or Latino	Male	Female	White	Male	Female	Black or African American	Male	Female	Asian	Male	Female	American Indian or Alaskan Native	Male	Female
<b>GS 1-4, or pay equivalent</b>																			
<b>CBP - INCUMBENT SUPERVISOR TRAINING</b>																			
Slots	#	N/A																	
Relevant Pool	%	N/A																	
Applied	#	N/A																	
Participants	#	1	0	1															
	%	100	0	100	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>USCG - CAREER ENRICHMENT SEMINAR</b>																			
Slots	#	N/A																	
Relevant Pool	%	N/A																	
Applied	#	N/A																	
Participants	#	1	1	0															
	%	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - TUITION ASSISTANCE PROGRAM*</b>																			
Slots	#	N/A																	
Relevant Pool	%	N/A																	
Applied	#	N/A																	
Participants	#	1	1	0															
	%	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0
<b>GS 5-8 or equivalent</b>																			
<b>CBP - INCUMBENT SUPERVISOR TRAINING</b>																			
Slots	#	N/A																	
Relevant Pool	%	N/A																	
Applied	#	N/A																	
Participants	#	1	0	1															
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>CBP - MAKING A DIFFERENCE, 5-YEAR CAREER POINT TRAINING</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	4	1	3	1	2												
	%	100	25.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - OFO STRATEGIC PLAN TRAINING</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	51	32	19														
	%	100	62.7	37.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - SETTING THE EXAMPLE 10-YEAR CAREER POINT</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	23	11	12	1	3	5	6	1	1	2	1						
	%	100	47.8	52.2	4.3	13.0	22	26	4.3	4.3	8.7	4.3	0.0	0.0	0.0	4.3	0.0	0.0
<b>USCG - ASPIRING LEADER PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	5	1	4	1	3												
	%	100	20.0	80.0	20.0	0.0	0.0	60.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>USCG - CAREER ENRICHMENT SEMINAR</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	34	11	23	3	13	6	1										1
	%	100	32.4	67.6	8.8	38.2	17.6	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.9
<b>USCG - CIVILIAN ORIENTATION PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	6	4	2	1	2												
	%	100	66.7	33.3	16.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>USCG - NEW LEADER PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	1	1	0														
	%	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FEMA - SUPPORT ADVISORY GROUP EMPOWERMENT</b>																		
Slots	#	20																
Relevant Pool	%	N/A																
Applied	#	20	4	16	1	6	2	7	1									
	%	100	20.0	80.0	5.0	30.0	10.0	35.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	20	4	16	1	6	2	7	1									
	%	100	20.0	80.0	5.0	30.0	10.0	35.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity															
	Total Employees		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	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>FEMA - PERFORMANCE EXCELLENCE SERIES I</b>																
Slots	#	39														
Relevant Pool	%	N/A														
Applied	#	9	30	1	2	5	13	2	10	2	1	2				
	%	23.1	76.9	2.6	5.1	12.8	33.3	5.1	25.6	0.0	5.1	5.1	0.0	2.6	0.0	0.0
Participants	#	9	30	1	2	5	13	2	10	2	1	2				
	%	23.1	76.9	2.6	5.1	12.8	33.3	5.1	25.6	0.0	5.1	5.1	0.0	2.6	0.0	0.0
<b>FLETC - TUITION ASSISTANCE PROGRAM</b>																
Slots	#	N/A														
Relevant Pool	%	N/A														
Applied	#	0	3				2				1					
	%	0.0	100	0.0	0.0	0.0	66.7	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0
Participants	#	0	3				2				1					
	%	0.0	100	0.0	0.0	0.0	66.7	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0
<b>DHS NPPD - Executive Leaders Program</b>																
Slots	#	N/A														
Relevant Pool	%	N/A														
Applied	#	N/A														
	%	N/A														
Participants	#	1	2			1	1		1							
	%	33.3	66.7	0.0	0.0	33.3	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - ASPIRING LEADER PROGRAM</b>																
Slots	#	N/A														
Relevant Pool	%	N/A														
Applied	#	N/A														
	%	N/A														
Participants	#	8	18	2	2	2	5	2	5	1	1					
	%	30.8	69.2	7.7	7.7	7.7	19.2	7.7	19.2	3.8	3.8	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																				
	Total Employees						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	Male	Female	Male	Female
<b>ICE - NEW LEADER PROGRAM</b>																					
Slots	#	N/A																			
Relevant Pool	%	N/A																			
Applied	#	N/A																			
	%	N/A																			
Participants	#	7	2	5																	
	%	100	28.6	71.4	0.0	0.0	0.0	14.3	28.6	1	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - TUITION ASSISTANCE PROGRAM</b>																					
Slots	#	N/A																			
Relevant Pool	%	N/A																			
Applied	#	N/A																			
	%	N/A																			
Participants	#	23	4	19	1	1	8	4	4	1	4	1	4.3	34.8	0.0	17.4	0.0	0.0	0.0	0.0	2
	%	100	17.4	82.6	0.0	4.3	34.8	0.0	17.4	0.0	17.4	0.0	4.3	34.8	0.0	17.4	0.0	0.0	0.0	8.7	0.0
<b>GS 9-12 or equivalent</b>																					
<b>CBP - SUPERVISORY COMMUNICATION</b>																					
Slots	#	N/A																			
Relevant Pool	%	N/A																			
Applied	#	N/A																			
	%	N/A																			
Participants	#	29	21	8	6	1	13	6	1	1	1	1	0.0	0.0	0.0	3.4	0.0	0.0	0.0	3.4	0.0
	%	100	72.4	27.6	20.7	3.4	44.8	20.7	3.4	3.4	3.4	3.4	0.0	0.0	0.0	3.4	0.0	0.0	0.0	3.4	0.0
<b>CBP - INCUMBENT SUPERVISOR TRAINING</b>																					
Slots	#	N/A																			
Relevant Pool	%	N/A																			
Applied	#	N/A																			
	%	N/A																			
Participants	#	93	73	20	8	3	55	12	9	4	4	1	1	12	9	4	4	1	1	1	0.0
	%	100	78.5	21.5	8.6	3.2	59.1	12.9	9.7	4.3	4.3	1.1	1.1	12.9	9.7	4.3	4.3	1.1	1.1	1.1	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>CBP - COMMAND LEADERSHIP ACADEMY</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	10	8	2	1	5	1											
	%	100	80.0	20.0	10.0	50.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0
<b>CBP - NEW SUPERVISOR ORIENTATION</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	18	15	3	1	9	1	4	1	1	1	5.6	5.6	0.0	0.0	0.0	0.0	0.0
	%	100	83.3	16.7	5.6	50.0	5.6	22.2	5.6	5.6	5.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - OFO STRATEGIC PLAN TRAINING</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	11	10	1														
	%	100	90.9	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - REMOVALS FOR SUPERVISORS</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	48	34	14	9	21	11	1	1	2	2	4.2	0.0	0.0	0.0	1	0.0	0.0
	%	100	70.8	29.2	18.8	43.8	22.9	2.1	2.1	4.2	4.2	0.0	0.0	0.0	2.1	0.0	0.0	0.0

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

	Race/Ethnicity																			
	Total Employees						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	Male	Female	
<b>CBP - MAKING A DIFFERENCE, 5-YEAR CAREER POINT TRAINING</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#	N/A																		
	%	N/A																		
Participants	#	446	371	75	102	23	35	22	9	36	8	1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	83.2	16.8	22.9	5.2	7.8	4.9	2.0	8.1	1.8	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - ICS-701.a NIMS MULTIAGENCY COORDINATION SYSTEM</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#	N/A																		
	%	N/A																		
Participants	#	1	1	0																
	%	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - LEADERSHIP CHALLENGE WORKSHOP</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#	N/A																		
	%	N/A																		
Participants	#	10	6	4	2	1	4	3												
	%	100	60.0	40.0	20.0	10.0	40.0	30.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - OJT FOR NEW SUPERVISORS</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#	N/A																		
	%	N/A																		
Participants	#	248	224	24	101	14	116	9	4	1	1									
	%	100	90.3	9.7	40.7	5.6	46.8	3.6	1.6	0.4	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																												
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female			
<b>CBP - MANAGEMENT REFERRAL TRAINING</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	4	3	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	%	100	75.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - SETTING THE EXAMPLE, 10-YEAR CAREER POINT</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	374	286	88	80	23	158	50	19	11	28	4	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	76.5	23.5	21.4	6.1	42.2	13.4	5.1	2.9	7.5	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - SUPERVISORY LEADERSHIP TRAINING</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	701	614	87	266	26	311	48	23	9	8	3	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	87.6	12.4	37.9	3.7	44.4	6.8	3.3	1.3	1.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - SURVIVAL SKILLS - LABOR RELATIONS FOR INCUMBENT SUPERVISORS</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	33	29	4	1	1	25	3	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	87.9	12.1	3.0	3.0	75.8	9.1	3.0	0.0	6.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0



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

		Race/Ethnicity																									
		Total Employees		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	Male	Female	Male	Female			
<b>CBP - SURVIVAL SKILLS - DISCIPLINARY ACTIONS</b>																											
Slots	#	N/A																									
Relevant Pool	%	N/A																									
Applied	#	N/A																									
	%																										
Participants	#	78	58	20	3	2	16	51	2	2	1	2	2.6	2.6	0.0	0.0	0.0	0.0	1	1.3	0.0	0.0	0.0	0.0			
	%	100	74.4	25.6	3.8	2.6	20.5	65.4	2.6	2.6	1.1	2.3	2.6	2.6	0.0	0.0	0.0	0.0	1.3	1.3	0.0	0.0	0.0	0.0			
<b>CBP - SURVIVAL SKILLS - EMPLOYEE RELATIONS FOR INCUMBENT SUPERVISORS</b>																											
Slots	#	N/A																									
Relevant Pool	%	N/A																									
Applied	#	N/A																									
	%																										
Participants	#	88	69	19	10	2	56	12	2	1	2	1	2	1.1	2.3	0.0	0.0	0.0	1	1.1	1.1	1.1	0.0	0.0			
	%	100	78.4	21.6	11.4	2.3	63.6	13.6	2.3	1.1	2.3	1.1	2.3	1.1	2.3	0.0	0.0	0.0	1.1	1.1	1.1	1.1	0.0	0.0			
<b>CBP - SURVIVAL SKILLS - MOTIVATING EMPLOYEES</b>																											
Slots	#	N/A																									
Relevant Pool	%	N/A																									
Applied	#	N/A																									
	%																										
Participants	#	35	28	7	1	1	25	7	1	1	1	1	2.9	2.9	0.0	0.0	0.0	0.0	1	2.9	0.0	0.0	0.0	0.0			
	%	100	80.0	20.0	2.9	0.0	71.4	20.0	2.9	2.9	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.9	2.9	0.0	0.0	0.0	0.0			
<b>CBP - TEAM LEADERSHIP</b>																											
Slots	#	N/A																									
Relevant Pool	%	N/A																									
Applied	#	N/A																									
	%																										
Participants	#	33	24	9	9	8	13	1	2	2	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	0.0	0.0	0.0	0.0	0.0			
	%	100	72.7	27.3	27.3	24.2	39.4	3.0	6.1	6.1	6.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.1	6.1	0.0	0.0	0.0	0.0			

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

	Race/Ethnicity																															
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
<b>CBP - TRANSITIONING TO SECOND LEVEL SUPERVISION</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	4	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
	%	100	75.0	25.0	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>CBP - VARIOUS TRAINING PROGRAMS</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	6	1	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
	%	100	16.7	83.3	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>USCG - CAREER ENRICHMENT SEMINAR</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>USCG - CIVILIAN ORIENTATION PROGRAM</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	28	15	13	2	1	12	10	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
	%	100	53.6	46.4	7.1	3.6	42.9	35.7	3.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			

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

	Race/Ethnicity																	
	Total Employees				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
<b>USCG - EXECUTIVE LEADERSHIP PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	2	1	1														
	%	100	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>USCG - NEW LEADER PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	2	2	0														
	%	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>USCG - SEMINAR FOR NEW MANAGERS</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	2	2	0														
	%	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>USCG - SENIOR LEADERSHIP PRINCIPLES &amp; SKILLS</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	24	19	5														
	%	100	79.2	20.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Total Employees		Race/Ethnicity														Two or More/Other Races	
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>USCG - SUPERVISORY LEADERSHIP SEMINAR</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#																	
	%																	
Participants	#	2	1	1														1
	%	100	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
<b>FEMA - PERFORMANCE EXCELLENCE SERIES II</b>																		
Slots	#	21																
Relevant Pool	%	N/A																
Applied	#	18	9	9														
	%	100	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	18	9	9														
	%	100	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC - FUTURE LEADERS PROGRAM (FLP)</b>																		
Slots	#	15																
Relevant Pool	%	N/A																
Applied	#	18	14	4														
	%	100	77.8	22.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	1	0	1														
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC - TUITION ASSISTANCE PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	13	4	9														
	%	100	30.8	69.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	13	4	9														
	%	100	30.8	69.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>DHS NPPD - EXECUTIVE LEADERS PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	10	5	5	0.0	0.0	1	10.0	4	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	50.0	50.0	0.0	0.0	10.0	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - ASPIRING LEADER PROGRAM*</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	2	1	1	0.0	0.0	1	50.0	1	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	50.0	50.0	0.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - NEW LEADER PROGRAM*</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	25	12	13	2	1	9	3	1	5	2	8.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	48.0	52.0	8.0	4.0	36.0	12.0	4.0	20.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - EXECUTIVE LEADERSHIP PROGRAM*</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	16	8	8	0.0	0.0	1	4	3	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	50.0	50.0	0.0	0.0	6.3	25.0	18.8	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>ICE - SUPERVISORY LEADERSHIP TRAINING*</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	64	52	12	14	1	29	7	4	1								
	%	100	81.3	18.8	21.9	1.6	45.3	10.9	6.3	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - TUITION ASSISTANCE PROGRAM*</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	63	39	24	8	5	20	10	4	2	1							
	%	100	61.9	38.1	12.7	7.9	31.7	15.9	6.3	3.2	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>TSA - EMERGING LEADERS</b>																		
Slots	#	5																
Relevant Pool	%	N/A																
Applied	#	5	4	1			4	1										
	%	100	80.0	20.0	0.0	0.0	80.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	5	4	1			4	1										
	%	100	80.0	20.0	0.0	0.0	80.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>TSA - FOUNDATION OF TEAM LEADERSHIP</b>																		
Slots	#	6																
Relevant Pool	%	N/A																
Applied	#	7	2	5			2	2		2	1							
	%	100	28.6	71.4	0.0	0.0	28.6	28.6	0.0	28.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	7	2	5			2	2		2	1							
	%	100	28.6	71.4	0.0	0.0	28.6	28.6	0.0	28.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity													
	Total Employees						Non-Hispanic or Latino						Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Male	Female
<b>GS 13-15 or equivalent</b>														
<b>CBP - AIR WAR COLLEGE</b>														
Slots	#	1												
Relevant Pool	%	N/A												
Applied	#	1	0											
	%	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0											
	%													
<b>CBP - CENTER FOR CREATIVE LEADERSHIP LDP</b>														
Slots	#	N/A												
Relevant Pool	%	N/A												
Applied	#	N/A												
	%													
Participants	#	16	11	5				8	4	3	1			
	%	100	68.8	31.3	0.0	0.0	0.0	50.0	25.0	18.8	6.3	0.0	0.0	0.0
<b>CBP - COACHING FOUNDATIONS</b>														
Slots	#	N/A												
Relevant Pool	%	N/A												
Applied	#	N/A												
	%													
Participants	#	12	6	6				4	3	1	3			
	%	100	50.0	50.0	0.0	0.0	0.0	33.3	25.0	8.3	25.0	0.0	0.0	0.0
<b>CBP - COMMAND &amp; GENERAL STAFF COLLEGE, SCHOOL OF ADVANCED MILITARY STUDIES</b>														
Slots	#	1												
Relevant Pool	%	N/A												
Applied	#	1	1	0				1						
	%	100	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0												
	%													

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

	Race/Ethnicity																	
	Total Employees				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
<b>CBP - DHS FELLOWS</b>																		
Slots	#	4																
Relevant Pool	%	N/A																
Applied	#	6	0	1		5												
	%	100.0	0.0	16.7	0.0	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	4	0	1		3												
	%	100	100.0	0.0	25.0	0.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - LEADERSHIP INSTITUTE</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	154	118	36	32	6	73	21	10	7	2	2	1					
	%	100	76.6	23.4	20.8	3.9	47.4	13.6	6.5	4.5	1.3	1.3	0.6	0.0	0.0	0.0	0.0	0.0
Participants	#	29	22	7	6		15	6	1				1					
	%	100	75.9	24.1	20.7	0.0	51.7	20.7	3.4	0.0	0.0	3.4	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - FEI FOR A DEMOCRATIC SOCIETY</b>																		
Slots	#	5																
Relevant Pool	%	N/A																
Applied	#	15	9	6	4		5	5		1								
	%	100	60.0	40.0	26.7	0.0	33.3	33.3	0.0	6.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	5	3	2			3	2										
	%	100	60.0	40.0	0.0	0.0	60.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - HARVARD UNIVERSITY SENIOR EXECUTIVE FELLOWS</b>																		
Slots	#	18																
Relevant Pool	%	N/A																
Applied	#	33	24	9	4		18	7	2	1			1					
	%	100	72.7	27.3	12.1	0.0	54.5	21.2	6.1	3.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0
Participants	#	16	12	4			11	4	1									
	%	100	75.0	25.0	0.0	0.0	68.8	25.0	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0



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

	Race/Ethnicity																			
	Total Employees						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	Male	Female	
<b>CBP - INCUMBENT SUPERVISOR TRAINING</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#																			
	%																			
Participants	#	128	100	28	31	9	58	15	4	2										
	%	100	78.1	21.9	24.2	7.0	45.3	11.7	3.1	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - INDUSTRIAL COLLEGE OF ARMED FORCES</b>																				
Slots	#	2																		
Relevant Pool	%	N/A																		
Applied	#	2	1	1																
	%	100	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	1	0	1																
	%	100	0.0	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - JOINT FORCES STAFF COLLEGE</b>																				
Slots	#	2																		
Relevant Pool	%	N/A																		
Applied	#	1	1	0																
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0																		
	%																			
<b>CBP - MAKING A DIFFERENCE, 5-YEAR CAREER POINT TRAINING</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#																			
	%																			
Participants	#	2	1	1																
	%	100	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity														
	Total Employees						Non-Hispanic or Latino						Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>CBP - LEADERSHIP CHALLENGE WORKSHOP</b>															
Slots	#	N/A													
Relevant Pool	%	N/A													
Applied	#	N/A													
	%	N/A													
Participants	#	74	47	27	8	6	34	18	2	3	2	1	1	1	0.0
	%	100	63.5	36.5	10.8	8.1	45.9	24.3	4.1	2.7	1.4	1.4	0.0	0.0	0.0
<b>CBP - LEADERSHIP FORUM</b>															
Slots	#	N/A													
Relevant Pool	%	N/A													
Applied	#	N/A													
	%	N/A													
Participants	#	102	53	49	3	1	43	35	5	11	1	1	2	1	0.0
	%	100	52.0	48.0	2.9	1.0	42.2	34.3	4.9	10.8	1.0	2.0	0.0	1.0	0.0
<b>CBP - MANAGEMENT REFERRAL TRAINING</b>															
Slots	#	N/A													
Relevant Pool	%	N/A													
Applied	#	N/A													
	%	N/A													
Participants	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0.0
	%	100	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - NATIONAL WAR COLLEGE</b>															
Slots	#	2													
Relevant Pool	%	N/A													
Applied	#	8	8	0	2	0	5	0	1	1	0	0	0	0	0.0
	%	100	100.0	0.0	25.0	0.0	62.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	3	2	1	0	1	2	0	0	0	0	0	0	0	0.0
	%	100	66.7	33.3	0.0	33.3	66.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>CBP - NAVAL POSTGRADUATE SCHOOL OF EXECUTIVE LEADERS</b>																		
Slots	#	2																
Relevant Pool	%	N/A																
Applied	#	5	0	2	2	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	0.0
	%	100.0	0.0	40.0	0.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	0.0
Participants	#	N/A																
	%	N/A																
<b>CBP - NAVAL POSTGRADUATE SCHOOL MASTERS DEGREE PROGRAM</b>																		
Slots	#	2																
Relevant Pool	%	N/A																
Applied	#	10	8	2	2	6	2	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	80.0	20.0	20.0	60.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0																
	%																	
<b>CBP - NDU CAPSTONE PROGRAM</b>																		
Slots	#	4																
Relevant Pool	%	N/A																
Applied	#	6	6	0	1	5												
	%	100	100	0.0	16.7	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	4	4	0	1	3												
	%	100	100	0.0	25.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - ICS-701a NIMS MULTIAGENCY COORDINATION SYSTEM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	12	12	0	1	10												
	%	100	100.0	0.0	8.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																															
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
<b>CBP - OJT FOR NEW SUPERVISORS</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%																															
Participants	#	40	34	6	11	23	6	15.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	85.0	15.0	27.5	57.5	15.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>CBP - PUBLIC AFFAIRS OFFICER TRAINING</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%																															
Participants	#	3	2	1	1	1	1	33.3	0.0	0.0	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	66.7	33.3	0.0	0.0	33.3	33.3	0.0	0.0	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>CBP - REMOVALS FOR SUPERVISORS</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%																															
Participants	#	14	11	3	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
	%	100	78.6	21.4	7.1	64.3	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1		
<b>CBP - SETTING THE EXAMPLE, 10-YEAR CAREER POINT</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%																															
Participants	#	15	14	1	4	10	1	6.7	0.0	0.0	6.7	6.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	93.3	6.7	26.7	66.7	6.7	44.4	0.0	0.0	44.4	44.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			

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

	Race/Ethnicity																															
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
<b>CBP - SUPERVISORY COMMUNICATION</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	9	6	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>CBP - SUPERVISORY LEADERSHIP TRAINING</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	196	123	73	19	11	95	46	3	12	6	2	3	1.5	6.1	3.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	1.0	0.0	0.0		
	%	100	62.8	37.2	9.7	5.6	48.5	23.5	1.5	6.1	3.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	1.0	0.0	0.0		
<b>CBP - SURVIVAL SKILLS - LABOR RELATIONS FOR INCUMBENT SUPERVISORS</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	16	9	7	2	7	5	2	2	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	%	100	56.3	43.8	12.5	43.8	31.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>CBP - SURVIVAL SKILLS - DISCIPLINARY ACTIONS</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%	N/A																														
Participants	#	20	12	8	0.0	1	11	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	1	5.0	5.0	0.0	0.0
	%	100	60.0	40.0	0.0	5.0	55.0	30.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	5.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>CBP - SURVIVAL SKILLS - EMPLOYEE RELATIONS FOR INCUMBENT SUPERVISORS</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	30	14	16	2	4	11	9	3	1								
	%	100	46.7	53.3	6.7	13.3	36.7	30.0	10.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - SURVIVAL SKILLS - MOTIVATING EMPLOYEES</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	8	8	0	0.0	0.0	7	0.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	100	0.0	0.0	0.0	87.5	0.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - TEAM LEADERSHIP</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	24	18	6	6	2	12	3	1									
	%	100	75.0	25.0	25.0	8.3	50.0	12.5	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - TRANSITIONING TO SECOND LEVEL SUPERVISION</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	60	60	0	14	0.0	42	0.0	3	1								
	%	100	100	0.0	23.3	0.0	70.0	0.0	5.0	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																			
	Total Employees						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	Male	Female	
<b>CBP - US ARMY WAR COLLEGE</b>																				
Slots	#	1																		
Relevant Pool	%	N/A																		
Applied	#	2	0																	
	%	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0																		
	%																			
<b>CBP - US NAVAL WAR COLLEGE</b>																				
Slots	#	1																		
Relevant Pool	%	N/A																		
Applied	#	1	0																	
	%	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0																		
	%																			
<b>CBP - VARIOUS TRAINING PROGRAMS</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#	N/A																		
	%																			
Participants	#	135	79	56	4	1	71	52	2	1	2	2	1.5	1.5	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	58.5	41.5	3.0	0.7	52.6	38.5	1.5	0.7	1.5	1.5	1.5	1.5	0.0	0.0	0.0	0.0	0.0	0.0
<b>USCG - CAPITOL HILL WORKSHOP</b>																				
Slots	#	N/A																		
Relevant Pool	%	N/A																		
Applied	#	N/A																		
	%																			
Participants	#	2	1	1			1													
	%	100	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																															
	Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
<b>USCG - CIVILIAN ORIENTATION PROGRAM</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#																															
	%																															
Participants	#	13	8	5	0.0	0.0	30.8	4	3	23.1	7.7	15.4	2	3	23.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	61.5	38.5	0.0	0.0	30.8	4	3	23.1	7.7	15.4	2	3	23.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>USCG - DHS &amp; CEG FELLOWS PROGRAM</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#																															
	%																															
Participants	#	3	2	1	0.0	0.0	66.7	2	1	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	66.7	33.3	0.0	0.0	66.7	2	1	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>USCG - EXECUTIVE DEVELOPMENT SEMINAR</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#																															
	%																															
Participants	#	1	0	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
<b>USCG - EXECUTIVE LEADERSHIP PROGRAM</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#																															
	%																															
Participants	#	2	1	1	0.0	0.0	50.0	1	1	50.0	50.0	50.0	1	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
	%	100	50	50.0	0.0	0.0	50.0	1	1	50.0	50.0	50.0	1	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			



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

		Race/Ethnicity																											
		Total Employees				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	Male	Female	Male	Female	Male	Female	Male	Female		
<b>USCG - EXECUTIVE POTENTIAL PROGRAM</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	3	3	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
	%	100	100	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3	0.0	33.3
<b>USCG - MANAGEMENT DEVELOPMENT SEMINAR</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	3	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
	%	100	67	33.3	0.0	0.0	66.7	33.3	0.0	0.0	66.7	33.3	0.0	0.0	66.7	33.3	0.0	0.0	66.7	33.3	0.0	0.0	66.7	33.3	0.0	0.0	66.7	33.3	0.0
<b>USCG - SENIOR LEADERSHIP PRINCIPLES &amp; SKILLS</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	23	19	4	1	1	17	2	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
	%	100	82.6	17.4	4.3	4.3	73.9	8.7	8.7	4.3	8.7	4.3	8.7	4.3	8.7	4.3	8.7	4.3	8.7	4.3	8.7	4.3	8.7	4.3	8.7	4.3	8.7	4.3	8.7
<b>USCG - WHITE HOUSE WORKSHOP</b>																													
Slots	#	N/A																											
Relevant Pool	%	N/A																											
Applied	#	N/A																											
	%	N/A																											
Participants	#	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	%	100	50.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>FEMA - PERFORMANCE EXCELLENCE SERIES II</b>																		
Slots	#	3																
Relevant Pool	%	N/A																
Applied	#	1	2					1	1									
	%	33.3	66.7	0.0	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0
Participants	#	1	2					1	1				1					
	%	33.3	66.7	0.0	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0
<b>FEMA - HUMAN RESOURCES FOR SUPERVISORS AND MANAGERS</b>																		
Slots	#	120																
Relevant Pool	%	N/A																
Applied *	#	0	0															
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	59	62	8	10	30	28	20	22	1	2							
	%	48.76	51.24	6.61	8.26	24.79	23.14	16.53	18.18	0.83	1.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>FLETC - BRANCH CHIEF LEADERSHIP TRAINING PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	14	0			12		2										
	%	100	0.0	0.0	0.0	85.7	0.0	14.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC - DHS FELLOWS PROGRAM</b>																		
Slots	#	2																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	1	0			1												
	%	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>FLETC - FEI LEADERSHIP FOR A DEMOCRATIC SOCIETY</b>																		
Slots	#	4																
Relevant Pool	%	N/A																
Applied	#																	
	%																	
Participants	#	3	2	1														
	%	100	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC - NEW SUPERVISOR TRAINING PROGRAM</b>																		
Slots	#	64																
Relevant Pool	%	N/A																
Applied	#																	
	%																	
Participants	#	12	8	4														
	%	100	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC - FUTURE LEADERS PROGRAM (FLP)</b>																		
Slots	#	15																
Relevant Pool	%	N/A																
Applied	#	18	14	4														
	%	100	77.8	22.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	18	14	4														
	%	100	77.8	22.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>FLETC - TREASURY EXECUTIVE INSTITUTE</b>																		
Slots	#	2																
Relevant Pool	%	N/A																
Applied	#																	
	%																	
Participants	#	2	0	2														
	%	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

		Race/Ethnicity																
		Total Employees			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
<b>FLETC - TUITION ASSISTANCE PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	25	20	5	2	18	1	3	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	%	100	80.0	20.0	0.0	8.0	72.0	0.0	4.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Participants	#	25	20	5	2	18	1	3	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	%	100	80.0	20.0	0.0	8.0	72.0	0.0	4.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>DHS NPPD - CENTER FOR HOMELAND DEFENSE &amp; SECURITY (NAVAL POST GRADUATE MASTERS PROGRAM)</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	4	2	2	0.0	0.0	2	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	%	100	50.0	50.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>DHS NPPD - DHS FELLOWS PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	1	1	0	0.0	0.0	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>DHS NPPD - EXECUTIVE LEADERS PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	2	1	1	0.0	50.0	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	%	100	50.0	50.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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

	Race/Ethnicity																	
	Total Employees				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
<b>DHS NPPD - FEDERAL EXECUTIVE PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#																	
	%																	
Participants	#	15	10	5			4	1	1									
	%	100	66.7	33.3	0.0	0.0	26.7	6.7	6.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS NPPD - INDUSTRIAL COLLEGE OF THE ARMED FORCES</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#																	
	%																	
Participants	#	3	2	1	1	1	1											
	%	100	66.7	33.3	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS NPPD - LEARNING DEVELOPMENT COACHING PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#																	
	%																	
Participants	#	23	17	6	1	11	5	5	1									
	%	100	73.9	26.1	4.3	47.8	21.7	21.7	4.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>DHS OIG - AMERICAN INSTITUTE UNIVERSITY</b>																		
Slots	#	4																
Relevant Pool	%	N/A																
Applied	#	4	1	3	1	2	1											
	%	100	25.00	75.00	25.00	50.00	25.00	0.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	4	1	3	1	2	1											
	%	100	25.00	75.00	25.00	50.00	25.00	0.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00

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

	Race/Ethnicity																
	Total Employees			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
<b>DHS OIG - DHS FELLOWS ROTATION PROGRAM</b>																	
Slots	#	5															
Relevant Pool	%	N/A															
Applied	#	3	2			2	2	1									
	%	60.00	40.00	0.00	0.00	40.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	2	2			1	2	1									
	%	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
<b>DHS OIG - GEORGETOWN UNIVERSITY-PUBLIC POLICY MASTER DEGREE</b>																	
Slots	#	4															
Relevant Pool	%	N/A															
Applied	#	1	2			1	1										
	%	33.33	66.67	0.00	0.00	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	1	2			1	1										
	%	33.33	66.67	0.00	0.00	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>ICE - EXECUTIVE LEADERSHIP PROGRAM*</b>																	
Slots	#	N/A															
Relevant Pool	%	N/A															
Applied	#	N/A															
	%	N/A															
Participants	#	15	14	3	8	7	3	5	1	1							
	%	51.7	48.3	10.3	27.6	24.1	10.3	17.2	3.4	3.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - EXECUTIVE POTENTIAL PROGRAM*</b>																	
Slots	#	N/A															
Relevant Pool	%	N/A															
Applied	#	N/A															
	%	N/A															
Participants	#	11	11	1	2	4	1	5									
	%	50.0	50.0	4.5	9.1	18.2	4.5	22.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																	
	Total Employees				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
<b>ICE - FEI LEADERSHIP FOR A DEMOCRATIC SOCIETY</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	7	4	3	0.0	0.0	1	1	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	57.1	42.9	0.0	0.0	14.3	28.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - SUPERVISORY LEADERSHIP TRAINING*</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	331	250	81	42	19	166	33	19	23	8	2	1	0.0	0.0	2	0.0	0.0
	%	100	75.5	24.5	12.7	5.7	50.2	10.0	5.7	6.9	2.4	0.6	0.3	0.0	0.6	0.0	0.0	0.0
<b>ICE - FELLOWS PROGRAM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	13	11	2	1	1	9	1	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	84.6	15.4	0.8	7.7	69.2	7.7	7.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - TUITION ASSISTANCE PROGRAM*</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%	N/A																
Participants	#	62	48	14	10	2	30	6	5	4	1							
	%	100	77.4	22.6	16.1	3.2	48.4	9.7	8.1	6.5	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

		Race/Ethnicity																
		Total Employees			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
<b>TSA - AMERICAN INSTITUTE UNIVERSITY</b>																		
Slots	#	10																
Relevant Pool	%	N/A																
Applied	#	9	6	3														
	%	100	66.67	33.33	0.00	0.00	55.56	33.33	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants	#	4	3	1														
	%	100	75.00	25.00	0.00	0.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>TSA - GEORGETOWN UNIVERSITY-PUBLIC POLICY MASTERS DEGREE</b>																		
Slots	#	5																
Relevant Pool	%	N/A																
Applied	#	5	2	3														
	%	100	40.00	60.00	0.00	0.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants	#	5	2	3														
	%	100	40.00	60.00	0.00	0.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>TSA - DHS ACADEMY LEADERSHIP INSTITUTE</b>																		
Slots	#	9																
Relevant Pool	%	N/A																
Applied	#	9	5	4														
	%	100	55.56	44.44	0.00	0.00	22.22	22.22	11.11	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants	#	9	5	4														
	%	100	55.56	44.44	0.00	0.00	22.22	22.22	11.11	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>TSA - DHS FELLOWS ROTATION PROGRAM</b>																		
Slots	#	3																
Relevant Pool	%	N/A																
Applied	#	17	12	5	2													
	%	100	70.59	29.41	11.76	0.00	58.82	23.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants	#	4	3	1	1													
	%	100	75.00	25.00	25.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	



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

		Race/Ethnicity												Two or More/Other Races					
		Total Employees				Hispanic or Latino		White		Black or African American		Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native	
		All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female			Male	Female	Male	Female
<b>USSS - JOHNS HOPKINS EXECUTIVE DEVELOPMENT PROGRAM</b>																			
Slots	#	24																	
Relevant Pool	%	100	79.1	20.9	5.8	0.5	62.7	15.1	7.9	4.5	1.9	0.6	0.0	0.0	0.8	0.1	0.0		
Applied	#	40	31	9	4		21	7	4	2	2								
	%	100	77.50	22.50	10.00	0.00	52.50	17.50	10.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00		
Participants	#	24	16	8	2		12	6	2	2									
	%	100	66.67	33.33	8.33	0.00	50.00	25.00	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>USSS - SES CAREER DEVELOPMENT PROGRAM</b>																			
Slots	#	37																	
Relevant Pool	%	100	79.1	20.9	5.8	0.5	62.7	15.1	7.9	4.5	1.9	0.6	0.0	0.0	0.8	0.1	0.0		
Applied	#	88	74	14	4		51	11	15	3	2				1		1		
	%	100	84.09	15.91	4.55	0.00	57.95	12.50	17.05	3.41	2.27	0.00	0.00	0.00	1.14	0.00	1.14		
Participants	#	37	31	6			20	5	10	1	1								
	%	100	83.78	16.22	0.00	0.00	54.05	13.51	27.03	2.70	2.70	0.00	0.00	0.00	0.00	0.00	0.00		
<b>SES or equivalent</b>																			
<b>CBP - COMMAND LEADERSHIP ACADEMY</b>																			
Slots	#	N/A																	
Relevant Pool	%	N/A																	
Applied	#	N/A																	
	%																		
Participants	#	1	1	0			1												
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>CBP - HARVARD UNIVERSITY SENIOR EXECUTIVE FELLOWS</b>																			
Slots	#	N/A																	
Relevant Pool	%	N/A																	
Applied	#	N/A																	
	%																		
Participants	#	2	2	0			2												
	%	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

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

	Race/Ethnicity																	
	Total Employees				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
<b>CBP - ICS FOR SINGLE RESOURCES &amp; INITIAL ACTION INCIDENTS</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants *	#	2	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - INTRODUCTION TO INCIDENT COMMAND CENTER</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants *	#	2	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>CBP - LEADERSHIP FORUM</b>																		
Slots	#	N/A																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	7	3	4	42.9	57.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	42.9	57.1	57.1	57.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>ICE - FELLOWS PROGRAM</b>																		
Slots	#	0																
Relevant Pool	%	N/A																
Applied	#	N/A																
	%																	
Participants	#	1	1	0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	100	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

	Race/Ethnicity																															
	Total Employees				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			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
<b>SUMMARY BY GRADE CATEGORY</b>																																
<b>GS 1-4 or Pay Equivalent</b>																																
Slots	#	N/A																														
Relevant Pool	%	N/A																														
Applied	#	N/A																														
	%																															
Participants	#	3	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100	66.7	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>GS 5-8 or Pay Equivalent</b>																																
Slots	#	59																														
Relevant Pool	%	N/A																														
Applied	#	62	13	49	1	3	7	21	4	17	4	17	4	17	4	17	4	17	4	17	4	17	4	17	4	17	4	17	4	17		
	%	100	21.0	79.0	1.6	4.8	11.3	33.9	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4	6.5	27.4		
Participants	#	246	89	157	6	13	30	63	10	39	10	39	10	39	10	39	10	39	10	39	10	39	10	39	10	39	10	39	10	39		
	%	100	36.2	63.8	2.4	5.3	12.2	25.6	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9	4.1	15.9		
<b>GS 9-12 or Pay Equivalent</b>																																
Slots	#	47																														
Relevant Pool	%	N/A																														
Applied	#	61	33	28	0	2	29	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12	3	12		
	%	100	54.1	45.9	0.0	3.3	47.5	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7	4.9	19.7		
Participants	#	2559	2059	500	629	121	1195	266	104	73	104	73	104	73	104	73	104	73	104	73	104	73	104	73	104	73	104	73	104	73		
	%	100	80.5	19.5	24.6	4.7	46.7	10.4	4.1	2.9	4.1	2.9	4.1	2.9	4.1	2.9	4.1	2.9	4.1	2.9	4.1	2.9	4.1	2.9	4.1	2.9	4.1	2.9	4.1			
<b>GS 13-15 or Pay Equivalent</b>																																
Slots	#	305																														
Relevant Pool	%	N/A																														
Applied *	#	618	356	110	56	10	250	69	38	27	38	27	38	27	38	27	38	27	38	27	38	27	38	27	38	27	38	27	38			
	%	100	57.6	17.8	9.1	1.6	40.5	11.2	6.1	4.4	6.1	4.4	6.1	4.4	6.1	4.4	6.1	4.4	6.1	4.4	6.1	4.4	6.1	4.4	6.1	4.4	6.1	4.4	6.1			
Participants	#	1839	1261	578	185	85	905	341	115	129	115	129	115	129	115	129	115	129	115	129	115	129	115	129	115	129	115	129	115			
	%	100	68.6	31.4	10.1	4.6	49.2	18.5	6.3	7.0	6.3	7.0	6.3	7.0	6.3	7.0	6.3	7.0	6.3	7.0	6.3	7.0	6.3	7.0	6.3	7.0	6.3	7.0	6.3			

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

	Race/Ethnicity																			
	Total Employees						Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races	
	All		Male		Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Slots	N/A																			
Relevant Pool	N/A																			
Applied	N/A																			
Participants *	15	7	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100	46.7	26.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

SES or Pay Equivalent

N/A = Data Not Available

\* The reporting Components did not collect the ethnic race indicator (ERI) and gender information for all applicants/participants.

Note: Data for this table was reported by nine operational/organizational components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Emergency Management Agency, Federal Law Enforcement Training Center, DHS National Protections and Programs Directorate, DHS Office of the Inspector General, Immigration & Customs Enforcement, Transportation Security Administration, and U.S. Secret Service.

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

This table is for All Agencies -- 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, QUALITY INC -- FY 2010 -- Permanent Employees

Recognition or Award Program, # Awards Given, Total cash	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	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					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
<b>Time-Off awards - 1-9 hours</b>																		
Total Time-Off Awards Given	#	25553	15597	9956	2026	1164	10438	5938	2218	2311	655	360	27	31	172	101	61	51
	%	100	61.03	38.96	7.92	4.55	40.84	23.23	8.67	9.04	2.56	1.40	0.10	0.12	0.67	0.39	0.23	0.19
Total Hours	H	162768.0	100019.0	62749.0	13694.0	7770.0	66621.0	36892.0	14110.0	14762.0	4057.0	2211.0	133.0	182.0	1020.0	651.0	384.0	281.0
Average Hours	H	6.4	6.4	6.3	6.8	6.7	6.4	6.2	6.4	6.4	6.2	6.1	4.9	5.9	5.9	6.4	6.3	5.5
	r																	
<b>Time-Off awards - 9+ hours</b>																		
Total Time-Off Awards Given	#	20105	12667	7438	2243	1090	8726	4399	1048	1525	514	313	11	10	84	66	41	35
	%	100	63.00	36.99	11.15	5.42	43.40	21.88	5.21	7.58	2.55	1.55	0.05	0.04	0.41	0.32	0.20	0.17

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

This table is for All Agencies -- 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, QUALITY INC -- FY 2010 -- Permanent Employees

Recognition or Award Program, # Awards Given, Total cash	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino					
	All		Male		Female		Male		Female		Male		Female		Male		Female	
Total Hours	H	492499.0	310552.0	181947.0	55003.0	27318.0	215435.0	108124.0	36387.0	12128.0	7306.0	240.0	262.0	2027.0	1542.0	897.0	1008.0	
	r																	
Average Hours	H	24.5	24.5	24.5	24.5	25.1	24.7	24.6	23.9	23.6	23.3	21.8	26.2	24.1	23.4	21.9	28.8	
	r																	
Cash Awards - \$100-\$500																		
Total Cash Awards Given	#	45284	28316	16968	4938	2602	17823	9324	3801	1240	612	93	77	261	185	160	121	
	%	100	62.52	37.47	10.90	5.74	39.35	20.59	8.39	2.73	1.35	0.20	0.17	0.57	0.40	0.35	0.26	
Total Amount	\$	13,027,569	8,213,688	4,813,881	1,462,729	744,567	5,182,459	2,638,328	1,059,637	362,539	177,303	24,201	21,253	75,352	48,136	46,771	37,821	
	\$	288	290	284	296	286	291	283	279	292	290	260	276	289	260	292	313	
Cash Awards - \$501+																		

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

This table is for All Agencies -- 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, QUALITY INC -- FY 2010 -- Permanent Employees

Recognition or Award Program, # Awards Given, Total cash	Race/Ethnicity																			
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino											
	All	Male	Female		Male	Female	Male	Female	White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
Total Cash Awards Given	#	68648	45714	22934	10807	3639	29475	13160	3157	4616	1764	1212	38	33	264	135	209	139		
	%	100	66.59	33.40	15.74	5.30	42.93	19.17	4.59	6.72	2.56	1.76	0.05	0.04	0.38	0.19	0.30	0.20		
Total		NOTE: Percentages compute across rows and NOT down columns. Report generated on Oct 22, 2010																		
Average Amount	\$	1,759	1,784	1,711	1,817	1,699	1,785	1,725	1,792	1,736	1,599	1,567	1,343	1,263	1,626	1,582	1,540	1,330		

**Quality Step Increases:**

Total QSI's Awarded	#	1263	702	561	33	41	588	378	44	109	27	24	1	0	1	2	8	7	
	%	100	55.58	44.41	2.61	3.24	46.55	29.92	3.48	8.63	2.13	1.90	0.07	0.00	0.07	0.15	0.63	0.55	
Total Benefit	\$	4,136,907	2,483,925	1,652,982	101,560	112,551	2,141,160	1,119,998	134,244	308,283	82,410	89,347	2,418	0	1,294	7,452	20,839	15,351	
Average Benefit	\$	3,275	3,538	2,946	3,078	2,745	3,641	2,963	3,051	2,828	3,052	3,723	2,418	-	1,294	3,726	2,605	2,193	

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Type of Separation	Race/Ethnicity																
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino								
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
<b>Voluntary</b>	#	6761	4316	2445	247	2977	1446	457	581	168	100	4	3	37	35	52	33
	%	100	63.83	36.16	9.18	44.03	21.38	6.75	8.59	2.48	1.47	0.05	0.04	0.54	0.51	0.76	0.48
<b>Involuntary</b>	#	1411	887	524	71	420	232	163	197	41	12	2	1	11	3	14	8
	%	100	62.86	37.13	16.72	29.76	16.44	11.55	13.96	2.90	0.85	0.14	0.07	0.77	0.21	0.99	0.56
<b>Reductions-in-Force</b>	#	4	3	1	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100	75.00	25.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Separations</b>	#	8176	5206	2970	857	3400	1679	620	778	209	112	6	4	48	38	66	41
	%	100	63.67	36.32	10.48	41.58	20.53	7.58	9.51	2.55	1.36	0.07	0.04	0.58	0.46	0.80	0.50



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

This table is for All Agencies -- FY 2010 -- Permanent Employees

Type of Separation		Race/Ethnicity																	
		Total Employees						Non- Hispanic or Latino								Two or More/Other Races			
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male				Female	
														Male	Female			Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Total Work Force #	174774	119002	55772	26531	8891	72136	29617	12011	13075	5353	2666	316	202	839	488	1816	833		
%	100	68.08	31.91	15.18	5.08	41.27	16.94	6.87	7.48	3.06	1.52	0.18	0.11	0.48	0.27	1.03	0.47		

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

**TABLE B1: TOTAL WORKFORCE - Distribution by Disability**

This table is for All Agencies -- FY 2009 & FY 2010

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	
<b>TOTAL</b>															
FY 2009 <sup>1</sup>	#	177314	2666	8103	730	71	112	33	93	44	120	34	209	14	
	%	94.27	1.41	4.30	0.38	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.11	0.00	
<b>TOTAL</b>															
FY 2010 <sup>1</sup>	#	178693	3992	8378	743	66	110	34	93	43	124	29	232	12	
	%	93.52	2.08	4.38	0.38	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.12	0.00	
<b>TOTAL</b>															
Difference	#	1379	1326	275	13	-5	-2	1	0	-1	4	-5	23	-2	
Ratio Change	%	-0.75	0.67	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	
Net Change	%	0.77	49.73	3.39	1.78	-7.04	-1.78	3.03	0.00	-2.27	3.33	-14.70	11.00	-14.28	
Federal High*	%	-	-	-	2.65	-	-	-	-	-	-	-	-	-	
<b>PERMANENT</b>															

**TABLE B1: TOTAL WORKFORCE - Distribution by Disability**

This table is for All Agencies -- FY 2009 & FY 2010

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 2009	#	171295	162074	2288	6933	642	96	30	76	41	111	28	186	10
	%	100	94.61	1.33	4.04	0.37	0.05	0.01	0.04	0.02	0.06	0.01	0.10	0.00
FY 2010	#	174774	163940	3624	7210	661	96	29	77	39	117	24	209	9
	%	100	93.80	2.07	4.12	0.37	0.05	0.01	0.04	0.02	0.06	0.01	0.11	0.00
Difference	#	3479	1866	1336	277	19	0	-1	1	-2	6	-4	23	-1
Ratio Change	%	0.00	-0.81	0.74	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00
Net Change	%	2.03	1.15	58.39	3.99	2.95	0.00	-3.33	1.31	-4.87	5.40	-14.28	12.36	-10.00
TEMPORARY														
FY 2009	#	16788	15240	378	1170	88	16	3	17	3	9	6	23	4
	%	100	90.77	2.25	6.96	0.52	0.09	0.01	0.10	0.01	0.05	0.03	0.13	0.02
FY 2010	#	16289	14753	368	1168	82	14	5	16	4	7	5	23	3

**TABLE B1: TOTAL WORKFORCE - Distribution by Disability**

This table is for All Agencies -- FY 2009 & FY 2010

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					
%	90.57	2.25	7.17	0.50	0.03	0.08	0.03	0.09	0.02	0.04	0.03	0.14	0.01					
#	-499	-10	-2	-6	-2	-2	2	-1	1	-2	-1	0	-1					
Ratio Change	0.00	0.00	0.21	-0.02	-0.01	0.02	0.02	-0.01	0.01	-0.01	0.00	0.01	-0.01					
Net Change	-2.97	-3.19	-0.17	-6.81	-28.57	-12.50	66.66	-5.88	33.33	-22.22	-16.66	0.00	-25.00					
NON-APPROPRIATED																		
FY 2009 <sup>2</sup>	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					
FY 2010 <sup>2</sup>	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					
Difference <sup>33</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0					
Ratio Change	0.00	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 B1: TOTAL WORKFORCE - Distribution by Disability														
This table is for All Agencies -- FY 2009 & FY 2010														
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	%	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns. NOTE: NAF data by disability status is currently not available.<sup>1</sup>Excludes NAF data which was not available for this quarter.<sup>2</sup>NAF data was not available for this quarter.<sup>3</sup>Not computed for this quarter since NAF data was not available.

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**TABLE B2: Total Workforce By Component - Distribution by Disability**

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

	Total by Disability Status					Detail for Targeted Disabilities									
	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
<b>TOTAL FY 2010</b>	# 174774	163940	3624	7210	661	61	96	29	77	39	117	24	209	9	
	% 100	93.80	2.07	4.12	<b>0.37</b>	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.11	0.00	
<b>Federal High *</b>	% -	-	-	-	2.65	-	-	-	-	-	-	-	-	-	
<b>DHS Headquarters</b>	# 6359	5777	163	419	32	3	7	1	3	4	4	1	9	0	
	% 100	90.84	2.56	6.58	<b>0.50</b>	0.04	0.11	0.01	0.04	0.06	0.06	0.01	0.14	0.00	
<b>Federal Emergency Management Agency</b>	# 4490	4076	119	295	23	1	7	2	4	2	2	0	4	1	
	% 100	90.77	2.65	6.57	<b>0.51</b>	0.02	0.15	0.04	0.08	0.04	0.04	0.00	0.08	0.02	
<b>Federal Law Enforcement Training Center</b>	# 1080	965	20	95	6	3	0	0	0	1	0	0	2	0	
	% 100	89.35	1.85	8.79	<b>0.55</b>	0.27	0.00	0.00	0.00	0.09	0.00	0.00	0.18	0.00	
<b>Transportation Security Administration</b>	# 61272	56434	2019	2819	201	3	44	11	17	2	53	0	70	1	
	% 100	92.10	3.29	4.60	<b>0.32</b>	0.00	0.07	0.01	0.02	0.00	0.08	0.00	0.11	0.00	
<b>U.S. Citizenship and Immigration Services</b>	# 10163	9325	162	676	98	17	18	2	11	8	11	2	26	3	
	% 100	91.75	1.59	6.65	<b>0.96</b>	0.16	0.17	0.01	0.10	0.07	0.10	0.01	0.25	0.02	

**TABLE B2: Total Workforce By Component - Distribution by Disability**

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

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
#	7935	109	826	67	8	7	2	5	6	8	1	29	1
%	88.21	1.37	10.40	<b>0.84</b>	0.10	0.08	0.02	0.06	0.07	0.10	0.01	0.36	0.01
#	58165	823	1471	163	20	9	3	26	12	26	18	48	1
%	96.05	1.41	2.52	<b>0.28</b>	0.03	0.01	0.00	0.04	0.02	0.04	0.03	0.08	0.00
#	19642	195	543	56	2	4	7	8	3	11	1	19	1
%	96.24	0.99	2.76	<b>0.28</b>	0.01	0.02	0.03	0.04	0.01	0.05	0.00	0.09	0.00
#	5668	14	66	15	4	0	1	3	1	2	1	2	1
%	98.58	0.24	1.16	<b>0.26</b>	0.07	0.00	0.01	0.05	0.01	0.03	0.01	0.03	0.01

NOTE: Percentages compute across rows and NOT down columns.  
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**TABLE B3-1: Occupational Categories - Distribution by Disability**

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

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)	# 3762	3511	86	165	8	0	1	0	0	2	0	0	4	1
	% 100	93.32	2.28	4.38	0.21	0.00	0.02	0.00	0.00	0.05	0.00	0.00	0.10	0.02
- Mid-Level (Grades 13-14)	# 12788	12336	125	327	14	1	0	2	1	1	4	0	5	0
	% 100	96.46	0.97	2.55	0.10	0.00	0.00	0.01	0.00	0.00	0.03	0.00	0.03	0.00
- First-Level (Grades 12 and Below)	# 2418	2305	20	93	8	0	1	0	1	4	1	0	0	1
	% 100	95.32	0.82	3.84	0.33	0.00	0.04	0.00	0.04	0.16	0.04	0.00	0.00	0.04



**TABLE B3-1: Occupational Categories - Distribution by Disability**

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

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	#	52287	915	2198	193	16	23	9	34	14	32	2	60	3
	%	94.38	1.65	3.96	0.34	0.02	0.04	0.01	0.06	0.02	0.05	0.00	0.10	0.00
Officials and Managers Total	#	70439	1146	2783	223	17	25	11	36	21	37	2	69	5
	%	94.71	1.54	3.74	0.29	0.02	0.03	0.01	0.04	0.02	0.04	0.00	0.09	0.00
2. Professionals	#	10604	260	731	68	9	7	2	7	5	7	1	29	1
	%	91.45	2.24	6.30	0.58	0.07	0.06	0.01	0.06	0.04	0.06	0.00	0.25	0.00
3. Technicians	#	748	28	81	2	0	0	0	0	0	0	0	2	0
	%	87.28	3.26	9.45	0.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.23	0.00
4. Sales Workers	#	2	0	0	0	0	0	0	0	0	0	0	0	0

**TABLE B3-1: Occupational Categories - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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	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	4623	4000	111	512	102	18	20	3	14	6	10	8	21	2
%	100	86.52	2.40	11.07	2.20	0.38	0.43	0.06	0.30	0.12	0.21	0.17	0.45	0.04
6. Craft Workers	1720	1548	47	125	4	2	1	0	0	0	0	0	1	0
%	100	90.00	2.73	7.26	0.23	0.11	0.05	0.00	0.00	0.00	0.00	0.00	0.05	0.00
7. Operatives	297	273	5	19	2	0	0	0	0	0	0	1	1	0
%	100	91.91	1.68	6.39	0.67	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.33	0.00
8. Laborers and Helpers	60	53	3	4	0	0	0	0	0	0	0	0	0	0
%	100	88.33	5.00	6.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

**TABLE B3-2: Occupational Categories - Distribution by Disability**

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

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	
<b>#</b>	3762	3511	86	165	8	0	1	0	0	2	0	0	4	1	
<b>%</b>	2.25	2.24	2.49	2.42	1.25	0.00	1.07	0.00	0.00	5.12	0.00	0.00	1.99	11.11	
<b>#</b>	12788	12336	125	327	14	1	0	2	1	1	4	0	5	0	
<b>%</b>	7.67	7.88	3.62	4.80	2.19	1.63	0.00	7.40	1.38	2.56	3.57	0.00	2.48	0.00	
<b>#</b>	2418	2305	20	93	8	0	1	0	1	4	1	0	0	1	
<b>%</b>	1.45	1.47	0.58	1.36	1.25	0.00	1.07	0.00	1.38	10.25	0.89	0.00	0.00	11.11	

**TABLE B3-2: Occupational Categories - Distribution by Disability**

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

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	#	52287	915	2198	193	16	23	9	34	14	32	2	60	3
	%	33.43	26.54	32.27	30.25	26.22	33.33	47.22	35.89	28.57	8.33	29.85	33.33	
Officials and Managers Total	#	70439	1146	2783	223	17	25	11	36	21	37	2	69	5
	%	44.61	33.23	40.85	34.94	27.85	40.73	49.98	53.82	33.03	8.33	34.32	55.55	
2. Professionals	#	10604	260	731	68	9	7	2	7	5	7	1	29	1
	%	6.78	7.54	10.73	10.65	14.75	7.40	9.72	12.82	6.25	4.16	14.42	11.11	
3. Technicians	#	748	28	81	2	0	0	0	0	0	0	0	2	0
	%	0.47	0.81	1.18	0.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99	0.00
4. Sales Workers	#	2	0	0	0	0	0	0	0	0	0	0	0	0

**TABLE B3-2: Occupational Categories - Distribution by Disability**

**This table is for All Agencies -- FY 2010 -- Permanent Employees**

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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	4623	4000	111	512	102	18	20	3	14	6	10	8	21	
%	2.77	2.55	3.22	7.51	15.98	29.50	21.50	11.11	19.44	15.38	8.92	33.33	10.44	
													22.22	
#	1720	1548	47	125	4	2	1	0	0	0	0	0	1	
%	1.03	0.98	1.36	1.83	0.62	3.27	1.07	0.00	0.00	0.00	0.00	0.00	0.49	
													0.00	
#	297	273	5	19	2	0	0	0	0	0	0	1	1	
%	0.17	0.17	0.14	0.27	0.31	0.00	0.00	0.00	0.00	0.00	0.00	4.16	0.49	
													0.00	
#	60	53	3	4	0	0	0	0	0	0	0	0	0	
%	0.03	0.03	0.08	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 -- FY 2010 -- Permanent Employees**

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	#	68724	1847	2556	237	15	40	11	15	7	58	12	78	1
	%	43.94	53.58	37.52	37.14	24.59	43.01	40.74	20.83	17.94	51.78	50.00	38.80	11.11

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	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/GL- #	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL- #	4	3	0	1	0	0	0	0	0	0	0	0	0
%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	48	36	0	12	8	2	0	1	0	0	3	1	0
%	100	75.00	0.00	25.00	16.66	4.16	0.00	2.08	0.00	0.00	6.25	2.08	0.00

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	215	175	6	34	15	0	9	0	0	0	0	4	2	0
%	100	81.39	2.79	15.81	6.97	0.00	4.18	0.00	0.00	0.00	0.00	1.86	0.93	0.00
GS/GG/GH/GM/GL- #	2066	1871	33	162	40	10	2	4	7	1	3	4	8	1
%	100	90.56	1.59	7.84	1.93	0.48	0.09	0.19	0.33	0.04	0.14	0.19	0.38	0.04
GS/GG/GH/GM/GL- #	764	657	21	86	17	1	2	0	4	0	2	1	7	0
%	100	85.99	2.74	11.25	2.22	0.13	0.26	0.00	0.52	0.00	0.26	0.13	0.91	0.00
GS/GG/GH/GM/GL- #	9008	8391	117	500	87	18	5	1	10	5	19	7	22	0
%	100	93.15	1.29	5.55	0.96	0.19	0.05	0.01	0.11	0.05	0.21	0.07	0.24	0.00



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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	715	12	54	9	0	1	1	0	3	0	1	2	1	
%	90.76	1.67	7.55	1.25	0.00	0.13	0.13	0.00	0.41	0.00	0.13	0.27	0.13	
GS/GG/GH/GM/GL- #	13681	189	464	45	9	3	2	13	6	4	0	8	0	
%	95.22	1.38	3.39	0.32	0.06	0.02	0.01	0.09	0.04	0.02	0.00	0.05	0.00	
GS/GG/GH/GM/GL- #	84	0	2	0	0	0	0	0	0	0	0	0	0	
%	97.61	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	11976	183	461	57	11	5	2	8	4	4	1	22	0	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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	94.62	1.52	3.84	0.47	0.09	0.04	0.01	0.06	0.03	0.03	0.00	0.18	0.00
GS/GG/GH/GM/GL- #	33587	32221	349	1017	84	1	10	3	9	9	18	1	31	2
%	100	95.93	1.03	3.02	0.25	0.00	0.02	0.00	0.02	0.02	0.05	0.00	0.09	0.00
GS/GG/GH/GM/GL- #	22611	21586	321	704	44	3	7	2	3	3	5	0	19	2
%	100	95.46	1.41	3.11	0.19	0.01	0.03	0.00	0.01	0.01	0.02	0.00	0.08	0.00
GS/GG/GH/GM/GL- #	10363	9707	197	459	35	2	3	3	5	4	8	0	9	1
%	100	93.66	1.90	4.42	0.33	0.01	0.02	0.02	0.04	0.03	0.07	0.00	0.08	0.00

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- 15	4478	4141	103	234	12	0	2	0	0	2	0	1	6	1		
	100	92.47	2.30	5.22	0.26	0.00	0.04	0.00	0.04	0.00	0.02	0.13	0.02	0.02		
All Other (Unspecified GS)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Senior Executive Service (ES)	537	504	8	25	0	0	0	0	0	0	0	0	0	0		
	100	93.85	1.48	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
ST	21	19	1	1	0	0	0	0	0	0	0	0	0	0		
	100	90.47	4.76	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

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	
SQ	2	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	

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

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	#	675	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	166	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-05	#	56	0	0	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 -- FY 2010 -- LE -- Permanent Employees

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	
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	22	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	
#	13	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	
#	4	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	
#	1	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 -- FY 2010 -- LE -- Permanent Employees

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	
%	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	
#	1	0	0	0	0	0	0	0	0	0	0	0	0	
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Unspecified LE)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010



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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

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		
	%	-	-	-	-	-	-	-	-	-	-	-	-		
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0		
	%	-	-	-	-	-	-	-	-	-	-	-	-		
SV-C	#	10	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		
SV-D	#	7207	5728	1251	228	14	5	1	1	0	2	0	4		
	%	100	79.47	17.35	3.16	0.19	0.06	0.01	0.01	0.00	0.02	0.00	0.05		
SV-E	#	26925	25334	259	1332	113	28	2	7	1	31	0	42		

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Total by Disability Status				Detail for Targeted Disabilities									
	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	94.09	0.96	4.94	0.41	0.00	0.10	0.00	0.02	0.00	0.11	0.00	0.15	0.00
SV-F #	9278	8654	128	496	29	0	6	3	1	1	8	0	10	0
%	100	93.27	1.37	5.34	0.31	0.00	0.06	0.03	0.01	0.01	0.08	0.00	0.10	0.00
SV-G #	6712	6233	134	345	26	0	4	4	4	0	6	0	8	0
%	100	92.86	1.99	5.14	0.38	0.00	0.05	0.05	0.05	0.00	0.08	0.00	0.11	0.00
SV-H #	2613	2416	74	123	6	0	1	1	0	0	2	0	2	0
%	100	92.46	2.83	4.70	0.22	0.00	0.03	0.03	0.00	0.00	0.07	0.00	0.07	0.00
SV-I #	5377	5141	72	164	8	1	0	0	3	0	2	0	2	0
%	100	95.61	1.33	3.05	0.14	0.01	0.00	0.00	0.05	0.00	0.03	0.00	0.03	0.00
SV-J #	1893	1747	62	84	5	0	0	0	1	0	2	0	2	0

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

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
	100		92.28	3.27	4.43	0.26	0.00	0.00	0.00	0.05	0.00	0.10	0.00	0.10	0.00
SV-K	1025		956	28	41	0	0	0	0	0	0	0	0	0	0
	100		93.26	2.73	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	93		86	4	3	0	0	0	0	0	0	0	0	0	0
	100		92.47	4.30	3.22	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
	-		-	-	-	-	-	-	-	-	-	-	-	-	-
SW	139		129	7	3	0	0	0	0	0	0	0	0	0	0
	100		92.80	5.03	2.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

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)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- AD -- Permanent Employees

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	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	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/GL- #	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/GL- #	4	3	0	1	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	48	36	0	12	1	2	0	1	0	0	3	1	0
%	0.04	0.03	0.00	0.28	1.78	3.92	0.00	1.66	0.00	0.00	13.04	0.72	0.00

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	215	175	6	34	15	0	9	0	0	0	0	0	0	0	0	0	0
04																	
%	0.19	0.16	0.38	0.80	3.31	0.00	17.64	0.00	0.00	0.00	0.00	17.39	1.45	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	2066	1871	33	162	40	10	2	4	7	1	3	4	8	1			
05																	
%	1.87	1.79	2.14	3.84	8.83	17.85	3.92	22.22	11.66	2.70	4.76	17.39	5.83	12.50			
GS/GG/GH/GM/GL- #	764	657	21	86	17	1	2	0	4	0	2	1	7	0			
06																	
%	0.69	0.62	1.36	2.03	3.75	1.78	3.92	0.00	6.66	0.00	3.17	4.34	5.10	0.00			
GS/GG/GH/GM/GL- #	9008	8391	117	500	87	18	5	1	10	5	19	7	22	0			
07																	
%	8.17	8.03	7.59	11.85	19.20	32.14	9.80	5.55	16.66	13.51	30.15	30.43	16.05	0.00			

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	715	649	12	54	9	0	1	1	0	3	0	1	2	1
%	0.64	0.62	0.77	1.28	1.98	0.00	1.96	5.55	0.00	8.10	0.00	4.34	1.45	12.50
GS/GG/GH/GM/GL- #	13681	13028	189	464	45	9	3	2	13	6	4	0	8	0
%	12.41	12.47	12.27	11.00	9.93	16.07	5.88	11.11	21.66	16.21	6.34	0.00	5.83	0.00
GS/GG/GH/GM/GL- #	84	82	0	2	0	0	0	0	0	0	0	0	0	0
%	0.07	0.07	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	11976	11332	183	461	57	11	5	2	8	4	4	1	22	0



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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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
%	10.87	10.85	11.88	10.93	12.58	19.64	9.80	11.11	13.33	10.81	6.34	4.34	16.05	0.00
GS/GG/GH/GM/GL- #	33587	32221	349	1017	84	1	10	3	9	9	18	1	31	2
%	30.48	30.86	22.66	24.12	18.54	1.78	19.60	16.66	15.00	24.32	28.57	4.34	22.62	25.00
GS/GG/GH/GM/GL- #	22611	21586	321	704	44	3	7	2	3	3	5	0	19	2
%	20.52	20.67	20.84	16.69	9.71	5.35	13.72	11.11	5.00	8.10	7.93	0.00	13.86	25.00
GS/GG/GH/GM/GL- #	10363	9707	197	459	35	2	3	3	5	4	8	0	9	1
%	9.40	9.29	12.79	10.88	7.72	3.57	5.88	16.66	8.33	10.81	12.69	0.00	6.56	12.50

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

\*\* Data excludes the "EX" pay plan

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/GL- #	4141	103	234	12	0	2	0	0	2	0	1	6	1	
15														
%	3.96	6.68	5.55	2.64	0.00	3.92	0.00	0.00	5.40	0.00	4.34	4.37	12.50	
All Other #	-	-	-	-	-	-	-	-	-	-	-	-	-	
(Unspecified GS) %	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senior Executive #	504	8	25	0	0	0	0	0	0	0	0	0	0	
Service (ES) %	0.48	0.51	0.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
ST #	19	1	1	0	0	0	0	0	0	0	0	0	0	
%	0.01	0.06	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees  
 \*\* Data excludes the "EX" pay plan

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			
SQ	#	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	110160	104404	1540	4216	453	56	51	18	60	37	63	23	137	8		
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
 Report generated on Oct 22, 2010

**TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- LE -- Permanent Employees

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	#	675	0	1	0	0	0	0	0	0	0	0	0		
	%	71.96	-	100	-	-	-	-	-	-	-	-	-		
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00	-	0.00	-	-	-	-	-	-	-	-	-		
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00	-	0.00	-	-	-	-	-	-	-	-	-		
LE-04	#	166	0	0	0	0	0	0	0	0	0	0	0		
	%	17.69	-	0.00	-	-	-	-	-	-	-	-	-		
LE-05	#	56	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 -- FY 2010 -- LE -- Permanent Employees

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	
	5.97	-	0.00	-	-	-	-	-	-	-	-	-	-	
%	5.97	-	0.00	-	-	-	-	-	-	-	-	-	-	
LE-06	0	0	0	0	0	0	0	0	0	0	0	0	0	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-	
LE-07	22	0	0	0	0	0	0	0	0	0	0	0	0	
#	22	0	0	0	0	0	0	0	0	0	0	0	0	
%	2.34	-	0.00	-	-	-	-	-	-	-	-	-	-	
LE-08	13	0	0	0	0	0	0	0	0	0	0	0	0	
#	13	0	0	0	0	0	0	0	0	0	0	0	0	
%	1.38	-	0.00	-	-	-	-	-	-	-	-	-	-	
LE-09	4	0	0	0	0	0	0	0	0	0	0	0	0	
#	4	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.42	-	0.00	-	-	-	-	-	-	-	-	-	-	
LE-10	1	0	0	0	0	0	0	0	0	0	0	0	0	
#	1	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 -- FY 2010 -- LE -- Permanent Employees

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			
%	0.10	-	0.00	-	-	-	-	-	-	-	-	-	-			
#	1	0	0	0	0	0	0	0	0	0	0	0	0			
%	0.10	-	0.00	-	-	-	-	-	-	-	-	-	-			
#	0	0	0	0	0	0	0	0	0	0	0	0	0			
%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-			
#	0	0	0	0	0	0	0	0	0	0	0	0	0			
%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-			
#	0	0	0	0	0	0	0	0	0	0	0	0	0			
%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-			
#	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 -- FY 2010 -- LE -- Permanent Employees

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	
%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-	
#	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL #	937	0	1	0	0	0	0	0	0	0	0	0	0	
%	100	100	100	100	100	100	100	100	100	100	100	100	100	

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

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		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00		
SV-B	#	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		
SV-C	#	10	0	0	0	0	0	0	0	0	0	0	0		
	%	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00		
SV-D	#	7207	5728	1251	228	14	5	1	1	0	0	2	4		
	%	11.76	10.14	61.96	8.08	6.96	11.36	9.09	5.88	0.00	-	3.77	5.71		
SV-E	#	26925	25334	259	1332	113	28	2	7	1	0	31	42		
													0		



**TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

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	
%	43.94	44.89	12.82	47.25	56.21	66.66	18.18	41.17	50.00	58.49	-	60.00	0.00	
#	9278	8654	128	496	29	0	3	1	1	8	0	10	0	
%	15.14	15.33	6.33	17.59	14.42	0.00	27.27	5.88	50.00	15.09	-	14.28	0.00	
#	6712	6233	134	345	26	0	4	4	0	6	0	8	0	
%	10.95	11.04	6.63	12.23	12.93	0.00	36.36	23.52	0.00	11.32	-	11.42	0.00	
#	2613	2416	74	123	6	0	1	0	0	2	0	2	0	
%	4.26	4.28	3.66	4.36	2.98	0.00	9.09	0.00	0.00	3.77	-	2.85	0.00	
#	5377	5141	72	164	8	1	0	3	0	2	0	2	0	
%	8.77	9.10	3.56	5.81	3.98	33.33	0.00	17.64	0.00	3.77	-	2.85	0.00	
#	1893	1747	62	84	5	0	0	1	0	2	0	2	0	

**TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

SV/SW and Related Grade	Total by Disability Status				Detail for Targeted Disabilities									
	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	3.08	3.09	3.07	2.97	2.48	0.00	0.00	0.00	5.88	0.00	3.77	-	2.85	0.00
SV-K #	1025	956	28	41	0	0	0	0	0	0	0	0	0	0
%	1.67	1.69	1.38	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00
SV-L #	93	86	4	3	0	0	0	0	0	0	0	0	0	0
%	0.15	0.15	0.19	0.10	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
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00
SW #	139	129	7	3	0	0	0	0	0	0	0	0	0	0
%	0.22	0.22	0.34	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00

**TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- SV, SW -- Permanent Employees

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	#	56434	2019	2819	201	3	44	11	17	2	53	0	70	1										
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- AD -- Permanent Employees

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	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

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	10	8	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	80.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	39	38	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	97.43	0.00	2.56	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-04	#	31	25	0	6	1	0	0	0	0	0	0	0	0	1	0	0
	%	100	80.64	0.00	19.35	3.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.22	0.00	0.00
Grade-05	#	73	67	0	6	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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		91.78	0.00	8.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	162		138	9	15	0	0	0	0	0	0	0	0	0	0
	100		85.18	5.55	9.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	62		54	1	7	0	0	0	0	0	0	0	0	0	0
	100		87.09	1.61	11.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	239		210	9	20	0	0	0	0	0	0	0	0	0	0
	100		87.86	3.76	8.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	173		156	2	15	1	1	0	0	0	0	0	0	0	0
	100		90.17	1.15	8.67	0.57	0.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	1261		1147	35	79	3	1	1	0	0	0	0	0	1	0

**TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	
%	90.95	2.77	6.26	0.23	0.07	0.07	0.00	0.00	0.00	0.00	0.00	0.07	0.00	
#	195	5	16	1	0	0	0	0	0	0	0	1	0	
%	90.27	2.31	7.40	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.46	0.00	
#	59	1	4	1	0	0	0	0	0	0	0	0	0	
%	92.18	1.56	6.25	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	10	1	0	0	0	0	0	0	0	0	0	0	0	
%	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	
#	7	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	
#	8	0	1	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/MG, 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	88.88	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
All Other Wage Grades	4	3	0	1	0	0	0	0	0	0	0	0	0	
%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010



**TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.33	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	0.00	0.00	0.00	0.00	-
Grade-02	#	10	8	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.42	0.37	1.56	0.58	0.00	-	-	-	-	-	0.00	0.00	0.00	0.00	0.00	-
Grade-03	#	39	38	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.64	1.78	0.00	0.58	0.00	-	-	-	-	-	0.00	0.00	0.00	0.00	0.00	-
Grade-04	#	31	25	0	6	1	0	0	0	0	0	0	0	0	1	0	0
	%	1.30	1.17	0.00	3.48	14.28	0.00	0.00	0.00	-	-	0.00	0.00	0.00	100	0.00	-
Grade-05	#	73	67	0	6	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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
	3.08		3.14	0.00	3.48	0.00	0.00	-	-	-	-	0.00	0.00	0.00	-
Grade-06	162		138	9	15	0	0	0	0	0	0	0	0	0	0
	6.83		6.46	14.06	8.72	0.00	0.00	-	-	-	0.00	0.00	0.00	0.00	-
Grade-07	62		54	1	7	0	0	0	0	0	0	0	0	0	0
	2.61		2.53	1.56	4.06	0.00	0.00	-	-	-	0.00	0.00	0.00	0.00	-
Grade-08	239		210	9	20	0	0	0	0	0	0	0	0	0	0
	10.08		9.84	14.06	11.62	0.00	0.00	-	-	-	0.00	0.00	0.00	0.00	-
Grade-09	173		156	2	15	1	1	0	0	0	0	0	0	0	0
	7.30		7.31	3.12	8.72	14.28	50.00	0.00	-	-	0.00	0.00	0.00	0.00	-
Grade-10	1261		1147	35	79	3	1	1	0	0	0	0	0	1	0

**TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/MG, 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	
%	53.77	54.68	45.93	42.85	50.00	100	-	-	-	0.00	0.00	50.00	-	
#	216	195	16	1	0	0	0	0	0	0	0	1	0	
%	9.11	9.14	9.30	14.28	0.00	0.00	-	-	0.00	0.00	50.00	-	-	
#	64	59	4	1	0	0	0	0	0	0	0	0	0	
%	2.70	2.76	2.32	14.28	0.00	0.00	-	-	0.00	0.00	0.00	-	-	
#	11	10	0	0	0	0	0	0	0	0	0	0	0	
%	0.46	0.46	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	-	-	
#	7	7	0	0	0	0	0	0	0	0	0	0	0	
%	0.29	0.32	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	-	-	
#	9	8	1	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/MG, WL/WS & Other Wage Grades	Total by Disability Status				Detail for Targeted Disabilities									
	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.37	0.37	0.00	0.58	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00	-
All Other Wage Grades	4	3	0	1	0	0	0	0	0	0	0	0	0	0
%	0.16	0.14	0.00	0.58	0.00	0.00	-	-	-	-	0.00	0.00	0.00	-
TOTAL	2369	2133	64	172	7	2	1	0	0	0	1	1	2	0
#														
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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/ of Limb/ Spine
Mission Critical Jobs														
0080 - Security	#	1890	1749	39	102	7	0	0	1	3	0	0	3	0
	%	100	92.53	2.06	5.39	0.37	0.00	0.00	0.05	0.15	0.00	0.00	0.15	0.00
0083 - Police	#	1069	1061	3	5	0	0	0	0	0	0	0	0	0
	%	100	99.25	0.28	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	1053	929	39	85	3	1	0	1	0	0	0	0	0
	%	100	88.22	3.70	8.07	0.28	0.09	0.00	0.09	0.00	0.00	0.00	0.00	0.00
0801 - GENERAL ENGINEERING	#	340	303	10	27	2	1	0	0	0	0	1	0	0
	%	100	89.11	2.94	7.94	0.58	0.29	0.00	0.00	0.00	0.00	0.29	0.00	0.00

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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	
0802 - ENGINEERING TECHNICIAN	69	59	0	10	1	0	0	0	0	0	0	1	0	
	100	85.50	0.00	14.49	1.44	0.00	0.00	0.00	0.00	0.00	0.00	1.44	0.00	
0803 - SAFETY ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	
	-	-	-	-	-	-	-	-	-	-	-	-	-	
0804 - FIRE PROTECTION ENGINEERING	5	5	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	
0806 - MATERIALS ENGINEERING	3	3	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 -- FY 2010 -- Permanent Employees

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/ of Spine
%	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
0807 - LANDSCAPE # ARCHITECTURE	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - # ARCHITECTURE	53	49	0	4	1	0	0	1	0	0	0	0	0
%	100	92.45	0.00	7.54	1.88	0.00	0.00	1.88	0.00	0.00	0.00	0.00	0.00
0809 - # CONSTRUCTION CONTROL	27	24	1	2	0	0	0	0	0	0	0	0	0
%	100	88.88	3.70	7.40	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 -- FY 2010 -- Permanent Employees

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/ of Spine	
0810 - CIVIL ENGINEERING	# 103	94	3	6	0	0	0	0	0	0	0	0	0	
	%	91.26	2.91	5.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0818 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0819 - ENVIRONMENTAL ENGINEERING	#	17	1	0	0	0	0	0	0	0	0	0	0	
	%	94.44	5.55	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 -- FY 2010 -- Permanent Employees

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	
0828 - CONSTRUCTION ANALYST	# 1	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	
0830 - MECHANICAL ENGINEERING	# 66	1	5	0	0	0	0	0	0	0	0	0	0	
%	100	1.51	7.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0840 - NUCLEAR ENGINEERING	# 1	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	
0850 - ELECTRICAL # ENGINEERING	44	41	3	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 -- FY 2010 -- Permanent Employees

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	
%	93.18	0.00	6.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
0854 - COMPUTER ENGINEERING	18	16	2	0	0	0	0	0	0	0	0	0		
%	88.88	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
0855 - ELECTRONICS ENGINEERING	92	84	1	7	0	0	0	0	0	0	0	0		
%	91.30	1.08	7.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
0856 - ELECTRONICS TECHNICIAN	91	73	3	15	1	0	0	0	0	0	0	0		
%	80.21	3.29	16.48	1.09	0.00	0.00	0.00	0.00	0.00	0.00	1.09	0.00		

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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
0858 - BIOMEDICAL # ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-
0861 - AEROSPACE # ENGINEERING	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
0871 - NAVAL # ARCHITECTURE	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
0873 - SHIP # SURVEYING	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 -- FY 2010 -- Permanent Employees

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			
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-	-			
0881 - PETROLEUM ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-	-			
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-	-			
0892 - CERAMIC ENGINEERING	#	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 -- FY 2010 -- Permanent Employees

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	
0893 - CHEMICAL ENGINEERING	11	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	
0894 - WELDING ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0896 - INDUSTRIAL ENGINEERING	1	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	

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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	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	0	0	0	0	0	0	0	0	0	0	0	0	
ENGINEERING & ARCHITECTURE STUDENT TRAINEE														
%	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	
#	1946	46	99	6	0	1	0	1	0	0	0	3	0	
0905 - General Attorneys														
%	100	2.36	5.08	0.30	0.00	0.05	0.00	0.05	0.00	0.00	0.00	0.15	0.00	
#	1342	43	96	11	1	1	1	1	0	3	1	3	0	
1102 - Contract Specialists														
%	100	3.20	7.15	0.81	0.07	0.07	0.07	0.07	0.00	0.22	0.07	0.22	0.00	

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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 - Adjudications # Officers	23069	479	930	70	3	6	5	15	7	12	0	20	2	
%	94.24	1.95	3.79	0.28	0.01	0.02	0.02	0.06	0.02	0.04	0.00	0.08	0.00	
1802 - # Transportation Security Officers	47108	1753	2598	242	15	43	12	19	6	55	12	79	1	
%	91.54	3.40	5.04	0.47	0.02	0.08	0.02	0.03	0.01	0.10	0.02	0.15	0.00	
1811 - Criminal Investigators	10227	45	66	4	0	0	0	0	0	2	0	2	0	
%	98.92	0.43	0.63	0.03	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.00	
1895 - Customs and # Border Protection Officers	20189	96	378	19	0	3	0	1	1	6	0	8	0	
%	97.70	0.46	1.82	0.09	0.00	0.01	0.00	0.00	0.00	0.02	0.00	0.03	0.00	

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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	
1896 - Border Patrol Agents	20291	59	148	9	0	0	0	0	0	4	0	5	0	
%	98.99	0.28	0.72	0.04	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.00	0.00	
2210 - Information Technology Specialists	2573	62	208	20	2	6	1	1	2	1	0	7	0	
%	90.50	2.18	7.31	0.70	0.07	0.21	0.03	0.03	0.07	0.03	0.00	0.24	0.00	
<b>TOTAL</b>	131091	2686	4796	396	23	60	19	41	20	84	13	133	3	

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010



**TABLE B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability**

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
<b>Schedule A - CBP</b>														
Applications	#	N/A			0	-	-	-	-	-	-	-	-	-
	%				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hiros	#	3	1	2	0	-	-	-	-	-	-	-	-	-
	%	100	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Schedule A - USCG</b>														
Applications	#	20	1	19	19	-	-	-	-	-	-	-	-	-
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hiros	#	0	-	-	0	-	-	-	-	-	-	-	-	-
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Voluntarily Identified (Outside of Schedule A Applicants): CBP</b>														
Applications	#	24898	N/A	N/A	0	-	-	-	-	-	-	-	-	-
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hiros	#	967	20	18	0	-	-	-	-	-	-	-	-	-
	%	100	96.07	2.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Voluntarily Identified (Outside of Schedule A Applicants): USCG</b>														
Applications	#	73517	68545	1714	3258	1373	-	-	-	-	-	-	-	-
	%	100	93.24	2.33	4.43	1.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hiros	#	467	433	10	24	5	-	-	-	-	-	-	-	-
	%	100	92.72	2.14	5.14	1.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**TABLE B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability**

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	
<b>Voluntarily Identified (Outside of Schedule A Applicants): FLETC</b>															
Applications	#	5531	5176	121	234	158	14	3	7	19	-	1	-	7	107
	%	100	93.58	2.19	4.23	2.86	0.25	0.05	0.13	0.34	0.00	0.02	0.00	0.13	1.93
Hi-res	#	24	23	-	1	1	-	-	-	-	-	-	-	-	1
	%	100	95.83	0.00	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.17
<b>Voluntarily Identified (Outside of Schedule A Applicants): TSA</b>															
Applications	#	N/A	N/A	N/A	N/A	0	-	-	-	-	-	-	-	-	-
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hi-res	#	3048	2133	805	110	9	-	5	1	-	-	1	-	1	1
	%	0.00	0.00	0.00	0.00	0.30	0.00	0.16	0.03	0.00	0.00	0.03	0.00	0.03	0.03
<b>Voluntarily Identified (Outside of Schedule A Applicants): USSS</b>															
Applications	#	28286	28286	-	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hi-res	#	218	218	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

N/A = Data Not Available

NOTE: Data for this table was reported by five components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, Transportation Security Administration, and U.S. Secret Service.

**TABLE B8: New Hires by Type of Appointment - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent, Temporary Employees

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																		
#	11775	9651	1619	505	35	2	5	3	3	1	6	0	14	1				
%	100	81.96	13.74	4.28	0.29	0.01	0.04	0.02	0.02	0.00	0.05	0.00	0.11	0.00				0.00
Temporary																		
#	3639	3293	112	234	18	2	2	2	3	3	0	0	6	0				
%	100	90.49	3.07	6.43	0.49	0.05	0.05	0.05	0.08	0.08	0.00	0.00	0.16	0.00				0.00
Non-Appropriated																		
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0				0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-
TOTAL																		
#	15414	12944	1731	739	53	4	7	5	6	4	6	0	20	1				
%	100	83.97	11.23	4.79	0.34	0.02	0.04	0.03	0.03	0.02	0.03	0.00	0.12	0.00				0.00

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

**TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

		Total by Disability Status				Detail for Targeted Disabilities								
TOTAL		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>0083 - USSS Uniformed Division Officer</b>														
Total Applications	#	526	-	-	0									
Received	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	203	-	-	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
Selected	#	16	-	-	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
Relevant Pool	%	N/A												
<b>0301 - FLETC Administration</b>														
Total Applications	#	8	-	-	0									
Received	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	7	-	-	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
Selected	#	0	-	-	0									
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>0401 - CBP Agriculture Specialist</b>														
Total Applications	#	905	N/A	N/A	N/A									
Received	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A												
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	6	-	-	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
Relevant Pool	%	N/A												

**TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

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
<b>0801 - USCG General Engineer</b>														
Total Applications	#	10	9	-	1	0								
Received	%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	8	7	-	1	0								
	%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	1	-	-	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
Relevant Pool	%	N/A												
<b>1101 - FLETC Contract Compliance Specialist</b>														
Total Applications	#	6	6	-	-	0								
Received	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	6	6	-	-	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
Selected	#	0	-	-	-	0								
	%													
Relevant Pool	%	N/A												
<b>1102 - USCG Contract Specialist</b>														
Total Applications	#	6	6	-	-	0								
Received	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	4	4	-	-	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
Selected	#	2	2	-	-	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
Relevant Pool	%	N/A												

**TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

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
<b>1102 - FLETC Contract Specialist</b>														
Total Applications Received	#	1	-	-	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
Qualified	#	1	-	-	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
Selected	#	0	-	-	0									
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>1102 - TSA Contract Specialist</b>														
Total Applications Received	#	6	-	-	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
Qualified	#	6	-	-	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
Selected	#	18	16	1	0									
	%	100	88.89	5.56		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>1801 - CBP Enforcement Aviation/Marine Supervisor</b>														
Total Applications Received	#	5746	N/A	N/A	N/A									
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A												
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	10	9	1	0									
	%	100	90.00	10.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												

**TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

		Total by Disability Status					Detail for Targeted Disabilities							
TOTAL		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>1801 - FLETC Law Enforcement Specialist</b>														
Total Applications	#	68	64	-	2	2								2
Received	%	100	94.12	0.00	2.94	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.94
Qualified	#	53	51	-	1	1								1
	%	100	96.23	0.00	1.89	1.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.89
Selected	#	1	1	-	-	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
Relevant Pool	%	N/A												
<b>1801 - TSA Transportation Security Officer</b>														
Total Applications	#	N/A	N/A	N/A	N/A	N/A								
Received	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%					0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	8,282	7,941	25	316	51	16	-	1	-	2	-	13	-
	%	101	95.88	0.30	3.82	0.62	0.19	0.00	0.01	0.00	0.02	0.00	0.16	0.00
Relevant Pool	%	N/A												
<b>1811 - USSS Special Agent</b>														
Total Applications	#	2,396	2,396	-	-	0								
Received	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	973	973	-	-	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
Selected	#	49	49	-	-	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
Relevant Pool	%	N/A												

**TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

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
<b>1889 - CBP Import Specialist</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Qualified	#													
	%													
Selected	#	0												
	%													
Relevant Pool	%	N/A												
<b>1895 - CBP Officer</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Qualified	#													
	%													
Selected	#	93	92	-	1	0								
	%	100	98.92	0.00	1.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>1896 - CBP Border Patrol Agent</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Qualified	#													
	%													
Selected	#	199	199	-	-	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
Relevant Pool	%	N/A												



**TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability**

		Total by Disability Status					Detail for Targeted Disabilities							
TOTAL		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>2181 - CBP Aircraft Pilot</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Qualified	#													
	%													
Selected	#	0				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Relevant Pool	%	N/A												
<b>2210 - TSA IT Specialist</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Qualified	#	N/A	N/A	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Selected	#	5	5	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												

N/A = Data Not Available

Note: Data for this table was reported by five components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, Transportation Security Administration, and U.S. Secret Service.

**TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- GS, GG, GH, GM, GL -- Permanent Employees

	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	1249	1155	21	73	13	0	4	1	3	1	1	1	2	0
%	100	92.47	1.68	5.84	1.04	0.00	0.32	0.08	0.24	0.08	0.08	0.08	0.16	0.00
Time in grade in excess of minimum														
1-12 months	648	595	13	40	6	0	3	1	0	0	1	0	1	0
%	100	91.82	2.00	6.17	0.92	0.00	0.46	0.15	0.00	0.00	0.15	0.00	0.15	0.00
13-24 months	182	174	1	7	1	0	0	0	1	0	0	0	0	0
%	100	95.60	0.54	3.84	0.54	0.00	0.00	0.00	0.54	0.00	0.00	0.00	0.00	0.00
25+ months	419	386	7	26	6	0	1	0	2	1	0	1	1	0

**TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- GS, GG, GH, GM, GL -- Permanent Employees

	Total by Disability Status				Detail for Targeted Disabilities								
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL	92.12	1.67	6.20	1.43	0.00	0.23	0.00	0.47	0.23	0.00	0.23	0.23	0.00
%	100				0.00	0.23	0.00	0.47	0.23	0.00	0.23	0.23	0.00

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

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
<b>USCBP</b>														
<b>GS-13</b>														
Total Applications Received	#	8885	-	-	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
Qualified	#	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%													
Selected	#	325	2	3	0	-	-	-	-	-	-	-	-	-
	%	100	98.46	0.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>GS-14</b>														
Total Applications Received	#	2698	-	-	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
Qualified	#	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%													
Selected	#	171	5	4	0	-	-	-	-	-	-	-	-	-
	%	100	94.74	2.92	2.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>GS-15</b>														
Total Applications Received	#	1389	-	-	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
Qualified	#	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%													
Selected	#	31	29	2	0	-	-	-	-	-	-	-	-	-
	%	100	93.55	6.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												

**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

		Total by Disability Status					Detail for Targeted Disabilities								
		TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>SES</b>															
Total Applications Received	#	1389	-	-	-	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
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%														
Selected	#	4	4	-	-	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
Relevant Pool	%	N/A													
<b>GS-13</b>															
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%														
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%														
Selected	#	4	4	-	-	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
Relevant Pool	%	N/A													
<b>GS-14</b>															
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%														
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%														
Selected	#	4	4	-	-	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
Relevant Pool	%	N/A													

**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

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
<b>GS-13/14</b>														
Total Applications Received	#	77	-	76	1	0	-	-	-	-	-	-	-	-
	%	100	0.00	98.70	1.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Selected	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Relevant Pool	%	N/A												
<b>GS-15</b>														
Total Applications Received	#	22	-	20	2	0	-	-	-	-	-	-	-	-
	%	100	0.00	90.91	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Selected	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Relevant Pool	%	N/A												
<b>SES</b>														
Total Applications Received	#	3	-	3	-	0	-	-	-	-	-	-	-	-
	%	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Selected	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Relevant Pool	%	N/A												

**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

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	
<b>FLETC</b>															
<b>GS-13</b>															
Total Applications Received	#	36	-	2	2										
	%	100	0.00	5.56	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.56
Qualified	#	28	27	1	1										
	%	100	96.43	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.57
Selected	#	2	1	-	1										
	%	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
Relevant Pool	%	N/A													
<b>GS-14</b>															
Total Applications Received	#	19	17	2	2										
	%	100	89.47	0.00	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.53
Qualified	#	13	11	2	2										
	%	100	84.62	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15.38
Selected	#	0	-	-	0										
	%				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A													
<b>GS-15</b>															
Total Applications Received	#	20	20	-	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
Qualified	#	19	19	-	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
Selected	#	0	-	-	0										
	%				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A													

**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

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
<b>DHS Headquarters</b>														
<b>GS-13</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Selected	#	141	122	6	13	0	-	-	-	-	-	-	-	-
	%	100	86.52	4.26	9.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>GS-14</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Selected	#	195	174	6	15	0	-	-	-	-	-	-	-	-
	%	100	89.23	3.08	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>GS-15</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-
	%													
Selected	#	117	95	3	19	1	-	-	-	-	-	-	-	1
	%	100	81.20	2.56	16.24	0.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.85
Relevant Pool	%	N/A												



**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

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
<b>SES</b>														
Total Applications Received	#	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%													
Qualified	#	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	-	-
	%													
Selected	#	17	-	2	0	-	-	-	-	-	-	-	-	-
	%	100	0.00	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>GS-14 (J Band)</b>														
Total Applications Received	#	0	-	-	0	-	-	-	-	-	-	-	-	-
	%				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A	N/A	N/A	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Selected	#	305	7	14	2	-	1	-	1	-	-	-	-	-
	%	101	93.11	2.30	0.66	0.00	0.33	0.00	0.33	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>GS-15 (K Band)</b>														
Total Applications Received	#	0	-	-	0	-	-	-	-	-	-	-	-	-
	%				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A	N/A	N/A	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
Selected	#	151	141	3	7	-	-	-	-	-	-	-	-	-
	%	100	93.38	1.99	4.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												

**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

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
<b>SES (SW Band)</b>														
Total Applications Received	#	0	-	-	0	-	-	-	-	-	-	-	-	-
	%				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	N/A	N/A	N/A	0									
	%				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	15	14	1	-	-	-	-	-	-	-	-	-	-
	%	100	93.33	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>USSS</b>														
<b>GS-13/14</b>														
Total Applications Received	#	2556	2556	-	-	-	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	894	894	-	-	-	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	52	52	-	-	-	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												
<b>GS-15</b>														
Total Applications Received	#	362	362	-	-	-	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	281	281	-	-	-	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	13	13	-	-	-	-	-	-	-	-	-	-	-
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	N/A												

**TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability**

		Total by Disability Status					Detail for Targeted Disabilities							
TOTAL		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>SES</b>														
Total Applications Received	#	321	-	-	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
Qualified	#	321	-	-	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
Selected	#	11	-	-	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
Relevant Pool	%	N/A												

N/A = Data Not Available

Note: Data for this table was reported by seven components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Emergency Management Agency, Federal Law Enforcement Training Center, DHS Headquarters, Transportation Security Administration, and U.S. Secret Service.

**TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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
<b>FLETC - FUTURE LEADERS PROGRAM</b>														
Slots	#	15												
Relevant Pool	%	N/A												
Applied	#	18	-	0	0	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00
Participants	#	1	-	0	0	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00
<b>FLETC - TUITION ASSISTANCE PROGRAM</b>														
Slots	#	N/A												
Relevant Pool	%	N/A												
Applied	#	16	-	0	0	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00
Participants	#	16	-	2	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%	100	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>TSA - DHS FELLOWS ROTATION PROGRAM</b>														
Slots	#	5												
Relevant Pool	%	N/A												
Applied	#	5	-	0	0	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00
Participants	#	5	-	0	0	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00
<b>TSA - EMERGING LEADERS</b>														
Slots	#	5												
Relevant Pool	%	N/A												
Applied	#	5	-	0	0	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00
Participants	#	5	-	0	0	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00

GS 5-12, or pay equivalent

**TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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
<b>TSA - FOUNDATION OF TEAM LEADERSHIP</b>														
Slots #	6													
Relevant Pool %	N/A													
Applied #	6	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %	100													
Participants #	6	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	100													
<b>GS 13-14, or pay equivalent</b>														
<b>FLETC - BRANCH CHIEF LEADERSHIP TRAINING PROGRAM</b>														
Slots #	N/A													
Relevant Pool %	N/A													
Applied #	N/A		0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %														
Participants #	14	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	100													
<b>FLETC - FUTURE LEADERS PROGRAM</b>														
Slots #	15													
Relevant Pool %	N/A													
Applied #	18	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %	100													
Participants #	7	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	100													
<b>FLETC - SUPERVISOR TRAINING PROGRAM</b>														
Slots #	64													
Relevant Pool %	N/A													
Applied #	N/A		0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %														
Participants #	12	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	100													

**TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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	
<b>FLETC - TUITION ASSISTANCE PROGRAM</b>															
Slots #	N/A														
Relevant Pool %	N/A														
Applied #	21	-	-	0											
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants #	21	-	2	0											
%	100	0.00	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>USSS - Johns Hopkins Executive Development Program</b>															
Slots #	37														
Relevant Pool %	100	0.00	1.40	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applied #	40	-	-	0											
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants #	24	-	-	0											
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>USSS - SES Career Development Program</b>															
Slots #	37														
Relevant Pool %	100	0.00	1.40	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applied #	88	2	-	0											
%	100	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants #	36	-	-	0											
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>TSA - DHS ACADEMY LEADERSHIP INSTITUTE</b>															
Slots #	9														
Relevant Pool %	N/A														
Applied #	9	-	-	0											
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants #	9	-	-	0											
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

**TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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
<b>TSA - AMERICAN INSTITUTE UNIVERSITY</b>														
Slots	#	10												
Relevant Pool	%	N/A												
Applied	#	10	-	-	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
Participants	#	10	-	-	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
<b>TSA - GEORGETOWN UNIVERSITY - PUBLIC POLICY MASTERS DEGREE</b>														
Slots	#	5												
Relevant Pool	%	N/A												
Applied	#	5	-	-	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
Participants	#	5	-	-	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
<b>GS 15, or pay equivalent</b>														
<b>CBP - AIR WAR COLLEGE</b>														
Slots	#	1												
Relevant Pool	%	N/A												
Applied	#	1	-	-	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
Participants	#	0	-	-	0									
	%													
<b>CBP - COMMAND &amp; GENERAL STAFF COLLEGE, SCHOOL OF ADVANCED MILITARY STUDIES</b>														
Slots	#	1												
Relevant Pool	%	N/A												
Applied	#	1	-	-	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
Participants	#	0	-	-	0									
	%													

**TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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
<b>CBP - DHS FELLOWS</b>														
Slots #	4													
Relevant Pool %	N/A													
Applied #	6	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %	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
Participants #	4	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	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
<b>CBP - FEDERAL EXECUTIVE INSTITUTE (FEI)</b>														
Slots #	5													
Relevant Pool %	N/A													
Applied #	15	100	6.67	1	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %	100	86.67	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants #	5	100	20.00	1	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CBP - INDUSTRIAL COLLEGE OF ARMED FORCES</b>														
Slots #	2													
Relevant Pool %	N/A													
Applied #	2	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants #	1	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	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
<b>CBP - JOINT FORCES STAFF COLLEGE</b>														
Slots #	2													
Relevant Pool %	N/A													
Applied #	1	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied %	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
Participants #	0	0.00	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants %	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 B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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	
<b>CBP - LEADERSHIP INSTITUTE</b>															
Slots #	1														
Relevant Pool %	N/A														
Applied #	1	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applied %	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	
Participants #	28	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants %	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	
<b>CBP - NATIONAL WAR COLLEGE</b>															
Slots #	2														
Relevant Pool %	N/A														
Applied #	8	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applied %	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	
Participants #	3	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants %	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	
<b>CBP - NAVAL POSTGRADUATE SCHOOL EXECUTIVE LEADERS</b>															
Slots #	2														
Relevant Pool %	N/A														
Applied #	5	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applied %	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	
Participants #	N/A			-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants %	N/A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>CBP - NAVAL POSTGRADUATE SCHOOL MASTERS DEGREE PROGRAM</b>															
Slots #	2														
Relevant Pool %	N/A														
Applied #	10	100	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applied %	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	
Participants #	0	0.00	0.00	-	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants %	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 B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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
<b>CBP - NDU CAPSTONE PROGRAM</b>														
Slots	#	4												
Relevant Pool	%	N/A												
Applied	#	6	-	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
Participants	#	4	-	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
<b>CBP - SENIOR EXECUTIVE FELLOWS</b>														
Slots	#	18												
Relevant Pool	%	N/A												
Applied	#	33	1	2	0									
	%	100	3.03	6.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	16	1	-	0									
	%	100	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CBP - US ARMY WAR COLLEGE</b>														
Slots	#	1												
Relevant Pool	%	N/A												
Applied	#	2	-	-	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
Participants	#	0	-	-	0									
	%													
<b>CBP - US NAVAL WAR COLLEGE</b>														
Slots	#	1												
Relevant Pool	%	N/A												
Applied	#	1	-	-	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
Participants	#	0	-	-	0									
	%													

**TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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
<b>FLETC - DHS FELLOWS</b>														
Slots	#	2												
Relevant Pool	%	N/A												
Applied	#	N/A	-	-	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
Participants	#	1	1	-	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
<b>FLETC - FEI - LEADERSHIP FOR A DEMOCRATIC SOCIETY</b>														
Slots	#	4												
Relevant Pool	%	N/A												
Applied	#	N/A	-	-	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
Participants	#	3	3	-	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
<b>FLETC - TREASURY EXECUTIVE INSTITUTE</b>														
Slots	#	2												
Relevant Pool	%	N/A												
Applied	#	N/A	-	-	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
Participants	#	2	2	-	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
<b>FLETC - TUITION ASSISTANCE PROGRAM</b>														
Slots	#	N/A												
Relevant Pool	%	N/A												
Applied	#	4	-	-	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
Participants	#	4	3	1	0									
	%	100	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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
<b>DHS - OIG - FELLOWS PROGRAM</b>														
Slots	#	5												
Relevant Pool	%	N/A												
Applied	#	5		-	0									
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	4		-	0									
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>SUMMARY BY GRADE GROUP</b>														
<b>GS 5-12, or pay equivalent</b>														
Slots	#	31												
Relevant Pool	%	N/A												
Applied	#	50		-	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
Participants	#	33		2	0									
	%	100	0.00	6.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS 13-14, or pay equivalent</b>														
Slots	#	177												
Relevant Pool	%	N/A												
Applied	#	191		2	0									
	%	100	98.95	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	138		-	2									
	%	100	98.55	0.00	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability														
		Total by Disability Status					Detail for Targeted Disabilities							
TOTAL		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Slots	#	59												
Relevant Pool	%	N/A												
Applied	#	101	92	2	3	0								
	%	96	91.09	1.98	2.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	75	72	3	-	0								
	%	100	96.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS 15, or pay equivalent

N/A = Data Not Available

Note: Data for this table was reported by five operational/organizational components: U.S. Customs & Border Patrol, Federal Law Enforcement Training Center, DHS Office of the Inspector General, Transportation Security Administration, and U.S. Secret Service.

**TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

This table is for All Agencies -- 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 -- FY 2010 -- Permanent Employees

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	24017	357	1179	80	4	16	6	7	0	15	5	27	0					
%	93.98	1.39	4.61	0.31	0.01	0.06	0.02	0.02	0.00	0.05	0.01	0.10	0.00					
Total Hours	153109.0	2260.0	7399.0	475.0	30.0	84.0	44.0	44.0	0.0	80.0	32.0	161.0	0.0					
Average Hours	6.4	6.3	6.3	5.9	7.5	5.3	7.3	6.3	-	5.3	6.4	6.0	-					
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	18912	348	845	70	7	8	3	17	5	11	1	18	0					
%	94.06	1.73	4.20	0.34	0.03	0.03	0.01	0.08	0.02	0.05	0.00	0.08	0.00					

**TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

This table is for All Agencies -- 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 -- FY 2010 -- Permanent Employees

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
Total Hours	H 492499.0	463718.0	8979.0	19802.0	1610.0	136.0	208.0	60.0	404.0	106.0	235.0	16.0	445.0	0.0
Average Hours	H 24.5	24.5	25.8	23.4	23.0	19.4	26.0	20.0	23.8	21.2	21.4	16.0	24.7	-
Cash Awards - \$100-\$500														
Total Cash Awards Given	# 45284	42513	654	2117	203	17	38	8	24	7	37	9	62	1
	% 100	93.88	1.44	4.67	0.44	0.03	0.08	0.01	0.05	0.01	0.08	0.01	0.13	0.00
Total Amount	\$ 13,027,574	12,224,626	195,975	606,973	57,335	5,627	10,182	2,307	7,360	2,445	8,947	2,608	17,476	383
Average Amount	\$ 288	288	300	287	282	331	268	288	307	349	242	290	282	383
Cash Awards - \$501+														
Total Cash Awards Given	# 68648	64878	969	2801	240	31	33	7	33	26	36	4	65	5

**TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

This table is for All Agencies -- 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 -- FY 2010 -- Permanent Employees

Recognition or Award Program, # Awards Given, Total cash	Total by Disability Status				Detail for Targeted Disabilities									
	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	94.50	1.41	4.08	0.34	0.04	0.04	0.01	0.04	0.03	0.05	0.00	0.09	0.00
Total Amount \$	120,780.96	114,112.40	1,780.054	4,888,505	377,866	39,096	62,349	9,956	51,383	38,366	60,568	7,664	99,810	8,674
Average Amount \$	1,759	1,759	1,837	1,745	1,574	1,261	1,889	1,422	1,557	1,476	1,682	1,916	1,536	1,735
Quality Step Increases:														
Total QSIs Awarded #	1263	1155	30	78	3	0	1	1	1	0	0	0	0	0
%	100	91.44	2.37	6.17	0.23	0.00	0.07	0.07	0.07	0.00	0.00	0.00	0.00	0.00
Total Benefit \$	4,136,907	3,809,344	98,615	228,948	9,639	0	2,727	3,506	3,406	0	0	0	0	0
Average Benefit \$	3,275	3,298	3,287	2,935	3,213	-	2,727	3,506	3,406	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010



**TABLE B14: SEPARATIONS by Type of Separation - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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	#	6133	202	426	37	4	6	4	3	4	2	5	7	2
	%	90.71	2.98	6.30	0.54	0.05	0.08	0.05	0.04	0.05	0.02	0.07	0.10	0.02
Involuntary	#	1285	44	82	7	0	1	0	1	0	3	0	1	1
	%	91.07	3.11	5.81	0.49	0.00	0.07	0.00	0.07	0.00	0.21	0.00	0.07	0.07
Reductions-in-Force	#	4	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
Total Separations	#	7422	246	508	44	4	7	4	4	4	5	5	8	3
	%	90.77	3.00	6.21	0.53	0.04	0.08	0.04	0.04	0.04	0.06	0.06	0.09	0.03
Total Work Force	#	163940	3624	7210	661	61	96	29	77	39	117	24	209	9

**TABLE B14: SEPARATIONS by Type of Separation - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Permanent Employees

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	
%	93.80	2.07	4.12	0.37	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.11	0.00	

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races		
	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				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All																	
GS/GG/GH/GM/GL- #	48	24	24	4	16	11	5	7	1	1	0	0	0	0	0	0	1
%	100	50.00	50.00	8.33	33.33	22.91	10.41	14.58	2.08	2.08	0.00	0.00	0.00	0.00	0.00	0.00	2.08
GS/GG/GH/GM/GL- #	130	55	75	12	36	46	9	15	3	0	0	1	0	0	0	1	1
%	100	42.30	57.69	9.23	27.69	35.38	6.92	11.53	2.30	0.00	0.00	0.76	0.00	0.00	0.76	0.76	0.76
GS/GG/GH/GM/GL- #	187	81	106	15	50	56	16	28	2	4	0	1	0	0	3	2	2
%	100	43.31	56.68	8.02	26.73	29.94	8.55	14.97	1.06	2.13	0.00	0.53	0.00	0.00	1.60	1.06	1.06

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino	
	All	Male		Female		White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL- #	490	205	285	37	121	140	47	78	11	18	0	0	1	2	1	10
%	100	41.83	58.16	7.55	24.69	28.57	9.59	15.91	2.24	3.67	0.00	0.00	0.20	0.40	0.20	2.04
GS/GG/GH/GM/GL- #	289	111	178	11	76	109	15	36	5	12	0	1	2	3	2	5
%	100	38.40	61.59	3.80	26.29	37.71	5.19	12.45	1.73	4.15	0.00	0.34	0.69	1.03	0.69	1.73
GS/GG/GH/GM/GL- #	87	29	58	1	18	45	6	10	0	0	1	0	1	0	2	1
%	100	33.33	66.66	1.14	20.68	51.72	6.89	11.49	0.00	0.00	1.14	0.00	1.14	0.00	2.29	1.14
GS/GG/GH/GM/GL- #	429	168	261	11	127	159	19	82	7	10	0	1	1	0	3	1
%	100	39.16	60.83	2.56	29.60	37.06	4.42	19.11	1.63	2.33	0.00	0.23	0.23	0.00	0.69	0.23

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		Hispanic or Latino			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL- #	36	21	15	4	0	8	8	7	0	0	0	0	0	0	0	0	0	0
%	100	58.33	41.66	11.11	0.00	22.22	22.22	19.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.77	0.00
GS/GG/GH/GM/GL- #	1551	622	929	62	88	424	533	112	276	20	25	0	0	1	6	3	1	0
%	100	40.10	59.89	3.99	5.67	27.33	34.36	7.22	17.79	1.28	1.61	0.00	0.00	0.06	0.38	0.19	0.06	0.06
GS/GG/GH/GM/GL- #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL- #	822	461	361	25	16	350	235	67	98	13	7	0	0	1	3	5	2	2

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino		
	All	Male		Female		White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	56.08	43.91	3.04	1.94	42.57	28.58	8.15	11.92	1.58	0.85	0.00	0.00	0.12	0.36	0.60	0.24
GS/GG/GH/GM/GL- #	990	631	359	45	12	481	239	82	93	12	7	0	0	6	6	5	2
%	100	63.73	36.26	4.54	1.21	48.58	24.14	8.28	9.39	1.21	0.70	0.00	0.00	0.60	0.60	0.50	0.20
GS/GG/GH/GM/GL- #	378	289	89	11	5	240	62	26	18	7	3	0	0	2	1	3	0
%	100	76.45	23.54	2.91	1.32	63.49	16.40	6.87	4.76	1.85	0.79	0.00	0.00	0.52	0.26	0.79	0.00
GS/GG/GH/GM/GL- #	203	145	58	15	2	120	41	8	12	0	1	0	0	0	1	2	1
%	100	71.42	28.57	7.38	0.98	59.11	20.19	3.94	5.91	0.00	0.49	0.00	0.00	0.00	0.49	0.98	0.49

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
GS/GG/GH/GM/GL- #	138	100	38	1	87	34	6	3	2	0	0	0	1	0	1	0	0	
%	100	72.46	27.53	0.72	63.04	24.63	4.34	2.17	1.44	0.00	0.00	0.00	0.72	0.00	0.72	0.00	0.00	
All Other # (Unspecified GS)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senior Executive Service (ES) #	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 -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	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
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
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**TABLE A4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Race/Ethnicity and Sex**

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

LE and Related Grade	Race/Ethnicity																		
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino										
	All	Male		Female		Male	Female	Male	Female	Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
										Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
LE-01	#	449	381	68	28	7	275	47	66	13	1	0	2	0	6	0	3	1	
	%	100	84.85	15.14	6.23	1.55	61.24	10.46	14.69	2.89	0.22	0.00	0.44	0.00	1.33	0.00	0.66	0.22	
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 -- FY 2010 -- LE -- Temporary Employees

LE and Related Grade	Race/Ethnicity																		
	Total Employees				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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

LE and Related Grade	Race/Ethnicity																		
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races				
	All	Male		Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
LE-10	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	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 -- FY 2010 -- LE -- Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.  
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**TABLE A4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Race/Ethnicity and Sex**

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	Race/Ethnicity															
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino							
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Races		Sex	
	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	15	6	9	0	0	4	1	1	1	0	0	0	0	0	3
	%	100	40.00	60.00	0.00	0.00	26.66	6.66	6.66	6.66	0.00	0.00	0.00	0.00	6.66	20.00
SV-C	#	29	16	13	0	1	3	5	2	0	0	0	0	0	0	4
	%	100	55.17	44.82	0.00	3.44	10.34	17.24	6.89	0.00	0.00	0.00	0.00	0.00	0.00	13.79
SV-D	#	16	5	11	0	0	2	8	0	2	0	0	0	0	0	0
	%	100	31.25	68.75	0.00	0.00	12.50	50.00	0.00	12.50	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 -- FY 2010 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino					
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
SV-E	#	12	2	10	3	0	1	5	0	2	0	0	0	0	0	0	0	0
	%	100	16.66	83.33	25.00	0.00	8.33	41.66	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00
SV-F	#	46	15	31	1	3	10	16	3	8	1	1	0	0	0	0	0	3
	%	100	32.60	67.39	6.52	2.17	21.73	34.78	6.52	17.39	2.17	2.17	0.00	0.00	0.00	0.00	0.00	6.52
SV-G	#	61	29	32	6	3	14	14	4	12	2	1	0	0	0	0	3	2
	%	100	47.54	52.45	9.83	4.91	22.95	22.95	6.55	19.67	3.27	1.63	0.00	0.00	0.00	0.00	4.91	3.27
SV-H	#	38	15	23	2	0	7	8	4	11	2	2	0	0	0	0	0	2
	%	100	39.47	60.52	5.26	0.00	18.42	21.05	10.52	28.94	5.26	5.26	0.00	0.00	0.00	0.00	0.00	5.26
SV-I	#	29	18	11	0	2	9	6	6	2	2	0	1	1	1	0	0	0
	%	100	62.06	37.93	0.00	6.89	31.03	20.68	20.68	6.89	6.89	0.00	3.44	3.44	3.44	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 -- FY 2010 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	Race/Ethnicity																					
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino													
	All	Male		Female		Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
			#	%	#					%	#	%	#	%	#	%	#	%	#	%	#	%
SV-J	45	30	15	2	0	23	9	4	6	0	0	0	0	0	0	0	0	0	0	0	1	0
	100	66.66	33.33	4.44	0.00	51.11	20.00	8.88	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.22	0.00
SV-K	13	10	3	0	0	8	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	2
	100	76.92	23.07	0.00	0.00	61.53	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.69	15.38
SV-L	1	1	0	0	0	1	0	0	0	0	0	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	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	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	0	0	0	0	0	0	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 -- FY 2010 -- SV, SW -- Temporary Employees																				
SV/SW and Related Grade	Race/Ethnicity																			
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races	
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010



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

This table is for All Agencies -- FY 2010 -- AD -- Temporary Employees

AD and Related Grade	Race/Ethnicity																	
	Total Employees				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	9516	5653	3863	228	243	4600	2557	518	789	82	66	141	142	72	56	12	10	
	100	59.40	40.59	2.39	2.55	48.33	26.87	5.44	8.29	0.86	0.69	1.48	1.49	0.75	0.58	0.12	0.10	

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races	
	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	
GS/GG/GH/GM/GL- #	48	24	24	2	4	16	11	5	7	1	1	0	0	0	0	1
%	0.83	0.81	0.84	0.86	1.86	0.74	0.64	1.17	0.91	1.20	1.13	0.00	0.00	0.00	0.00	3.70
GS/GG/GH/GM/GL- #	130	55	75	6	12	36	46	9	15	3	0	0	1	0	0	1
%	2.24	1.86	2.64	2.60	5.60	1.67	2.67	2.11	1.96	3.61	0.00	0.00	25.00	0.00	0.00	3.70
GS/GG/GH/GM/GL- #	187	81	106	10	15	50	56	16	28	2	4	0	1	0	0	2
%	3.23	2.75	3.73	4.34	7.00	2.32	3.25	3.75	3.66	2.40	4.54	0.00	25.00	0.00	0.00	7.40

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL- #	490	205	285	37	121	140	47	78	11	18	0	0	1	2	1	10		
%	8.48	6.96	10.04	17.28	5.61	8.14	11.03	10.22	13.25	20.45	0.00	0.00	6.25	9.09	3.12	37.03		
GS/GG/GH/GM/GL- #	289	111	178	12	76	109	15	36	5	12	0	1	2	3	2	5		
%	5.00	3.77	6.27	5.60	3.52	6.34	3.52	4.71	6.02	13.63	0.00	25.00	12.50	13.63	6.25	18.51		
GS/GG/GH/GM/GL- #	87	29	58	2	18	45	6	10	0	0	1	0	1	0	2	1		
%	1.50	0.98	2.04	0.93	0.83	2.61	1.40	1.31	0.00	0.00	100	0.00	6.25	0.00	6.25	3.70		
GS/GG/GH/GM/GL- #	429	168	261	8	127	159	19	82	7	10	0	1	1	0	3	1		
%	7.42	5.71	9.20	3.73	5.89	9.25	4.46	10.74	8.43	11.36	0.00	25.00	6.25	0.00	9.37	3.70		

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino									
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM/GL- #	36	21	15	4	0	8	8	7	0	0	0	0	0	0	0	0
%	0.62	0.71	0.52	1.73	0.00	0.37	0.46	0.91	0.00	0.00	0.00	0.00	0.00	0.00	3.12	0.00
GS/GG/GH/GM/GL- #	1551	622	929	62	88	424	533	112	276	20	25	0	0	1	6	3
%	26.84	21.14	32.75	26.95	41.12	19.68	31.02	26.29	36.17	24.09	28.40	0.00	0.00	6.25	27.27	9.37
GS/GG/GH/GM/GL- #	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/GL- #	822	461	361	25	16	350	235	67	98	13	7	0	0	1	3	5
%																

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All	Male		Female		%	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	14.22	15.66	12.72	10.86	7.47	16.24	13.67	15.72	12.84	15.66	7.95	0.00	0.00	6.25	13.63	15.62	7.40	
GS/GG/GH/GM/GL- #	990	631	359	45	12	481	239	82	93	12	7	0	0	6	6	5	2	
%	17.13	21.44	12.65	19.56	5.60	22.33	13.91	19.24	12.18	14.45	7.95	0.00	0.00	37.50	27.27	15.62	7.40	
GS/GG/GH/GM/GL- #	378	289	89	11	5	240	62	26	18	7	3	0	0	2	1	3	0	
%	6.54	9.82	3.13	4.78	2.33	11.14	3.60	6.10	2.35	8.43	3.40	0.00	0.00	12.50	4.54	9.37	0.00	
GS/GG/GH/GM/GL- #	203	145	58	15	2	120	41	8	12	0	1	0	0	0	1	2	1	
%	3.51	4.92	2.04	6.52	0.93	5.57	2.38	1.87	1.57	0.00	1.13	0.00	0.00	0.00	4.54	6.25	3.70	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	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/GL- #	138	100	38	3	1	87	34	6	3	2	0	0	0	1	0	1	0
%	2.38	3.39	1.33	1.30	0.46	4.03	1.97	1.40	0.39	2.40	0.00	0.00	0.00	6.25	0.00	3.12	0.00
All Other # (Unspecified GS)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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	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 -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	All	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
TOTAL	#	5778	2942	2836	230	214	2154	1718	426	763	83	88	1	4	16	22	32	27
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

LE and Related Grade	Race/Ethnicity															
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino							
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
LE-01	#	449	381	68	275	47	66	13	1	0	2	0	6	0	3	1
	%	100	100	100	100	100	100	100	100	-	100	-	100	-	100	100
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00	0.00
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00	0.00
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00	0.00



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

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

LE and Related Grade	Race/Ethnicity																		
	Total Employees				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	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00
LE-06	#	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00
LE-07	#	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00
LE-08	#	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00
LE-09	#	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00

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

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

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

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

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

LE and Related Grade	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races	
	All	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	0.00	0.00	0.00	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	449	381	68	275	47	66	13	1	0	2	0	6	0	3	1			
#																		
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	Race/Ethnicity																		
	Total Employees				Hispanic or Latino		Non-Hispanic or Latino						Two or More/Other Races						
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	
SV-B	#	15	6	9	0	0	4	1	0	4	1	1	0	0	0	0	0	1	3
	%	4.91	4.08	5.69	0.00	0.00	4.30	1.36	0.00	8.16	10.00	14.28	0.00	0.00	-	-	14.28	18.75	
SV-C	#	29	16	13	0	1	13	5	1	3	2	0	0	0	0	0	0	0	4
	%	9.50	10.88	8.22	0.00	8.33	13.97	6.84	4.00	6.12	20.00	0.00	0.00	0.00	-	-	0.00	25.00	
SV-D	#	16	5	11	0	0	3	8	2	1	0	2	0	0	0	0	0	0	0
	%	5.24	3.40	6.96	0.00	0.00	3.22	10.95	8.00	2.04	0.00	28.57	0.00	0.00	-	-	0.00	0.00	

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
SV-E	#	12	2	10	3	0	1	5	0	2	0	0	0	0	0	0	0	0
	%	3.93	1.36	6.32	25.00	0.00	1.07	6.84	0.00	4.08	0.00	0.00	0.00	0.00	-	-	14.28	0.00
SV-F	#	46	15	31	1	3	10	16	3	8	1	1	0	0	0	0	0	3
	%	15.08	10.20	19.62	9.09	25.00	10.75	21.91	12.00	16.32	10.00	14.28	0.00	0.00	-	-	0.00	18.75
SV-G	#	61	29	32	6	3	14	14	4	12	2	1	0	0	0	0	0	2
	%	20.00	19.72	20.25	54.54	25.00	15.05	19.17	16.00	24.48	20.00	14.28	0.00	0.00	-	-	42.85	12.50
SV-H	#	38	15	23	2	0	7	8	4	11	2	2	0	0	0	0	0	2
	%	12.45	10.20	14.55	18.18	0.00	7.52	10.95	16.00	22.44	20.00	28.57	0.00	0.00	-	-	0.00	12.50
SV-I	#	29	18	11	0	2	9	6	6	2	2	0	1	1	0	0	0	0
	%	9.50	12.24	6.96	0.00	16.66	9.67	8.21	24.00	4.08	20.00	0.00	100	100	-	-	0.00	0.00

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	Race/Ethnicity																					
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino													
	All	Male		Female		Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races		
SV-J	#	45	30	15	2	0	23	9	4	6	0	0	0	0	0	0	0	0	0	0	1	0
	%	14.75	20.40	9.49	18.18	0.00	24.73	12.32	16.00	12.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	14.28	0.00
SV-K	#	13	10	3	0	0	8	1	1	0	0	0	0	0	0	0	0	0	0	0	1	2
	%	4.26	6.80	1.89	0.00	0.00	8.60	1.36	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	14.28	12.50
SV-L	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.68	0.00	0.00	0.00	1.07	0.00	0.00	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	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00
SW	#	0	0	0	0	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 -- FY 2010 -- SV, SW -- Temporary Employees																				
SV/SW and Related Grade	Race/Ethnicity																			
	Total Employees						Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races	
	All	Male	Female	Male	Female	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	0.00	-	-	0.00	0.00	0.00
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	305	147	158	11	12	93	73	25	49	10	7	1	1	0	0	0	7	16	
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- AD -- Temporary Employees

AD and Related Grade	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino		Two or More/Other Races			
	Male		Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
	All																	
Unspecified AD	#	9516	5653	3863	228	243	4600	2557	518	789	82	66	141	142	72	56	12	10
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
TOTAL	#	9516	5653	3863	228	243	4600	2557	518	789	82	66	141	142	72	56	12	10
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010



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

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	Race/Ethnicity																			
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino											
	Male		Female		Male		Female		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	Male	Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#	7	7	0	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	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
Grade-04	#	6	6	0	0	2	0	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	33.33	0.00	50.00	0.00	16.66	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity															
		Total Employees						Hispanic or Latino				Non-Hispanic or Latino				Two or More/Other Races	
		All	Male		Female		White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female
			#	%	#	%		#	%	#	%	#	%	#	%		
Grade-05	#	18	17	1	0	0	0	14	0	3	0	0	1	0	0	0	0
	%	100	94.44	5.55	0.00	0.00	0.00	77.77	0.00	16.66	0.00	0.00	5.55	0.00	0.00	0.00	0.00
Grade-06	#	8	7	1	1	0	2	0	0	0	2	0	0	2	1	0	0
	%	100	87.50	12.50	12.50	0.00	25.00	0.00	0.00	0.00	25.00	0.00	0.00	25.00	12.50	0.00	0.00
Grade-07	#	4	4	0	0	0	1	0	0	3	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	25.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	37	37	0	3	0	27	0	0	6	0	1	0	0	0	0	0
	%	100	100	0.00	8.10	0.00	72.97	0.00	0.00	16.21	0.00	2.70	0.00	0.00	0.00	0.00	0.00
Grade-09	#	8	8	0	0	0	3	0	0	5	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	37.50	0.00	0.00	62.50	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity															
		Total Employees						Hispanic or Latino				Non-Hispanic or Latino				Two or More/Other Races	
		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		Male		Female	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	30	0	1	0	24	0	4	0	0	0	0	0	0	0	0	0
	%	100	0.00	3.33	0.00	80.00	0.00	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	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-12	#	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	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-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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	All	Male		Female		Hispanic or Latino	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
Grade-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
Grade-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
Grade-03	#	7	7	0	0	0	0	6	0	1	0	0	0	0	0	0	0
	%	5.73	5.83	0.00	0.00	-	7.14	-	4.34	-	0.00	0.00	0.00	0.00	-	-	0.00
Grade-04	#	6	6	0	2	0	3	0	1	0	0	0	0	0	0	0	0
	%	4.91	5.00	0.00	28.57	-	3.57	-	4.34	-	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity																	
		Total Employees						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 Races							
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade-05	#	18	17	1	0	0	14	0	3	0	0	1	0	0	0	0	0		
	%	14.75	14.16	50.00	-	16.66	-	13.04	-	0.00	100	0.00	0.00	0.00	-	-	0.00		
Grade-06	#	8	7	1	1	0	2	0	0	0	2	0	2	1	0	0	0		
	%	6.55	5.83	50.00	14.28	-	2.38	-	0.00	-	66.66	0.00	100	100	-	-	0.00		
Grade-07	#	4	4	0	0	0	1	0	3	0	0	0	0	0	0	0	0		
	%	3.27	3.33	0.00	0.00	-	1.19	-	13.04	-	0.00	0.00	0.00	0.00	-	-	0.00		
Grade-08	#	37	37	0	3	0	27	0	6	0	1	0	0	0	0	0	0		
	%	30.32	30.83	0.00	42.85	-	32.14	-	26.08	-	33.33	0.00	0.00	0.00	-	-	0.00		
Grade-09	#	8	8	0	0	0	3	0	5	0	0	0	0	0	0	0	0		
	%	6.55	6.66	0.00	0.00	-	3.57	-	21.73	-	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity															
		Total Employees						Hispanic or Latino				Non-Hispanic or Latino				Two or More/Other Races	
		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male		Female		Male	Female
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	30	0	1	0	24	0	4	0	0	0	0	0	0	0	0	0
	%	24.59	0.00	14.28	-	28.57	-	17.39	-	0.00	0.00	0.00	0.00	-	-	100	-
Grade-11	#	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	2.45	0.00	0.00	-	3.57	-	0.00	-	0.00	0.00	0.00	0.00	-	-	0.00	-
Grade-12	#	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.81	0.00	0.00	-	1.19	-	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	-
Grade-14	#	0	0	0	0	0	0	0	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity														
		Total Employees				Hispanic or Latino				Non-Hispanic or Latino				Two or More/Other Races		
		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native						
		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	-
Grade-15 #	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	-
All Other Wage Grades #	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	-
TOTAL #	122	120	2	7	0	84	0	23	0	3	1	2	1	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010



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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Mission Critical Jobs																	
0080 - Security	#	55	43	12	0	31	4	9	8	1	0	0	0	0	1	0	0
	%	100	78.18	21.81	0.00	56.36	7.27	16.36	14.54	1.81	0.00	0.00	0.00	1.81	0.00	0.00	0.00
Occupational CLF	%	100	43.2	56.5	4.7	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	#	449	381	68	7	275	47	66	13	1	0	2	0	6	0	3	1
	%	100	84.85	15.14	1.55	61.24	10.46	14.69	2.89	0.22	0.00	0.44	0.00	1.33	0.00	0.66	0.22
Occupational CLF	%	100	87.0	13.0	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
0132 - Intelligence Research Specialist	#	21	16	5	1	9	4	4	1	0	0	0	0	0	0	2	0

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																			
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino											
	All	Male		Female		Male	Female	Male	Female	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
%	100	76.19	23.80	42.85	19.04	4.76	0.00	19.04	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	50.1	49.9	42.0	2.4	3.8	2.0	2.1	0.1	0.0	0.6	0.5	1.1	0.9						
0801 - GENERAL ENGINEERING	19	17	2	12	0	1	0	2	1	0	0	0	0	0	0	0	0	0	0	0
%	100	89.47	10.52	63.15	5.26	0.00	0.00	5.26	0.00	0.00	10.52	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	89.6	10.3	71.8	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2						
0802 - ENGINEERING TECHNICIAN	8	6	2	4	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	75.00	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00	12.50	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				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 Races		Male		Female		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0803 - SAFETY ENGINEERING	#	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
0804 - FIRE PROTECTION ENGINEERING	#	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	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																			
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino						Two or More/Other Races	
	All		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
0806 - MATERIALS # ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	0.0	0.1	0.1	1.1	0.1
0807 - LANDSCAPE # ARCHITECTURE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	0.0	0.0	0.2	1.1	0.4
0808 - # ARCHITECTURE	10	9	1	0	0	8	1	0	0	1	0	0	0	0	0	0	0	0	0	0
%	100	90.00	10.00	0.00	0.00	80.00	10.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races						
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
Occupational CLF %	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	0.0	0.0	1.1	0.4
0809 - CONSTRUCTION CONTROL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.5	0.1	0.1	0.0	0.7	0.1	0.0	0.1	1.2	0.1
0810 - CIVIL ENGINEERING	#	10	6	4	1	0	4	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	60.00	40.00	10.00	40.00	40.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	89.7	10.1	3.7	0.6	74.1	7.5	2.9	0.6	7.4	1.1	0.0	0.0	0.3	0.1	0.0	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races					
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
0817 - SURVEYING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.7	0.1	0.1	0.0	1.1	0.1	0.1	1.0	0.2
0818 - ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DRAFTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100	80.0	19.9	5.9	1.4	65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.0	0.5	0.1	0.1	1.0	0.3

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Hispanic or Latino		Non-Hispanic or Latino						Two or More/Other Races				
	All	Male		Female			Male	Female	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
0819 - ENVIRONMENTAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	77.8	22.0	0.9	2.2	0.9	65.4	17.8	3.0	1.2	5.8	1.9	0.1	0.0	0.2	0.1	1.1	0.1
0828 - CONSTRUCTION ANALYST	#	0	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	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Hispanic or Latino		Non-Hispanic or Latino				Two or More/ Other Races						
	All	Male		Female		Total	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
0830 - MECHANICAL ENGINEERING	#	1	1	0	0	0	0	0	1	0	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	0.00
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	0.1
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7	0.6	0.0	0.0	0.0	0.0	0.9	0.0	0.0
0850 - ELECTRICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino				Two or More/Other Races							
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3	
0855 - ELECTRONICS ENGINEERING	#	1	1	0	0	1	0	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	0.00

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino				Two or More/Other Races				
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		Male		Female		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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
0856 - ELECTRONICS TECHNICIAN	#	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	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	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0658 - BIOMEDICAL ENGINEERING	#	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

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino						Two or More/Other Races				
	All	Male		Female		Male	Female	Male	Female	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		Male	Female	Male	Female					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0861 - AEROSPACE ENGINEERING	#	0	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	0.0	1.4	0.1
0871 - NAVAL ARCHITECTURE	#	1	1	0	0	0	1	0	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	0.00
Occupational CLF	%	100	94.8	5.1	2.0	0.2	83.1	4.1	3.7	0.5	4.7	0.3	0.0	0.0	0.3	0.0	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																				
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino								
	All		Male		Female		Male		Female		Male		Female		Male		Female				
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Occupational CLF	%	100	83.7	16.2	7.3	1.7	7.3	1.7	65.3	11.0	7.7	2.7	1.6	0.3	0.1	0.0	0.5	0.2	1.2	0.3	
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	93.5	6.2	2.8	0.6	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1	
0881 - PETROLEUM ENGINEERING	#	0	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino				Two or More/Other Races							
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Occupational CLF %	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1	
0890 - AGRICULTURAL ENGINEERING	#	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	
0892 - CERAMIC ENGINEERING	#	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity															
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino				Two or More/Other Races					
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		Male		Female	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0993 - CHEMICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	1.8	0.0	0.0	0.1	0.0	1.2	0.0
0994 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	1.5	0.1	0.0	0.2	0.1	1.1	0.1

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino				Two or More/Other Races						
	All	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Occupational CLF	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0896 - INDUSTRIAL # ENGINEERING	0	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races				
	All	Male		Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
									Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
#	5	5	0	0	3	0	2	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	60.00	0.00	40.00	0.00	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	89.6	10.3	0.6	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	0.0	1.4	0.2
#	45	23	22	0	0	0	22	19	0	2	1	1	0	0	0	0	0	0	0
%	100	51.11	48.88	0.00	0.00	0.00	48.88	42.22	0.00	4.44	2.22	2.22	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	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.1	0.6	0.4



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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino					
	All		Male		Female		Male		Female		Male		Female		Male		Female	
1102 - Contract Specialists	#	45	20	25	1	2	15	3	7	0	0	0	0	0	0	0	0	1
	%	100	44.44	55.55	2.22	4.44	33.33	6.66	15.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.22
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.4	0.8
1801 - Adjudications Officers	#	314	285	29	43	1	219	12	5	3	0	0	0	2	1	6	0	0
	%	100	90.76	9.23	13.69	0.31	69.74	3.82	1.59	0.95	0.00	0.00	0.00	0.63	0.31	1.91	0.00	0.00
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6	0.6
1802 - Transportation Security Officers	#	50	33	17	5	1	18	7	7	1	1	1	0	0	0	1	0	0

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/Other Races						
	All	Male		Female		Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
%	100	66.00	34.00	36.00	16.00	14.00	14.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00	2.00	0.00	
Occupational CLF %	100	43.3	56.7	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0	0.5	1.0	1.0	
1811 - Criminal Investigators	#	721	645	76	29	3	561	59	38	11	11	3	0	0	2	0	4	0	0
%	100	89.45	10.54	77.80	8.18	5.27	1.52	0.41	0.00	0.00	0.00	0.27	0.00	0.55	0.00	0.00	0.00	0.00	
Occupational CLF %	100	79.0	21.1	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.5	0.1	1.0	0.4	
1895 - Customs and Border Protection Officers	#	22	14	8	0	0	13	7	1	1	0	0	0	0	0	0	0	0	0
%	100	63.63	36.36	59.09	31.81	4.54	4.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		Non- Hispanic or Latino						Two or More/ Other Races					
	All	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		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	
1996 - Border Patrol Agents	#	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	
2210 - Information Technology Specialists	#	235	165	70	13	3	119	53	24	7	2	0	1	1	2	1	0	0
	%	100	70.21	29.78	5.53	1.27	50.63	22.55	10.21	2.97	0.85	0.00	0.42	0.42	0.85	0.42	0.00	0.00
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	

TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex																
This table is for All Agencies -- FY 2010 -- Temporary Employees																
Job Title/Series, Agency Rate, Occupational CLF	TOTAL #	Race/Ethnicity														
		Total Employees						Non- Hispanic or Latino								
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
All	2020	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
		1679	341	128	18	1322	245	166	64	30	8	3	1	12	3	18
																2

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

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/GL- #	48	39	4	5	0	0	0	0	0	0	0	0	0	
%	81.25	8.33	10.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	130	115	7	8	0	0	0	0	0	0	0	0	0	
%	88.46	5.38	6.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	187	165	12	10	1	0	0	0	0	1	0	0	0	
%	88.23	6.41	5.34	0.53	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.00	0.00	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	490	458	13	19	4	0	1	0	1	2	0	0	0	
%	93.46	2.65	3.87	0.81	0.00	0.20	0.00	0.20	0.40	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	289	266	6	17	6	0	0	0	2	0	0	3	1	
%	100	92.04	2.07	5.88	2.07	0.00	0.00	0.69	0.00	1.03	0.34	0.00	0.00	
GS/GG/GH/GM/GL- #	87	80	0	7	1	0	1	0	0	0	0	0	0	
%	100	91.95	0.00	8.04	1.14	0.00	1.14	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	429	391	3	35	10	2	0	1	2	0	2	2	0	
%	100	91.14	0.69	8.15	2.33	0.46	0.00	0.23	0.46	0.00	0.46	0.46	0.00	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	36	0	3	0	0	0	0	0	0	0	0	0	0	
%	91.66	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	1551	24	104	12	0	3	0	1	0	2	0	6	0	
%	91.74	1.54	6.70	0.77	0.00	0.19	0.00	0.06	0.00	0.12	0.00	0.38	0.00	
GS/GG/GH/GM/GL- #	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS/GG/GH/GM/GL- #	822	18	38	4	1	0	0	1	0	0	0	1	1	
%	91.66	2.19	4.62	0.49	0.12	0.00	0.00	0.12	0.00	0.00	0.00	0.12	0.12	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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
%	93.18	2.18	4.62	0.48	0.12	0.00	0.00	0.12	0.00	0.00	0.00	0.12	0.12
GS/GG/GH/GM/GL- #	887	42	61	5	0	0	1	2	1	0	0	1	0
12													
%	89.59	4.24	6.16	0.50	0.00	0.00	0.10	0.20	0.10	0.00	0.00	0.10	0.00
GS/GG/GH/GM/GL- #	337	12	29	3	0	2	0	1	0	0	0	0	0
13													
%	89.15	3.17	7.67	0.79	0.00	0.52	0.00	0.26	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	189	8	6	0	0	0	0	0	0	0	0	0	0
14													
%	93.10	3.94	2.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	138	125	7	6	0	0	0	0	0	0	0	0	0	0	0	0
15																
%	100	90.57	5.07	4.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Unspecified GS) %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service (ES) %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ST #	0	0	0	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 -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
 Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

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	#	449	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	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	0	0	0

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

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

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	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	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	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 -- FY 2010 -- LE -- Temporary Employees

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				
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	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 -- FY 2010 -- LE -- Temporary Employees

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Unspecified LE)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

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		
	%	-	-	-	-	-	-	-	-	-	-	-	-		
SV-B	#	15	9	6	0	0	0	0	0	0	0	0	0		
	%	100	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
SV-C	#	29	23	5	1	0	0	0	0	0	0	0	0		
	%	100	79.31	17.24	3.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
SV-D	#	16	14	1	1	0	0	0	0	0	0	0	0		
	%	100	87.50	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
SV-E	#	12	11	1	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 -- FY 2010 -- SV, SW -- Temporary Employees

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
	100		91.66	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-F	46		39	5	2	1	0	0	0	0	0	0	0	1	0
	100		84.78	10.86	4.34	2.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.17	0.00
SV-G	61		52	5	4	0	0	0	0	0	0	0	0	0	0
	100		85.24	8.19	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	38		32	5	1	0	0	0	0	0	0	0	0	0	0
	100		84.21	13.15	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-I	29		29	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
SV-J	45		40	3	2	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 -- FY 2010 -- SV, SW -- Temporary Employees

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	
%	100	88.88	6.66	4.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	13	11	1	1	0	0	0	0	0	0	0	0	0	
%	100	84.61	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	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	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

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)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- AD -- Temporary Employees

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 #	9516	8549	177	790	33	2	7	3	6	1	3	0	9	2
%	100	89.83	1.86	8.30	0.34	0.02	0.07	0.03	0.06	0.01	0.03	0.00	0.09	0.02

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

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/GL- #	48	39	4	5	0	0	0	0	0	0	0	0	0	
%	0.73	2.56	1.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	130	115	7	8	0	0	0	0	0	0	0	0	0	
%	2.24	2.18	4.48	2.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	187	165	12	10	1	0	0	0	0	1	0	0	0	
%	3.23	3.12	7.69	2.87	2.17	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	490	458	13	19	4	0	1	0	1	2	0	0	0	0	0
04															
%	8.48	8.68	8.33	5.45	8.69	0.00	14.28	0.00	10.00	66.66	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	289	266	6	17	6	0	0	0	2	0	0	3	1	0	
05															
%	5.00	5.04	3.84	4.88	13.04	0.00	0.00	0.00	20.00	0.00	0.00	60.00	9.09	0.00	
GS/GG/GH/GM/GL- #	87	80	0	7	1	0	1	0	0	0	0	0	0	0	
06															
%	1.50	1.51	0.00	2.01	2.17	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	429	391	3	35	10	2	0	1	2	0	1	2	2	0	
07															
%	7.42	7.41	1.92	10.05	21.73	66.66	0.00	50.00	20.00	0.00	25.00	40.00	18.18	0.00	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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/GL- #	36	0	3	0	0	0	0	0	0	0	0	0	0	
%	0.62	0.00	0.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	1551	24	104	12	0	3	0	1	0	2	0	6	0	
%	26.84	15.38	29.88	26.08	0.00	42.85	0.00	10.00	0.00	50.00	0.00	54.54	0.00	
GS/GG/GH/GM/GL- #	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/GL- #	822	18	38	4	1	0	0	1	0	0	0	1	1	

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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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		
%	14.22	14.52	11.53	10.91	8.69	33.33	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	9.09	100
GS/GG/GH/GM/GL- #	990	887	42	61	5	0	0	1	2	1	0	0	0	0	1	0
%	17.13	16.81	26.92	17.52	10.86	0.00	0.00	50.00	20.00	33.33	0.00	0.00	0.00	0.00	9.09	0.00
GS/GG/GH/GM/GL- #	378	337	12	29	3	0	2	0	1	0	0	0	0	0	0	0
%	6.54	6.38	7.69	8.33	6.52	0.00	28.57	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	203	189	8	6	0	0	0	0	0	0	0	0	0	0	0	0
%	3.51	3.58	5.12	1.72	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 B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

\*\* Data excludes the "EX" pay plan

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/GL- #	138	125	7	6	0	0	0	0	0	0	0	0	0	0	0	0
15																
%	2.38	2.37	4.48	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Unspecified GS) %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service (ES) %	0.00	0.00	0.00	0.00	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	0.00



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

This table is for All Agencies -- FY 2010 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees  
 \*\* Data excludes the "EX" pay plan

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
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	5274	156	348	46	3	7	2	10	3	4	5	11	1
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
 Report generated on Oct 22, 2010

**TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- LE -- Temporary Employees

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	#	449	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	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 -- FY 2010 -- LE -- Temporary Employees

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	
	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	
LE-10	#	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 -- FY 2010 -- LE -- Temporary Employees

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	
	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-15	#	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 -- FY 2010 -- LE -- Temporary Employees

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
%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL #	449	449	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

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

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		
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-		
SV-B	#	15	9	6	0	0	0	0	0	0	0	0	0		
	%	4.91	3.44	18.75	0.00	-	-	-	-	-	-	0.00	-		
SV-C	#	29	23	5	1	0	0	0	0	0	0	0	0		
	%	9.50	8.81	15.62	8.33	0.00	-	-	-	-	-	0.00	-		
SV-D	#	16	14	1	1	0	0	0	0	0	0	0	0		
	%	5.24	5.36	3.12	8.33	0.00	-	-	-	-	-	0.00	-		
SV-E	#	12	11	1	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 -- FY 2010 -- SV, SW -- Temporary Employees

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
%	3.93	4.21	3.12	0.00	0.00	-	-	-	-	-	-	0.00	-
SV-F #	46	39	5	2	1	0	0	0	0	0	0	1	0
%	15.08	14.94	15.62	16.66	100	-	-	-	-	-	-	100	-
SV-G #	61	52	5	4	0	0	0	0	0	0	0	0	0
%	20.00	19.92	15.62	33.33	0.00	-	-	-	-	-	-	0.00	-
SV-H #	38	32	5	1	0	0	0	0	0	0	0	0	0
%	12.45	12.26	15.62	8.33	0.00	-	-	-	-	-	-	0.00	-
SV-I #	29	29	0	0	0	0	0	0	0	0	0	0	0
%	9.50	11.11	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
SV-J #	45	40	3	2	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 -- FY 2010 -- SV, SW -- Temporary Employees

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	
%	14.75	15.32	9.37	16.66	0.00	-	-	-	-	-	-	0.00	-	
#	13	11	1	1	0	0	0	0	0	0	0	0	0	
%	4.26	4.21	3.12	8.33	0.00	-	-	-	-	-	-	0.00	-	
#	1	1	0	0	0	0	0	0	0	0	0	0	0	
%	0.32	0.38	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-	
#	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	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-	



**TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- SV, SW -- Temporary Employees

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	305	261	32	12	1	0	0	0	0	0	0	0	0	0	0	0	1	0
#																		
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- AD -- Temporary Employees

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	#	8549	177	790	33	2	7	3	6	1	3	0	9	2
	%	100	100	100	100	100	100	100	100	100	100	-	100	100
TOTAL	#	8549	177	790	33	2	7	3	6	1	3	0	9	2
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status					Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#	7	6	0	1	1	1	0	0	0	0	0	0	0	0	0	1
	%	100	85.71	0.00	14.28	14.28	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.28	0.00
Grade-04	#	6	5	0	1	1	1	0	0	0	0	0	0	0	0	0	1
	%	100	83.33	0.00	16.66	16.66	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.66	0.00
Grade-05	#	18	17	1	0	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	94.44	5.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	8	8	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	
#	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	
#	37	35	0	2	0	0	0	0	0	0	0	0	0	
%	100	94.59	0.00	5.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	8	6	0	2	0	0	0	0	0	0	0	0	0	
%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	30	26	0	4	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	86.66	0.00	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
#	3	3	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	
#	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	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	

**TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/MG, 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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Wage Grades	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010

**TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status					Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	0.00	-	-
Grade-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	-	-
Grade-03	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.73	5.40	0.00	10.00	-	-	-	-	-	-	-	-	-	50.00	-	50.00
Grade-04	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	4.91	4.50	0.00	10.00	-	-	-	-	-	-	-	-	-	50.00	-	50.00
Grade-05	#	18	17	1	0	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	
%	14.75	15.31	100	0.00	-	-	-	-	-	-	-	0.00	-	
#	8	0	0	0	0	0	0	0	0	0	0	0	0	
%	6.55	7.20	0.00	0.00	-	-	-	-	-	-	-	0.00	-	
#	4	4	0	0	0	0	0	0	0	0	0	0	0	
%	3.27	3.60	0.00	0.00	-	-	-	-	-	-	-	0.00	-	
#	37	35	0	2	0	0	0	0	0	0	0	0	0	
%	30.32	31.53	0.00	20.00	-	-	-	-	-	-	-	0.00	-	
#	8	6	0	2	0	0	0	0	0	0	0	0	0	
%	6.55	5.40	0.00	20.00	-	-	-	-	-	-	-	0.00	-	
#	30	26	0	4	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/MG, WL/WS & Other Wage Grades	Total by Disability Status				Detail for Targeted Disabilities									
	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	24.59	23.42	0.00	40.00	0.00	-	-	-	-	-	-	-	0.00	-
#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
%	2.45	2.70	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
%	0.81	0.90	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
#	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	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	0	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 -- FY 2010 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/MG, 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	
%	0.00	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	
%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-	
TOTAL	122	111	1	10	2	0	0	0	0	0	0	2	0	
#	100	100	100	100	100	100	100	100	100	100	100	100	100	
%	100	100	100	100	100	100	100	100	100	100	100	100	100	

NOTE: Percentages compute down columns and NOT across rows.  
Report generated on Oct 22, 2010

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Temporary Employees

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/ of Limb/ Spine	
Mission Critical Jobs															
0080 - Security	#	55	48	4	3	0	0	0	0	0	0	0	0	0	0
	%	100	87.27	7.27	5.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0083 - Police	#	449	449	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
0132 - Intelligence Research Specialist	#	21	18	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	4.76	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0801 - GENERAL ENGINEERING	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.73	0.00	5.26	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 -- FY 2010 -- Temporary Employees

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	
0802 - ENGINEERING TECHNICIAN	8	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	
0803 - SAFETY ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	
	-	-	-	-	-	-	-	-	-	-	-	-	-	
0804 - FIRE PROTECTION ENGINEERING	1	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	
0806 - MATERIALS ENGINEERING	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 -- FY 2010 -- Temporary Employees

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	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0807 - LANDSCAPE # ARCHITECTURE	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0808 - # ARCHITECTURE	10	8	0	2	0	0	0	0	0	0	0	0	0	
%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0809 - # CONSTRUCTION CONTROL	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 -- FY 2010 -- Temporary Employees

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	
0810 - CIVIL ENGINEERING	10	9	0	1	0	0	0	0	0	0	0	0	0	
%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0817 - SURVEYING TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0818 - ENGINEERING DRAFTING	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0819 - ENVIRONMENTAL ENGINEERING	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 -- FY 2010 -- Temporary Employees

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	
0828 - CONSTRUCTION ANALYST	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0830 - MECHANICAL ENGINEERING	#	1	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	
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0850 - ELECTRICAL ENGINEERING	#	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 -- FY 2010 -- Temporary Employees

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		
%	-	-	-	-	-	-	-	-	-	-	-	-	-		
0854 - COMPUTER ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0		
%	-	-	-	-	-	-	-	-	-	-	-	-	-		
0855 - ELECTRONICS ENGINEERING	1	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		
0856 - ELECTRONICS TECHNICIAN	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		



**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Temporary Employees

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	
0858 - BIOMEDICAL # ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0861 - AEROSPACE # ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0871 - NAVAL # ARCHITECTURE	1	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	
0873 - SHIP # SURVEYING	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 -- FY 2010 -- Temporary Employees

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	
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0881 - PETROLEUM ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0892 - CERAMIC ENGINEERING	#	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 -- FY 2010 -- Temporary Employees

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	
0893 - CHEMICAL ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0894 - WELDING ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0896 - INDUSTRIAL ENGINEERING	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 -- FY 2010 -- Temporary Employees

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	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	
#	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	
#	45	40	2	3	1	0	0	1	0	0	0	0	0	
%	100	88.88	4.44	6.66	2.22	0.00	0.00	2.22	0.00	0.00	0.00	0.00	0.00	
#	45	39	2	4	0	0	0	0	0	0	0	0	0	
%	100	86.66	4.44	8.88	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 -- FY 2010 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	TOTAL		Total by Disability Status				Detail for Targeted Disabilities						
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1801 - Adjudications # Officers	272	31	11	0	0	0	0	0	0	0	0	0	0
%	86.62	9.87	3.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1802 - # Transportation Security Officers	38	0	12	7	1	1	0	2	0	0	2	1	0
%	76.00	0.00	24.00	14.00	2.00	2.00	0.00	4.00	0.00	0.00	4.00	2.00	0.00
1811 - Criminal Investigators	716	1	4	0	0	0	0	0	0	0	0	0	0
%	99.30	0.13	0.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - Customs and # Border Protection Officers	22	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

**TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for All Agencies -- FY 2010 -- Temporary Employees

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		
1996 - Border Patrol Agents	0	0	0	0	0	0	0	0	0	0	0	0	0		
%	-	-	-	-	-	-	-	-	-	-	-	-	-		
2210 - Information Technology Specialists	235	218	6	11	1	0	1	0	0	0	0	0	0		
%	100	92.76	2.55	4.68	0.42	0.00	0.42	0.00	0.00	0.00	0.00	0.00	0.00		
<b>TOTAL</b>	<b>2020</b>	<b>1918</b>	<b>47</b>	<b>55</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>		

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Oct 22, 2010