



**Department of the Navy**  
**EEO Program Status Report**  
**FY 2010**

# **EEO Program Status Report**

## **FY 2010**

# **Parts A-D**

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

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

<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. Department of Defense</b>	
	1.a. 2nd level reporting component		1.a. Department of the Navy	
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	<b>2. Address</b>		<b>2. Room 4E598, The Pentagon</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Washington, DC 20350-1000</b>	
	<b>4. CPDF Code</b>	<b>5. FIPS Code(s)</b>	<b>4. NV</b>	<b>5. 95-2</b>
<b>PART B</b> Total Employment	<b>1. Enter total number of permanent full-time and part-time employees</b>			<b>1. 192,810</b>
	<b>2. Enter total number of temporary employees</b>			<b>2. 7,011</b>
	<b>3. Enter total number employees paid from non-appropriated funds</b>			<b>3. 43,584</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 243,405</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	<b>1. Head of Agency Official Title</b>		The Honorable Ray Mabus, Secretary of the Navy	
	<b>2. Agency EEO Director</b>		The Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs)	
	<b>3. Principal EEO Director/Official Official Title/series/grade</b>		Judith K. Scott, EEO Program Director, Office of EEO & Diversity Management, GS-0260-15	
	<b>4. Title VII Affirmative EEO Program Official</b>		Arlene Black, AEP Manager	
	<b>5. Section 501 Affirmative Action Program Official</b>		Edward Castellon, People with Disabilities Program Manager	
	<b>6. Complaint Processing Program Manager</b>		Jamie Kajouras, Complaints Manager	
	<b>7. Other Responsible EEO Staff</b>		Virgil White, EEO Program Manager	
			Sonya Long, EEO Program Manager	
Judy Caniban, EEO Program Manager				
Camellia Curtis, Lead, Final Agency Decision Team Command Deputy EEO Officers and Deputy EEO Officers. In addition, the Office of Civilian Human Resources Division Directors and Human Resources Program Managers are expected to address and incorporate EEO principles in the execution of their program responsibilities.				

**EEOC FORM  
715-01  
PART A - D**

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

**PART D**  
List of  
Subordinate  
Components  
Covered in this  
Report

**Subordinate Component and Location  
(City/State)**

**CPDF and FIPS Code**

Chief of Naval Operations Washington, DC	NV11	95-2
Department of the Navy Assistant for Administration Washington, DC	NV12	95-2
Office of Naval Research Washington, DC	NV14	95-2
Office of Naval Intelligence Suitland, MD	NV15	95-2
Bureau of Medicine and Surgery Bethesda, MD	NV18	95-2
Naval Air Systems Command Patuxent River, MD	NV19	95-2
Navy Personnel Command Washington, DC	NV22	95-2
Naval Supply Systems Command Mechanicsburg, PA	NV23	95-2
Naval Sea Systems Command Washington, DC	NV24	95-2
Naval Facilities Engineering Command Washington, DC	NV25	95-2
United States Marine Corp Quantico, VA	NV27	95-2
Strategic Systems Programs Washington, DC	NV30	95-2
Military Sealift Command Washington, DC	NV33	95-2
Space and Naval Warfare Systems Command San Diego, CA	NV39	95-2
Naval Systems Management Activity Washington, DC	NV41	95-2
Commander, Navy Installations Command Washington, DC	NV52	95-2

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>		
	Commander, U.S. Fleet Forces Norfolk, VA	NV60	95-2
	Commander, U.S. Pacific Fleet Honolulu, HI	NV70	95-2
	Navy Reserve Forces Norfolk, VA	NV72	95-2
	Naval Special Warfare Command San Diego, CA	NV74	95-2
	Naval Education and Training Command Pensacola, FL	NV76	95-2
EEOC FORMS and Documents Included With This Report:			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues <i>(Note: A certified copy of the agency's 462 report was electronically forwarded to EEOC. Per EEOC 462 Team e-mail of 1 November 2010, a copy of DON's 462 report did not have to be attached to the FY 2010 annual program status report.)</i>	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

# **EEO Program Status Report**

## **FY 2010**

# **Part E**

<b>DEPARTMENT OF THE NAVY</b>	For period covering October 1, 2009 to September 30, 2010
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**EXECUTIVE SUMMARY**

**The Mission of the Department of the Navy**

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

**EEO Program Overview and FY 2010 Accomplishments**

At the end of Fiscal Year (FY) 2010, the DON employed 243,405 employees; 192,797 permanent and 7,024 temporary employees are covered by the appropriated fund (AF) and 43,584 by non-appropriated fund (NAF). The AF and NAF are two different personnel systems with distinct implementing regulations. The DON's total workforce is further organizationally structured into 20 subordinate major commands, ranging in size from 472 to 32,009 employees, with a combined total of 1,467 subordinate activities that are geographically dispersed world-wide. The major commands are distinguished by differences that include: unique mission requirements; size and number of subordinate activities; various geographical location; various personnel systems and service delivery models; variations in the implementation of personnel practices, policies and procedures, etc. The result is a complex, multi-layered organizational structure that is not conducive to the management and implementation of our EEO Program at the DON level or with a 'one size fits all' approach. We have determined a most effective approach for establishing, maintaining, and sustaining a model EEO program: direction and accountability provided at the DON-level; implementation/execution by the major commands.

FY 2010 was a period of significant change for the DON. These changes included Congress' enactment of the National Defense Authorization Act 2010 (October 28, 2009) that repealed the authority for the National Security Personnel System (NSPS). Approximately 73,000 DON employees were impacted by this congressional decision. At the end of FY 2010, 44,000 employees had been transitioned from NSPS back into the General Schedule (GS) system. The approximately 28,000 remaining employees will be transitioned into the GS or other alternate personnel systems no later than January 1, 2012. As a result of the transitional state of our workforce, a grade-level analysis was not conducted because a stable benchmark could not be established and the results would be meaningless to future trend analyses.

Another change was the implementation of the Joint Basing decision that resulted from the 2005 Base Realignment and Closure round. Joint Basing combines current Department of Defense (DoD) infrastructure into one to maximize war fighting capability and efficiency, while saving taxpayer dollars. This decision affected 12 DoD locations world-wide, e.g., installation management functions for Bolling Air Force Base, D.C., were relocated to Naval District Washington at the Washington Navy Yard, D.C., establishing Joint Base Anacostia-Bolling, D.C., with resulting impact, the extent of which is still too early to determine, to some civilian employment programs.

Yet another change that is currently in process is the transition from the DON Civilian Hiring and

Recruitment Tool (CHART), an automated recruitment tool in use for the past decade, to USA Staffing, a tool managed by the Office of Personnel Management (OPM). DoD has the lead on discussions with OPM. We expect that USA Staffing will provide the capability to pull applicant flow data, heretofore largely not available in a usable format for analysis purposes through CHART. Use of USA Staffing is expected to be an interim solution until the DoD develops its own automated staffing tool. Another collaborative effort with OPM is our use of their contract vehicle, Bender Consulting Services that provides a monthly listing of qualified people with disabilities for potential employment. We anticipate that use of this listing will have a positive impact on our future hiring efforts.

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

In FY 2010, we increased our efforts to improve the technical competence of Human Resources/EEO professionals through the deployment of several training sessions on the topics of barrier analysis, reasonable accommodation and discrimination complaints processing. We are working collaboratively with the Office of Civilian Human Resources (OCHR) on this effort as it is also one of their FY 2011 key desired results, i.e., improve HR/EEO competencies through ongoing community development initiatives. We made significant progress in the deployment of automated tools that will facilitate the management of data, i.e., eVersity, an off-the-shelf reporting and data system that automates the reporting aspect of the annual assessment and auto-populates the EEOC workforce data tables; entellitrak, an off-the-shelf data tracking system that provides the capability to corporately track and monitor all reasonable accommodation requests; and, the use of macros at the subordinate activity level to auto-populate the EEOC workforce data tables. These automated tools will be fully deployed in FY 2011.

We continue to raise the bar for excellence in measuring program accountability at all levels of the organization. In FY 2009, the Deputy Assistant Secretary of the Navy (Civilian Human Resources) (DASN(CHR)) issued the first annual scorecard assessing the status of each command's program on a scale of green, yellow or red (green denoting a program that is on track and red, one that is non-compliant). The second annual scorecard was issued in FY 2010 and reflected an adjustment from the previous year, i.e., the scoring of key aspects of the program were weighted according to level of importance. Scorecard results were briefed to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (who serves as the DON's EEO Officer) and senior DON leadership. The scorecard continues to have a very positive impact on the DON program as evidenced by an increased level of commitment by senior leadership to ensure that the principles of equal opportunity are seamlessly integrated into our mission and the assumption of their responsibility for implementing an effective program.

These annual report reviews continue to be supplemented by on-site validation visits of selected commands each year to validate responses on the Self-Assessment Checklist and to conduct a more thorough assessment of the command's EEO Program. At the end of FY 2010, we were close to completing the first cycle of these visits. The results of this first cycle will serve as a baseline to assess the progress of the commands' program efforts when we initiate the second round of visits in FY 2011. We continue to use a DON-specific self-assessment checklist (PART G) that puts in place more stringent measures and requires the submission of documentation to support even positive responses to key measures. The DON previously implemented two other agency-specific reporting requirements/forms to provide more structure and direction to the commands, i.e., DON Special Program Plan for the Recruitment, Placement and Advancement of Individuals with Targeted Disabilities (PART J) and DON Hispanic Employment Program Annual Status Report (PART K).

At the end of FY 2010, we saw some progress in the participation rate for alternative dispute resolution



and in the timely processing of discrimination complaints. While the rate of timely investigations has improved when compared to the previous reporting period, it remains at a low rate of 46%. Planned activities that address this issue and the untimely submission of complaint files to EEOC are included in our FY 2011 Part H EEO Plan. We achieved a 100% rate for timely issuances of Merit Final Agency Decisions, an improvement from the previous reporting period.

Formal status updates on the DON EEO Program are provided at least bi-annually to senior leadership during the Force Management Oversight Council (FMOC) meetings. The FMOC was established by the Assistant Secretary of the Navy (Manpower and Reserve Affairs (ASN (M&RA))), the Chief of Naval Personnel and the Deputy Commandant of the Marine Corps (Manpower and Reserve Affairs) in recognition of the need for a formalized framework to implement the principles of the DON Human Capital Strategy (HCS). The FMOC is a decision-making body responsible for implementing the principles of the DON HCS and for transforming DON human resource systems, policies and practices (to include EEO) within the Navy, the Marine Corps and the DON Secretariat. The FMOC advises the Secretary of the Navy on matters of broad policy for all DON civilian personnel relating to personnel and readiness, to include EEO. The bi-annual EEO program updates to the FMOC are supplemented by regular status update meetings with the ASN (M&RA) and the DASN (CHR). The ASN (M&RA) was briefed on the results of the FY 2010 DON EEO Program annual assessment and the current state of our EEO Program prior to the submission of this report.

DON FY 2010 EEO Program highlights are many and include: (1) achievement of a 100% rate for timely issuance of Final Agency Decisions; (2) receipt of the DoD 2010 award for the best military component Affirmative Action Program for People with Disabilities for the second consecutive year; and (3) increasing the commands' accountability for effective program execution. .

### **Results of FY 2010 Self-Assessment**

Our accomplishments (more detail provided in FY 2010 Plan #H-10 (1)), in the current reporting period include the:

- Deployment of barrier analysis, reasonable accommodation, and processing of discrimination complaints training.
- Issuance of weighted EEO program scorecards to each major command, a positive change from the previous year.
- Near completion of the first cycle of on-site validation visits at major commands.
- Continued improvement in the timely processing of discrimination complaints.

Despite these accomplishments, command responses indicated an inconsistent level of progress on the program deficiencies identified in the previous reporting period. As a result, many of the same program deficiencies were identified in FY 2010:

- Training on reasonable accommodation is not consistent nor is it provided at all levels of the organization;
- Activities do not consistently provide regular EEO updates to senior leadership, managers and supervisors;
- Relevant stakeholders are not consistently involved in barrier analysis efforts;
- Review of employment programs were not consistently accomplished;
- Technical competence of EEO professionals still needs improvement; and,
- Timeliness and quality of formal complaint processing needs improvement.

The FY 2011 Part H EEO Plan modifies our planned activities to address these deficiencies. More, importantly, to ensure the correction of these program deficiencies, major commands will be required to certify/document their efforts and report their progress periodically during the next reporting period.

The annual assessment of the DON's Special Program Plan for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities indicates that we continue to have many of the

same issues identified in the previous reporting period that hamper our efforts to effectively identify and eliminate any barriers to equality of opportunity. Analysis of the available data reveals a continuing trend of a higher rate of separations when compared to the number of accessions for each of the last four fiscal years, 0.67% in FY 2010, compared to 0.70% in FY 2009. This group's participation in the major occupations is also lower in FY 2010 at .58%. Although revisions to Standard Form 256, Self-Identification of Disability, were effective in July 2010, federal agencies did not receive notice of this change until the beginning of FY 2011. As a result, we have not yet implemented the use of this form because DoD must complete modifications to the Defense Civilian Personnel Data System to reflect the revised disability categories.

Executive Order (EO) 13548 (signed in July 26, 2010) establishes a goal of making the federal government a model employer of people with disabilities and improving efforts to employ people with disabilities and targeted disabilities. The EO also creates performance targets and numerical goals for the employment of people with disabilities and targeted disabilities. It requires development of an agency-wide plan to address implementation of requirements outlined in the EO which include the designation of a senior-level official to be accountable for meeting the EO's goals. As DON is a component of the DoD, more than likely that that senior official will be appointed at the DoD-level. However, DON will also appoint champions to ensure our accomplishment of the DON plan.

When the OPM guidance, Model Strategies for Recruitment and Hiring of People with Disabilities as Required Under Executive Order 13548 was issued on November 8, 2010, the DON OCHR immediately stood up a team to determine how we would implement these requirements. The team is led by the DON Disability Program Manager and the other members are DON HR representatives who are experts in staffing, recruitment and training. They are meeting weekly and regularly briefing HR senior leaders on their progress and for direction as they are finalizing the DON plan for implementation of the EO. We are expecting great results from this collaborative venture that will be executed at all DON levels.

### **Workforce Profile Analysis**

The overall DON civilian workforce had a positive net change of 5.31%, or 12,267, at the end of FY 2010 for a total of 243,405 employees, compared to 231,138 in FY 2009. The source of this information is Table B-1 because it provides a more accurate count of the DON overall workforce. In Table A-1, there were 263 AF and 125 NAF individuals who did not identify their ethnicity/race indicator and/or gender code so they were not included in the total.

For the last four reporting periods, the only groups that have had consistently low participation rates in the DON workforce are Hispanic males and females, White females, and individuals with targeted disabilities. Hispanic males/females and White females continue to show small, but steady, increases both in numbers and workforce percentage rate. See our FY 2010 Plans #I-10 (1) through (3) for a more detailed description of our barrier analysis accomplishments/efforts. EEO Plans, with modified planned activities, are in place for execution during the next reporting period. Major commands will be required to periodically provide a report on their progress to ensure the accomplishment of these planned activities.

The number of individuals employed in DON's major occupation series (Management/Program Analysis, Electronics Engineering, Information Technology Management, Engineering Technician, Mechanical Engineering, Financial Administration and Program, Miscellaneous Administration/Program, Logistics Management, Contracting, and General Engineering) represents 32% of the AF workforce. There was significant hiring this fiscal year in the 0343 Management Program Analysis job series, moving it to the top of the list. In addition, the Electronics Technician series dropped off this listing due to an increased number of positions in the General Engineering series. An analysis indicates that the group with the lowest overall participation rate in these series (eight out of ten) is Hispanic males, followed by Hispanic females and White males (six out of ten) and White females and Asian males (five out of ten). The Engineering Technician series has the highest number of groups (10) participating at a low rate, all

females with the exception of Native Hawaiian/Other Pacific Islander females participate at a low rate in this series. White males continue to be the only group that participates at a low rate in the Electronics Engineering series. The participation rate of White males is dropping in several series with major effort needed to reverse this new trend. The other groups are making good progress and need little change in current directions to reach the RCLF.

In FY 2010, as was the case in the previous reporting period, the only groups that were not hired at the same rate in the AF permanent workforce compared to their availability in the NCLF were Hispanic males and females, White females and Black females. Hispanic males represented 2.69% of the hires compared to a NCLF of 6.20%, Hispanic females 1.27% compared to 4.50%, White females 22.07% compared to 33.70%, and Black females 3.83% compared to 5.70%.

Hispanic males separated at a rate of 3.33% compared to their AF workforce participation rate of 3.24%, Hispanic females 2.11% compared to 1.66%, White females 23.57% compared to 18.91%, and Black females 6.41% compared to 5.63%. Although Hispanic males/females and White females separated at a rate higher than their workforce participation rate, they realized net gains of 145, 25, and 1511, respectively. Black females had a net loss of 142.

A more detailed discussion on the analysis conducted at the DON level is provided in Part E, Attachment (1). Note that while we do not currently report permanent and temporary employees separately on workforce data tables A/B-4 through 7, as required by EEOC MD-715, this will be rectified with the deployment of eVersity.

### **FY 2011 Plans of Action**

The DON FY 2011 EEO Plan to Attain the Essential Elements of a Model EEO Program (PART H) includes planned activities to:

- Provide ongoing EEO program training, guidance and communication to EEO practitioners and supervisors/managers;
- Ensure the involvement of supervisors and managers and other appropriate agency officials in barrier analysis efforts;
- Ensure the review of employment programs;
- Implement new automated data systems and enhance current systems;
- Improve the timeliness and quality of formal complaint processing; and,
- Ensure accountability for effective program execution efforts.

The DON FY 2011 EEO Plans to Eliminate Identified Barriers (PART I) are to:

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

Our FY 2011 EEO Plans are designed to pick up the pace of our program and barrier analysis efforts and to increase the level of accountability by requiring periodic progress updates well before the end of the reporting period. We expect that the prescriptive planned activities will produce the desired result to elevate our program execution efforts. As we await the release of the 2010 civilian labor force census data, the DON's goal is to have a well-established program in place to keep us on track with meeting the intent of EEOC's Management Directive 715 and applicable laws.

**EEO Program Status Report**  
**FY 2010**

**Part E**  
**Attachment**

**PART E**  
**EXECUTIVE SUMMARY – Attachment 1**

DEPARTMENT OF THE NAVY

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

**DON Workforce Profiles**

**Total Workforce**

The overall DON civilian workforce had a positive net change of 5.31%, or 12,267, at the end of FY 2010 for a total of 243,405 employees, compared to 231,138 in FY 2009. The source of this information is Table B-1 because it provides a more accurate count of the DON overall workforce. In Table A-1, there were 263 appropriated fund (AF) and 125 non-appropriated fund (NAF) individuals who did not identify their ethnicity/race indicator and/or gender code so they were not included in the totals.

The data source for the AF workforce is the Defense Civilian Personnel Data System (DCPDS), the Department of Defense civilian data tool. The NAF workforce data is captured in a separate system, People Soft. While the ability to obtain NAF workforce data continues to progress, we still have problems accessing complete workforce data and have issues with data integrity.

For the last four reporting periods, the only groups that have had consistently low participation rates in the DON workforce are Hispanic males/females, and White females. Hispanic males and females continue to show small, but steady, increases both in numbers and workforce percentage rate. White females have also increased in number and percentage rate from FY 2009 to FY 2010. An FY 2010 EEO Plan that addressed the trigger of a low participation rate of Hispanic males/females was developed for execution in this reporting period. FY 2011 EEO Plans were developed to address the continuing low participation rate for Hispanic males/females and White females for execution in the next reporting period.

The table below details the progression of the workforce participation percentage rates for Hispanic males/females and White females over the last four years.

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

Groups	NCLF	DON FY 2007	DON FY 2008	DON FY 2009	DON FY 2010
<b>Hispanic</b>					
Males	6.20%	3.08%	↑ 3.25%	↑ 3.30%	↑ 3.35%
Females	4.50%	2.44%	↑ 2.54%	↑ 2.55%	↑ 2.62%
<b>White</b>					
Females	33.70%	19.47%	↑ 20.65%	↓ 20.37%	↑ 20.42%

## Major Occupations

DON's top ten major occupation series are:

- 0343 (Management/Program Analysis)
- 0855 ((Electronics Engineering)
- 2210 (Information Technology Management)
- 0802 (Engineering Technician)
- 0830 (Mechanical Engineering)
- 0501 (Financial Administration and Program)
- 0301 (Miscellaneous Administration/Program)
- 0346 (Logistics Management)
- 1102 (Contracting)
- 0801 (General Engineering)

The number of individuals employed in these series represents 32% of the AF workforce. There was significant hiring this fiscal year in the 0343 Management Program Analysis job series, moving it to the top of the listing. This series grew from 7,812 in FY 2009 to 8,848 employees in FY 2010. In addition, the Electronics Technician series dropped off the top ten listing this fiscal year due to an increased number of positions in the General Engineering series.

An analysis of the major occupations indicates that the group with the lowest overall participation rate in these series (eight out of ten) is Hispanic males, followed by Hispanic females and White males (six out of ten) and White females and Asian males (five out of ten). The Engineering Technician series has the highest number of groups (10) participating at a low rate, all females with the exception of Native Hawaiian/Other Pacific Islander females participate at a low rate in this series. White males continue to be the only group that participates at a low rate in the Electronics Engineering series.

Table B details the workforce participation percentage rates for those groups with a low rate of participation in these series over the last four years compared to the relevant civilian labor force (RCLF) for the specific occupation. (\* = group was added in FY 2010).

**Table B: Participation Rates for Major Occupations**

Major Occupations	RCLF	DON FY FY 2007	DON FY 2008	DON FY 2009	DON FY 2010
Mgmt/Program Analysis (0343)					
Hispanic males	2.00%	1.24%	↑ 1.50%	↔ 1.50%	↑ 1.89%
White males	52.50%	32.72%	↑ 34.33%	↑ 35.30%	↑ 36.30%
Asian males	3.40%	0.25%	↑ 1.94%	↑ 1.95%	↑ 2.03%
Electronics Engineering (0855)					
White males	72.10%	66.94%	↓ 65.91%	↓ 65.35%	↓ 64.59%

Major Occupations	RCLF	DON FY FY 2007	DON FY 2008	DON FY 2009	DON FY 2010
<b>Info Technology Mgmt ( 2210)</b>					
*Hispanic males	3.10%	3.99%	↑ 4.31%	↓ 4.02%	↓ 2.97%
*Hispanic females	1.60%	2.34%	↑ 2.47%	↓ 2.32%	↓ 1.48%
*White females	24.70%	42.94%	↓ 39.80%	↓ 36.12%	↓ 21.64%
Asian males	7.40%	3.73%	↑ 3.85%	↑ 4.05%	↑ 4.31%
*Asian females	2.90%	4.22%	↓ 3.99%	↓ 3.67%	↓ 2.37%
<b>Engineering Technician (0802)</b>					
Hispanic males	6.10%	2.62%	↑ 2.86%	↑ 2.97%	↑ 3.00%
Hispanic females	1.60%	0.25%	↑ 0.31%	↔ 0.31%	↓ 0.25%
White females	13.00%	6.66%	↓ 6.48%	↑ 7.22%	↓ 7.20%
Black males	5.70%	4.86%	↑ 4.96%	↑ 5.00%	↑ 5.20%
Black females	2.20%	0.74%	↓ 0.61%	↑ 0.67%	↓ 0.59%
Asian males	5.10%	4.23%	↑ 4.51%	↓ 4.46%	↑ 4.89%
Asian females	1.80%	0.44%	↑ 0.56%	↑ 0.61%	↓ 0.60%
*AIAN female	0.10%	0.05%	↑ 0.07%	↑ 0.08%	↓ 0.03%
<b>Mechanical Engineering (0830)</b>					
White males	79.00%	77.39%	↓ 77.05%	↓ 76.45%	↓ 75.20%
Black males	3.00%	2.48%	↓ 2.39%	↑ 2.43%	↑ 2.48%
<b>Finance/Admin and Program (0501)</b>					
Hispanic males	4.20%	1.44%	↓ 1.40%	↔ 1.40%	↑ 1.58%
White males	50.60%	17.72%	↓ 17.04%	↑ 17.28%	↑ 18.74%
Black males	6.50%	3.36%	↑ 3.61%	↑ 3.74%	↑ 3.87%
*AIAN males	0.30%	0.64%	↓ 0.55%	↓ 0.46%	↓ 0.13%
<b>Misc Admin//Program (0301)</b>					
Hispanic males	4.70%	2.50%	↑ 2.80%	↑ 2.82%	↓ 2.71%
Hispanic females	5.30%	2.83%	↓ 2.73%	↓ 2.51%	↓ 2.44%
White females	39.70%	32.11%	↓ 30.31%	↓ 29.40%	↓ 27.49%
Black females	7.80%	7.27%	↓ 6.59%	↓ 6.47%	↑ 6.89%
Asian Males	2.60%	0.38%	↑ 2.03%	↑ 2.10%	↔ 2.10%
*Asian females	2.30%	0.28%	↑ 2.52%	↓ 2.23%	↓ 2.20%
<b>Logistics Mgmt (0346)</b>					
Hispanic males	4.20%	2.60%	↑ 2.73%	↑ 2.80%	↑ 2.86%
*Hispanic females	2.10%	1.67%	↑ 1.95%	↓ 1.88%	↑ 1.96%
White females	27.40%	23.74%	↑ 23.97%	↓ 23.60%	↑ 23.64%

Major Occupations	RCLF	DON FY FY 2007	DON FY 2008	DON FY 2009	DON FY 2010
<b>Contracting (1102)</b>					
Hispanic males	2.90%	1.25%	↓ 1.17%	↑ 1.30%	↑ 1.39%
Hispanic females	3.20%	2.41%	↑ 2.65%	↑ 2.70%	↑ 3.00%
White males	39.80%	30.07%	↓ 29.32%	↑ 29.46%	↑ 29.92%
White females	42.70%	43.65%	↓ 42.31%	↓ 41.05%	↓ 39.38%
*AIAN males	0.20%	0.57%	↓ 0.41%	↑ 0.47%	↓ 0.11%
<b>General Engineering (0801)</b>					
Hispanic males	3.20%	2.57%	↑ 2.62%	↑ 2.67%	↑ 2.82%
Hispanic females	0.60%	0.49%	↓ 0.48%	↓ 0.42%	↑ 0.43%
White males	71.80%	73.70%	↓ 71.43%	↑ 71.75%	↓ 70.41%
Asian males	9.90%	8.81%	↑ 8.82%	↓ 8.74%	↓ 8.41%

Major occupations for the NAF workforce are:

- 2091 (Sales Store Clerical)
- 0189 (Recreation Aid and Assistance)
- 1702 (Education and Training)
- 3566 (Custodial Working)
- 1101 (General Business and Industry)

Our NAF workforce is employed at only three of our major commands. These commands will be tasked with conducting a much better analysis of this segment of their workforce in the next reporting period.

### Grade Levels

A grade-level analysis was not conducted this reporting period because just as the transition of eligible General Schedule employees into the National Security Personnel System (NSPS) was completed, the National Defense Authorization Act 2010 which was enacted by Congress on October 28, 2009, repealed the authority for NSPS. Approximately 73,000 DON employees were impacted by this congressional decision. At the end of FY 2010, 44,000 employees had been transitioned from NSPS back into the General Schedule (GS) system. The approximately 28,000 remaining employees will be transitioned into the GS or other alternate personnel systems no later than January 1, 2012.

These alternate personnel systems include the Science and Technology Reinvention Laboratories Demonstration Projects, Acquisition Demonstration projects, a new personnel system that is being developed under Title 38 authorities to cover specific healthcare positions, and a designated pay plan for physicians and dentists.

Due to the state of flux caused by this transitional period, it was decided that a meaningful grade analysis for these personnel systems, each one with its own unique



personnel practices, policies and procedures, would not be conducted because there is no stable bench mark and the results would be meaningless to future trend analysis. A thorough analysis will be conducted when all our employees have transitioned into the different personnel systems.

### **Accessions Compared to Separations**

In FY 2010, as was the case in the previous reporting period, the only groups that were not hired at the same rate in the AF permanent workforce compared to their availability in the NCLF were Hispanic males and females, White females and Black females. Hispanic males represented 2.69% of the hires compared to a NCLF of 6.20%, Hispanic females 1.27% compared to 4.50%, White females 22.07% compared to 33.70%, and Black females 3.83% compared to 5.70%.

Hispanic males separated at a rate of 3.33% compared to their AF workforce participation rate of 3.24%, Hispanic females 2.11% compared to 1.66%, White females 23.57% compared to 18.91%, and Black females 6.41% compared to 5.63%. In addition to these groups, Black males, Asian females, and Native Hawaiian or Other Pacific Islander also separated at a rate higher than their workforce participation rates.

Although Hispanic males and females and White females separated at a rate higher than their workforce participation rate, they realized net gains of 145, 25, and 1511, respectively. Black females were the only ones with a net loss (142).

### **Individuals with Targeted Disabilities**

As explained in further detail in Part J of this report, an in-depth analysis was not conducted due to the lack of technical competence to do so and the lack of adequate tracking and monitoring systems. A preliminary analysis of the data and trends related to accessions and separations, and major occupations for individuals with targeted disabilities were accomplished and the results provided below. The analysis of the DON overall workforce includes both AF and NAF employees. However, the analysis pertaining to accessions and separations includes only the AF population, permanent and temporary. NAF workforce data is not currently collected or stored in the Defense Civilian Personnel Data System and was only partially available for the analysis on accessions/separations and major occupations reported below. Future reports will contain a more complete analysis that includes the NAF workforce as efforts to obtain NAF data are in motion.

#### Accessions/Separations:

The analysis of the available data revealed a consistent trend of a higher rate of separation when compared to the number of accessions for individuals with targeted disabilities. Despite this, the total number of individuals with targeted disabilities hired in the DON workforce increased by 22 employees. However, due to the large increase in the overall DON population, the percentage of individuals with targeted disabilities saw a decrease from 0.70% in FY09 to 0.67% in FY10. This decrease has been a consistent trend for a number of years.

In FY 2010, there were 143 accessions, 74 appropriated fund and 69 NAF. Permanent

appointments accounted for 72% of the appropriated fund accessions. There were 140 appropriated fund separations, 32% of these actions were voluntary. NAF separation data was not available. Resignations accounted for 20% of the separations with 42% of these actions submitted by individuals in their initial probationary period. Removals accounted for 6% of the separations with the vast majority of these being conduct-related actions. Commands will be tasked with conducting a further analysis into this continuing trend.

On July 26, 2010, the President signed Executive Order 13548 directing federal agencies to increase the hiring of individuals with disabilities. The executive order not only focuses on individuals with targeted disabilities but also includes individuals with disabilities that are not identified as targeted. In light of the executive order, we have included information on individuals with non-targeted disabilities in our analysis.

In FY 2010, there were 1,018 accessions and 1,245 separations for individuals with non-targeted disabilities in the appropriated fund workforce. Although this group's separation rate was higher than their accession rate, there was net gain of 603 compared to 438 in FY 2009. In FY 2010, there were 524 individuals with disabilities hires in the NAF workforce, data on separations was not provided. Individuals with disabilities (both AF and NAF) comprise 5.45% of the DON population. This is the third year in a row where the percentage of individuals with non-targeted disabilities has increased.

Permanent appointments represented 83% of the accessions in the appropriated fund workforce. Thirty-eight percent of accessions were career-conditional appointments and 30% were excepted appointments. Voluntary retirements and removals represented 44% and 3%, respectively, of the separation actions. As was the case with individuals with targeted disabilities, a high percentage (18%) of individuals with non-targeted disabilities resigned, with 32% of these actions occurring within the initial probationary period.

#### Major Occupations:

At the end of FY 2010, the major occupations in the AF workforce were: Management/Program Analysts (0343), Electronics Engineering (0855), Information Technology Management (2210), Engineering Technician (0802), Mechanical Engineer (0830), Financial Administration and Program (0501), Miscellaneous Administration and Program (0301), Logistics Management (0346), Contracting (1102), and General Engineering (801).

The participation rate of individuals with targeted disabilities in these major occupations decreased from 0.63% in FY 2009 to 0.58% in FY 2010. For the last five fiscal years, the participation rate for this group has been lower in the major occupations when compared to their participation rate in the overall workforce. In three of the major occupations (Information Technology Management, Financial Administration and Program, and Logistics Management), the participation rate of individuals with targeted disabilities is higher when compared to their participation rate in the overall population.

The participation rate of individuals with non-targeted disabilities in the major occupations is higher when compared to their rate of participation in the overall workforce. The participation rate of this group is higher in each of the major

occupations except for Electronics Engineering, Financial Administration and Program, and General Engineering, when compared to their participation rate in the overall workforce.

### **Conclusion**

Again, as reported in last year's report, the workforce analyses accomplished at the DON level is primarily useful for identifying triggers for potential barriers and focusing the efforts at the major command and activity levels. Only the investigative efforts at the activity level will provide the necessary information and involve the appropriate stakeholders who can pinpoint, identify and eliminate any barriers to equal employment opportunity. As noted in Parts G and H of our plan, the ability to conduct an effective barrier analysis at the command and activity levels continues to be a program deficiency. Our efforts in FY 2011 will focus on building the technical competence of the individuals involved in this critical effort so that we can achieve the desired outcomes. Part H of our report details our accomplishments in the current reporting period and our plans in FY 2011 to address this program deficiency. Part I of our report describes our results of our barrier analysis efforts for the current reporting period and identifies our plans for FY 2011 to focus the commands' barrier analysis efforts.

We have advised the commands of the requirement to conduct a more in-depth barrier analysis that goes beyond the initial step of analyzing the data and of our expectation that this in-depth analysis will result in the identification of any specific barriers in their personnel policies, practices and procedures, to include the development of appropriate barrier elimination plans. Commands will be held accountable for executing this critical aspect of their program in their EEO Program scorecards.

# **EEO Program Status Report**

## **FY 2010**

# **EEO Policy**



December 2, 2010

## DEPARTMENT OF THE NAVY DIVERSITY POLICY STATEMENT

We are deeply committed to our Nation, to our people, and to the men and women of the Department of the Navy. These men and women reflect the culture and values of our Nation and bring the formidable strength that lies in our diversity.

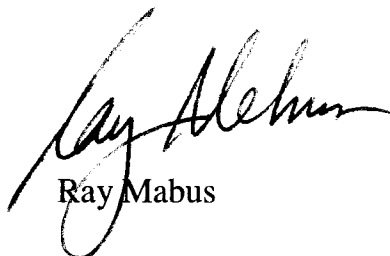
Diversity encompasses not only the familiar categories of race, religion, age, gender, and national origin, but also all the different characteristics and attributes of our Total Force – Active and Reserve Sailors, Marines, Government Civilians, and Contractors – that enhance the Department of the Navy's capabilities and mission readiness. Diversity can create greater innovation, creativity, and cohesiveness. Valuing diversity promotes well being and productivity in the work place.

In order to attract, develop, and retain a highly competitive and top-quality workforce that is fully engaged in the accomplishment of the Department of the Navy mission, we must develop, promote and value an organizational culture that embraces an inclusive work environment. Success is achieved by providing equal opportunity for all individuals to be able to realize their maximum potential.

Diversity is a leadership issue. We fully expect our leaders to aggressively demonstrate a commitment that fosters an inclusive environment and works to eliminate barriers to success for all personnel. Individuals must take ownership to pursue opportunities afforded them and to take an active role in achieving their highest level of success.

We must strive to ensure our Core Values of Honor, Courage and Commitment are reflected in all actions and decisions made for our workforce. We must conduct ourselves in the highest ethical manner with senior leaders, peers, and junior members, adhering to the highest standards of personal conduct and decency.

Our differences give us strength, courage, and creativity as we serve our Nation. The ability to maintain our current and future readiness requires that we understand our differences, and recognize the value our differences bring to the Department of the Navy and to our Nation.



Ray Mabus

**EEO Program Status Report**  
**FY 2010**

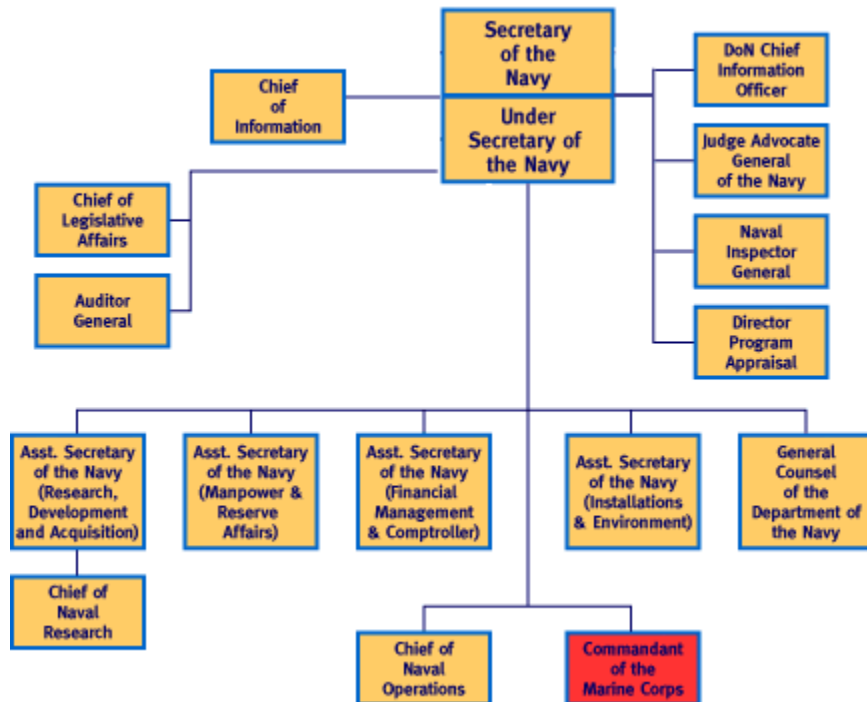
**Organizational**  
**Chart**



# Department of Navy Organizational Charts

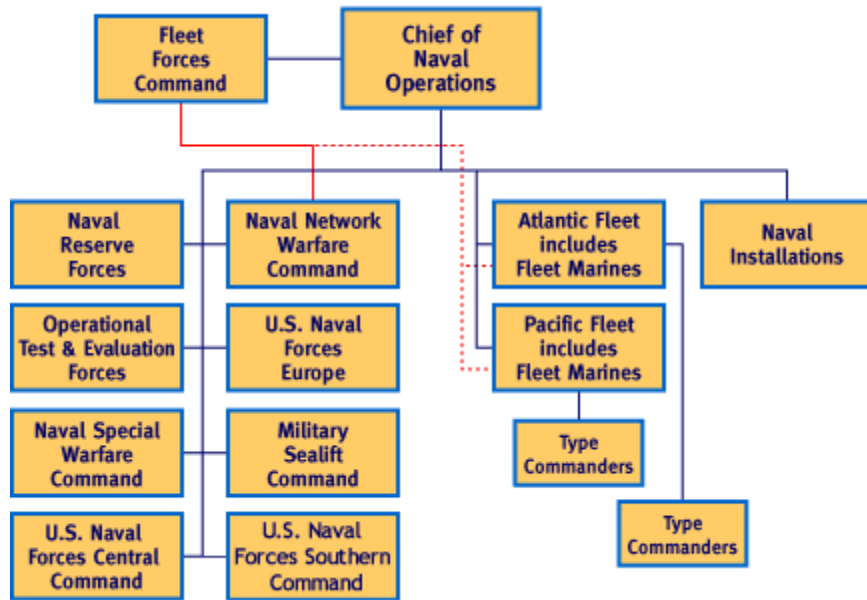
## *The Secretary of the Navy*

The Secretary of the Navy (SECNAV) is responsible for, and has the authority under Title 10 of the United States Code, to conduct all the affairs of the Department of the Navy, including: recruiting, organizing, supplying, equipping, training, mobilizing, and demobilizing. The Secretary also oversees the construction, outfitting, and repair of naval ships, equipment and facilities. SECNAV is responsible for the formulation and implementation of policies and programs that are consistent with the national security policies and objectives established by the President and the Secretary of Defense. The Department of the Navy consists of two uniformed Services: the United States Navy and the United States Marine Corps.

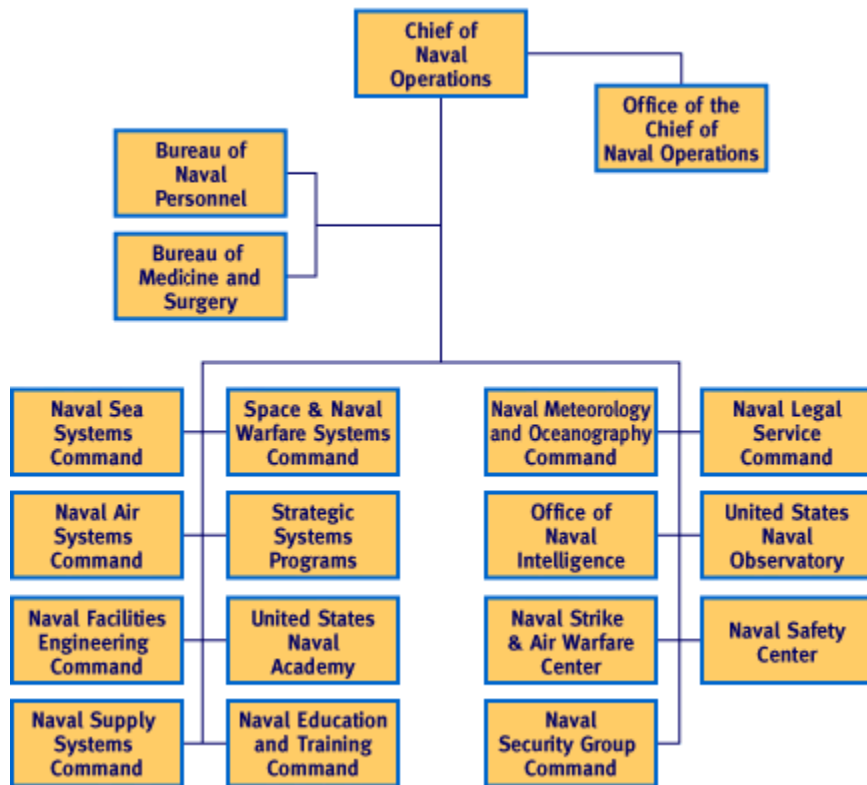


*United States Navy*

*Operating Forces*

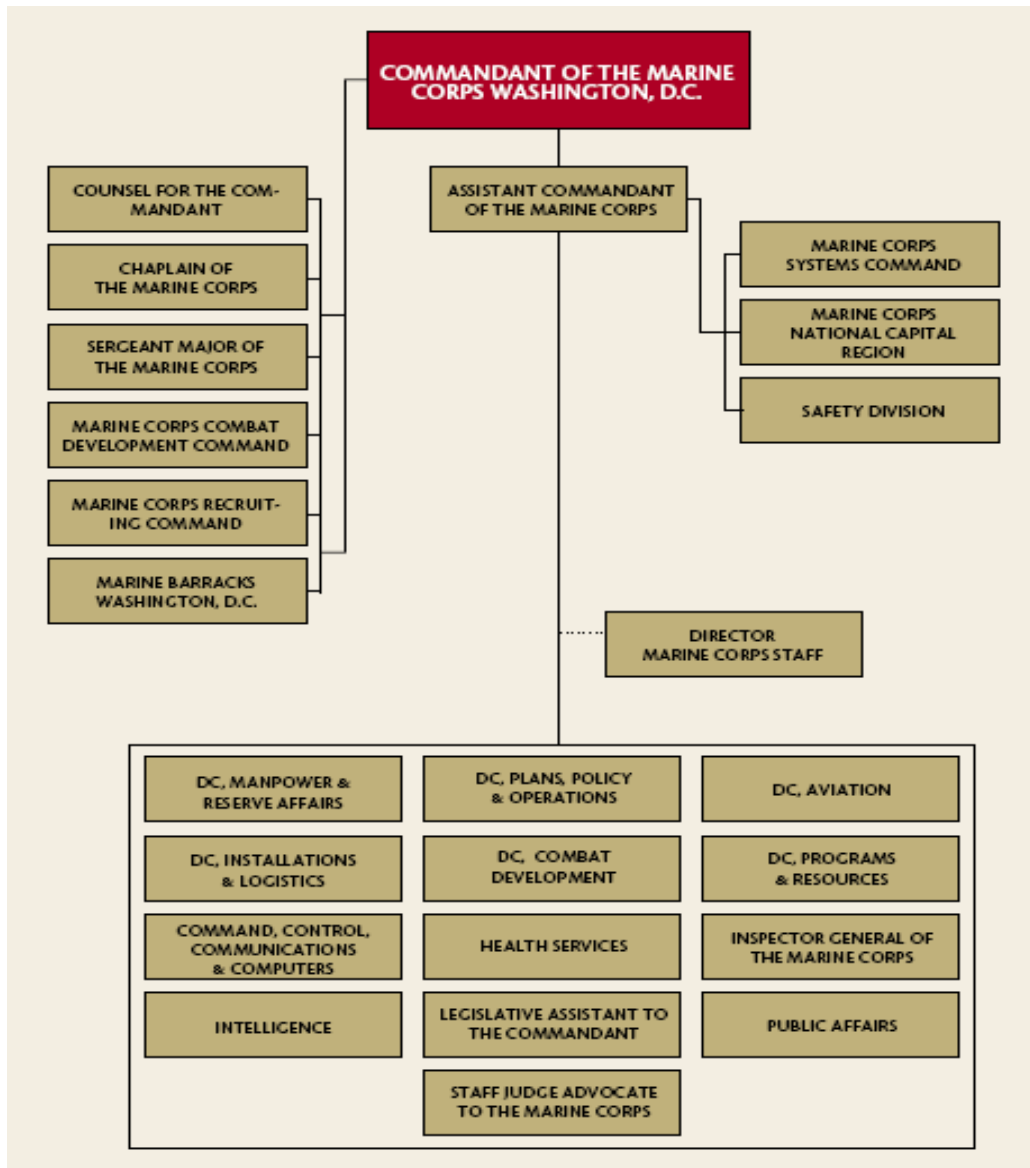


*Shore Establishment*





## United States Marine Corps



# **EEO Program Status Report**

## **FY 2010**

# **Part F**

**EEOC FORM  
715-01  
PART F**

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

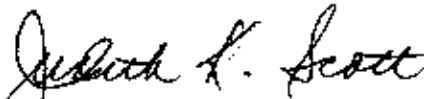
**CERTIFICATION OF ESTABLISHMENT OF CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Juan M. Garcia, am the Principal EEO Director/Official for the Department of the Navy.

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

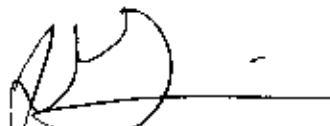
The agency has also analyzed its work force profiles and initiated ongoing barrier analyses efforts aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate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

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



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

1/21/2011  
Date






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




21 Jan 11  
Date



# **EEO Program Status Report**



## **FY 2010**

# **Part G**





EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
 Compliance Indicator	EEO policy statements are up-to-date.		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	No	
The Agency Head was installed on May 19, 2009. The EEO policy statement was issued on December 2, 2010. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.				X	The Secretary of the Navy (SECNAV) is responsible for the Department of the Navy (DON) Total Force which includes active duty U.S. Navy and U.S. Marine Corps military and civilians, and contractors. Due to this unique organizational construct, the SECNAV issued a Diversity Statement that addressed the EEO/EO requirements for the agency's Total Force.
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.				N/A	The SECNAV's policy statement was issued on December 2, 2010.  Each subordinate command is also required to issue/re-issue their EEO policies annually. Compliance at the command level is substantiated through a DON-specific self-assessment checklist that requires the submission of documentation to validate responses to key program measures. Commands are required to submit documentation to validate their response to this question.
Are new employees provided a copy of the EEO policy statement during orientation?			X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X		
 Compliance Indicator	EEO policy statements have been communicated to all employees.		Measure has been met		For all unmet measures, provide a brief

 Measures		Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		Compliance with this measure at the subordinate command level is substantiated during regularly scheduled validation visits.
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X		Compliance with this measure at the subordinate command level is substantiated during regularly scheduled validation visits.
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		Compliance with this measure at the subordinate command level is substantiated during regularly scheduled validation visits.
	resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
	address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
	support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
	ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
	ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
	ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X		
	ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		







ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		DON's Schedule of Offenses and Recommended Penalties is included as Appendix B to the Civilian Human Resources Manual (CHRM), Subchapter 752. The CHRM is posted on the DON HR website at <a href="http://www.public.navy.mil/donhr/Pages/default.aspx">http://www.public.navy.mil/donhr/Pages/default.aspx</a> in the Popular Topics section.	
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X	<p>The majority of subordinate commands have met this requirement. Although the procedures have been made available to 75% of the DON workforce, our goal is 100%. (See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to address this deficiency.)</p> <p>DON's CHRM, Procedures for Processing Reasonable Accommodation Requests, is posted on the DON HR website at <a href="http://www.public.navy.mil/donhr/Documents/Civilian%20Human%20Resources%20Manual/1606_Procedures_for_Processing_Requests_for_Reasonable_Accommodation.pdf">http://www.public.navy.mil/donhr/Documents/Civilian%20Human%20Resources%20Manual/1606_Procedures_for_Processing_Requests_for_Reasonable_Accommodation.pdf</a></p>	
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X	See note above.	
<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 <b>Compliance Indicator</b>	<b>The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Is the EEO Director under the direct supervision of the agency head? <b>[see 29 CFR §1614.102(b)(4)]</b> For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X	At the agency level, the EEO Director reports directly to the Secretary of the Navy. At subordinate commands/activities, the deputy to the EEO Officer is organizationally aligned in the Human Resources Office with direct access to the EEO Officer.	
Are the duties and responsibilities of EEO officials clearly defined?	X			



Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?			<b>X</b>	<p>Most of the major commands indicate that this measure has been met. While we continue to see progress, our reviews indicate that further improvement, both in terms of quality and timeliness, continues to be needed. Strengthening the competency of the EEO/HR community has been identified as one of the DON Office of Civilian Human Resource's Key Desired Results for FY11.</p> <p>EEO Specialists are classified in the 260 series as part of the Human Resources community (200 series).</p> <p>(See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to address this deficiency.)</p>
If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		<b>X</b>		
If the agency has 2 <sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		<b>X</b>		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 <b>Compliance Indicator</b>	<p><b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b></p>	<b>Measure has been met</b>		<p><b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b></p>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?			<b>X</b>	<p>This measure has been met at the DON level.</p> <p>However, our reviews indicate that improvement is still needed at the subordinate command levels on this measure. (See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to address this deficiency.)</p>
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		<b>X</b>		<p>The State of the Agency briefing was presented to the Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs), on January 15, 2010.</p>











Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient budget to support the success of its EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	



Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X		While there is a sufficient budget allocation for the EEO program, our bigger challenge is to ensure the individuals tasked with this responsibility have the necessary competencies to successfully accomplish the required analysis. (See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to address this deficiency.)
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		Major commands have the responsibility to ensure funding is available for reasonable accommodation requests. The DON also utilizes the Department of Defense Computer/Electronic Accommodations Program (CAP) to support this requirement.
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		Funding is provided at the major command level and, on a larger scale, the Naval Facilities Engineering Command is responsible for all DON major military construction.
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		Compliance with this measure at the subordinate command level is substantiated during regularly scheduled validation visits.
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		Compliance with this measure at the subordinate command level is substantiated during regularly scheduled validation visits.
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written	X		



procedures?				
in the EEO discrimination complaint process?		X		
to participate in ADR?		X		
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 <b>Compliance Indicator</b>	<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?			X	Although responses from the major commands indicate this measure has been met, our review shows a need for improvement at the activity levels. (See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to address this deficiency)
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?			X	See FY 10 Part H for progress to date and FY 11 Part H for planned activities to address this program deficiency.
 <b>Compliance Indicator</b>	<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			X	See FY 10 Part H for progress to date and FY 11 Part H for planned activities to address this program deficiency.
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?			X	Same note above.
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?			X	Same note above.
 <b>Compliance Indicator</b>	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers		X		

employees found to have committed discrimination?				
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		There were eight findings of discrimination in FY10. Seven are currently still on appeal. In the remaining case, the EEOC's decision was fully implemented and appropriate action to ensure there is not a repeat of the circumstances leading up to the finding was taken.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc. ?		X		
<b>Essential Element D: PROACTIVE PREVENTION</b> <b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b>				
 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?			X	See FY 10 Part H for progress to date and FY 11 Part H for planned activities to address this program deficiency.
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?			X	Same note above.
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?			X	Same note above.
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		



Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?			X	See FY 11 Part H for planned activities to address this deficiency.
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?			X	Although there is no requirement to participate in the ADR process, commencing in FY 09, the decision not to do so may only be made by a disinterested second level supervisor or above. Declinations must be in writing and articulate and justify a well-founded reason. A copy of the declination is forwarded to the DON ADR Program Office for trend analysis purposes.
<b>Essential Element E: EFFICIENCY</b>				
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?			X	EEO staff at the agency level has the necessary training and experience. While some progress has been noted, there continue to be issues at the command and activity levels. (See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to address this program deficiency.)
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the		X		





agency?				
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		Compliance on this measure is substantiated through a DON-specific self-assessment checklist that requires each major command to submit documentation to validate their response to this key program measure and is further substantiated during regularly scheduled validation visits.
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
<b>If yes, briefly describe how:</b> DON requires the use of full-time EEO counselors. In exceptional circumstances when the use of contractors is deemed necessary, the DON EEO Office approves the request, reviews the statement of work and holds the EEO processing office responsible for meeting timeframes. Contractor performance measures are reported to major commands. Very few contractors are currently used and performance oversight is managed by the EEO processing office. DON employs the services of the DoD Investigation Review Division (IRD) investigators and performs significant oversight of the investigative process to ensure timeliness and monitor/improve quality and efficiency. Issues with timeliness are discussed with IRD as they arise.				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		Compliance at the subordinate command level is substantiated annually through the EEOC 462 reporting requirement and at regularly scheduled validation visits.
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		Same note above.
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		



Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X	Although significant progress in the timely processing of precomplaints has been made (85% are timely), there is still much room for improvement. (See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to address this deficiency)
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?			X	Although there was some progress noted in the timely processing of investigations (46% in FY 10 compared to 42.5% in FY 09), there is significant room for improvement. (See FY 10 Part H for accomplishments to date and FY11 Part H for planned activities to address this program deficiency.)
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		DON achieved a 100% in timely issuance of FADS in FY 10.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 <b>Compliance Indicator</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		

After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			<b>X</b>	Although there is no requirement to participate in the ADR process, commencing in FY 09, the decision not to do so may only be made by a disinterested second level supervisor or above. Declinations must be in writing and articulate and justify a well-founded reason. A copy of the declination is forwarded to the DON ADR Program Office for trend analysis purposes.
Does the responsible management official directly involved in the dispute have settlement authority?		<b>X</b>		
 <b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		<b>X</b>		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		<b>X</b>		Appropriate resources are provided to process complaints. However, the inconsistent application of roles and responsibilities within the EEO community continues to impact the processing of complaints in terms of quality and timeliness. (See FY 10 Part H for accomplishments to date and FY 11 Part H for planned activities to continue to address this program deficiency.)
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		<b>X</b>		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		<b>X</b>		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		<b>X</b>		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?			<b>X</b>	Several major commands have developed internal systems for tracking some of their own recruitment efforts. While a tracking system is not currently available at the DON level, plans



			are in place to transition from the use of our current automated recruitment system to the Office of Personnel Management USA staffing tool, which provides this capability, in FY 11.	
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			<b>X</b>	The Defense Finance and Accounting Service (DFAS) is responsible for all DoD payroll processing.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?			<b>N/A</b>	
Are procedures in place to promptly process other forms of ordered relief?			<b>N/A</b>	
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		<b>X</b>		
If so, please identify the employees by title in the comments section, and state how performance is measured.		Ms. Jamie Kajouras, DON Complaints Manager, GS-260-15, is responsible for ensuring the agency is in compliance with all EEOC orders. Ms. Kajouras' performance plan includes an objective that measures the effectiveness of her oversight of these actions. Ms. Judy Caniban, EEO Specialist, GS-260-13, is responsible for ensuring that major commands fully implement EEOC orders. Ms. Caniban's performance plan includes an objective that measures the timeliness and quality of compliance actions.		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		<b>X</b>		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		<b>X</b>		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		<b>X</b>		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		<b>X</b>		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		<b>X</b>		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?		<b>X</b>		
Compensatory Damages: The final agency decision and evidence of payment, if made?		<b>X</b>		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?		<b>X</b>		

Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.

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

# **EEO Program Status Report**

## **FY 2010**

# **FY 10 Part H**

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

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

<p>b. Submission of activity plans (to include dates) to involve managers and supervisors in barrier analysis efforts. <u>Target Date</u>: March 2010, <u>Action Officer</u>: CDEEOOs and DEEOOs</p>	
<p><b>3. To implement new data systems and to enhance current systems.</b></p> <p>a. Continue efforts to implement an automated agency-wide tracking system to track and monitor reasonable accommodation requests. <u>Target Date</u>: July 2010, <u>Action Officer</u>: DON EEO Office, HR Data Management Branch</p> <p>b. Deploy eVersity, a corporate automated data reporting tool, for use in data/trend analyses and MD-715 reporting purposes. <u>Target Date</u>: July 2010, <u>Action Officer</u>: DON EEO Office, HR Data Management Branch</p>	<p><b>September 2010</b> (specific target dates and action officers identified with individual planned activities)</p>
<p><b>4. To improve the timeliness and quality formal complaint processing.</b></p> <p>a. DON will continue its oversight of cases at the formal stage to monitor quality and timeliness.</p> <p style="padding-left: 40px;">(1) Appoint a tiger team to review all outstanding cases pending investigation to determine cause(s) for delay.</p> <p style="padding-left: 40px;">(a) Implement procedures to ensure the timeliness and quality of all acceptance letters.</p> <p style="padding-left: 40px;">(b) Review document preparation and, where possible, fast-track cases for investigation.</p> <p><u>Target Date</u>: April 2010, <u>Action Officer</u>: DON EEO Office (Complaints Division)</p> <p style="padding-left: 40px;">(2) Modify complaints scorecard to include a metric for the timely issuance of accept/dismiss letters. <u>Target Date</u>: Quarterly, <u>Action Officer</u>: DON EEO Office (Complaints Division)</p> <p style="padding-left: 40px;">(3) Develop and deploy a training course for processing complaints at the formal stage. <u>Target Date</u>: August 2010, <u>Action Officer</u>: DON EEO Office (Complaints Division)</p>	<p><b>September 2010</b> (specific target dates and action officers identified with individual planned activities)</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p><b>Note:</b> The blue text immediately below each planned activity is the report of accomplishments for activities identified for execution in FY 2010.</p> <p><b>1. Provide ongoing EEO program training, guidance and communication to EEO practitioners at the command and activity levels.</b></p> <p>a. Develop a reasonable accommodation training outline for deployment at the command and activity levels. <u>Target Date</u>: Dependent on date EEOC issues implementing guidance on ADAAA, <u>Action Officer</u>: DON EEO Office</p> <p>The timetable for developing reasonable accommodation training that incorporated the changes resulting from the Americans with Disabilities Act Amendments Act (ADAAA) was based on the</p>	

anticipated publication of the final regulations on 29 Code of Federal Regulation §1630 in July 2010. While awaiting the issuance of the final regulations, a comprehensive training course outlining the requirements of DON's current policy on processing reasonable accommodation requests was developed with a plan to modify the training once the implementing guidance was issued. After the course was developed, an immediate need to provide training to the individuals responsible for assisting supervisors and managers in the reasonable accommodations process was identified. As a result, even though the final regulations have not been issued, four training sessions were offered in FY10: two sessions in Washington D.C. with attendees from throughout the country; one in Norfolk, Virginia attended by individuals predominately from the Hampton Roads areas; and, one in Honolulu, Hawaii attended by individuals from Hawaii, California, Washington, Japan and Guam. Additional training was provided at the DON Human Resources Worldwide Conference in San Diego and, at their request, for two of our major commands. In total, approximately 250 EEO/HR practitioners and supervisors/managers were trained in FY10.

Course participants gave the training high marks and we have received numerous requests to present additional workshops. This training will be updated when the implementing guidance on the ADAAA is released and will be included as part of the Workforce Development Division's annual schedule to ensure that regular offerings are made available to practitioners. Future plans include the development of a cadre of experts at all levels of the agency who will be responsible for deploying initial and refresher training on a larger scale.

**This planned activity is completed.**

(1) Submission of command plans and schedule to deploy Reasonable Accommodation training. Target Date: Dependent on date EEOC issues implementing guidance on ADAAA, Action Officer: CDEEOOs

A few major commands provided Reasonable Accommodation training to their workforce in FY10, with most reporting their plan to fully deploy the training to their workforce in FY11. We will ensure that the major commands follow through with their schedule to provide the training and that it is updated when the implementing guidance on the ADAAA is released. See Part H, FY 2011 Plan #H-11.

(2) Submission of activity plans and schedule to deploy Reasonable Accommodation training. Target Date: Dependent on date EEOC issues implementing guidance on ADAAA, Action Officer: DEEOOs

The major commands' reports of accomplishments on this planned activity were inconsistent. A few reported that Reasonable Accommodation training was provided at the activity level in FY10, some indicated their subordinate activities' had plans to deploy the training in FY11 and others did not report any accomplishments for this planned activity.

In FY11 we will make sure that the major commands provide the oversight to ensure this training is provided at all of their subordinate activities and updated when the implementing guidance on the ADAAA is released. This planned activity will be consolidated with the related activity described in 1.a.(1) above. See Part H, FY 2011 Plan #H-11.

b. Schedule an on-site CDEEEO conference to discuss DON new EEO Program requirements. Target Date: February 2010, Action Officer: DON EEO Office

The success of the DON program is reliant upon effective program implementation and execution at the major command level. Regular communication with the major commands is maintained through standing monthly teleconference meetings with the Command Deputy EEO Officers (CDEEEO). In addition, on-site meetings with the CDEEEOs are scheduled as a forum to discuss issues and provide



training, as needed. A three-day conference was held in February 2010 to provide the CDEEOOs specific guidance on how to successfully execute their role and responsibilities for establishing, implementing and sustaining a compliant program to advance their command's, and ultimately the DON's, program. In addition, information on emerging human resources topics and an update on program accountability, in the form of scorecards that are issued by the Deputy Assistant Secretary of the Navy (Civilian Human Resources) to each command, were briefed.

Following a review of the commands' FY09 program status reports and their mid-year FY10 submissions detailing their barrier analysis efforts on a key FY10 DON EEO plan, a second CDEEEO on-site meeting was planned to reiterate expectations, specifically for the FY10 annual assessment. The five-day meeting in September 2010 opened with a 1 ½ day training session on how to conduct an effective in-depth barrier analysis followed by detailed feedback on their barrier analysis submissions to identify areas needing improvement/modification. In addition, their critical role in the management of the People with Disabilities Program and the discrimination complaints program was discussed and requirements communicated. At the conclusion of this meeting, the CDEEOOs had a better understanding of all aspects of the EEO Program, how pivotal their leadership role is in the successful execution of the command's program and the direct impact their respective programs have in the support and accomplishment of DON objectives. We will closely review FY10 annual assessment submissions for evidence that the commands have an improved understanding of and have initiated the implementation of the required elements for an effective EEO program. Commands' progress, or lack thereof, will be reflected in their scorecard and reported to senior DON leadership.

On-site meetings will continue to be scheduled on at least an annual basis.

**This planned activity is completed.**

c. Submission of activity plans and schedule to provide regular EEO updates to senior leadership/managers/supervisors. Target Date: March 2010, Action Officer: CDEEOOs and DEEOOs

The major commands' reports of accomplishments on this planned activity are inconsistent. A few reported that regular EEO program updates were provided at the activity level in FY10, some indicated their subordinate activities' had plans to initiate these updates in FY11 and others did not report any accomplishments for this planned activity.

In FY11 we will make sure that the commands provide the oversight to ensure that regular EEO program updates are provided to senior leadership/managers/supervisors at all of their subordinate activities. See Part H, FY 2011 Plan #H-11.

d. Annual scorecard will reflect the increasing level of accountability for major commands for establishing and maintaining a model EEO program. Target Date: May 2010, Action Officer: DON Office of EEO and Diversity Management

In FY09, the Deputy Assistant Secretary of the Navy (Civilian Human Resources) issued the first annual scorecard assessing the status of each command's program on a scale of green, yellow or red (green denoting a program that is on track and red, one that is non-compliant).

The second annual scorecard was issued in FY10 and reflected an adjustment from the previous year, i.e., the scoring of key aspects of the program were weighted according to level of importance. Scorecard results were briefed to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (who serves as the DON's EEO Officer) and senior DON leadership. The scorecard continues to have a very positive impact on the DON program as evidenced by an increased level of commitment by senior leadership to ensure that the principles of equal opportunity are seamlessly integrated into our

mission and the assumption of their responsibility for implementing an effective program. The scorecards had a secondary benefit of increased levels of communication among the senior leadership, to major commands and the Command Deputy EEO Officers, and to the DON EEO Office keeping us better apprised of changes, both planned and implemented, that result in a more robust DON EEO program structure.

Program scorecards will continue to be issued annually. The implementation of this accountability metric has successfully met the objective of holding commands accountable for the implementation of a compliant program and in challenging them to raise their efforts to the next level. As needed, modifications to the scorecard will be made to reflect progress made and to achieve the next level in our efforts to establish, maintain and sustain a model EEO program. To keep us moving in the direction of forward progress, feedback, as needed, will be provided throughout the reporting period to augment the information provided on the annual scorecards.

**This planned activity is completed.**

**2. To improve and focus barrier analysis efforts at the command and activity levels; to ensure that supervisors and managers and other appropriate agency officials are involved in these efforts.**

a. Deploy recently developed Introduction to Barrier Analysis training course and establish schedule to train the trainers. Target Date: March 2010, Action Officer: DON EEO Office

Five sessions of the 2-day Barrier Analysis class were presented during the current reporting period at various locations that included: Norfolk, Hawaii, and Washington DC. Feedback from attendees indicated that the course provided much needed direction on how to conduct an effective, in-depth barrier analysis and that the information provided would have immediate applicability in moving their analysis efforts in the right direction. Class participants gave the training high marks and we have received numerous requests to present additional workshops. In total, over 125 EEO and HR practitioners were trained in FY10.

At least five other individuals have been trained to present the workshop, providing us the capability to present more workshops reaching a broader audience. In addition, the course has been added to the Workforce Development Division's annual training schedule to ensure that regular offerings are made available to practitioners. Five offerings of this course are scheduled for FY11.

**This planned activity is completed.**

(1) Provide plan with schedule to provide barrier analysis training at the activity level.

Target Date: July 2010, Action Officer: CDEEOOs

A handful of major commands reported that barrier analysis training had been provided at the activity level, with one detailing a significant training effort resulting in a large scale offering to EEO practitioners, HR practitioners, and supervisors/managers in FY10. Most of the commands described their plans to provide this training in FY11 and a few others did not report any accomplishments.

This planned activity will be modified and continued into FY11 to ensure that the commands follow through on their plans to deploy this training and to follow-up with those commands that did not report training had been provided or submit plans for deployment in the next reporting period to ensure it is accomplished. See Part H, FY 2011 Plan #H-11.

b. Submission of activity plans (to include dates) to involve managers and supervisors in barrier analysis efforts. Target Date: March 2010, Action Officer: CDEEOOs and DEEOOs

Half of the commands either reported that managers and supervisors are currently involved in barrier analysis efforts or submitted plans to ensure their involvement during the next reporting period. The remainder of the commands provided information that was either non-responsive to this planned activity or did not provide any report of accomplishments. This planned activity will be modified and continued into FY11 to ensure that the commands follow through on their plans to involve managers and supervisors in barrier analysis efforts and to follow-up with those commands who need to respond to this requirement in the next reporting period. Non-responsiveness on this planned activity will be reflected in scorecard results. See Part H, FY 2011 Plan #H-11.

### **3. To implement new data systems and to enhance current systems.**

a. Continue efforts to implement an automated agency-wide tracking system to track and monitor reasonable accommodation requests. Target Date: July 2010, Action Officer: DON EEO Office, HR Data Management Branch

In FY10 the DON procured entellitrak, an off-the-shelf data tracking system that provides the capability to corporately track and monitor all reasonable accommodation requests. A nearly complete redesign of previously developed versions was required in order to meet DON- specific needs. The system has the capability to track processing times for open and closed requests, the type of accommodations being requested and provided, and the cost of accommodations.

The tracker is currently undergoing mandatory DON security testing prior to use on the Navy/Marine Corps Intranet. Concurrently, a system of records notice is in the process of being published. It is anticipated that entellitrak will be deployed for use in FY11.

**This planned activity is completed.**

b. Deploy eVersity, a corporate data reporting tool, for use in data/ trend analyses and MD-715 reporting purposes. Target Date: July 2010, Action Officer: DON EEO Office, HR Data Management Branch

The deployment of eVersity, an off-the-shelf reporting and data system that automates the reporting aspect of the annual assessment and auto-populates the EEOC workforce data tables from the Defense Civilian Personnel Data System, continues to progress. We ran into unanticipated problems with the configuration of the workforce data tables and data integrity issues setting back our anticipated target deployment date into the 2<sup>nd</sup> quarter of FY11.

Although other agencies are currently using eVersity, our challenges with implementation have to do with the size and structure of our agency and the resulting complexities. For example, the DON has 20 subcomponents (major commands) that in turn, combined in total, have approximately 1400 subordinate field activities. The labeling for all the workforce data tables had to be customized to account for the DON's organizational structure, official titles for each of our commands, different personnel systems (to include every individual grade level) and the major occupations specific to the DON. Once the labeling was completed, the criteria for each table had to be set to direct the flow of data from the Defense Civilian Personnel Data System (DCPDS) to the appropriate locations on each table. Criteria had to be configured for a total of 68 data tables to account for both the A and B tables, the separate tables for permanent and temporary employees (Tables 4 through 7), tables with formula calculations across the rows and down the columns for Tables 3, 4, and 5, and the different personnel systems.

To compound this time-consuming process, errors were identified after every test run of the data

tables requiring corrections to previously established labels and criteria. By the end of this reporting period, 60 of the 68 tables were running accurately at the DON level and test run results for the remaining 8 tables are pending.

In addition during the implementation process, it was discovered that other agencies who currently use eVersity have not been concerned with the utility of this tool at the lower levels of their organization, e.g., local civilian labor force data was not entered into the system as a relevant comparator. DON identified this is a critical issue impacting our ability to accurately identify triggers for any potential barriers. Entering relevant civilian labor force data is another labor-intensive effort that has yet to be accomplished. In addition, we found that some Parts of the report cannot be populated in eVersity, i.e., Part G (EEOC Agency Self-Assessment Checklist), Part H (EEO Plan to Correct Identified Program Deficiencies) and Part J (Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities). After other users concurred with the system issues we raised, the contractor agreed to implement upgrades to fix them. These upgrades are currently in process.

Our progress to date can be attributed to the appointment of dedicated DON and contractor project managers to oversee the implementation of eVersity, a Database Administrator to resolve data application errors, and a System Administrator who is readily available to resolve connectivity and system functionality issues.

**This planned activity will continue into the next reporting period. See Part H, FY 2011 Plan #H-11.**

#### **4. To improve the timeliness and quality formal complaint processing.**

a. DON will continue its oversight of cases at the formal stage to monitor quality and timeliness.

(1) Appoint a tiger team to review all outstanding cases pending investigation to determine cause(s) for delay.

(a) Implement procedures to ensure the timeliness and quality of all acceptance letters.

(b) Review document preparation and, where possible, fast-track cases for investigation.

Target Date: April 2010, Action Officer: DON EEO Office (Complaints Division)

Although a couple of commands retained partial in-house capability for processing discrimination complaints, in a restructuring several years ago, one command has primary responsibility to provide these services for 66% of DON. The concept of a tiger team was piloted at one of the eight regional offices in this command. While procedures for reviewing all outstanding cases and improving processing timeframes were established, the applicability of these procedures to the other seven servicing offices was not as expected due to issues that are unique to each region. This planned activity will be re-designed and implemented for execution in FY11. See Part H, FY 2011 Plan #H-11.

(2) Modify complaints scorecard to include a metric for the timely issuance of accept/dismiss letters. Target Date: Quarterly, Action Officer: DON EEO Office (Complaints Division)

Discrimination complaints are tracked and monitored via iComplaints, an automated data tracking system. There is a dual responsibility for the timely completion of investigations. DON is responsible for timely issuance of accept/dismiss letters and forwarding this information to the Department of Defense (DoD), Investigations and Resolution Division (IRD). DoD IRD is responsible for completing the investigations within 120 days. DON recognized the need to track the timeliness of accept/dismiss letters as an individual component of the investigations piece in order to effectively track and manage

our portion of the process. If DON does not timely issue accept/dismiss letters, there is an obvious cause and effect, with IRD unfairly bearing the brunt of the fault for untimely investigations. We worked with the contractor to develop this capability in iComplaints resulting in an automated and more efficient means for practitioners to assess their performance on this segment of investigations. Besides adding a more meaningful metric to our scorecard, Command Deputy EEO Officers will have immediate access to this information so that they can effectively manage and provide oversight of their command's complaints on an ongoing basis. The FY09 scorecards, which were issued to the commands in FY10, included this new metric.

**This planned activity is completed.**

(3) Develop and deploy a training course for processing complaints at the formal stage.

Target Date: August 2010, Action Officer: DON EEO Office (Complaints Division)

Two sessions of a 3-day training course, attended by approximately 60 practitioners, were offered during the current reporting period at Norfolk, Virginia and Hawaii. The course focused on the areas identified as needing improvement, i.e., timely processing of accept/dismiss letters and developing the record of investigation. This course will be offered on an ongoing basis and the course content will be modified as needed to address any other processing issues that arise.

**This planned activity is completed.**

# **EEO Program Status Report**

## **FY 2010**

# **FY 11 Part H**

DEPARTMENT OF THE NAVY

FY 2011 PLAN #H-11

STATEMENT  
OF MODEL  
PROGRAM  
ESSENTIAL  
ELEMENT  
DEFICIENCY:

The DON continues to make significant progress in aligning our EEO Program. We will continue the momentum to move our program forward through the consistent execution of established policies and processes at all levels of the agency. To further enhance the DON EEO Program, adjustments will be made to existing policies/processes, as needed, and new ones developed and implemented. In FY 2011, the following program deficiencies will be addressed:

Essential Element A: Demonstrated Commitment from Agency Leadership

- *The procedures for reasonable accommodation for individuals with disabilities are not consistently made readily available/accessible to all employees.*
- *Training for supervisors and managers on their responsibilities for implementing reasonable accommodation procedures is not provided consistently at the command and activity levels.*

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

- *The technical competency of EEO officials needs to be strengthened so they can effectively carry out their duties and responsibilities (with an emphasis on barrier analysis and discrimination complaints processing).*
- *Command Deputy EEO Officers (CDEEOO) and Deputy EEO Officers (DEEOO) do not consistently brief EEO Officers and other top management officials on the effectiveness, efficiency and legal compliance of their local EEO programs (will be addressed with the related deficiency identified above).*

Essential Element C: Management and Program Accountability

- *Regular EEO updates to activity level EEO Officers and management/supervisory officials are not consistently provided (will be addressed with the related deficiency identified in Element B).*
- *EEO program officials do not consistently involve stakeholders in barrier analysis efforts, to include the development and implementation of EEO Plans (will be addressed with the related deficiency identified in Element B).*
- *Commands/activities have not all established schedules to review their merit promotion, employee recognition and development/training programs, to include a report of results (will be addressed with the related deficiency identified in Element B).*

Essential Element D: Proactive Prevention

- *Stakeholders at the command and activity levels are not consistently involved with barrier analysis efforts, to include the development and implementation of EEO Plans (will be addressed with the related deficiencies identified in Elements B and C).*
- *Trend analyses of the effects of management/personnel policies,*

	<p><i>procedures and practices, to include a report of results, are not consistently performed (will be addressed with the related deficiencies identified in Elements B and C).</i></p> <p><u>Essential Element E: Efficiency</u></p> <ul style="list-style-type: none"> <li>• <i>Some EEO practitioners do not have adequate training and/or the experience to conduct the analyses required by MD-715 (will be addressed with the related deficiencies identified in Elements B and C).</i></li> <li>• <i>The timeliness of pre-complaints and formal complaints processing continues to need improvement (will be addressed with the related deficiencies identified in Elements B and C).</i></li> <li>• <i>Efforts to implement new data systems and improve current systems need to continue in order to facilitate program implementation.</i></li> </ul>
OBJECTIVES:	<ol style="list-style-type: none"> <li>1. To ensure that the procedures for reasonable accommodation are made readily available/accessible to all employees and supervisors/managers receive training on their responsibilities for implementing these procedures.</li> <li>2. To ensure that EEO practitioners at the command/activity levels and stakeholders successfully execute their respective roles for implementing an effective EEO Program by: <ol style="list-style-type: none"> <li>a. Ensuring that all EEO practitioners possess the requisite competencies to accomplish their program responsibilities, e.g., barrier analysis, discrimination complaints processing.</li> <li>b. Providing regular briefings to EEO Officers and supervisors/managers on the status of their EEO programs.</li> <li>c. Involving stakeholders in barrier analysis efforts.</li> <li>d. Reviewing employment programs, policies, procedures and practices, and reporting the results of these reviews.</li> </ol> </li> <li>3. To complete the implementation of new data systems and continue to enhance current systems.</li> </ol>
RESPONSIBLE OFFICIAL:	DON EEO Program Director, DON EEO staff, Deputy EEO Officers at the command level (CDEEOO), Deputy EEO Officers at the activity level (DEEOO), DON Office of Civilian Human Resources (OCHR) HR Policy and Programs Department, DON OCHR HR Operations and Systems Department, DON managers and supervisors at all levels
DATE OBJECTIVE INITIATED:	October 1, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 30, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)



<p><b>1. To ensure that the procedures for reasonable accommodation are made readily available/accessible to all employees and supervisors/managers receive training on their responsibilities for implementing these procedures.</b></p> <p>a. Commands will certify that the procedures for reasonable accommodations are readily available/accessible to all employees at the command and activity levels to include a description of how this was accomplished. <u>Target Date:</u> May 2011, <u>Action Officer:</u> CDEEOOs</p> <p>b. Commands will certify that all supervisors/managers at the command and activity levels have been trained on their responsibilities for implementing reasonable accommodation procedures to include a description of how this was accomplished. <u>Target Date:</u> September 2011, <u>Action Officer:</u> CDEEOOs and Workforce Development Office</p> <p>c. Update the training when EEOC issues implementing guidance on the ADAAA, <u>Target Date:</u> 3 months after EEOC issues guidance, <u>Action Officer:</u> DON People with Disabilities Program Manager and CDEEOOs</p>	<p><b>September 2011</b> (specific target dates and action officers identified with individual planned activities)</p>
<p><b>2. To ensure that all EEO practitioners and relevant stakeholders successfully execute their respective roles for implementing an effective EEO Program.</b></p> <p>a. Partner with the Office of Civilian Human Resources (OCHR) to develop and improve the technical competencies of the EEO/HR community. <u>Target Date:</u> September 2011, <u>Action Officer:</u> DON EEO Office and OCHR</p> <p>(1) Provide training on barrier analysis, complaints processing and reasonable accommodation procedures</p> <p>(2) Provide EEO for HR Professionals course training</p> <p>(3) Sponsor a DON Human Resources Conference</p> <p>b. Provide oversight, direction and guidance and to hold commands accountable for the effective management of their EEO Program. <u>Target Date:</u> September 2011, <u>Action Officer:</u> DON EEO Program Director, DON Complaints Manager, DON EEO staff</p> <p>(1) Issue Secretary of the Navy Instructions (EEO Program, Anti-Harassment and Hispanic Employment Program)</p> <p>(2) Hold commands accountable for ensuring that activities and servicing EEO offices submit complaint files to EEOC in a timely manner</p> <p>(3) Issue EEO Program scorecards to commands (based on FY 2010 program efforts and annual program status report submissions)</p> <p>(4) Conduct on-site validation visits</p> <p>(5) Schedule monthly meetings with CDEEOOs</p> <p>c. Commands will certify that regular EEO program updates are provided to all EEO Officers and managers/supervisors to include dates and topics discussed. <u>Target Date:</u> July 2011, <u>Action Officer:</u> CDEEOOs</p>	<p><b>September 2011</b> (specific target dates and action officers identified with individual planned activities)</p>

<p>and DEEOOs</p> <p>d. Commands will provide documentation that stakeholders at all levels are involved in barrier analysis efforts. <u>Target Date:</u> September 2011, <u>Action Officer:</u> CDEEOOs and DEEOOs</p> <p>e. Commands will provide documentation that a command-wide review of employment programs (merit promotion, awards, employee development) was accomplished and report results. <u>Target Date:</u> September 2011, <u>Action Officer:</u> CDEEOOs, DEEOOs, supervisors/managers, Human Resources practitioners</p> <p>f. Commands will provide documentation that a command-wide trend analysis of the effects of management/personnel policies, procedures and practices was accomplished and report the results. <u>Target Date:</u> September 2011, <u>Action Officer:</u> CDEEOOs, DEEOOs, supervisors/managers</p>	
<p><b>3. To complete the implementation of new data systems and to enhance current systems.</b></p> <p>a. Implement entellitrak, an agency-wide tracking system, to track and monitor reasonable accommodation requests. <u>Target Date:</u> May 2011, <u>Action Officer:</u> DON People with Disabilities Program Manager, OCHR Data Management Branch</p> <p>b. Deploy eVersity, a corporate data reporting tool, for use in data/ trend analyses and MD-715 reporting purposes. <u>Target Date:</u> June 2011, <u>Action Officer:</u> DON EEO Office, OCHR Data Management Branch</p> <p>c. Ensure that the Office of Personnel Management USA staffing tool, DON's interim recruitment solution, includes the capability to track applicant flow data. <u>Target Date:</u> June 2011, <u>Action Officer:</u> DON EEO Program Director, OCHR Recruitment Division</p> <p>d. Prepare DON systems for the implementation of the Federal Information Resource EEO System (FIRES), EEOC's newly developed web-based system that will be used to submit and serve as a repository for annual EEO program status report submissions. <u>Target Date:</u> September 2011, <u>Action Officer:</u> DON EEO Program Director, DON EEO Office, OCHR Data Management Branch</p>	<p><b>September 2011</b> (specific target dates and action officers identified with individual planned activities)</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p></p>	

# **EEO Program Status Report**

## **FY 2010**

# **FY 10 Part I**

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of the Navy</b>	<b>FY 2010 Plan #I-10 (1)</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</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>Asian males and females enjoy a high participation rate in the DON's overall workforce. However, in a letter dated December 22, 2008 the Equal Employment Opportunity Commission (EEOC) advised the Secretary of the Navy of the EEOC's Asian American and Pacific Islander Work Group's findings that there appear to be barriers to full participation of Asian Americans and Pacific Islanders in the DON high grades and SES levels. As a result, a FY 2009 Part I, EEO Plan, was developed to address this issue.</p> <p>At the end of FY 2009, Table A1 shows a workforce participation rate of 6.50% for Asian males and 4.75% for females, compared to a NCLF of 1.90% and 1.70%, respectively.</p> <p>Although DON employees are covered by a number of different pay systems, ultimately the high grade/pay band levels in each of these systems serve as pipelines into the Senior Executive Service (SES) ranks. Asian males and females continue to participate at a low rate in SES positions compared to their overall participation rate in the total workforce and in some pipeline grades/pay bands.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The DON has a number of different pay systems to include the traditional General Schedule, National Security Personnel System, and various Demonstration Project systems. The unique nuances of each system complicate the accomplishment of an overall grade analysis with meaningful results.</p> <p>An aggregate DON level analysis, combining all the different pay systems together, was accomplished in FY 2008. A more precise analysis looking at each individual pay system was completed in FY 2009, again at the aggregate DON level. The results of this more precise analysis were varied and need to be examined more closely at the command/activity level in order to pinpoint specific barriers that may be impeding the career progression of Asian male and females.</p>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p>	<p>As previously reported in our FY 2009 plan, the information required to conduct an in-depth barrier</p>	

<p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>analysis is not available at the DON level. Our FY 2009 included a planned activity for command/activities to conduct an in-depth analysis and to report their findings in their FY 2009 accomplishment reports. While some commands reported that they have initiated analysis efforts for this EEO Plan and identified planned activities for execution in FY 2010, there is still much work to be accomplished.</p> <p>The planned activities identified below are intended to provide commands/activities with an initial approach for identifying any potential barriers. The results of their individualized findings will determine their next steps in the analysis process.</p>
<p><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>Provide commands/activities with an initial approach for identifying any specific barriers that may be impeding the career progression of Asian males and females to the higher grade levels/pay bands in the various DON pay systems.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROs, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>February 2010</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2010</p>
<p><b>EEOC FORM 715-01 PART I</b></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>Note: Commands/activities will report their accomplishments on assigned planned activities in eVersity as they are completed, but no later than the established target date. FY 2010 update: This was not accomplished due to the delay in the deployment of eVersity.</p>	
<p>Commands/activities will identify which series lead to the high grade/pay band levels and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>30 April 2010</p>
<p>Command/activities will determine the participation rate of Asian males and females in these identified series and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	<p>28 May 2010</p>

<p>Command/activities will determine if any other groups have low participation rates in the identified series and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>	28 May 2010
<p>Command/activities will examine promotion policies, practices and procedures to determine if there are any barriers that may be impeding the career progression of Asian males and females and/or any other group and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials</p>	30 July 2010
<p>Determine the availability of applicant flow data for selections to the high grade/pay band levels. If not, currently available, develop a plan for implementing a tracking/monitoring system to capture as much data as practicable. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials</p>	30 September 2010
<p>Determine and report appropriate next steps in the analysis process based on the results of their respective findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	30 September 2010
<p>Determine which series in DON typically lead to the SES ranks and share this information with the major commands. Responsible Official: DON EEO Program Director, DON EEO staff</p>	30 April 2010

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

Note: The blue text immediately below each planned activity is the report of accomplishments for activities identified for execution in FY 2010.

1. Commands/activities will identify which series lead to the high grade/pay band levels and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts

The major commands reported a total of 69 different series that go to the high grade/pay band levels. Of this number the top six are:

1. 0301 (Miscellaneous Administration and Program)
2. 0340 (Program Management)
3. 0343 (Management Program Analysis)
4. 0800 (Engineering family)
5. 1102 (Contracting)
6. 2210 (Information Technology Management)

There is a direct correlation between these series and the ones that are representative of our current SES population. This information will better focus analysis efforts at the command and subordinate activity levels, e.g., an examination of the feeder grade levels in these series to determine participation rates at the next lower grade levels may be appropriate, and lead them to the next logical step in the barrier analysis process. It was noted that a couple of commands reported that series different from those identified as going to the high/grade pay band levels may also serve as feeders to the high grade. This data point will need further exploration to determine whether or not feeder grade levels in these series should also be included in this examination.

NOTE: Commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, additional direction on how to conduct an in-depth investigation into the information uncovered, ultimately resulting in the identification of a specific barrier(s), if any, is still a work in progress. We will continue to direct the commands' barrier analysis efforts to ensure they are examining all the relevant information to thoroughly address this trigger, initiating an in-depth investigation into the information uncovered, pinpointing specific barrier(s) and developing appropriate barrier elimination plans. See FY 2011 Plan #I-11 (1).

2. Command/activities will determine the participation rate of Asian males and females in these identified series and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts

Command/activities reported varied results after their review of the participation rates of Asian males and females in the series leading to the high grade/SES levels. Some commands reported that Asian males and females had a good participation rate in the series they identified, a couple found a low participation rate and others indicated a mixed result, i.e., a good participation rate in some of the series and a low rate in others.

Only a few commands have initiated a more in-depth investigation into their findings on this planned activity. The majority have yet to initiate this next step in the analysis process.

See 'NOTE' in planned activity #1 above for our plan of action.

3. Command/activities will determine if any other groups have low participation rates in the identified series and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

Most of the commands identified other groups who also had low participation rates in both the high grades/SES and in the feeder grades of the series leading to the high grades. These findings will require further investigation to determine if there are any barriers that need to be addressed for these groups.

See 'NOTE' in planned activity #1 above for our plan of action.

4. Command/activities will examine promotion policies, practices and procedures to determine if there are any barriers that may be impeding the career progression of Asian males and females and/or any other group and report their findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials

Although half of the commands have not yet examined their promotion policies, they indicated that would be their next step. A couple of the commands are further ahead and have identified specific areas in their current policies that will require further investigation, e.g., limiting the area of consideration, limited use of the different applicant sources, review of candidate evaluation sheets for possible hidden biases.

See 'NOTE' in planned activity #1 above for our plan of action.

5. Determine the availability of applicant flow data for selections to the high grade/pay band levels. If not, currently available, develop a plan for implementing a tracking/monitoring system to capture as much data as practicable. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials

A tracking and monitoring system to capture applicant flow data is available at the aggregate DON level through RESUMIX, DoD's staffing tool. However, in order to accomplish the more in-depth analysis required to pinpoint any barriers, applicant flow data that is relevant to a specific subcomponent of the agency is needed. Efforts to build this capability are on hold pending the anticipated transition from RESUMIX to USA Staffing, a tool managed by the Office of Personnel Management. DoD has the lead on the discussions with OPM and we have advised them of the need to have the capability to pull applicant flow data. Use of the OPM tool is an interim solution until the Department of Defense (DoD) develops its own automated staffing tool.

Notwithstanding the anticipated transition to USA Staffing, a few commands are tracking applicant flow data for high grade promotions at their level, albeit limited to what is within their sphere of control, and other commands are exploring the feasibility of developing local tracking and monitoring systems that will meet their individualized needs.

6. Determine and report appropriate next steps in the analysis process based on the results of their respective findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts

After our review of analysis efforts mid-way through the current reporting period, it was clear that many of the commands and their subordinate activities were struggling with the next step after an analysis of the relevant data was completed. Training was definitely needed. This need was determined after a review of submissions that reported data analysis results with no plan for further investigation into identified triggers for potential barriers; use of incorrect RCLFs; failure to examine relevant employment processes; premature statements of no identified barriers without completing the required in-depth analysis, etc. Representatives from every command were required to attend a five day on-site meeting that included two days of barrier analysis training in September 2010. The purpose of the meeting was to provide guidance and direction for conducting an accurate analysis of the workforce data, a critical piece for setting up the next step in the process; to communicate the expectation that analysis efforts would progress to the next step, i.e., initiating the in-depth analysis and investigation leading to the identification of specific barriers; and, to advise commands that they would be held accountable for executing their on-going responsibility to identify and eliminate any barriers to equality of opportunity on the FY10 and future program scorecards.

Following the training, feedback on their submissions and recommendations for improvement were provided. Although efforts to pinpoint any potential barriers are not as far along as we expected due to the varying levels of knowledge and experience at the command/activity levels, the few who are on track have identified their plans to conduct a more in-depth investigation into the following areas: limitations on the area of consideration for candidates; tendency to use former military as a primary source of applicants; identifying the geographical location of SES positions and comparing that to the location of their feeder population; potential language/cultural barriers; trend analysis of average number of SES/high grade vacancies filled on a yearly basis; a trend of a low turnover rate in high grade positions. We anticipate that the information uncovered as a result of these investigations will allow us to pinpoint and identify specific barriers, if any, and to develop focused planned activities that will achieve the desired outcome.

We will continue to direct the commands' barrier analysis efforts to ensure they are examining all the relevant information to thoroughly address this trigger, initiating an in-depth investigation into the information uncovered, pinpointing specific barrier(s) and developing appropriate barrier elimination plans. See FY 2011 Plan #I-11 (1).

7. Determine which series in DON typically lead to the SES ranks and share this information with the major commands. Responsible Official: DON EEO Program Director, DON EEO staff



Information on the SES workforce was provided to the commands at the September 2010 on-site meeting as follows:

- Identification of the 0340 (Program Management), 0801 (General Engineer), 0301 (Miscellaneous Administration and Program) and 0905 (General Attorney) as the most populous series in the SES ranks, representing 65% of the positions
- 89% of the DON SES positions are geographically located on the eastern coast of the U.S.
- 49% of the SES population is eligible to retire within 5 years and another 39% within 10 years
- Aggregate ethnicity/race indicator and gender demographics for the current SES population

This information should assist the commands and their subordinate activities in further focusing their barrier analysis efforts.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of the Navy</b>	<b>FY 2010 Plan #I-10 (2)</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</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>Almost all major commands report a trigger of a low participation rate of Hispanic males and females in their overall workforce. This same trigger is consistent at the aggregate DON level (Table A1). The low participation rate of Hispanic males and females in the DON has been a consistent trend for the last several years.</p> <p>A review of Table A6 indicates a low participation rate of Hispanic males in 8 out of 10 major occupations: 2210, 0343, 0802, 0301, 0501, 0346, 1102 and 0856. Hispanic females have a low participation rate in 6 out of 10: 2210, 0802, 0301, 0346, 1102, and 0856.</p> <p>Based on a review of Table A4, some commands also reported a trigger for a potential barrier in the career progression of Hispanic males and females.</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>Due to the consistent identification of a trigger of a low participation rate in the overall workforce for Hispanic males and females and no meaningful forward progress, the DON issued a Secretary of the Navy instruction to establish policy for a Civilian Hispanic Employment Program. Subsequently, a DON-specific form, PART K, was developed to establish a mandatory annual status report on issues and accomplishments related to the Hispanic Employment Program.</p> <p>DON PART K forms are submitted annually by the major commands along with their MD 715 status reports. At the end of the FY 2008 reporting period, the need to re-establish the program structure at the command level was identified. Commands were instructed to establish their programs during the FY 2009 reporting period and to develop EEO plans for execution in FY 2010.</p> <p>In FY 2009, an analysis of the major occupations data at the DON level indicated that Hispanic male and females have a low</p>	

	<p>participation rate in most of the major occupations. Within the major occupations, the series with the lowest participation rates for Hispanics are in the technician category. Commands will be instructed to investigate this problem area more thoroughly and report the results of their investigation.</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 information required to conduct an in-depth barrier analysis is not available at the DON level. The planned activities identified below are intended to provide commands/activities with an initial approach for identifying any potential barriers. The results of their individualized findings will determine their next steps in the analysis process.</p> <p>The planned activities identified below are intended to provide commands/activities with an initial approach for identifying any potential barriers. The results of their individualized findings will determine their next steps in the analysis process.</p>	
<p><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>Provide commands/activities with updated guidance for establishing and maintaining a Command Hispanic Employment Program. Provide guidance for an initial approach for identifying any specific barriers that may be impacting the employment opportunities of Hispanic males and females.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>February 2010</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2010</p>	
<p><b>EEOC FORM 715-01 PART I</b></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>Update SECNAVINST 12720.8, DON Civilian Hispanic Employment Program. Responsible Official: DON EEO Program Director, DON EEO staff</p>		<p>30 June 2010</p>
<p>Update the DON Part K, Hispanic Employment Program, Annual Status Report. Responsible Official: DON EEO Program Director, DON EEO staff</p>		<p>30 June 2010</p>

Commands/activities will conduct and report the results of their analysis of the data in Table A3, i.e., compare the occupational groups that comprise the majority of their workforce against the RCLF of Hispanics in these same groups. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts	31 July 2010
Commands/activities will conduct and report the results of their analysis of the data in Table A6, i.e., identify the specific major occupations where there is a low participation of Hispanic male and females. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts	31 July 2010
Commands/activities will report the <u>results</u> of recruitment efforts. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials	31 August 2010
Review the results of analysis conducted in FY 2010 EEO Plan #I-10 (1) to identify any potential barriers with respect to the career progression of Hispanic males and females. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts	30 July 2010
Determine and report appropriate next steps in the analysis process based on the results of their respective findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts	30 September 2010
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<p>1. Update SECNAVINST 12720.8, DON Civilian Hispanic Employment Program. Responsible Official: DON EEO Program Director, DON EEO staff.</p> <p>A draft update of SECNAVINST 12720.8, incorporating the requirements of EEOC Management Directive 715, was completed. The revised instruction is in the process of being reviewed and will be issued in FY11. Pending release of the updated instruction, the DON continues to provide direction and program feedback to subordinate commands via regular Command Deputy EEO Officers (CDEEEO) meetings, EEO Program scorecards, and on-site validation visits. The commands recently received detailed feedback on their Hispanic Employment Program (HEP) execution efforts during an on-site CDEEEO meeting in September 2010. At this meeting, CDEEEOs were reminded of the DON requirements for a effective HEP program, advised of their responsibilities for executing the command's program, provided instructions on how to complete the PART K form for reporting the status of their command's program, identified problems noted in their FY09 report submissions, and provided examples of good program management/execution. The DON EEO staff facilitated a discussion on what the commands' next steps should be given the status of their respective programs.</p> <p><b>This planned activity will continue into the next reporting period. See FY 2011 Plan #I-11(2).</b></p> <p>2. Update the DON Part K, Hispanic Employment Program Annual Status Report. Responsible Official: DON EEO Program Director, DON EEO staff.</p> <p>Several years ago, the DON developed a PART K for commands to annually report on the status</p>	

of their HEP program. This DON form has been revised to provide better guidance to the subordinate commands on the implementation of their HEP programs and reporting requirements. The updated PART K is in the process of final review and will be issued in FY11.

**This planned activity will continue into the next reporting period until the updated form is implemented. See FY 2011 Plan #I-11(2).**

3. Commands/activities will conduct and report the results of their analysis of the data in Table A3, i.e., compare the occupational groups that comprise the majority of their workforce against the RCLF of Hispanics in these same groups. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

Commands were tasked with conducting this particular analysis so that a more-thorough determination of the composition of their workforce by occupational groups could be completed and then compared to the relevant occupational CLF (OCLF). We expected that the results of this data analysis would better focus their barrier analysis efforts and ultimately lead to the identification of the underlying cause(s) for the low participation rate of Hispanic males and females in our workforce.

At the DON level, our data analysis indicated that 61% of our workforce is employed in the Officials and Managers and Professionals categories. The OCLF for Hispanic males in these categories are 3.30% and 2.30%, respectively, and for females, 2.40% and 2.80%. Hispanic males participate at a higher rate in the Professionals category when compared to the OCLF. Although Hispanic males participate at a low rate in the Officials and Managers and females participate at a low rate in these two categories, it is not significantly low and the availability of Hispanic males and females for employment in these occupational categories is not great when compared to their availability in other categories.

In contrast, a further review of the individual OCLFs indicated that more Hispanic males are available for employment in the Craft Workers, Operatives and Laborers and Helpers occupational categories at 11.90%, 10.80% and 21.50% respectively. However, these categories collectively represent only 17% of the DON's workforce. Moreover, our data analysis indicated that most Hispanic males are available for employment in the Laborers and Helpers category (21.50%) where the DON only employs 609 positions in these categories (or .003% of our workforce).

As we have previously reported, an in-depth barrier analysis cannot be performed at the DON level as the majority of employment decisions, e.g., hiring, and the implementation of employment practices, policies and procedures, e.g., recruitment and hiring, occur at the level even below that of our major commands, i.e., at the activity level. In addition, each command must determine which of their positions are mission-critical, which impact the occupational make-up of its workforce, and the availability of Hispanic males and females in the more specific OCLF in these occupational categories. Therefore, while the results of the data analysis at the DON level may provide a potential explanation for the low participation rate of Hispanic male and females, these findings may not apply to all the commands and to all of their activities.

In executing this planned activity, some commands reported that Hispanic males have the lowest participation rate in the Executive/Senior, Mid, and First levels of the Officials and Managers category and the Professional category, with the highest rate of participation in the Laborers and Helpers group. Hispanic females have a good participation rate in the Office and Clerical category, but do not participate at the expected rates when compared to the OCLF in the Operatives category. In addition, the OCLF data indicates that Hispanic males are more likely to be employed in blue-collar and Hispanic females in general administrative/clerical positions at the commands where the majority of the positions are in the Professional category.

While some commands have conducted this initial data analysis, most did not. Commands will be tasked with ensuring that an in-depth analysis is accomplished in FY11.

NOTE: Commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, additional direction on how to conduct an in-depth investigation into the information uncovered, ultimately resulting in the identification of a specific barrier(s), if any, is still a work in progress. We will continue to direct the commands' barrier analysis efforts to ensure they are examining all the relevant information to thoroughly address this trigger, initiating an in-depth investigation into the information uncovered, pinpointing specific barrier(s) and developing appropriate barrier elimination plans. See FY 2011 Plan #I-11 (2).

4. Commands/activities will conduct and report the results of their analysis of the data in Table A6, i.e., identify the specific major occupations where there is a low participation of Hispanic male and females. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts

Only a few commands actually reported on the results of this analysis. The series where Hispanic male and females have a low participation rate common to these commands, are:

1. 0303 (Miscellaneous Clerk & Assistant)
2. 0802 (Engineering Technician)
3. 0856 (Electronics Technician)
4. 2210 (Information Technology Management)

At the DON level, Hispanic males have a have low participation in 8 of 10 major occupations:

1. 0343 (Management/Program Analysis)
2. 2210 (Information Technology Management)
3. 0802 (Engineering Technician)
4. 0501 (Financial Administration and Program)
5. 0301 (Miscellaneous Administration/Program)
6. 0346 (Logistics Management)
7. 1102 (Contracting)
8. 0801 (General Engineering)

Hispanic females participate in a low rate in 6 of the 10 major occupations, i.e., 2210, 0802, 0301, 0346, 1102, and 0801.

With this incomplete analysis, the way forward includes a step back to ensure an accurate, in-depth analysis is conducted. See 'NOTE' in planned activity #3 above for our plan of action.

5. Commands/activities will report the results of recruitment efforts. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts, hiring officials.

Commands report that they continue to review and modify their recruitment strategies to ensure these efforts result in a diverse applicant pool that includes Hispanics. Recruiting efforts include outreach at conferences, colleges/universities, and informational briefs at local schools, colleges and community events with large Hispanic populations. In addition, special recruitment teams were established for engineering and scientist positions, occupations where the DON employs a large percentage of its workforce. Partnerships with the Society of Hispanic Professional Engineers (SHPE) and Society of Mexican American Engineers and Scientist (MAES) have been

established, providing the DON with the opportunity to market ourselves as an employer of choice.

Various hiring authorities were used to attract Hispanic applicants and widen the area of consideration to include: the Navy Career Program (NCIP) (Note that use of this hiring authority was recently rescinded and is no longer available), Student Career Experience Program (SCEP), Delegated Examining Unit (DEU), Student Temporary Employment Program (STEP), Workforce Recruitment Program (WRP), and veteran employment programs. Use of these authorities resulted in a diverse pool of candidates for entry-level positions and increased the total number of hires. One command had a 79% acceptance rate for job offers to candidates who self-identified as Hispanic. Participation in the Puerto Rico Extravaganza resulted in the submittal of 53 resumes to the Federal Career Intern Program (FCIP), with four interviews and three offers/job acceptances. Another command allocated \$50,000 for special recruitment efforts that yielded six summer student hires. Job vacancies and fairs are well publicized to attract a diverse candidate pool. One job fair for the apprentice and engineering career fields attracted over 6,000 applicants resulting in a selection rate of 11% for Hispanics.

Recruitment updates/results are regularly presented to stakeholders and barrier analysis training provided to recruitment teams and stakeholders. Some commands have established command-wide teams to address issues specific to Hispanic employment. As a result, senior managers are engaged in barrier analysis efforts. Additionally, some potential issues with the recruitment and hiring of Hispanics have been identified, e.g., referral of resumes collected during special recruitment events did not increase the number of Hispanic hires; a review of vacancy announcement packages and some candidate certificates revealed that only a few applicants were of Hispanic descent regardless of area of consideration or method of recruitment; limited availability of Permanent Change of Stations costs also presents as a challenge for some commands that recruit worldwide.

6. Review the results of analysis conducted in FY 2010 EEO Plan #I-10 (1) to identify any potential barriers with respect to the career progression of Hispanic males and females.  
Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

A review of commands' submissions indicate that while more training on how to conduct an in-depth barrier analysis is needed for most, the efforts of a few commands are definitely on track. These commands have identified issues that require further examination, e.g., limited development opportunities for all groups, use of 'name requests' to hire retired military members. We will leverage their successes for use in training other commands who are not doing as well.

See 'NOTE' in planned activity #3 above for our plan of action.

7. Determine and report appropriate next steps in the analysis process based on the results of their respective findings. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

Many of the commands recognize that their barrier analysis efforts need improvement. As a result, many reported this as their next step. These plans included: ensuring the involvement of senior leadership, managers, supervisors and other appropriate stakeholders in barrier analysis efforts, providing barrier analysis training, communicating expectations to their subordinate activities, holding activities accountable for timely execution of their analysis and submitting quarterly reports on the results of their barrier analysis efforts, providing feedback to subordinate activities on self-assessment reports, etc.

Other commands who are further along with their barrier analysis efforts report their next steps as

follows: tracking and analyzing accession/separation rates, using series specific CLFs for each major occupation, establishing a process to track resumes obtained at recruitment fairs, establishing a process to track the hiring process, analyzing the quality of applications, identifying which hiring authorities tend to be used, reviewing recruitment efforts, involving servicing Human Resources Offices in these efforts.

See 'NOTE' in planned activity #3 above for our plan of action.



EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of the Navy</b>	<b>FY 2010 Plan #I-10 (3)</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</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>All major commands report a trigger of a low participation rate of individuals with targeted disabilities in their workforce. This participation rate has continued to decrease for a number of years.</p> <p>The DON has adopted the EEOC's 2% goal for participation of individuals with targeted disabilities. A review of Table B1 shows the participation rate of individuals with targeted disabilities in the DON workforce has dropped from 0.72% in FY 2008 to 0.70% in FY 2009. The DON rate of 0.70% is below the 2% goal.</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>As a result of the continuing decline in the participation of individuals with targeted disabilities, major commands were tasked with establishing a special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities in FY 2009, for execution in FY 2010. The program and plan will include the development of a strategy/plan to conduct more in-depth barrier analysis on their accessions/separations and to develop EEO plans, as appropriate.</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>In depth analysis is not being conducted at all levels of the agency to determine if there are barriers to the employment of individuals with targeted disabilities.</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>The DON Major Commands will execute their program/plan for the recruitment, hiring, and advancement of individuals with targeted disabilities. They will conduct in-depth analysis to identify if any barriers exist and if barriers are identified an appropriate plan to eliminate them must be created.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>February 2010</p>	

<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		September 2010
<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>Note: Commands/activities will report their accomplishments on assigned planned activities in eVersity as they are completed, but no later than the established target date. FY10 update: This was not accomplished due to the delay in the deployment of eVersity.</p>		
<p>Commands/activities will conduct and report the results of their mid-year analysis of the individuals with targeted disabilities data. The report will include, but not limited to, an analysis relating to participation in the workforce, accessions, separations, and participation in major occupations. Appropriate actions plans will be developed to address any identified barriers. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		31 May 2010
<p>Commands/activities will provide a progress report on the execution of their special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		31 May 2010
<p>The Office of EEO and Diversity Management will provide feedback to the major commands on their mid-year analysis, and, if necessary, provide recommendations for improvement in preparation for the end of year analysis. Responsible Official: DON EEO Program Director, DON EEO staff.</p>		1 August 2010
<p>Command/activities will conduct an end of the year in-depth analysis of the individuals with targeted disabilities workforce data and develop/update appropriate action plans to address identified barriers. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		30 September 2010
<p>Commands/activities will evaluate and report the success of their special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities, and, if necessary, reevaluate their plans and program to facilitate the achievement of the 2% participation goal for individuals with targeted disabilities. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.</p>		30 September 2010
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
<p>Note: The blue text immediately below each planned activity is the report of accomplishments for activities identified for execution in FY 2010.</p>		

1. Commands/activities will conduct and report the results of their mid-year analysis of the individuals with targeted disabilities data. The report will include, but not limited to, an analysis relating to participation in the workforce, accessions, separations, and participation in major occupations. Appropriate actions plans will be developed to address any identified barriers. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

Only three commands submitted the results of their mid-year analysis. The failure of the remaining commands to submit these required reports will be reflected in their FY10 EEO Scorecard.

2. Commands/activities will provide a progress report on the execution of their special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

Only three commands submitted mid-year progress reports as required. The failure of the remaining commands to submit these reports will be reflected in their FY10 EEO Scorecard.

3. The Office of EEO and Diversity Management will provide feedback to the major commands on their mid-year analysis, and, if necessary, provide recommendations for improvement in preparation for the end of year analysis. Responsible Official: DON EEO Program Director, DON EEO staff.

The reports/analyses submitted were reviewed and meetings with the command representatives were held to provide necessary feedback. As stated in Part I Plan #1-10(1), during the accomplishment of this activity, it became clear that many of the commands were struggling with their analysis. Many stopped with the data analysis without getting to the reasons behind the data. To help them better understand their responsibilities, a two-day barrier analysis class and a one-day disability program training session were provided in September 2010. As we move forward with implementation of the requirements of Executive Order 13548, in-depth barrier analysis (with any needed training) is being addressed as the critical first step.

4. Command/activities will conduct an end of the year in-depth analysis of the individuals with targeted disabilities workforce data and develop/update appropriate action plans to address identified barriers. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

While several commands missed the mid-year objective, every command submitted a final status report describing the workforce analysis conducted for individuals with targeted disabilities. However, the analyses to identify potential barriers are not as far along as we expected due to the varying levels of knowledge and experience. A few commands have recognized their own shortcomings and outlined their plans to conduct a more in-depth analysis in FY 2011. We found that our barrier analysis training efforts did make an impact, but we anticipate that future sessions will result in more specific, detailed efforts towards identifying potential barriers to the hiring, advancement and retention of individuals with disabilities.

5. Commands/activities will evaluate and report the success of their special program and plan for the recruitment, hiring, and advancement of individuals with targeted disabilities, and, if necessary, reevaluate their plans and program to facilitate the achievement of the 2% participation goal for individuals with targeted disabilities. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts.

Every command's report included a discussion of the successes and accomplishments achieved in FY10 toward increased employment of people with disabilities. Several commands stated that

they had designated a Command Disability Program Managers to better focus efforts and that they had conducted training for managers and supervisors across their commands. Many reported on their efforts to recruit applicants at career fairs and their increased involvement with the Wounded Warrior Program which is a growing initiative that is a subset of DON's commitment to employ people with disabilities. But the initiatives and accomplishments seemed random acts as opposed to thoughtfully planned as a result of in-depth analysis. Many commands have stated that in FY11 they will continue to focus on identifying and eliminating barriers employment of individuals with targeted disabilities and work towards achieving the goal of 2% participation rate for individuals with targeted disabilities in their workforce. It is obvious that assistance is needed to get them to this end. Barrier analysis at all levels in the DON organization is a critical element of our plan to implement the requirements of Executive Order 13548 to ensure that any and all barriers to the employment of people with disabilities are identified and corrective plans of action are established to eliminate them. To ensure the sufficiency, accuracy, and accomplishment of these efforts, a plan (PART I) will direct them in identifying requisite steps and reporting requirements for FY 2011.

# **EEO Program Status Report**

## **FY 2010**

# **FY 11 Part I**

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of the Navy</b>	<b>FY 2011 Plan #I-11 (1)</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</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>Asian males and females continue to participate at a high rate in the DON's overall appropriated workforce, 6.60% and 2.84% respectively, when compared to the national civilian labor force (NCLF), of 1.90% and 1.70%, respectively. Although the percentage of their participation rates at the end of FY 2010 is slightly lower when compared to FY 2009, these groups actually experienced a net increase in numbers of 491 and 236, respectively.</p> <p>In response to the Equal Employment Opportunity Commission's letter dated December 22, 2008 that there may be barriers to the full participation of Asian Americans and Pacific Islanders in the DON high grades and SES levels, DON developed Part I EEO Plans to address this issue, to include other groups with the same trigger of a low participation rate in the high grades, in the FY 2009 and 2010 reporting periods.</p> <p>DON employees are covered by a number of different pay systems. However, only certain series within the high grade/pay band levels in each of these systems actually serve as a pipeline into the Senior Executive Service (SES) ranks. Asian males and females, in particular, continue to participate at a low rate in SES positions compared to their overall participation rate in the total workforce and in some pipeline grades/pay bands.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>As previously reported in our FY 2009 and FY 2010 reports, much of the information required to conduct an in-depth barrier analysis is not available at the DON level. For example, one of the critical pieces of data that is not available at the agency level is information on specific promotion policies, practices and procedures. With the proviso that they are compliant with law, rule, regulation or higher directives/instructions, commands and in some cases activities have the latitude of establishing local instructions on promotions or negotiating local procedures in their collective bargaining agreements. Therefore, we rely on the information provided by the major commands to identify the specific barriers with resultant plans of corrective action.</p> <p>As indicated above, the DON developed EEO Plans</p>	

for the commands/activities to address this trigger for a potential barrier in our FY09 and FY10 reports. While some progress in our efforts to identify the barrier(s) that may be impeding the career progression of Asian males/females and other groups were made in the current reporting period (see Part I, FY 2010 Plan #I-10 (1) for details), there is still room for significant improvement. Information uncovered in the current reporting period is described below and our planned activities for the next reporting period are described in the Planned Activities section of this plan.

The preliminary findings reported by subordinate commands indicate that most were able to conduct the data analysis piece with no problem. However, we found that many had difficulty with determining their next steps in the barrier analysis process. A more detailed description of this identified issue and DON's response to address it are provided in Part I, FY 2010 Plan #I-10 (1) and in the planned activities below.

Data reported by the commands in this reporting period included the identification of 69 different series that progress to the high grade. Of this number, the top six series were the 0301 (Miscellaneous Administration and Program), 0340 (Program Management), 0343 (Management Program analysis, 0800 (Engineering family), 1102 (Contracting) and the 2210 (Information Technology Management). There is a direct correlation between these series and the ones that are representative of our current SES population.

Other planned activities assigned to subordinate commands include: an examination of feeder grades in these series; a determination if other groups had a trigger of a low participation rate in these series; an examination of promotion policies, practices and procedures; a determination of availability of applicant flow data; and, identifying which series typically go the SES ranks. Detailed accomplishments on these planned activities are provided in Part I, FY 2010 Plan #I-10 (1).

A factor that impacted the ability to conduct an in-depth analysis into promotion policies, practices and procedures was the repeal of the authority for the National Security Personnel System (NSPS). The DON has a number of different pay systems to include the traditional General Schedule (GS), NSPS, and several other alternate personnel

	<p>systems. The particular nuances of each system render the accomplishment of a consolidated analysis meaningless. Each needs to be examined individually to determine if there are any barriers in the policies, practices or procedures that are unique to each system.</p> <p>Just as the transition of eligible employees into the NSPS was completed, but prior to the initiation of an in-depth review of each system, the National Defense Authorization Act 2010 which was enacted by Congress on October 28, 2009, repealed the authority for NSPS. At the end of FY 2010, 44,000 employees had been transitioned from NSPS back into the GS system. The approximately 28,000 remaining employees will be transitioned into the GS or other alternate personnel systems no later than January 1, 2012.</p> <p>Although the transitory state of our various personnel systems set back our timetable for a more in-depth review of promotion policies, practices and procedures, a few commands identified their plans to conduct a more in-depth investigation into the following practices/policies: limitations on the area of consideration, use of only a few limited applicant sources, conducting a trend analysis of the turnover in SES positions, potential language/culture issues, impact of a geographical move associated with a promotion.</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>Our FY 2011 planned activities will continue our focus on more in-depth barrier analysis efforts at the command and activity levels. We expect that these planned activities will result in the identification of any/all specific barriers in agency policies, practices and procedures and the development of effective barrier elimination plans.</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>Provide commands/activities with a framework for conducting a more in-depth investigation to uncover the underlying cause of triggers to pinpoint specific barriers in policies, practices or procedures that may be impeding the career progression of Asian males/females and other groups to the higher grade levels/pay bands.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON EEO Program Director, DON EEO staff, Major command Deputy EEO Officers, Activity Deputy EEO Officers, HR Officers, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>



DATE OBJECTIVE INITIATED:		February 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:		September 2011
EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
<p><b><i>Instructions:</i></b> The planned activities listed below were developed to focus and direct barrier analysis efforts at the command/activity levels. These planned activities are <u>not</u> merely a checklist of items to complete. Rather, commands/activities must follow the trail of information uncovered and identify the next logical steps to pinpoint the reason(s) why the participation rate of a group(s) in the high grades is not as expected when compared to their participation rate in the workforce. Thus, these planned activities are not intended to be all inclusive and/or may not be applicable depending on the information uncovered as part of your investigation. If a determination that some or all of the planned activities listed below are not applicable, an explanation of why this is the case must be provided in place of a report of accomplishment. In addition, command/activities are required to provide a report(s) of accomplishment on planned activities developed at their respective levels (to include an explanation how these activities are related to their findings) to address this trigger for a potential barrier.</p> <p>Command reports must address the results of efforts at their subordinate activities.</p> <p>Command reports on each activity must be submitted by the Target Dates identified below; submission by email is acceptable.</p>		
1. Commands will analyze the participation rate of all groups in the <u>series</u> identified as leading to the high grade/SES levels, report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).		May 20, 2011
2. Commands will analyze the participation rates of all groups in the <u>feeder grade levels</u> in series identified as leading to the high grade/SES levels, report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).		May 20, 2011
3. Commands will conduct a thorough examination of promotion policies, practices and procedures (includes, but is not limited, to a review of how positions are advertised, criteria for promotion, selection factors, area of consideration, hiring authorities, etc.) to determine if there are any barriers that may be impeding the career progression of any group(s), report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).		August 31, 2011
<p>Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(2), #6, and FY 2011 Part I-11(3), #3.</p>		

<p>4. Commands will report the results of an ongoing trend analysis that includes the number of high grade/SES positions filled in each FY, how the position was filled (e.g., reassignment, external/internal candidate), if the selectee was required to geographically relocate, demographic profile of applicants/selectee (to include disability), track reasons for job offer declinations, and any other key information that will assist us in our efforts to pinpoint specific barriers.</p>	<p>May 20, 2011</p>
<p>5. DON/commands will develop a mechanism for collecting and tracking applicant flow data for high grade positions at their respective levels of the agency.</p>	<p>September 30, 2011</p>
<p>6. Commands will conduct and report the results of an analysis of discrimination complaints related to promotion or non-selection. Commands will report how the results of this analysis will be factored into their ongoing barrier analysis efforts.</p>	<p>May 20, 2011</p>
<p>7. If the planned activities above do not lead to the identification of any specific barriers, focus group sessions should be conducted with relevant groups to gather information that may not be readily available through any other data sources. Commands will report how the results of these sessions will be factored into their ongoing barrier analysis efforts.</p>	<p>September 30, 2011</p>
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p>	
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**Department of the Navy**

**FY 2011 Plan #I-11 (2)**

**STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:**

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Over the last several years, all major commands have reported a consistent trend of a low participation rate of Hispanic males and females in their appropriated fund workforce. This same trigger is consistent at the aggregate DON level (Table A1).

A review of FY 2010 Table A6 indicates a low participation rate of Hispanic males in 8 out of 10 major occupations: 2210, 0343, 0802, 0301, 0501, 0346, 1102 and 0801. Hispanic females have a low participation rate in 6 out of 10: 2210, 0802, 0301, 0346, 1102, and 0801.

Based on a review of Table A4, some commands also reported a trigger for a potential barrier with respect to the career progression of Hispanic males and females.

**BARRIER ANALYSIS:**

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

At the DON level, our data analysis indicated that 61% of our workforce is employed in the Officials and Managers and Professionals categories. The occupational civilian labor force data (OCLF) for Hispanic males in these categories shows 3.30% and 2.30%, respectively, and for females, 2.40% and 2.80%. Hispanic males participate at a higher rate in the Professionals category when compared to that OCLF. Although Hispanic males participate at a low rate in the Officials and Managers and females participate at a low rate in both of these categories, it is not significantly low and, also, the availability of Hispanic males and females for employment in these occupational categories is not great when compared to their availability in other categories.

In contrast, a review of all of the individual OCLFs indicated that more Hispanic males are available for employment in the Craft Workers, Operatives and Laborers and Helpers occupational categories at 11.90%, 10.80% and 21.50% respectively. However, collectively these four categories only represent 17% of the DON's positions. Moreover, our data analysis indicated that

	<p>most Hispanic males are available for employment in the Laborers and Helpers category (21.50%) and the DON only has 609 positions (.003% of total positions) in that category.</p> <p>As we have previously reported, an in-depth barrier analysis cannot be performed at the DON level as the majority of employment decisions, e.g., hiring, and the implementation of employment practices, policies and procedures, e.g., recruitment and hiring, occur at a level below even our major commands, i.e., at the activity level. In addition, the determination of positions that are considered mission-critical is made at the command level.</p> <p>Most commands have conducted a good data analysis yet they still experience difficulty in determining their next steps in the barrier analysis process. A more detailed description of this identified issue and DON's response to address it is provided in Part I, FY 2010 Plan #I-10 (2) and in the planned activities below.</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>Our FY 2011 planned activities will continue our focus on more in-depth barrier analysis efforts at the command and activity levels. We expect that these planned activities will result in the identification of any/all specific barriers in agency policies, practices and procedures and the development of effective barrier elimination plans.</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>Provide commands with a framework for conducting a more in-depth investigation to uncover the underlying cause(s) of triggers to pinpoint specific barriers in policies, practices or procedures that may be impeding the participation of Hispanic males and females in the DON workforce.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON EEO Program Director, DON EEO staff, Major command Deputy EEO Officers, Activity Deputy EEO Officers, HR Officers, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>February 2011</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2011</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p><b><i>Instructions:</i></b> The planned activities listed below were developed to focus and direct barrier analysis efforts at the command/activity levels. These planned activities are <u>not</u> merely a checklist of items to complete. Rather, commands/activities must follow the trail of information uncovered and identify the next logical steps to pinpoint the reason(s) why the participation rate of Hispanic males and females is not as expected when compared to their participation rate in the workforce. Thus, these planned activities are not intended to be all inclusive and/or may not be applicable depending on the information uncovered as part of your investigation. If a determination that some or all of the planned activities listed below are not applicable, an explanation of why this is the case must be provided in place of a report of accomplishment. In addition, command/activities are required to provide a report(s) of accomplishment on planned activities developed at their respective levels (to include an explanation how these activities are related to their findings) to address this trigger for a potential barrier.</p> <p><b><i>Command reports must address the results of efforts at their subordinate activities.</i></b></p> <p><b><i>Command reports on each activity must be submitted by the Target Dates shown; submission by email is acceptable.</i></b></p>		
<p>1. Finalize the updates to SECNAVINST 12720.8, DON Civilian Hispanic Employment Program and publish. Responsible Official: DON EEO Program Director, DON EEO staff</p>	June 30, 2011	
<p>2. Finalize the updates to the DON Part K, Hispanic Employment Program, Annual Status Report, and publish. Responsible Official: DON EEO Program Director, DON EEO staff</p>	June 30, 2011	
<p>3. Commands will conduct and report the results of their analysis of the occupational group data that comprises the majority of their workforce against the RCLF of Hispanics in these same groups. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	July 31, 2011	
<p>4. Commands will conduct and report the results of their analysis of major occupation data where there is a low participation of Hispanic male and females. Responsible Official: CDEEOOs, DEEOOs, HROs, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	July 31, 2011	
<p>5. Commands will conduct a thorough review of their recruitment and hiring practices, policies and procedures (includes, but is not limited, to a review of recruitment efforts [where, how, results, etc.], how positions are advertised, hiring authorities used, selection factors, area of consideration, etc.), report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p> <p>Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(3), #1, and FY2011 Part I-11 (4), #5</p>	September 30, 2011	
<p>6. Commands will conduct a thorough examination of promotion policies, practices and procedures (includes, but is not limited, to a review of how positions are advertised, criteria for promotion, selection factors, area of</p>	August 31, 2011	

consideration, hiring authorities, etc.) to determine if there are any barriers that may be impeding the career progression of any group(s); report findings; and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).

Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(1), #3, and FY 2011 Part I-11(3), #3.

7. Commands will conduct trend analyses of accessions and separations by ERI/gender/disability; report findings; and describe next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).

Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(3), #2, and FY 2011 Part I-11 (4), # 3.

August 31, 2011

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

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<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of the Navy</b>	<b>FY 2011 Plan #I-11 (3)</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</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>A review of Table B1 shows the percentage of the participation rate of individuals with targeted disabilities (IWTD) in the DON workforce continues to decrease. At the end of FY 2010, the participation rate of IWTDs was .67%, compared to .70% in FY 2009 and 0.72% in FY 2008. All major commands report a trigger of a low participation rate of individuals with targeted disabilities in their workforce.</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>Near the end of FY 2010, Executive Order (EO) 13548 was signed (July 26, 2010) with the goal of making the federal government a model employer of people with disabilities and improving efforts to employ people with disabilities and targeted disabilities focusing on recruitment, hiring and retention. The EO also creates performance targets and numerical goals for the employment of people with disabilities and targeted disabilities.</p> <p>When the OPM guidance, Model Strategies for Recruitment and Hiring of People with Disabilities as Required Under Executive Order 13548 was issued on November 8, 2010, the DON Office of Civilian Human Resources (OCHR) immediately put a team together to determine how DON would implement these requirements. That team is led by the DON Disability Program Manager and the other members are DON HR representatives who are experts in staffing, recruitment and training. They are meeting weekly and regularly briefing HR senior leaders on their progress and for direction as they are finalizing the DON plan for implementation of the EO.</p> <p>The individual command's program efforts will still continue but will be supported by the mandatory DON-wide initiatives. Progress on the plan's requirements will be reported by major commands in their MD 715 PART J and their report of accomplishments on barrier analysis efforts in this EEO plan. One of the elements of the plan known to date and identified as planned activities in this EEO plan is a top-down, in-depth barrier analysis to</p>	

	<p>include separation rates; possible barriers to the advancement of people with disabilities; review of recruitment and hiring policies, procedures and/or practices that may negatively impact the employment of people with disabilities. This barrier analysis will be done at all levels.</p> <p>See PART J, Part V, for complete details of our FY 2011 strategic plan.</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>In depth analysis is not being conducted at all levels of the agency to determine if there are barriers to the employment of individuals with targeted disabilities.</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>The DON Major Commands will execute their program/plan for the recruitment, hiring, and advancement of individuals with targeted disabilities; support mandatory DON-wide initiatives; conduct an in-depth analysis to identify if any barriers exist; and, if barriers are identified, develop appropriate elimination plan(s).</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 2011</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2011</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE (Must be specific)</b></p>
<p><b><i>Instructions:</i></b> The planned activities listed below were developed to focus and direct barrier analysis efforts at the command/activity levels. These planned activities are <u>not</u> merely a checklist of items to complete. Rather, commands/activities must follow the trail of information uncovered and identify the next logical steps to pinpoint the reason(s) why the participation rate of IWTD is not as expected in the overall workforce. Thus, these planned activities are not intended to be all inclusive and/or may not be applicable depending on the information uncovered as part of your investigation. If a determination that some or all of the planned activities listed below are not applicable, an explanation of why this is the case must be provided in place of a report of accomplishment. In addition, command/activities are required to provide a report(s) of accomplishment on planned activities developed at their respective levels (to include an explanation how these activities are related to their findings) to address this trigger for a potential barrier.</p>	



<p><b>Command reports must address the results of efforts at their subordinate activities.</b></p> <p><b>Command reports on each activity must be submitted by the Target Dates identified below; submission by email is acceptable.</b></p>	
<p>1. Commands will conduct a thorough review of their recruitment and hiring practices, policies and procedures (includes, but is not limited, to a review of recruitment efforts [where, how, results, etc.], how positions are advertised, hiring authorities used, selection factors, area of consideration, etc.), report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p> <p>Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(2), #5, and FY 2011 Part I-11 (4), #5.</p>	<p>September 30, 2011</p>
<p>2. Commands/activities will conduct a trend analysis of their accessions and separations by ERI/gender/disability, report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p> <p>Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11 (2), #7, and FY 2011 Part I-11 (4), #3.</p>	<p>June 30, 2011</p>
<p>3. Commands will conduct a thorough examination of promotion policies, practices and procedures (includes, but is not limited, to a review of how positions are advertised, criteria for promotion, selection factors, area of consideration, hiring authorities, etc.) to determine if there are any barriers that may be impeding the career progression of any group(s), report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p> <p>Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(2), #6, and FY 2011 Part I-11(1), #3.</p>	<p>August 31, 2011</p>
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p>	
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<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of the Navy</b>	<b>FY 2011 Plan #I-11 (4)</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</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>A review of the information in Tables A-1, A-3 and A-6, indicate that White females continue to participate at a low rate when compared to the relevant civilian labor force in the DON's overall workforce, most occupational categories and in 5 out of 10 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>This trigger for a potential barrier was addressed in DON's FY 2006, 2007 and 2008 reports. As indicated in DON's FY 2008 report, the information required to conduct an in-depth barrier analysis is not available at the DON level because recruitment and hiring policies, practices and procedures are not the same for each command/activity. Consequently, the information uncovered as a result of barrier analysis efforts at the command/activity levels was critical to the development of an effective barrier elimination plan.</p> <p>At the end of these three reporting periods, we continued to receive either no response or, at best, insufficient information on subordinate commands' barrier analysis efforts and were no closer to identifying a specific barrier(s). It was clear that training/guidance on how to conduct an effective barrier analysis was needed before any progress on this trigger could be accomplished. Consequently, a decision was made to reduce the number of barrier elimination plans in DON's FY 2009 report to one, i.e., the trigger of a low participation rate for Asian males/females and other groups in high grades/pay bands, to concentrate our efforts on correcting this program deficiency.</p> <p>Over the last two years, we have made significant progress in correcting this program deficiency, i.e., issued operational guidance on how to conduct an effective barrier analysis, developed barrier analysis training, initiated the deployment of this training, held commands accountable for the accomplishment of in-depth barrier analysis through the issuance of program scorecards. In FY 2010, we added two more barrier elimination plans to address other groups who continue to have low participation rates in the DON overall workforce,</p>	

	<p>i.e., Hispanic males/females and individuals with targeted disabilities.</p> <p>Continuing on this same path, we added this fourth barrier elimination plan to address the trigger of a low participation rate of White females for execution in FY 2011.</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>As explained above, the information required to conduct an in-depth barrier analysis is not available at the DON level. The planned activities identified below are intended to provide commands/activities with an initial approach for identifying any potential barriers. The results of their individualized findings will determine their next steps in the analysis process.</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>Provide commands/activities with an initial approach for identifying any specific barriers that may be impacting the employment opportunities of White females and to develop an effective barrier elimination plan.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROs, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 2011</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2011</p>	
<p><b>EEOC FORM 715-01 PART I</b></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><i><b>Instructions:</b> The planned activities listed below were developed to focus and direct barrier analysis efforts at the command/activity levels. These planned activities are <u>not</u> merely a checklist of items to complete. Rather, commands/activities must follow the trail of information uncovered and identify the next logical steps to pinpoint the reason(s) why the participation rate of White females is not as expected in the overall workforce, certain occupational groups and some major occupations when compared to the RCLF. Thus, these planned activities are not intended to be all inclusive and/or may not be applicable depending on the information uncovered as part of your investigation. If a determination that some or all of the planned activities listed below are not applicable, an explanation of why this is the case must be provided in place of a report of accomplishment. In addition, command/activities are required to provide a report(s) of accomplishment on planned activities developed at their respective levels (to include an explanation how these activities are related to their findings) to address this trigger for a potential barrier.</i></p>		

<p><b>Command reports must address the results of efforts at their subordinate activities.</b></p> <p><b>Command reports on each activity must be submitted by the Target Dates identified below; submission by email is acceptable.</b></p>	
<p>1. Commands will identify the top 10 series in their organization that are routinely recruited and filled from year to year, report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p>	<p>June 30, 2011</p>
<p>2. Commands will analyze the Ethnicity Race Indicator (ERI)/gender make-up of the selectees for the series identified in planned activity #1, report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p>	<p>July 29, 2011</p>
<p>3. Commands/activities will conduct a trend analysis of their accessions and separations by ERI/gender/disability, report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p> <p>Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(2), #7, and FY 2011 Part I-11(3), #2.</p>	<p>June 30, 2011</p>
<p>4. Commands will analyze ERI/gender of their major occupations, report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p>	<p>July 29, 2011</p>
<p>5. Commands will conduct a thorough review of their recruitment and hiring practices, policies and procedures (includes, but is not limited, to a review of recruitment efforts [where, how, results, etc.], how positions are advertised, hiring authorities used, selection factors, area of consideration, etc.), report findings and describe their next steps in the analysis process (to include the identification of the specific barrier(s) and development of effective barrier elimination plans).</p> <p>Note: this planned activity should be accomplished concurrently with planned activities FY 2011 Part I-11(2), #5, and FY 2011 Part I-11(3), #1.</p>	<p>September 30, 2011</p>
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p>	
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# **EEO Program Status Report**

## **FY 2010**

# **Part J**

<b>EEOC FORM 715-01 PART J</b>	<b>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>
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<b>PART I Department or Agency Information</b>	1. Agency	1. Department of Defense
	1.a. 2 <sup>nd</sup> Level Component	1.a. Department of Navy
	1.b. 3 <sup>rd</sup> Level or lower	1.b.

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	231,138	100.00%	243,405	100.00%	12,267	5.31%
	Reportable Disability	12,461	5.39%	13,266	5.45%	805	6.46%
	Targeted Disability*	1,610	0.70%	1,632	0.67%	22	1.37%
	<p>* 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).</p>						
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					Information not currently available		
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period (includes non-appropriated fund)							143

**PART III Participation Rates In Agency Employment Programs**

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	Data not available.								
4. Non-Competitive Promotions	86,079	3,788	4.40%	456	0.53%	2,065	2.40%	79,770	92.67%
5. Employee Career Development Programs	Data not available								
5.a. Grades 5 - 12									
5.b. Grades 13 - 14									
5.c. Grade 15/SES									
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total)	492,311	32,245	6.54%	3446	.69%	9,573	1.94%	447,047	90.80%

hrs awarded)									
6.b. Cash Awards (total \$\$\$ awarded)	\$111,292,999	\$6,255,384	5.62%	\$659,197	.59%	\$2,232,403	2.00%	\$102,146,015	91.78%
6.c. Quality-Step Increase	7,972	2,091	26.23%	267	3.35%	635	7.96%	4979	62.45%

<p><b>Part IV</b></p> <p>Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities <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.</p> <p>Starting in FY08 and continuing into the current reporting period, the Department of the Navy (DON) established objectives to improve barrier analysis efforts at the command and activity levels. Over the last two years, we have made significant progress in correcting this program deficiency, i.e., issued operational guidance on how to conduct an effective barrier analysis, developed barrier analysis training, initiated the deployment of this training, held commands accountable for the accomplishment of in-depth barrier analysis through the issuance of program scorecards.</p> <p>Five sessions of the two-day Barrier Analysis class were presented during the current reporting period at various locations. At least five other individuals have been trained to present the workshop, providing us the capability to present more workshops reaching a broader audience. In addition, the course has been added to the Workforce Development Division's annual training schedule to ensure that regular offerings are made available to practitioners. Five offerings of this course are scheduled for FY11.</p> <p>As a result of this training and other efforts, commands reported their plans to conduct a more in-depth analysis into issues pertaining to the accession, separation and retention of individuals with disabilities in FY11.</p> <p>While we have made progress on developing the technical competency of our EEO practitioners, other issues that have hampered our efforts to conduct more in-depth barrier analysis in the past have not been resolved. Specifically, we still do not have tracking and monitoring mechanisms for applicant pool information, identifying the number of individuals with disabilities who have applied for positions, capturing the reasons why employees have left the workforce, etc. Furthermore, as reported in Part H, we encountered several unanticipated problems in the deployment of eVersity, an off-the-shelf reporting and data system that automates the reporting aspect of the annual assessment and auto-populates the EEOC workforce data tables. Efforts to implement eVersity will continue in FY11.</p> <p>Although an in-depth analysis was not conducted due to the issues described above, a preliminary analysis of the data and trends related to accessions/separations and major occupations for individuals with targeted disabilities were accomplished and the results provided below. The analysis of the DON total workforce includes both appropriated fund and non-appropriated fund (NAF) employees. However, the analysis pertaining to accessions and separations only includes the permanent/temporary appropriated fund population. NAF workforce data is not currently collected or stored in the Defense Civilian Personnel Data System and was only partially available for the</p>
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analysis on accessions/separations and major occupations reported below. Future reports will contain a more complete analysis that includes the NAF workforce as efforts to obtain NAF data are in motion.

#### ACCESSIONS/SEPARATIONS:

The analysis of the available data revealed a consistent trend of a higher rate of separation when compared to the number of accessions for individuals with targeted disabilities. Despite this, the total number of individuals with targeted disabilities hired in the DON workforce increased by 22 employees. However, due to the large increase in the overall DON population, the percentage of individuals with targeted disabilities saw a decrease from 0.70% in FY09 to 0.67% in FY10. This decrease has been a consistent trend for a number of years.

In FY10, there were 143 accessions, 74 appropriated fund and 69 NAF. Permanent appointments accounted for 72% of the appropriated fund accessions. There were 140 appropriated fund separations, 32% of these actions were voluntary. NAF separation data was not available. Resignations accounted for 20% of the separations with 42% of these actions submitted by individuals in their initial probationary period. Removals accounted for 6% of the separations with the vast majority of these being conduct-related actions. Commands will be tasked with conducting a further analysis into the continuing trend of a higher rate of separation when compared to accessions.

In FY10, each major command submitted Plans for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities. Plans were evaluated and feedback provided in each of the commands' EEO Program Scorecard. Many of the commands integrated the feedback provided in the scorecards and reported their plans to conduct more in-depth barrier analysis and the objective to increase the participation rate of individuals with targeted disabilities in FY11.

A major initiative within the Department of Defense and therefore also in DON is the hiring of Wounded Warriors. A number of commands have reported success in the hiring of wounded warriors and the DON Office of Civilian Human Resources has established a working group to work on issues related to the Wounded Warrior program. It is anticipated that this program will have a favorable impact by increasing the population of individuals with disabilities.

On July 26, 2010, the President signed Executive Order 13548 ordering federal agencies to increase the hiring of individuals with disabilities. The executive order not only focuses on individuals with targeted disabilities but also includes individuals with disabilities that are not identified as targeted. In light of the executive order, we have included information on individuals with non-targeted disabilities in our analysis.

In FY10, there were 1,018 accessions with 1,245 separations for individuals with non-targeted disabilities in the appropriated fund workforce. Although this group's separation rate was higher than their accession rate, there was net gain of 603, compared to 438 in FY09. In FY10, there were 524 individuals with disabilities hires in the NAF workforce, data on separations was not available. Individuals with disabilities, to include both the appropriated and NAF workforce, comprise 5.45% of the DON population. This is the third year in a row where the



percentage of individuals with non-targeted disabilities has increased.

Permanent appointments represented 83% of the accessions in the appropriated fund workforce. Thirty-eight percent of accessions were career-conditional appointments and 30% were excepted appointments. Voluntary retirements and removals represented 44% and 3%, respectively, of the separation actions. As was the case with individuals with targeted disabilities, a high percentage (18%) of individuals with non-targeted disabilities resigned, with 32% of these actions submitted by individuals in their initial probationary period.

#### MAJOR OCCUPATIONS:

At the end of FY10, the major occupations in the appropriated fund workforce were: Management/Program Analysts (0343), Electronics Engineering (0855), Information Technology Management (2210), Engineering Technician (0802), Mechanical Engineer (0830), Financial Administration and Program (0501), Miscellaneous Administration and Program (0301), Logistics Management (0346), Contracting (1102), and General Engineering (801).

The participation rate of individuals with targeted disabilities in these major occupations decreased from 0.63% in FY09 to 0.58% in FY10. For the last five fiscal years, the participation rate for this group has been lower in the major occupations when compared to their participation rate in the overall workforce. In three of the major occupations (Information Technology Management, Financial Administration and Program, and Logistics Management), the participation rate of individuals with targeted disabilities is higher when compared to their participation rate in the overall population.

The participation rate of individuals with non-targeted disabilities in the major occupations is higher when compared to their rate of participation in the overall workforce. The participation rate of this group is higher in each of the major occupations except for Electronics Engineering, Financial Administration and Program, and General Engineering, when compared to their participation rate in the overall workforce.

Major occupations in the NAF were: Sales Store Clerical, (2091), Recreation Aid and Assistance (0189), Education and Training (1702), Custodial Working (3566), and General Business and Industry (1101).

Although the DON has not reached the 2% goal for the employment of individuals with targeted disabilities, with the deployment of barrier analysis training, we anticipate that we will make more progress in our efforts to identify any barriers that may be preventing the Department from reaching its goal. Efforts are currently underway to implement Executive Order 13548. There is a significant focus on increasing the recruiting and hiring individuals with disabilities, to include targeted disabilities, within the DON by leadership, managers/supervisors and the Human Resources community.

#### FY 2010 ACCOMPLISHMENTS:

- FY 2010 objective #1: Revise the DON Policy and Procedures on Reasonable Accommodation, in light of the EEOC's revised regulations, 29 CFR §1630.

- The revision of DON's current policy and procedures regarding reasonable accommodation are currently on hold. This objective was established and contingent upon the anticipated publication of the final regulations on 29 Code of Federal Regulation §1630 in July 2010. It is expected that the final regulations will be issued some time in FY11. This objective will be carried over into the next reporting period.
- FY 2010 objective #2: Develop and hold major commands accountable for the deployment of the mandatory disability/reasonable accommodation training to both DON supervisors/managers and all employees. Final development and deployment of the training will be done as soon as practically possible after the EEOC's issues it revised regulations, 29 CFR §1630.
  - Revised disability/reasonable accommodation training was not developed as this objective was also contingent on the publication of the final regulations on 29 Code of Federal Regulation §1630 in July 2010. While awaiting the issuance of the final regulations, a comprehensive training course outlining the requirements of DON's current policy on processing reasonable accommodation requests was developed with a plan to modify the training once the implementing guidance was issued. After the course was developed, an immediate need to provide training to the individuals responsible for assisting supervisors and managers in the reasonable accommodations process was identified. As a result, even though the final regulations have not been issued, four training sessions were offered in FY10 by the DON EEO staff. This training was also provided at the DON Human Resources Worldwide Conference in San Diego and, at their request, for two of our major commands. In total, approximately 250 EEO/HR practitioners and supervisors/managers were trained in FY10. In addition, several major commands reported they provided their own training to their supervisors/managers. Additional DON training sessions have been requested and are scheduled for FY11.
- FY 2010 objective #3: Implement an automated DON-wide tracking and monitoring system for reasonable accommodation requests.
  - In FY10, the DON procured entellitrak, an off-the-shelf data tracking system that provides the capability to corporately track and monitor all reasonable accommodation requests. A nearly complete redesign of previously developed versions was required in order to meet DON-specific needs. The system has the capability to track processing times for open and closed requests, the type of accommodations being requested and provided, and the cost of accommodations. The tracker is currently undergoing mandatory DON security testing prior to use on the Navy/Marine Corps Intranet at all levels. Concurrently, a mandatory system of records notice is in the process of being published. entellitrak is on track for deployment in FY11.
- FY 2010 objective #4: Host a DON Forum at the Perspectives on Employment of Persons with Disabilities Conference.
  - On December 8, 2009, the DON Forum was held at the Hyatt Regency Hotel. An update on the DON Disability Program and

career development training was provided to approximately 45 attendees. As this continues to be rated as valuable by DON participants, our plan is to make this an annual event at the Perspectives on Employment of Persons with Disabilities Conference.

- FY 2010 objective #5: Require commands to conduct more in-depth analysis to identify the barriers for the employment of individuals with targeted disabilities and develop appropriate barrier elimination plans, which will facilitate the writing of instructions, the issuance of guidance, training, and greater accountability within their commands. Efforts will be reviewed and reported in the major commands FY 2010 scorecard.
  - As reported above, in FY10, major command special program plans for the recruitment, placement, and advancement of individuals with disabilities were reviewed and evaluated. The results of the reviews were reported to each major command's Commanding Officer who is also the EEO Officer. To help correct deficiencies in submitted plans and assist the major commands' ongoing barrier analysis efforts, each Command Deputy EEO Officer and the individuals responsible for accomplishing the required barrier analysis were provided two days of training on this topic. See FY 2010 Plan #H-10(1), planned activity 1.b., for further details.
- FY 2010 objective #6: Hold periodic training sessions with command and activity level disability points of contact to make them more knowledgeable about the DON disability program and more effective in providing advice to their commands.
  - Throughout the current reporting period, the DON Disability Program Manager provided periodic program updates and guidance via e-mail to disability program points of contact. In addition, a large number of these points of contact attended the reasonable accommodation training reported in FY 2010 Plan #H-10(1), planned activity 1.a, for further details.
- FY 2010 objective #7: Coordinate with Human Resource Offices to facilitate the employment of Wounded Warriors.
  - In FY10, the Office of Civilian Human Resources established a Wounded Warriors working group to develop guidance for the Human Resources Service Centers. In January 2010, the DON hosted a meeting with other Military Departments to coordinate Wounded Warrior employment efforts. This initial meeting resulted in better coordination and collaboration in on-going efforts within the Department of Defense.
- In addition, the DON achieved the following in FY10:
  - Recipient of the Secretary of Defense Trophy for Employment of People with Disabilities (Military Component).
  - The DON Chief Information Officer assigned a 508 Coordinator who has been active in ensuring compliance with Section 508 requirements. The Section 508 Coordinator and the DON Disability Program Manager are working together to ensure reasonable accommodation issues are properly and addressed.
  - The DON participated in the Workforce Recruitment Program (WRP) in FY10. As there are a limited number of funded positions

	<p>allotted by the Department of Defense, several major commands hired more WRP students than their funded allotments.</p> <ul style="list-style-type: none"><li>○ The DON participated in Office of Personnel Management government-wide hiring event for people with disabilities on April 26, 2010. This was a good source of information for HR specialists.</li><li>○ Emphasized the importance of this program with Admirals/ Commanding Officers during DON program validation visits at each command. During FY 2010, we met with Commanding Officers and other senior leaders at several major commands. During these meetings the command's disability programs were discussed, as well as the DON's commitment to the program.</li><li>○ The Assistant Secretary of the Navy for Manpower Reserve Affairs funded the first National Capital Region Wounded Warrior Hiring and Support Conference which was hosted by the Naval Sea Systems Command. The event was held on February 2-3. It was well attended and resulted in NAVSEA hiring 250 wounded warriors throughout the command.</li></ul>
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**Part V**  
**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 effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities. 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.

**FY 2011 STRATEGIC PLAN**

The DON continues to improve its disability program. The training efforts completed in FY10, which will continue in FY11, are expected to yield positive results as more practitioners become skilled in doing in-depth barrier analysis vice the data analysis they've been providing to date. The DON is committed to establishing an effective program that builds on annual accomplishments by raising the benchmark for success each year and developing new initiatives that will further the program. Our goal is to continue our effort to ensure that the DON is a model employer for individuals with disabilities.

Near the end of fiscal year 2010, Executive Order (EO) 13548 was signed (July 26, 2010) with the goal of making the federal government a model employer of people with disabilities and improving efforts to employ people with disabilities and targeted disabilities focusing on recruitment, hiring and retention. This will be accomplished through the development of mandatory training programs for HR and hiring managers on the employment of individuals with disabilities. The EO also creates performance targets and numerical goals for the employment of people with disabilities and targeted disabilities. It requires development of an agency-wide plan to address implementation of requirements outlined in the EO which include the designation of a senior-level official to be accountable for meeting the EO's goals. As DON is a component of the Department of Defense (DoD), more than likely that senior official will be appointed at the DoD-level.

When the OPM guidance, Model Strategies for Recruitment and Hiring of People with Disabilities as Required Under Executive Order 13548 was issued on November 8, 2010, the DON Office of Civilian Human Resources (OCHR) immediately put a team together to determine how DON would implement these requirements. That team is led by the DON Disability Program Manager and the other members are DON HR representatives who are experts in staffing, recruitment and training. They are meeting weekly and regularly briefing HR senior leaders on their progress and for direction as they are finalizing the DON plan for implementation of the EO.

Rather than have duplicative programs and reporting requirements, this DON EO implementation plan will become our PART J for FY 2011 upon its completion. The individual command's program efforts will still continue but will be supported by the mandatory DON-wide initiatives. Progress on the plan's requirements will be reported by major commands in their MD 715 PART J each year. DON EEO Program scorecards will reflect major commands' progress in meeting the required elements. Some of the elements of the plan known to date include:

- Designation of a DON SES to be the champion for our DON plan and accountable for its success. Major commands will be encouraged to

designate an SES member to be the champion for hiring people with disabilities and targeted disabilities

- Development of strategies to recruit, hire and retain people with disabilities will begin with top-down, in-depth barrier analysis to include separation rates; possible barriers to the advancement of people with disabilities; review of/pinpointing specific policies, procedures and/or practices that negatively impact the employment of people with disabilities. This barrier analysis will be done at all levels.
- Reviewing and evaluating current training initiatives and developing supplemental training as well. Develop the plan to provide the mandatory training.
- Setting numeric goals for both people with disabilities and targeted disabilities for the next 5 years

This is just the beginning of what the plan will include. It will be forwarded to EEOC upon completion.

# **EEO Program Status Report**

## **FY 2010**

# **A Tables**

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						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>TOTAL</b>																		
Prior FY 2009	#	230,687	148,132	82,555	7,624	5,873	104,575	46,997	16,884	16,003	14,995	10,947	1,944	1,290	970	614	1,140	831
	%	100%	64.21%	35.79%	3.30%	2.55%	45.33%	20.37%	7.32%	6.94%	6.50%	4.75%	0.84%	0.56%	0.42%	0.27%	0.49%	0.36%
Current FY 2010	#	243,017	155,353	87,664	8,153	6,368	108,964	49,618	17,855	16,903	15,628	11,434	2,282	1,523	1,002	619	1,469	1,199
	%	100%	63.93%	36.07%	3.35%	2.62%	44.84%	20.42%	7.35%	6.96%	6.43%	4.71%	0.94%	0.63%	0.41%	0.25%	0.60%	0.49%
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference	#	12330	7221	5109	529	495	4389	2621	971	900	633	487	338	233	32	5	329	368
Ratio Change	%	0.00%	-0.29%	0.29%	0.05%	0.07%	-0.49%	0.04%	0.03%	0.02%	-0.07%	-0.04%	0.10%	0.07%	-0.01%	-0.01%	0.11%	0.13%
Net Change	%	5.34%	4.87%	6.19%	6.94%	8.43%	4.20%	5.58%	5.75%	5.62%	4.22%	4.45%	17.39%	18.06%	3.30%	0.81%	28.86%	44.28%
<b>PERMANENT</b>																		
Prior FY 2009	#	184,394	129,767	54,627	5,856	2,952	94,614	34,757	13,615	10,366	12,488	5,088	1,463	561	827	386	904	517
	%	100%	70.37%	29.63%	3.18%	1.60%	51.31%	18.85%	7.38%	5.62%	6.77%	2.76%	0.79%	0.30%	0.45%	0.21%	0.49%	0.28%
Current FY 2010	#	192,547	135,662	56,885	6,263	3,119	98,470	35,961	14,356	10,795	12,936	5,298	1,634	622	851	379	1,152	711
	%	100%	70.46%	29.54%	3.25%	1.62%	51.14%	18.68%	7.46%	5.61%	6.72%	2.75%	0.85%	0.32%	0.44%	0.20%	0.60%	0.37%
Difference	#	8,153	5,895	2,258	407	167	3,856	1,204	741	429	448	210	171	61	24	-7	248	194
Ratio Change	%	0.00%	0.08%	-0.08%	0.08%	0.02%	-0.17%	-0.17%	0.07%	-0.02%	-0.05%	-0.01%	0.06%	0.02%	-0.01%	-0.01%	0.11%	0.09%
Net Change	%	4.42%	4.54%	4.13%	6.95%	5.66%	4.08%	3.46%	5.44%	4.14%	3.59%	4.13%	11.69%	10.87%	2.90%	-1.81%	27.43%	37.52%
<b>TEMPORARY</b>																		
Prior FY 2009	#	6,985	4,141	2,844	291	204	3,124	1,726	425	446	198	344	27	42	27	30	49	52
	%	100%	59.28%	40.72%	4.17%	2.92%	44.72%	24.71%	6.08%	6.39%	2.83%	4.92%	0.39%	0.60%	0.39%	0.43%	0.70%	0.74%
Current FY 2010	#	7,011	4,114	2,897	202	188	3,142	1,776	413	431	241	370	33	45	33	26	50	61
	%	100%	58.68%	41.32%	2.88%	2.68%	44.82%	25.33%	5.89%	6.15%	3.44%	5.28%	0.47%	0.64%	0.47%	0.37%	0.71%	0.87%
Difference	#	26	-27	53	-89	-16	18	50	-12	-15	43	26	6	3	6	-4	1	9
Ratio Change	%	0.00%	-0.60%	0.60%	-1.28%	-0.24%	0.09%	0.62%	-0.19%	-0.24%	0.60%	0.35%	0.08%	0.04%	0.08%	-0.06%	0.01%	0.13%
Net Change	%	0.37%	-0.65%	1.86%	-30.58%	-7.84%	0.58%	2.90%	-2.82%	-3.36%	21.72%	7.56%	22.22%	7.14%	22.22%	-13.33%	2.04%	17.31%
<b>NON-APPROPRIATED TOTAL</b>																		
Prior FY 2009	#	39,308	14,224	25,084	1,477	2,717	6,837	10,514	2,844	5,191	2,309	5,515	454	687	116	198	187	262
	%	100%	36.19%	63.81%	3.76%	6.91%	17.39%	26.75%	7.24%	13.21%	5.87%	14.03%	1.15%	1.75%	0.30%	0.50%	0.48%	0.67%
Current FY 2010	#	43,459	15,577	27,882	1,688	3,061	7,352	11,881	3,086	5,677	2,451	5,766	615	856	118	214	267	427
	%	100%	35.84%	64.16%	3.88%	7.04%	16.92%	27.34%	7.10%	13.06%	5.64%	13.27%	1.42%	1.97%	0.27%	0.49%	0.61%	0.98%
Difference	#	4151	1353	2798	211	344	515	1367	242	486	142	251	161	169	2	16	80	165
Ratio Change	%	0.00%	-0.34%	0.34%	0.13%	0.13%	-0.48%	0.59%	-0.13%	-0.14%	-0.23%	-0.76%	0.26%	0.22%	-0.02%	-0.01%	0.14%	0.32%
Net Change	%	10.56%	9.51%	11.15%	14.29%	12.66%	7.53%	13.00%	8.51%	9.36%	6.15%	4.55%	35.46%	24.60%	1.72%	8.08%	42.78%	62.98%

Note: Total FY 2010 workforce data does not include 263 AF employees and 125 NAF employees who did not self-identify ERI.



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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
TOTAL FY	#	192,547	135,662	56,885	6,263	3,119	98,470	35,961	14,356	10,795	12,936	5,298	1,634	622	851	379	1,152	711
	%	100%	70.46%	29.54%	3.25%	1.62%	51.14%	18.68%	7.46%	5.61%	6.72%	2.75%	0.85%	0.32%	0.44%	0.20%	0.60%	0.37%
CLF 2000		100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Chief Naval Operations (NV11)	#	3,948	2,342	1,606	75	64	1,858	1,013	226	325	135	155	17	13	11	6	20	30
	%	100%	59.32%	40.68%	1.90%	1.62%	47.06%	25.66%	5.72%	8.23%	3.42%	3.93%	0.43%	0.33%	0.28%	0.15%	0.51%	0.76%
Department of the Navy Assistant for Administration (NV12)	#	5,004	2,411	2,593	146	154	1,782	1,463	326	749	110	155	12	14	8	9	27	49
	%	100%	48.18%	51.82%	2.92%	3.08%	35.61%	29.24%	6.51%	14.97%	2.20%	3.10%	0.24%	0.28%	0.16%	0.18%	0.54%	0.98%
Office of Naval Research (NV14)	#	2,807	1,952	855	45	19	1,580	554	124	206	188	62	2	0	3	9	10	5
	%	100%	69.54%	30.46%	1.60%	0.68%	56.29%	19.74%	4.42%	7.34%	6.70%	2.21%	0.07%	0.00%	0.11%	0.32%	0.36%	0.18%
Office of Naval Intelligence (NV15)	#	1,790	1,156	634	41	19	922	461	143	135	25	13	2	0	2	1	21	5
	%	100%	64.58%	35.42%	2.29%	1.06%	51.51%	25.75%	7.99%	7.54%	1.40%	0.73%	0.11%	0.00%	0.11%	0.06%	1.17%	0.28%
Bureau of Medicine and Surgery (NV18)	#	12,755	4,858	7,897	314	442	2,907	4,405	879	1,721	626	1,138	34	58	43	52	55	81
	%	100%	38.09%	61.91%	2.46%	3.47%	22.79%	34.54%	6.89%	13.49%	4.91%	8.92%	0.27%	0.45%	0.34%	0.41%	0.43%	0.64%
Naval Air Systems Command (NV19)	#	23,959	18,161	5,798	984	315	14,206	4,420	1,415	637	1,330	329	43	17	116	43	67	37
	%	100%	75.80%	24.20%	4.11%	1.31%	59.29%	18.45%	5.91%	2.66%	5.55%	1.37%	0.18%	0.07%	0.48%	0.18%	0.28%	0.15%
Navy Personnel Command (NV22)	#	1,615	874	741	49	27	594	428	172	246	33	22	5	0	5	6	16	12
	%	100%	54.12%	45.88%	3.03%	1.67%	36.78%	26.50%	10.65%	15.23%	2.04%	1.36%	0.31%	0.00%	0.31%	0.37%	0.99%	0.74%
Naval Supply Systems Command (NV23)	#	6,285	3,399	2,886	154	119	2,473	2,014	412	519	277	175	33	24	22	13	28	22
	%	100%	54.08%	45.92%	2.45%	1.89%	39.35%	32.04%	6.56%	8.26%	4.41%	2.78%	0.53%	0.38%	0.35%	0.21%	0.45%	0.35%
Naval Sea Systems Command (NV24)	#	25,408	18,854	6,554	664	345	15,734	4,871	1,006	908	1,206	345	43	14	105	32	96	39
	%	100%	74.20%	25.80%	2.61%	1.36%	61.93%	19.17%	3.96%	3.57%	4.75%	1.36%	0.17%	0.06%	0.41%	0.13%	0.38%	0.15%
Naval Facilities Engineering Command (NV25)	#	15,704	11,729	3,975	603	294	7,921	2,296	1,233	558	1,538	632	255	114	63	31	116	50
	%	100%	74.69%	25.31%	3.84%	1.87%	50.44%	14.62%	7.85%	3.55%	9.79%	4.02%	1.62%	0.73%	0.40%	0.20%	0.74%	0.32%
United States Marine Corps (NV27)	#	18,968	13,209	5,759	998	376	9,221	3,538	2,061	1,359	590	317	130	48	100	51	109	70
	%	100%	69.64%	30.36%	5.26%	1.98%	48.61%	18.65%	10.87%	7.16%	3.11%	1.67%	0.69%	0.25%	0.53%	0.27%	0.57%	0.37%
Strategic Systems Programs (NV30)	#	1,005	718	287	35	17	588	191	41	53	45	21	0	0	6	0	3	5
	%	100%	71.44%	28.56%	3.48%	1.69%	58.51%	19.00%	4.08%	5.27%	4.48%	2.09%	0.00%	0.00%	0.60%	0.00%	0.30%	0.50%
Military Sealift Command (NV33)	#	6,421	5,622	799	244	37	2,350	298	1,366	313	1,511	128	97	13	27	6	27	4
	%	100%	87.56%	12.44%	3.80%	0.58%	36.60%	4.64%	21.27%	4.87%	23.53%	1.99%	1.51%	0.20%	0.42%	0.09%	0.42%	0.06%

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Space and Naval Warfare Systems Command (NV39)	#	8,312	5,926	2,386	284	163	4,291	1,466	364	318	821	355	87	35	20	9	59	40
	%	100%	71.29%	28.71%	3.42%	1.96%	51.62%	17.64%	4.38%	3.83%	9.88%	4.27%	1.05%	0.42%	0.24%	0.11%	0.71%	0.48%
Naval Systems Management Activity (NV41)	#	573	375	198	9	7	334	156	22	24	8	6	0	0	0	1	2	4
	%	100%	65.45%	34.55%	1.57%	1.22%	58.29%	27.23%	3.84%	4.19%	1.40%	1.05%	0.00%	0.00%	0.00%	0.17%	0.35%	0.70%
Commander, Navy Installations Command (NV52)	#	13,664	8,973	4,691	644	328	5,921	2,513	1,277	1,120	733	512	221	103	86	33	91	82
	%	100%	65.67%	34.33%	4.71%	2.40%	43.33%	18.39%	9.35%	8.20%	5.36%	3.75%	1.62%	0.75%	0.63%	0.24%	0.67%	0.60%
Commander, U.S. Fleet Forces (NV60)	#	20,139	16,562	3,577	303	79	13,147	2,306	2,489	950	415	161	47	23	96	20	65	38
	%	100%	82.24%	17.76%	1.50%	0.39%	65.28%	11.45%	12.36%	4.72%	2.06%	0.80%	0.23%	0.11%	0.48%	0.10%	0.32%	0.19%
Commander, U.S. Pacific Fleet (NV70)	#	17,864	14,681	3,183	489	189	9,766	1,996	372	155	3,102	609	573	118	108	33	271	83
	%	100%	82.18%	17.82%	2.74%	1.06%	54.67%	11.17%	2.08%	0.87%	17.36%	3.41%	3.21%	0.66%	0.60%	0.18%	1.52%	0.46%
Commander, Navy Reserve Forces (NV72)	#	467	253	214	14	10	170	121	52	65	12	9	1	5	1	2	3	2
	%	100%	54.18%	45.82%	3.00%	2.14%	36.40%	25.91%	11.13%	13.92%	2.57%	1.93%	0.21%	1.07%	0.21%	0.43%	0.64%	0.43%
Naval Special Warfare Command (NV74)	#	1,063	807	256	47	28	621	151	71	45	41	23	10	3	6	0	11	6
	%	100%	75.92%	24.08%	4.42%	2.63%	58.42%	14.21%	6.68%	4.23%	3.86%	2.16%	0.94%	0.28%	0.56%	0.00%	1.03%	0.56%
Naval Education and Training Command (NV76)	#	4,796	2,800	1,996	121	87	2,084	1,300	305	389	190	131	22	20	23	22	55	47
	%	100%	58.38%	41.62%	2.52%	1.81%	43.45%	27.11%	6.36%	8.11%	3.96%	2.73%	0.46%	0.42%	0.48%	0.46%	1.15%	0.98%

Note: This table includes DON AF permanent employees only.

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>1. Officials and Managers</b>																		
Executive/Senior Level (Grades 15 and Above)	#	4,942	3,952	990	117	36	3461	809	151	104	163	32	23	0	15	3	22	6
	%	100.00%	79.97%	20.03%	2.37%	0.73%	70.03%	16.37%	3.06%	2.10%	3.30%	0.65%	0.47%	0.00%	0.30%	0.06%	0.45%	0.12%
Mid-level (Grades 13-14)	#	12,705	9,504	3,201	313	147	7744	2287	547	460	686	236	103	24	45	14	66	33
	%	100.00%	74.81%	25.19%	2.46%	1.16%	60.95%	18.00%	4.31%	3.62%	5.40%	1.86%	0.81%	0.19%	0.35%	0.11%	0.52%	0.26%
First-Level (Grades 12 and Below)	#	8,782	6,652	2,130	317	103	4685	1368	941	428	479	147	113	42	60	19	57	23
	%	100.00%	75.75%	24.25%	3.61%	1.17%	53.35%	15.58%	10.72%	4.87%	5.45%	1.67%	1.29%	0.48%	0.68%	0.22%	0.65%	0.26%
Other	#	39,859	21,674	18,185	931	1000	16671	11951	2349	3394	1253	1338	150	192	126	112	194	198
	%	100.00%	54.38%	45.62%	2.34%	2.51%	41.82%	29.98%	5.89%	8.52%	3.14%	3.36%	0.38%	0.48%	0.32%	0.28%	0.49%	0.50%
Officials and Managers - TOTAL	#	66,288	41,782	24,506	1,678	1,286	32,561	16,415	3,988	4,386	2,581	1,753	389	258	246	148	339	260
	%	100%	63.03%	36.97%	2.53%	1.94%	49.12%	24.76%	6.02%	6.62%	3.89%	2.64%	0.59%	0.39%	0.37%	0.22%	0.51%	0.39%
Occupational CLF	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.10%	0.40%	0.30%
<b>2. Professionals</b>	#	55,997	40,099	15,898	1653	769	31191	10613	2270	2201	4267	1904	227	113	165	103	326	195
	%	100.00%	71.61%	28.39%	2.95%	1.37%	55.70%	18.95%	4.05%	3.93%	7.62%	3.40%	0.41%	0.20%	0.29%	0.18%	0.58%	0.35%
Occupational CLF	%	100.00%	46.30%	53.70%	2.30%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.10%	0.20%	0.40%	0.40%
<b>3. Technicians</b>	#	15,614	12,788	2,826	483	143	10143	1742	1054	519	817	331	93	35	105	19	93	37
	%	100.00%	81.90%	18.10%	3.09%	0.92%	64.96%	11.16%	6.75%	3.32%	5.23%	2.12%	0.60%	0.22%	0.67%	0.12%	0.60%	0.24%
Occupational CLF	%	100.00%	42.20%	57.80%	3.30%	3.40%	32.20%	43.20%	3.40%	7.60%	2.20%	2.40%	0.10%	0.00%	0.30%	0.40%	0.40%	0.40%
<b>4. Sales Workers</b>	#	12	0	12	0	0	0	7	0	3	0	2	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	58.33%	0.00%	25.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	%	100.00%	49.50%	50.50%	4.00%	4.90%	39.50%	37.00%	3.10%	5.50%	1.80%	1.80%	0.00%	0.10%	0.20%	0.30%	0.50%	0.50%
<b>5. Office/Clerical</b>	#	18,374	6,001	12,373	430	839	3196	6649	1382	3193	785	1220	83	170	48	95	77	207
	%	100.00%	32.66%	67.34%	2.34%	4.57%	17.39%	36.19%	7.52%	17.38%	4.27%	6.64%	0.45%	0.93%	0.26%	0.52%	0.42%	1.13%
Occupational CLF	%	100.00%	24.40%	75.60%	2.90%	6.70%	16.50%	56.30%	3.30%	8.90%	1.00%	2.00%	0.00%	0.10%	0.10%	0.50%	0.20%	0.50%
<b>6. Craft Workers</b>	#	26,958	25,308	1,650	1257	79	16369	1067	3576	292	200	11	3168	123	509	39	229	39
	%	100.00%	93.88%	6.12%	4.66%	0.29%	60.72%	3.96%	13.27%	1.08%	0.74%	0.04%	11.75%	0.46%	1.89%	0.14%	0.85%	0.14%
Occupational CLF	%	100.00%	94.50%	5.50%	11.90%	0.60%	72.50%	3.90%	6.20%	0.60%	1.50%	0.20%	0.10%	0.00%	0.80%	0.10%	0.70%	0.00%
<b>7. Operatives</b>	#	5,393	4,838	555	251	29	2897	306	959	142	544	47	105	13	44	6	38	12
	%	100.00%	89.71%	10.29%	4.65%	0.54%	53.72%	5.67%	17.78%	2.63%	10.09%	0.87%	1.95%	0.24%	0.82%	0.11%	0.70%	0.22%
Occupational CLF	%	100.00%	71.80%	28.20%	10.80%	5.10%	48.40%	16.30%	8.90%	4.50%	2.00%	1.60%	0.10%	0.00%	0.50%	0.20%	0.60%	0.20%
<b>8. Laborers and Helpers</b>	#	609	544	65	34	9	244	26	145	21	2	3	82	4	26	1	11	1
	%	100.00%	89.33%	10.67%	5.58%	1.48%	40.07%	4.27%	23.81%	3.45%	0.33%	0.49%	13.46%	0.66%	4.27%	0.16%	1.81%	0.16%
Occupational CLF	%	100.00%	85.10%	14.90%	21.50%	3.10%	50.20%	9.40%	10.00%	1.60%	1.20%	0.30%	0.10%	0.00%	0.80%	0.10%	1.40%	0.20%
<b>9. Service Workers</b>	#	10,303	8,411	1,892	679	151	5008	910	1393	468	933	284	235	38	74	20	89	21
	%	100.00%	81.64%	18.36%	6.59%	1.47%	48.61%	8.83%	13.52%	4.54%	9.06%	2.76%	2.28%	0.37%	0.72%	0.19%	0.86%	0.20%
Occupational CLF	%	100.00%	34.50%	65.50%	6.50%	8.90%	19.90%	42.10%	5.30%	10.30%	1.70%	2.20%	0.10%	0.10%	0.30%	0.60%	0.80%	1.30%
<b>Total Workforce</b>	#	199,558	139,776	59,782	6465	3307	101612	37737	14769	11226	10380	5539	1208	623	4140	578	1202	772
	%	100.00%	70.04%	29.96%	3.24%	1.66%	50.92%	18.91%	7.40%	5.63%	5.20%	2.78%	0.61%	0.31%	2.07%	0.29%	0.60%	0.39%

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

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

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>1. Officials and Managers</b>																		
Executive/Senior Level (Grades 15 and Above)	#	4,942	3,952	990	117	36	3461	809	151	104	163	32	23	0	15	3	22	6
	%	2.48%	2.83%	1.66%	1.81%	1.09%	3.41%	2.14%	1.02%	0.93%	1.57%	0.58%	1.90%	0.00%	0.36%	0.52%	1.83%	0.78%
Mid-Level (Grades 13-14)	#	12,705	9,504	3,201	313	147	7744	2287	547	460	686	236	103	24	45	14	66	33
	%	6.37%	6.80%	5.35%	4.84%	4.45%	7.62%	6.06%	3.70%	4.10%	6.61%	4.26%	8.53%	3.85%	1.09%	2.42%	5.49%	4.27%
First-Level (Grades 12 and Below)	#	8,782	6,652	2,130	317	103	4685	1368	941	428	479	147	113	42	60	19	57	23
	%	4.40%	4.76%	3.56%	4.90%	3.11%	4.61%	3.63%	6.37%	3.81%	4.61%	2.65%	9.35%	6.74%	1.45%	3.29%	4.74%	2.98%
Other	#	39,859	21,674	18,185	931	1000	16671	11951	2349	3394	1253	1338	150	192	126	112	194	198
	%	19.97%	15.51%	30.42%	14.40%	30.24%	16.41%	31.67%	15.90%	30.23%	12.07%	24.16%	12.42%	30.82%	3.04%	19.38%	16.14%	25.65%
<b>Officials and Managers - TOTAL</b>	#	66,288	41,782	24,506	1,678	1,286	32,561	16,415	3,988	4,386	2,581	1,753	389	258	246	148	339	260
	%	33.22%	29.89%	40.99%	25.96%	38.89%	32.04%	43.50%	27.00%	39.07%	24.87%	31.65%	32.20%	41.41%	5.94%	25.61%	28.20%	33.68%
<b>Occupational CLF</b>	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.10%	0.40%	0.30%
<b>2. Professionals</b>	#	55,997	40,099	15,898	1653	769	31191	10613	2270	2201	4267	1904	227	113	165	103	326	195
	%	28.06%	28.69%	26.59%	25.57%	23.25%	30.70%	28.12%	15.37%	19.61%	41.11%	34.37%	18.79%	18.14%	3.99%	17.82%	27.12%	25.26%
<b>Occupational CLF</b>	%	100.00%	46.30%	53.70%	2.30%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.10%	0.20%	0.40%	0.40%
<b>3. Technicians</b>	#	15,614	12,788	2,826	483	143	10143	1742	1054	519	817	331	93	35	105	19	93	37
	%	7.82%	9.15%	4.73%	7.47%	4.32%	9.98%	4.62%	7.14%	4.62%	7.87%	5.98%	7.70%	5.62%	2.54%	3.29%	7.74%	4.79%
<b>Occupational CLF</b>	%	100.00%	42.20%	57.80%	3.30%	3.40%	32.20%	43.20%	3.40%	7.60%	2.20%	2.40%	0.10%	0.00%	0.30%	0.40%	0.40%	0.40%
<b>4. Sales Workers</b>	#	12	0	12	0	0	0	7	0	3	0	2	0	0	0	0	0	0
	%	0.01%	0.00%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.03%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Occupational CLF</b>	%	100.00%	49.50%	50.50%	4.00%	4.90%	39.50%	37.00%	3.10%	5.50%	1.80%	1.80%	0.00%	0.10%	0.20%	0.30%	0.50%	0.50%
<b>5. Office/Clerical</b>	#	18,374	6,001	12,373	430	839	3196	6649	1382	3193	785	1220	83	170	48	95	77	207
	%	9.21%	4.29%	20.70%	6.65%	25.37%	3.15%	17.62%	9.36%	28.44%	7.56%	22.03%	6.87%	27.29%	1.16%	16.44%	6.41%	26.81%
<b>Occupational CLF</b>	%	100.00%	24.40%	75.60%	2.90%	6.70%	16.50%	56.30%	3.30%	8.90%	1.00%	2.00%	0.00%	0.10%	0.10%	0.50%	0.20%	0.50%
<b>6. Craft Workers</b>	#	26,958	25,308	1,650	1257	79	16369	1067	3576	292	3168	123	509	39	200	11	229	39
	%	13.51%	18.11%	2.76%	19.44%	2.39%	16.11%	2.83%	24.21%	2.60%	30.52%	2.22%	42.14%	6.26%	4.83%	1.90%	19.05%	5.05%
<b>Occupational CLF</b>	%	100.00%	94.50%	5.50%	11.90%	0.60%	72.50%	3.90%	6.20%	0.60%	1.50%	0.20%	0.10%	0.00%	0.80%	0.10%	0.70%	0.00%
<b>7. Operatives</b>	#	5,393	4,838	555	251	29	2897	306	959	142	544	47	105	13	44	6	38	12
	%	2.70%	3.46%	0.93%	3.88%	0.88%	2.85%	0.81%	6.49%	1.26%	5.24%	0.85%	8.69%	2.09%	1.06%	1.04%	3.16%	1.55%
<b>Occupational CLF</b>	%	100.00%	71.80%	28.20%	10.80%	5.10%	48.40%	16.30%	8.90%	4.50%	2.00%	1.60%	0.10%	0.00%	0.50%	0.20%	0.60%	0.20%
<b>8. Laborers and Helpers</b>	#	609	544	65	34	9	244	26	145	21	82	4	26	1	2	3	11	1
	%	0.31%	0.39%	0.11%	0.53%	0.27%	0.24%	0.07%	0.98%	0.19%	0.79%	0.07%	2.15%	0.16%	0.05%	0.52%	0.92%	0.13%
<b>Occupational CLF</b>	%	100.00%	85.10%	14.90%	21.50%	3.10%	50.20%	9.40%	10.00%	1.60%	1.20%	0.30%	0.10%	0.00%	0.80%	0.10%	1.40%	0.20%
<b>9. Service Workers</b>	#	10,303	8,411	1,892	679	151	5008	910	1393	468	933	284	235	38	74	20	89	21
	%	5.16%	6.02%	3.16%	10.50%	4.57%	4.93%	2.41%	9.43%	4.17%	8.99%	5.13%	19.45%	6.10%	1.79%	3.46%	7.40%	2.72%
<b>Occupational CLF</b>	%	100.00%	34.50%	65.50%	6.50%	8.90%	19.90%	42.10%	5.30%	10.30%	1.70%	2.20%	0.10%	0.10%	0.30%	0.60%	0.80%	1.30%
<b>Total Workforce</b>	#	199,558	139,776	59,782	6465	3307	101612	37737	14769	11226	10380	5539	1208	623	4140	578	1202	772
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

NOTES: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

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

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	82	44	38	2	5	35	24	2	2	2	3	0	2	1	1	2	1
	%	100%	53.66%	46.34%	2.44%	6.10%	42.68%	29.27%	2.44%	2.44%	2.44%	3.66%	0.00%	2.44%	1.22%	1.22%	2.44%	1.22%
GS-02	#	220	102	118	5	10	65	61	14	16	13	21	1	4	0	0	4	6
	%	100%	46.36%	53.64%	2.27%	4.55%	29.55%	27.73%	6.36%	7.27%	5.91%	9.55%	0.45%	1.82%	0.00%	0.00%	1.82%	2.73%
GS-03	#	667	313	354	15	25	215	206	31	53	25	47	19	8	3	3	5	12
	%	100%	46.93%	53.07%	2.25%	3.75%	32.23%	30.88%	4.65%	7.95%	3.75%	7.05%	2.85%	1.20%	0.45%	0.45%	0.75%	1.80%
GS-04	#	3,068	1,175	1,893	76	135	742	883	218	559	90	246	17	30	4	13	28	27
	%	100%	38.30%	61.70%	2.48%	4.40%	24.19%	28.78%	7.11%	18.22%	2.93%	8.02%	0.55%	0.98%	0.13%	0.42%	0.91%	0.88%
GS-05	#	7,468	3,357	4,111	251	313	1,853	2,025	671	1,077	416	534	90	52	29	37	47	73
	%	100%	44.95%	55.05%	3.36%	4.19%	24.81%	27.12%	8.99%	14.42%	5.57%	7.15%	1.21%	0.70%	0.39%	0.50%	0.63%	0.98%
GS-06	#	5,140	2,195	2,945	192	190	1,205	1,577	484	770	225	308	38	38	23	28	28	34
	%	100%	42.70%	57.30%	3.74%	3.70%	23.44%	30.68%	9.42%	14.98%	4.38%	5.99%	0.74%	0.74%	0.45%	0.54%	0.54%	0.66%
GS-07	#	10,095	5,337	4,758	418	328	3,454	2,579	818	1,136	448	528	95	78	43	41	61	68
	%	100%	52.87%	47.13%	4.14%	3.25%	34.21%	25.55%	8.10%	11.25%	4.44%	5.23%	0.94%	0.77%	0.43%	0.41%	0.60%	0.67%
GS-08	#	2,086	1,338	748	101	51	927	431	161	181	103	68	26	7	9	3	11	7
	%	100%	64.14%	35.86%	4.84%	2.44%	44.44%	20.66%	7.72%	8.68%	4.94%	3.26%	1.25%	0.34%	0.43%	0.14%	0.53%	0.34%
GS-09	#	9,955	5,681	4,274	332	286	3,891	2,574	809	879	461	398	79	59	43	32	66	46
	%	100%	57.07%	42.93%	3.34%	2.87%	39.09%	25.86%	8.13%	8.83%	4.63%	4.00%	0.79%	0.59%	0.43%	0.32%	0.66%	0.46%
GS-10	#	1,097	870	227	32	8	669	140	93	42	54	32	5	2	8	2	9	1
	%	100%	79.31%	20.69%	2.92%	0.73%	60.98%	12.76%	8.48%	3.83%	4.92%	2.92%	0.46%	0.18%	0.73%	0.18%	0.82%	0.09%
GS-11	#	17,171	10,894	6,277	528	325	8,101	4,076	1,130	1,072	857	605	87	79	89	51	102	69
	%	100%	63.44%	36.56%	3.07%	1.89%	47.18%	23.74%	6.58%	6.24%	4.99%	3.52%	0.51%	0.46%	0.52%	0.30%	0.59%	0.40%
GS-12	#	25,335	17,576	7,759	731	435	13,526	5,187	1,305	1,170	1,661	759	122	77	99	44	132	87
	%	100%	69.37%	30.63%	2.89%	1.72%	53.39%	20.47%	5.15%	4.62%	6.56%	3.00%	0.48%	0.30%	0.39%	0.17%	0.52%	0.34%
GS-13	#	15,499	11,348	4,151	411	198	9,328	2,950	671	591	744	310	64	42	45	15	85	45
	%	100%	73.22%	26.78%	2.65%	1.28%	60.18%	19.03%	4.33%	3.81%	4.80%	2.00%	0.41%	0.27%	0.29%	0.10%	0.55%	0.29%
GS-14	#	4,761	3,561	1,200	113	42	3,014	867	197	190	180	77	21	3	10	6	26	15
	%	100%	74.80%	25.20%	2.37%	0.88%	63.31%	18.21%	4.14%	3.99%	3.78%	1.62%	0.44%	0.06%	0.21%	0.13%	0.55%	0.32%
GS-15	#	2,227	1,719	508	49	21	1,510	394	76	70	62	21	4	0	8	0	10	2
	%	100%	77.19%	22.81%	2.20%	0.94%	67.80%	17.69%	3.41%	3.14%	2.78%	0.94%	0.18%	0.00%	0.36%	0.00%	0.45%	0.09%
All other (unspecified GS)	#	9,809	7,996	1,813	308	61	4,430	1,117	1,478	425	1,583	166	104	17	35	10	58	17
	%	100%	81.52%	18.48%	3.14%	0.62%	45.16%	11.39%	15.07%	4.33%	16.14%	1.69%	1.06%	0.17%	0.36%	0.10%	0.59%	0.17%
Senior Ex. Service	#	451	363	88	3	3	337	74	10	7	8	3	1	0	1	1	3	0
	%	100%	80.49%	19.51%	0.67%	0.67%	74.72%	16.41%	2.22%	1.55%	1.77%	0.67%	0.22%	0.00%	0.22%	0.22%	0.67%	0.00%
TOTAL	#	115,131	73,869	41,262	3,567	2,436	53,302	25,165	8,168	8,240	6,932	4,126	773	498	450	287	677	510
	%	100%	64.16%	35.84%	3.10%	2.12%	46.30%	21.86%	7.09%	7.16%	6.02%	3.58%	0.67%	0.43%	0.39%	0.25%	0.59%	0.44%

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

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

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	82	44	38	2	5	35	24	2	2	2	3	0	2	1	1	2	1
	%	0.07%	0.06%	0.09%	0.06%	0.21%	0.07%	0.10%	0.02%	0.02%	0.03%	0.07%	0.00%	0.40%	0.22%	0.35%	0.30%	0.20%
GS-02	#	220	102	118	5	10	65	61	14	16	13	21	1	4	0	0	4	6
	%	0.19%	0.14%	0.29%	0.14%	0.41%	0.12%	0.24%	0.17%	0.19%	0.19%	0.51%	0.13%	0.80%	0.00%	0.00%	0.59%	1.18%
GS-03	#	667	313	354	15	25	215	206	31	53	25	47	19	8	3	3	5	12
	%	0.58%	0.42%	0.86%	0.42%	1.03%	0.40%	0.82%	0.38%	0.64%	0.36%	1.14%	2.46%	1.61%	0.67%	1.05%	0.74%	2.35%
GS-04	#	3,068	1,175	1,893	76	135	742	883	218	559	90	246	17	30	4	13	28	27
	%	2.66%	1.59%	4.59%	2.13%	5.54%	1.39%	3.51%	2.67%	6.78%	1.30%	5.96%	2.20%	6.02%	0.89%	4.53%	4.14%	5.29%
GS-05	#	7,468	3,357	4,111	251	313	1,853	2,025	671	1,077	416	534	90	52	29	37	47	73
	%	6.49%	4.54%	9.96%	7.04%	12.85%	3.48%	8.05%	8.21%	13.07%	6.00%	12.94%	11.64%	10.44%	6.44%	12.89%	6.94%	14.31%
GS-06	#	5,140	2,195	2,945	192	190	1,205	1,577	484	770	225	308	38	38	23	28	28	34
	%	4.46%	2.97%	7.14%	5.38%	7.80%	2.26%	6.27%	5.93%	9.34%	3.25%	7.46%	4.92%	7.63%	5.11%	9.76%	4.14%	6.67%
GS-07	#	10,095	5,337	4,758	418	328	3,454	2,579	818	1,136	448	528	95	78	43	41	61	68
	%	8.77%	7.22%	11.53%	11.72%	13.46%	6.48%	10.25%	10.01%	13.79%	6.46%	12.80%	12.29%	15.66%	9.56%	14.29%	9.01%	13.33%
GS-08	#	2,086	1,338	748	101	51	927	431	161	181	103	68	26	7	9	3	11	7
	%	1.81%	1.81%	1.81%	2.83%	2.09%	1.74%	1.71%	1.97%	2.20%	1.49%	1.65%	3.36%	1.41%	2.00%	1.05%	1.62%	1.37%
GS-09	#	9,955	5,681	4,274	332	286	3,891	2,574	809	879	461	398	79	59	43	32	66	46
	%	8.65%	7.69%	10.36%	9.31%	11.74%	7.30%	10.23%	9.90%	10.67%	6.65%	9.65%	10.22%	11.85%	9.56%	11.15%	9.75%	9.02%
GS-10	#	1,097	870	227	32	8	669	140	93	42	54	32	5	2	8	2	9	1
	%	0.95%	1.18%	0.55%	0.90%	0.33%	1.26%	0.56%	1.14%	0.51%	0.78%	0.78%	0.65%	0.40%	1.78%	0.70%	1.33%	0.20%
GS-11	#	17,171	10,894	6,277	528	325	8,101	4,076	1,130	1,072	857	605	87	79	89	51	102	69
	%	14.91%	14.75%	15.21%	14.80%	13.34%	15.20%	16.20%	13.83%	13.01%	12.36%	14.66%	11.25%	15.86%	19.78%	17.77%	15.07%	13.53%
GS-12	#	25,335	17,576	7,759	731	435	13,526	5,187	1,305	1,170	1,661	759	122	77	99	44	132	87
	%	22.01%	23.79%	18.80%	20.49%	17.86%	25.38%	20.61%	15.98%	14.20%	23.96%	18.40%	15.78%	15.46%	22.00%	15.33%	19.50%	17.06%
GS-13	#	15,499	11,348	4,151	411	198	9,328	2,950	671	591	744	310	64	42	45	15	85	45
	%	13.46%	15.36%	10.06%	11.52%	8.13%	17.50%	11.72%	8.21%	7.17%	10.73%	7.51%	8.28%	8.43%	10.00%	5.23%	12.56%	8.82%
GS-14	#	4,761	3,561	1,200	113	42	3,014	867	197	190	180	77	21	3	10	6	26	15
	%	4.14%	4.82%	1.62%	0.15%	0.06%	4.08%	1.17%	0.27%	0.26%	0.24%	0.10%	0.03%	0.00%	0.01%	0.01%	0.04%	0.02%
GS-15	#	2,227	1,719	508	49	21	1,510	394	76	70	62	21	4	0	8	0	10	2
	%	1.93%	2.33%	1.23%	1.37%	0.86%	2.83%	1.57%	0.93%	0.85%	0.89%	0.51%	0.52%	0.00%	1.78%	0.00%	1.48%	0.39%
All other (unspecified GS)	#	9,809	7,996	1,813	308	61	4,430	1,117	1,478	425	1,583	166	104	17	35	10	58	17
	%	8.52%	10.82%	4.39%	8.63%	2.50%	8.31%	4.44%	18.10%	5.16%	22.84%	4.02%	13.45%	3.41%	7.78%	3.48%	8.57%	3.33%
Senior Ex. Service	#	451	363	88	3	3	337	74	10	7	8	3	1	0	1	1	3	0
	%	0.39%	0.49%	0.21%	0.08%	0.12%	0.63%	0.29%	0.12%	0.08%	0.12%	0.07%	0.13%	0.00%	0.22%	0.35%	0.44%	0.00%
TOTAL	#	115,131	73,869	41,262	3,567	2,436	53,302	25,165	8,168	8,240	6,932	4,126	773	498	450	287	677	510
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

NOTES: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

**Table A4-1: PARTICIPATION RATES FOR DEMO China Lake by Race/Ethnicity and Sex**

DEMO GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
DA - 02	#	6	3	3	0	0	2	2	1	0	0	1	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	33.33%	33.33%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA - 03	#	15	7	8	1	0	5	4	1	2	0	2	0	0	0	0	0	0
	%	100%	46.67%	53.33%	6.67%	0.00%	33.33%	26.67%	6.67%	13.33%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG - 02	#	4	1	3	0	0	0	1	0	0	1	2	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 01	#	5	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 02	#	18	12	6	0	0	8	4	2	1	1	1	0	0	0	0	1	0
	%	100%	66.67%	33.33%	0.00%	0.00%	44.44%	22.22%	11.11%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
DP - 03	#	50	41	9	0	1	35	7	3	1	2	0	0	0	1	0	0	0
	%	100%	82.00%	18.00%	0.00%	2.00%	70.00%	14.00%	6.00%	2.00%	4.00%	0.00%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%
DS - 03	#	43	24	19	2	0	16	13	4	4	2	2	0	0	0	0	0	0
	%	100%	55.81%	44.19%	4.65%	0.00%	37.21%	30.23%	9.30%	9.30%	4.65%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	141	93	48	3	1	70	31	12	8	6	8	0	0	1	0	1	0
	%	100%	65.96%	34.04%	2.13%	0.71%	49.65%	21.99%	8.51%	5.67%	4.26%	5.67%	0.00%	0.00%	0.71%	0.00%	0.71%	0.00%

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

**Table A4-2: PARTICIPATION RATES FOR DEMO China Lake by Race/Ethnicity and Sex**

DEMO GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
DA - 02	#	6	3	3	0	0	2	2	1	0	0	1	0	0	0	0	0	0
	%	4.26%	3.23%	6.25%	0.00%	0.00%	2.86%	6.45%	8.33%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA - 03	#	15	7	8	1	0	5	4	1	2	0	2	0	0	0	0	0	0
	%	10.64%	7.53%	16.67%	33.33%	0.00%	7.14%	12.90%	8.33%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG - 02	#	4	1	3	0	0	0	1	0	0	1	2	0	0	0	0	0	0
	%	2.84%	1.08%	6.25%	0.00%	0.00%	0.00%	3.23%	0.00%	0.00%	16.67%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 01	#	5	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	3.55%	5.38%	0.00%	0.00%	0.00%	5.71%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 02	#	18	12	6	0	0	8	4	2	1	1	1	0	0	0	0	1	0
	%	12.77%	12.90%	12.50%	0.00%	0.00%	11.43%	12.90%	16.67%	12.50%	16.67%	12.50%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
DP - 03	#	50	41	9	0	1	35	7	3	1	2	0	0	0	1	0	0	0
	%	35.46%	44.09%	18.75%	0.00%	100.00%	50.00%	22.58%	25.00%	12.50%	33.33%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
DS - 03	#	43	24	19	2	0	16	13	4	4	2	2	0	0	0	0	0	0
	%	30.50%	25.81%	39.58%	66.67%	0.00%	22.86%	41.94%	33.33%	50.00%	33.33%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	141	93	48	3	1	70	31	12	8	6	8	0	0	1	0	1	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%

NOTES: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.



**Table A4-1: PARTICIPATION RATES FOR DEMO NAVSEA by Race/Ethnicity and Sex**

DEMO GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
ND - 01	#	117	88	29	5	1	72	14	9	9	1	3	0	0	1	2	0	0
	%	100%	75.21%	24.79%	4.27%	0.85%	61.54%	11.97%	7.69%	7.69%	0.85%	2.56%	0.00%	0.00%	0.85%	1.71%	0.00%	0.00%
ND - 02	#	388	307	81	10	3	240	56	31	11	19	8	0	0	3	0	4	3
	%	100%	79.12%	20.88%	2.58%	0.77%	61.86%	14.43%	7.99%	2.84%	4.90%	2.06%	0.00%	0.00%	0.77%	0.00%	1.03%	0.77%
ND - 03	#	866	689	177	48	15	524	122	47	22	51	13	4	0	4	0	11	5
	%	100%	79.56%	20.44%	5.54%	1.73%	60.51%	14.09%	5.43%	2.54%	5.89%	1.50%	0.46%	0.00%	0.46%	0.00%	1.27%	0.58%
ND - 04	#	7,188	5,965	1,223	247	59	4,934	905	227	105	509	137	11	3	21	7	16	7
	%	100%	82.99%	17.01%	3.44%	0.82%	68.64%	12.59%	3.16%	1.46%	7.08%	1.91%	0.15%	0.04%	0.29%	0.10%	0.22%	0.10%
ND - 05	#	1,844	1,631	213	45	9	1,488	181	27	10	63	13	3	0	3	0	2	0
	%	100%	88.45%	11.55%	2.44%	0.49%	80.69%	9.82%	1.46%	0.54%	3.42%	0.70%	0.16%	0.00%	0.16%	0.00%	0.11%	0.00%
NG - 01	#	25	9	16	0	0	8	15	1	0	0	1	0	0	0	0	0	0
	%	100%	36.00%	64.00%	0.00%	0.00%	32.00%	60.00%	4.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 02	#	105	13	92	1	3	7	69	5	18	0	1	0	0	0	1	0	0
	%	100%	12.38%	87.62%	0.95%	2.86%	6.67%	65.71%	4.76%	17.14%	0.00%	0.95%	0.00%	0.00%	0.00%	0.95%	0.00%	0.00%
NG - 03	#	147	21	126	2	8	14	93	4	21	0	4	1	0	0	0	0	0
	%	100%	14.29%	85.71%	1.36%	5.44%	9.52%	63.27%	2.72%	14.29%	0.00%	2.72%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 04	#	40	4	36	0	4	4	24	0	8	0	0	0	0	0	0	0	0
	%	100%	10.00%	90.00%	0.00%	10.00%	10.00%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 05	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT - 01	#	52	31	21	1	0	29	18	0	1	1	1	0	0	0	0	0	1
	%	100%	59.62%	40.38%	1.92%	0.00%	55.77%	34.62%	0.00%	1.92%	1.92%	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	1.92%
NT - 02	#	56	27	29	4	2	21	25	2	2	0	0	0	0	0	0	0	0
	%	100%	48.21%	51.79%	7.14%	3.57%	37.50%	44.64%	3.57%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT - 03	#	265	122	143	5	9	76	108	27	20	7	4	4	1	2	1	1	0
	%	100%	46.04%	53.96%	1.89%	3.40%	28.68%	40.75%	10.19%	7.55%	2.64%	1.51%	1.51%	0.38%	0.75%	0.38%	0.38%	0.00%
NT - 04	#	1,692	1,035	657	36	25	881	525	69	79	25	20	5	4	13	3	6	1
	%	100%	61.17%	38.83%	2.13%	1.48%	52.07%	31.03%	4.08%	4.67%	1.48%	1.18%	0.30%	0.24%	0.77%	0.18%	0.35%	0.06%
NT - 05	#	1,778	1,255	523	24	20	1,145	457	52	33	19	9	1	1	11	0	3	3
	%	100%	70.58%	29.42%	1.35%	1.12%	64.40%	25.70%	2.92%	1.86%	1.07%	0.51%	0.06%	0.06%	0.62%	0.00%	0.17%	0.17%
NT - 06	#	175	126	49	3	0	118	45	3	2	1	1	0	0	0	1	1	0
	%	100%	72.00%	28.00%	1.71%	0.00%	67.43%	25.71%	1.71%	1.14%	0.57%	0.57%	0.00%	0.00%	0.00%	0.57%	0.57%	0.00%
TOTAL	#	14,740	11,323	3,417	431	158	9,561	2,659	504	341	696	215	29	9	58	15	44	20
	%	100%	76.82%	23.18%	2.92%	1.07%	64.86%	18.04%	3.42%	2.31%	4.72%	1.46%	0.20%	0.06%	0.39%	0.10%	0.30%	0.14%

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

**Table A4-2: PARTICIPATION RATES FOR DEMO NAVSEA by Race/Ethnicity and Sex**

DEMO GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
ND - 01	#	117	88	29	5	1	72	14	9	9	1	3	0	0	1	2	0	0
	%	0.79%	0.78%	0.85%	1.16%	0.63%	0.75%	0.53%	1.79%	2.64%	0.14%	1.40%	0.00%	0.00%	1.72%	13.33%	0.00%	0.00%
ND - 02	#	388	307	81	10	3	240	56	31	11	19	8	0	0	3	0	4	3
	%	2.63%	2.71%	2.37%	2.32%	1.90%	2.51%	2.11%	6.15%	3.23%	2.73%	3.72%	0.00%	0.00%	5.17%	0.00%	9.09%	15.00%
ND - 03	#	866	689	177	48	15	524	122	47	22	51	13	4	0	4	0	11	5
	%	5.88%	6.08%	5.18%	11.14%	9.49%	5.48%	4.59%	9.33%	6.45%	7.33%	6.05%	13.79%	0.00%	6.90%	0.00%	25.00%	25.00%
ND - 04	#	7,188	5,965	1,223	247	59	4,934	905	227	105	509	137	11	3	21	7	16	7
	%	48.77%	52.68%	35.79%	57.31%	37.34%	51.61%	34.04%	45.04%	30.79%	73.13%	63.72%	37.93%	33.33%	36.21%	46.67%	36.36%	35.00%
ND - 05	#	1,844	1,631	213	45	9	1,488	181	27	10	63	13	3	0	3	0	2	0
	%	12.51%	14.40%	6.23%	10.44%	5.70%	15.56%	6.81%	5.36%	2.93%	9.05%	6.05%	10.34%	0.00%	5.17%	0.00%	4.55%	0.00%
NG - 01	#	25	9	16	0	0	8	15	1	0	0	1	0	0	0	0	0	0
	%	0.17%	0.08%	0.47%	0.00%	0.00%	0.08%	0.56%	0.20%	0.00%	0.00%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 02	#	105	13	92	1	3	7	69	5	18	0	1	0	0	0	1	0	0
	%	0.71%	0.11%	2.69%	0.23%	1.90%	0.07%	2.59%	0.99%	5.28%	0.00%	0.47%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%
NG - 03	#	147	21	126	2	8	14	93	4	21	0	4	1	0	0	0	0	0
	%	1.00%	0.19%	3.69%	0.46%	5.06%	0.15%	3.50%	0.79%	6.16%	0.00%	1.86%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 04	#	40	4	36	0	4	4	24	0	8	0	0	0	0	0	0	0	0
	%	0.27%	0.04%	1.05%	0.00%	2.53%	0.04%	0.90%	0.00%	2.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 05	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.00%	0.06%	0.00%	0.00%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT - 01	#	52	31	21	1	0	29	18	0	1	1	1	0	0	0	0	0	1
	%	0.35%	0.27%	0.61%	0.23%	0.00%	0.30%	0.68%	0.00%	0.29%	0.14%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%
NT - 02	#	56	27	29	4	2	21	25	2	2	0	0	0	0	0	0	0	0
	%	0.38%	0.24%	0.85%	0.93%	1.27%	0.22%	0.94%	0.40%	0.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT - 03	#	265	122	143	5	9	76	108	27	20	7	4	4	1	2	1	1	0
	%	1.80%	1.08%	4.18%	1.16%	5.70%	0.79%	4.06%	5.36%	5.87%	1.01%	1.86%	13.79%	11.11%	3.45%	6.67%	2.27%	0.00%
NT - 04	#	1,692	1,035	657	36	25	881	525	69	79	25	20	5	4	13	3	6	1
	%	11.48%	9.14%	5.80%	0.32%	0.22%	7.78%	4.64%	0.61%	0.70%	0.22%	0.18%	0.04%	0.04%	0.11%	0.03%	0.05%	0.01%
NT - 05	#	1,778	1,255	523	24	20	1,145	457	52	33	19	9	1	1	11		3	3
	%	12.06%	11.08%	15.31%	5.57%	12.66%	11.98%	17.19%	10.32%	9.68%	2.73%	4.19%	3.45%	11.11%	18.97%	0.00%	6.82%	15.00%
NT - 06	#	175	126	49	3	0	118	45	3	2	1	1	0	0	0	1	1	0
	%	1.19%	1.11%	1.43%	0.70%	0.00%	1.23%	1.69%	0.60%	0.59%	0.14%	0.47%	0.00%	0.00%	0.00%	6.67%	2.27%	0.00%
TOTAL	#	14,740	11,323	3,417	431	158	9,561	2,659	504	341	696	215	29	9	58	15	44	20
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

NOTES: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

**Table A4-1: PARTICIPATION RATES FOR DEMO Naval Research Laboratory by Race/Ethnicity and Sex**

DEMO GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
NC - 01	#	82	35	47	1	2	26	36	6	9	2	0	0	0	0	0	0	0
	%	100%	42.68%	57.32%	1.22%	2.44%	31.71%	43.90%	7.32%	10.98%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NC - 02	#	219	43	176	4	3	19	93	16	69	3	5	0	0	0	3	1	3
	%	100%	19.63%	80.37%	1.83%	1.37%	8.68%	42.47%	7.31%	31.51%	1.37%	2.28%	0.00%	0.00%	0.00%	1.37%	0.46%	1.37%
NC - 03	#	24	1	23	0	0	0	10	1	11	0	1	0	0	0	1	0	0
	%	100%	4.17%	95.83%	0.00%	0.00%	0.00%	41.67%	4.17%	45.83%	0.00%	4.17%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%
NO - 01	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 02	#	126	17	109	0	3	10	73	5	25	2	6	0	0	0	1	0	1
	%	100%	13.49%	86.51%	0.00%	2.38%	7.94%	57.94%	3.97%	19.84%	1.59%	4.76%	0.00%	0.00%	0.00%	0.79%	0.00%	0.79%
NO - 03	#	119	41	78	2	2	30	56	5	19	2	1	1	0	0	0	1	0
	%	100%	34.45%	65.55%	1.68%	1.68%	25.21%	47.06%	4.20%	15.97%	1.68%	0.84%	0.84%	0.00%	0.00%	0.00%	0.84%	0.00%
NO - 04	#	70	35	35	0	0	28	27	5	7	1	0	0	0	0	1	1	0
	%	100%	50.00%	50.00%	0.00%	0.00%	40.00%	38.57%	7.14%	10.00%	1.43%	0.00%	0.00%	0.00%	0.00%	1.43%	1.43%	0.00%
NO - 05	#	35	20	15	0	0	19	13	0	1	1	1	0	0	0	0	0	0
	%	100%	57.14%	42.86%	0.00%	0.00%	54.29%	37.14%	0.00%	2.86%	2.86%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP - 01	#	34	30	4	0	0	29	3	0	0	1	1	0	0	0	0	0	0
	%	100%	88.24%	11.76%	0.00%	0.00%	85.29%	8.82%	0.00%	0.00%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP - 02	#	76	62	14	0	0	54	14	1	0	5	0	0	0	1	0	1	0
	%	100%	81.58%	18.42%	0.00%	0.00%	71.05%	18.42%	1.32%	0.00%	6.58%	0.00%	0.00%	0.00%	1.32%	0.00%	1.32%	0.00%
NP - 03	#	805	674	131	17	3	550	96	12	4	93	26	0	0	0	1	2	1
	%	100%	83.73%	16.27%	2.11%	0.37%	68.32%	11.93%	1.49%	0.50%	11.55%	3.23%	0.00%	0.00%	0.00%	0.12%	0.25%	0.12%
NP - 04	#	673	619	54	10	1	537	43	6	1	64	8	0	0	2	1	0	0
	%	100%	91.98%	8.02%	1.49%	0.15%	79.79%	6.39%	0.89%	0.15%	9.51%	1.19%	0.00%	0.00%	0.30%	0.15%	0.00%	0.00%
NP - 05	#	12	12	0	0	0	11	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	91.67%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 01	#	115	87	28	0	1	67	20	1	1	18	6	0	0	0	0	1	0
	%	100%	75.65%	24.35%	0.00%	0.87%	58.26%	17.39%	0.87%	0.87%	15.65%	5.22%	0.00%	0.00%	0.00%	0.00%	0.87%	0.00%
NR - 02	#	9	8	1	0	0	5	1	2	0	0	0	0	0	0	0	1	0
	%	100%	88.89%	11.11%	0.00%	0.00%	55.56%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
NR - 03	#	16	13	3	1	0	9	2	2	1	0	0	1	0	0	0	0	0
	%	100%	81.25%	18.75%	6.25%	0.00%	56.25%	12.50%	12.50%	6.25%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 04	#	66	63	3	0	0	57	2	6	1	0	0	0	0	0	0	0	0
	%	100%	95.45%	4.55%	0.00%	0.00%	86.36%	3.03%	9.09%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	2482	1761	721	35	15	1452	489	68	149	193	55	2	0	3	8	8	5
	%	100%	70.95%	29.05%	1.41%	0.60%	58.50%	19.70%	2.74%	6.00%	7.78%	2.22%	0.08%	0.00%	0.12%	0.32%	0.32%	0.20%

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

**Table A4-2: PARTICIPATION RATES FOR DEMO Naval Research Laboratory by Race/Ethnicity and Sex**

DEMO GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
NC - 01	#	82	35	47	1	2	26	36	6	9	2	0	0	0	0	0	0	0
	%	3.30%	1.99%	6.52%	2.86%	13.33%	1.79%	7.36%	8.82%	6.04%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NC - 02	#	219	43	176	4	3	19	93	16	69	3	5	0	0	0	3	1	3
	%	8.82%	2.44%	24.41%	11.43%	20.00%	1.31%	19.02%	23.53%	46.31%	1.55%	9.09%	0.00%	0.00%	0.00%	37.50%	12.50%	60.00%
NC - 03	#	24	1	23	0	0	0	10	1	11	0	1	0	0	0	1	0	0
	%	0.97%	0.06%	3.19%	0.00%	0.00%	0.00%	2.04%	1.47%	7.38%	0.00%	1.82%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%
NO - 01	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.06%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 02	#	126	17	109	0	3	10	73	5	25	2	6	0	0	0	1	0	1
	%	5.08%	0.97%	15.12%	0.00%	20.00%	0.69%	14.93%	7.35%	16.78%	1.04%	10.91%	0.00%	0.00%	0.00%	12.50%	0.00%	20.00%
NO - 03	#	119	41	78	2	2	30	56	5	19	2	1	1	0	0	0	1	0
	%	4.79%	2.33%	10.82%	5.71%	13.33%	2.07%	11.45%	7.35%	12.75%	1.04%	1.82%	50.00%	0.00%	0.00%	0.00%	12.50%	0.00%
NO - 04	#	70	35	35	0	0	28	27	5	7	1	0	0	0	0	1	1	0
	%	2.82%	1.99%	4.85%	0.00%	0.00%	1.93%	5.52%	7.35%	4.70%	0.52%	0.00%	0.00%	0.00%	0.00%	12.50%	12.50%	0.00%
NO - 05	#	35	20	15	0	0	19	13	0	1	1	1	0	0	0	0	0	0
	%	1.41%	1.14%	2.08%	0.00%	0.00%	1.31%	2.66%	0.00%	0.67%	0.52%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP - 01	#	34	30	4	0	0	29	3	0	0	1	1	0	0	0	0	0	0
	%	1.37%	1.70%	0.55%	0.00%	0.00%	2.00%	0.61%	0.00%	0.00%	0.52%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP - 02	#	76	62	14	0	0	54	14	1	0	5	0	0	0	1	0	1	0
	%	3.06%	3.52%	1.94%	0.00%	0.00%	3.72%	2.86%	1.47%	0.00%	2.59%	0.00%	0.00%	0.00%	33.33%	0.00%	12.50%	0.00%
NP - 03	#	805	674	131	17	3	550	96	12	4	93	26	0	0	0	1	2	1
	%	32.43%	38.27%	18.17%	48.57%	20.00%	37.88%	19.63%	17.65%	2.68%	48.19%	47.27%	0.00%	0.00%	0.00%	12.50%	25.00%	20.00%
NP - 04	#	673	619	54	10	1	537	43	6	1	64	8	0	0	2	1	0	0
	%	27.12%	35.15%	7.49%	28.57%	6.67%	36.98%	8.79%	8.82%	0.67%	33.16%	14.55%	0.00%	0.00%	66.67%	12.50%	0.00%	0.00%
NP - 05	#	12	12	0	0	0	11	0	0	0	1	0	0	0	0	0	0	0
	%	0.48%	0.68%	0.00%	0.00%	0.00%	0.62%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 01	#	115	87	28	0	1	67	20	1	1	18	6	0	0	0	0	1	0
	%	4.63%	4.94%	3.88%	0.00%	6.67%	4.61%	4.09%	1.47%	0.67%	9.33%	10.91%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
NR - 02	#	9	8	1	0	0	5	1	2	0	0	0	0	0	0	0	1	0
	%	0.36%	0.45%	0.14%	0.00%	0.00%	0.34%	0.20%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
NR - 03	#	16	13	3	1	0	9	2	2	1	0	0	1	0	0	0	0	0
	%	0.64%	0.74%	0.42%	2.86%	0.00%	0.62%	0.41%	2.94%	0.67%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 04	#	66	63	3	0	0	57	2	6	1	0	0	0	0	0	0	0	0
	%	2.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	2,482	1,761	721	35	15	1,452	489	68	149	193	55	2	0	3	8	8	5
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	100.00%

NOTES: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

**Table A4-1: PARTICIPATION RATES FOR NSPS by Race/Ethnicity and Sex**

NSPS GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
YA - 01	#	1,769	745	1,024	37	49	500	624	81	200	83	101	16	20	5	7	23	23
	%	100%	42.11%	57.89%	2.09%	2.77%	28.26%	35.27%	4.58%	11.31%	4.69%	5.71%	0.90%	1.13%	0.28%	0.40%	1.30%	1.30%
YA - 02	#	8,269	4,242	4,027	184	199	3,229	2,701	518	793	206	220	32	27	28	30	45	57
	%	100%	51.30%	48.70%	2.23%	2.41%	39.05%	32.66%	6.26%	9.59%	2.49%	2.66%	0.39%	0.33%	0.34%	0.36%	0.54%	0.69%
YA - 03	#	2,496	1,586	910	47	30	1,406	725	81	119	34	24	1	1	8	5	9	6
	%	100%	63.54%	36.46%	1.88%	1.20%	56.33%	29.05%	3.25%	4.77%	1.36%	0.96%	0.04%	0.04%	0.32%	0.20%	0.36%	0.24%
YB - 01	#	767	177	590	13	44	98	328	43	140	15	55	2	5	2	4	4	14
	%	100%	23.08%	76.92%	1.69%	5.74%	12.78%	42.76%	5.61%	18.25%	1.96%	7.17%	0.26%	0.65%	0.26%	0.52%	0.52%	1.83%
YB - 02	#	905	182	723	10	47	92	417	50	181	26	47	1	11	2	8	1	12
	%	100%	20.11%	79.89%	1.10%	5.19%	10.17%	46.08%	5.52%	20.00%	2.87%	5.19%	0.11%	1.22%	0.22%	0.88%	0.11%	1.33%
YB - 03	#	12	7	5	0	1	6	2	0	2	0	0	0	0	0	0	1	0
	%	100%	58.33%	41.67%	0.00%	8.33%	50.00%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
YC - 01	#	164	65	99	6	6	32	55	19	30	8	7	0	0	0	0	0	1
	%	100%	39.63%	60.37%	3.66%	3.66%	19.51%	33.54%	11.59%	18.29%	4.88%	4.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.61%
YC - 02	#	1,062	567	495	28	33	461	341	47	87	23	23	2	3	2	4	4	4
	%	100%	53.39%	46.61%	2.64%	3.11%	43.41%	32.11%	4.43%	8.19%	2.17%	2.17%	0.19%	0.28%	0.19%	0.38%	0.38%	0.38%
YC - 03	#	931	634	297	21	11	558	242	36	31	11	6	1	0	3	2	4	5
	%	100%	68.10%	31.90%	2.26%	1.18%	59.94%	25.99%	3.87%	3.33%	1.18%	0.64%	0.11%	0.00%	0.32%	0.21%	0.43%	0.54%
YD - 01	#	1,989	1,566	423	87	20	1,113	277	92	51	227	55	10	2	8	6	29	12
	%	100%	78.73%	21.27%	4.37%	1.01%	55.96%	13.93%	4.63%	2.56%	11.41%	2.77%	0.50%	0.10%	0.40%	0.30%	1.46%	0.60%
YD - 02	#	5,729	4,726	1,003	226	38	3,402	615	209	92	816	240	31	8	13	1	29	9
	%	100%	82.49%	17.51%	3.94%	0.66%	59.38%	10.73%	3.65%	1.61%	14.24%	4.19%	0.54%	0.14%	0.23%	0.02%	0.51%	0.16%
YD - 03	#	2,741	2,414	327	76	16	2,105	259	65	13	138	36	11	0	6	0	13	3
	%	100%	88.07%	11.93%	2.77%	0.58%	76.80%	9.45%	2.37%	0.47%	5.03%	1.31%	0.40%	0.00%	0.22%	0.00%	0.47%	0.11%
YE - 01	#	19	14	5	0	0	12	5	1	0	1	0	0	0	0	0	0	0
	%	100%	73.68%	26.32%	0.00%	0.00%	63.16%	26.32%	5.26%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YE - 02	#	132	111	21	4	0	86	18	6	1	8	1	7	1	0	0	0	0
	%	100%	84.09%	15.91%	3.03%	0.00%	65.15%	13.64%	4.55%	0.76%	6.06%	0.76%	5.30%	0.76%	0.00%	0.00%	0.00%	0.00%
YE - 03	#	786	722	64	32	1	602	49	45	6	25	3	5	2	10	1	3	2
	%	100%	91.86%	8.14%	4.07%	0.13%	76.59%	6.23%	5.73%	0.76%	3.18%	0.38%	0.64%	0.25%	1.27%	0.13%	0.38%	0.25%
YE - 04	#	326	304	22	7	2	269	18	11	0	12	1	2	1	0	0	3	0
	%	100%	93.25%	6.75%	2.15%	0.61%	82.52%	5.52%	3.37%	0.00%	3.68%	0.31%	0.61%	0.31%	0.00%	0.00%	0.92%	0.00%
YF - 01	#	7	6	1	0	0	1	1	5	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	14.29%	0.00%	0.00%	14.29%	14.29%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YF - 02	#	345	304	41	10	2	245	30	16	3	28	6	2	0	3	0	0	0
	%	100%	88.12%	11.88%	2.90%	0.58%	71.01%	8.70%	4.64%	0.87%	8.12%	1.74%	0.58%	0.00%	0.87%	0.00%	0.00%	0.00%
YF - 03	#	736	652	84	23	2	570	72	20	7	30	3	2	0	2	0	5	0
	%	100%	88.59%	11.41%	3.13%	0.27%	77.45%	9.78%	2.72%	0.95%	4.08%	0.41%	0.27%	0.00%	0.27%	0.00%	0.68%	0.00%

YG - 02	#	253	158	95	6	4	127	65	7	6	14	19	0	0	0	1	4	0
	%	100%	62.45%	37.55%	2.37%	1.58%	50.20%	25.69%	2.77%	2.37%	5.53%	7.51%	0.00%	0.00%	0.00%	0.40%	1.58%	0.00%
YG - 03	#	14	13	1	2	0	11	1	0	0	0	0	0	0	0	0	0	0
	%	100%	92.86%	7.14%	14.29%	0.00%	78.57%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YH - 01	#	18	5	13	2	1	3	6	0	4	0	0	0	1	0	0	0	1
	%	100%	27.78%	72.22%	11.11%	5.56%	16.67%	33.33%	0.00%	22.22%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	5.56%
YH - 02	#	911	230	681	12	24	156	432	17	89	41	118	1	5	1	1	2	12
	%	100%	25.25%	74.75%	1.32%	2.63%	17.12%	47.42%	1.87%	9.77%	4.50%	12.95%	0.11%	0.55%	0.11%	0.11%	0.22%	1.32%
YH - 03	#	33	18	15	0	0	18	13	0	2	0	0	0	0	0	0	0	0
	%	100%	54.55%	45.45%	0.00%	0.00%	54.55%	39.39%	0.00%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI - 01	#	126	27	99	1	5	12	39	4	19	9	28	0	3	0	3	1	2
	%	100%	21.43%	78.57%	0.79%	3.97%	9.52%	30.95%	3.17%	15.08%	7.14%	22.22%	0.00%	2.38%	0.00%	2.38%	0.79%	1.59%
YI - 02	#	87	34	53	3	2	18	31	5	5	6	13	2	1	0	0	0	1
	%	100%	39.08%	60.92%	3.45%	2.30%	20.69%	35.63%	5.75%	5.75%	6.90%	14.94%	2.30%	1.15%	0.00%	0.00%	0.00%	1.15%
YI - 03	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 01	#	69	31	38	3	2	14	18	2	6	10	10					2	2
	%	100%	44.93%	55.07%	4.35%	2.90%	20.29%	26.09%	2.90%	8.70%	14.49%	14.49%	0.00%	0.00%	0.00%	0.00%	2.90%	2.90%
YJ - 02	#	265	86	179	3	9	61	124	7	25	11	17		1	3		1	3
	%	100%	32.45%	67.55%	1.13%	3.40%	23.02%	46.79%	2.64%	9.43%	4.15%	6.42%	0.00%	0.38%	1.13%	0.00%	0.38%	1.13%
YJ - 03	#	5	3	2			2	2	1									
	%	100%	60.00%	40.00%	0.00%	0.00%	40.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 04	#	12	10	2			10	2										
	%	100%	83.33%	16.67%	0.00%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK - 02	#	12	10	2	1		9			2								
	%	100%	83.33%	16.67%	8.33%	0.00%	75.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL - 02	#	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%
YL - 03	#	1	1	0			1											
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 01	#	11	10	1			7		3	1								
	%	100%	90.91%	9.09%	0.00%	0.00%	63.64%	0.00%	27.27%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 02	#	4	4	0			4											
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP - 01	#	912	523	389	13	19	412	276	39	41	40	36	4	2	4		11	15
	%	100%	57.35%	42.65%	1.43%	2.08%	45.18%	30.26%	4.28%	4.50%	4.39%	3.95%	0.44%	0.22%	0.44%	0.00%	1.21%	1.64%
TOTAL	#	31,923	20,190	11,733	857	567	15,655	7,790	1,430	1,956	1,822	1,069	132	94	100	73	194	184
	%	100%	63.25%	36.75%	2.68%	1.78%	49.04%	24.40%	4.48%	6.13%	5.71%	3.35%	0.41%	0.29%	0.31%	0.23%	0.61%	0.58%

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

**Table A4-2: PARTICIPATION RATES FOR NSPS by Race/Ethnicity and Sex**

NSPS GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
YA - 01	#	1,769	745	1,024	37	49	500	624	81	200	83	101	16	20	5	7	23	23
	%	5.54%	3.69%	8.73%	4.32%	8.64%	3.19%	8.01%	5.66%	10.22%	4.56%	9.45%	12.12%	21.28%	5.00%	9.59%	11.86%	12.50%
YA - 02	#	8,269	4,242	4,027	184	199	3,229	2,701	518	793	206	220	32	27	28	30	45	57
	%	25.90%	21.01%	34.32%	21.47%	35.10%	20.63%	34.67%	36.22%	40.54%	11.31%	20.58%	24.24%	28.72%	28.00%	41.10%	23.20%	30.98%
YA - 03	#	2,496	1,586	910	47	30	1,406	725	81	119	34	24	1	1	8	5	9	6
	%	7.82%	7.86%	7.76%	5.48%	5.29%	8.98%	9.31%	5.66%	6.08%	1.87%	2.25%	0.76%	1.06%	8.00%	6.85%	4.64%	3.26%
YB - 01	#	767	177	590	13	44	98	328	43	140	15	55	2	5	2	4	4	14
	%	2.40%	0.88%	5.03%	1.52%	7.76%	0.63%	4.21%	3.01%	7.16%	0.82%	5.14%	1.52%	5.32%	2.00%	5.48%	2.06%	7.61%
YB - 02	#	905	182	723	10	47	92	417	50	181	26	47	1	11	2	8	1	12
	%	2.83%	0.90%	6.16%	1.17%	8.29%	0.59%	5.35%	3.50%	9.25%	1.43%	4.40%	0.76%	11.70%	2.00%	10.96%	0.52%	6.52%
YB - 03	#	12	7	5	0	1	6	2	0	2	0	0	0	0	0	0	1	0
	%	0.04%	0.03%	0.04%	0.00%	0.18%	0.04%	0.03%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.52%	0.00%
YC - 01	#	164	65	99	6	6	32	55	19	30	8	7	0	0	0	0	0	1
	%	0.51%	0.32%	0.84%	0.70%	1.06%	0.20%	0.71%	1.33%	1.53%	0.44%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.54%
YC - 02	#	1,062	567	495	28	33	461	341	47	87	23	23	2	3	2	4	4	4
	%	3.33%	2.81%	4.22%	3.27%	5.82%	2.94%	4.38%	3.29%	4.45%	1.26%	2.15%	1.52%	3.19%	2.00%	5.48%	2.06%	2.17%
YC - 03	#	931	634	297	21	11	558	242	36	31	11	6	1	0	3	2	4	5
	%	2.92%	3.14%	2.53%	2.45%	1.94%	3.56%	3.11%	2.52%	1.58%	0.60%	0.56%	0.76%	0.00%	3.00%	2.74%	2.06%	2.72%
YD - 01	#	1,989	1,566	423	87	20	1,113	277	92	51	227	55	10	2	8	6	29	12
	%	6.23%	7.76%	3.61%	10.15%	3.53%	7.11%	3.56%	6.43%	2.61%	12.46%	5.14%	7.58%	2.13%	8.00%	8.22%	14.95%	6.52%
YD - 02	#	5,729	4,726	1,003	226	38	3,402	615	209	92	816	240	31	8	13	1	29	9
	%	17.95%	23.41%	8.55%	26.37%	6.70%	21.73%	7.89%	14.62%	4.70%	44.79%	22.45%	23.48%	8.51%	13.00%	1.37%	14.95%	4.89%
YD - 03	#	2,741	2,414	327	76	16	2,105	259	65	13	138	36	11	0	6	0	13	3
	%	8.59%	11.96%	2.79%	8.87%	2.82%	13.45%	3.32%	4.55%	0.66%	7.57%	3.37%	8.33%	0.00%	6.00%	0.00%	6.70%	1.63%
YE - 01	#	19	14	5	0	0	12	5	1	0	1	0	0	0	0	0	0	0
	%	0.06%	0.07%	0.04%	0.00%	0.00%	0.08%	0.06%	0.07%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YE - 02	#	132	111	21	4	0	86	18	6	1	8	1	7	1	0	0	0	0
	%	0.41%	0.55%	0.10%	0.02%	0.00%	0.43%	0.09%	0.03%	0.00%	0.04%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%
YE - 03	#	786	722	64	32	1	602	49	45	6	25	3	5	2	10	1	3	2
	%	2.46%	3.58%	0.55%	3.73%	0.18%	3.85%	0.63%	3.15%	0.31%	1.37%	0.28%	3.79%	2.13%	10.00%	1.37%	1.55%	1.09%
YE - 04	#	326	304	22	7	2	269	18	11	0	12	1	2	1	0	0	3	0
	%	1.02%	1.51%	0.19%	0.82%	0.35%	1.72%	0.23%	0.77%	0.00%	0.66%	0.09%	1.52%	1.06%	0.00%	0.00%	1.55%	0.00%
YF - 01	#	7	6	1	0	0	1	1	5	0	0	0	0	0	0	0	0	0
	%	0.02%	0.03%	0.01%	0.00%	0.00%	0.01%	0.01%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YF - 02	#	345	304	41	10	2	245	30	16	3	28	6	2	0	3	0	0	0
	%	1.08%	1.51%	0.35%	1.17%	0.35%	1.56%	0.39%	1.12%	0.15%	1.54%	0.56%	1.52%	0.00%	3.00%	0.00%	0.00%	0.00%
YF - 03	#	736	652	84	23	2	570	72	20	7	30	3	2	0	2	0	5	0
	%	2.31%	3.23%	0.72%	2.68%	0.35%	3.64%	0.92%	1.40%	0.36%	1.65%	0.28%	1.52%	0.00%	2.00%	0.00%	2.58%	0.00%

YG - 02	#	253	158	95	6	4	127	65	7	6	14	19	0	0	0	1	4	0
	%	0.79%	0.78%	0.81%	0.70%	0.71%	0.81%	0.83%	0.49%	0.31%	0.77%	1.78%	0.00%	0.00%	0.00%	1.37%	2.06%	0.00%
YG - 03	#	14	13	1	2	0	11	1	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.06%	0.01%	0.23%	0.00%	0.07%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YH - 01	#	18	5	13	2	1	3	6	0	4	0	0	0	1	0	0	0	1
	%	0.06%	0.02%	0.11%	0.23%	0.18%	0.02%	0.08%	0.00%	0.20%	0.00%	0.00%	0.00%	1.06%	0.00%	0.00%	0.00%	0.54%
YH - 02	#	911	230	681	12	24	156	432	17	89	41	118	1	5	1	1	2	12
	%	2.85%	1.14%	5.80%	1.40%	4.23%	1.00%	5.55%	1.19%	4.55%	2.25%	11.04%	0.76%	5.32%	1.00%	1.37%	1.03%	6.52%
YH - 03	#	33	18	15	0	0	18	13	0	2	0	0	0	0	0	0	0	0
	%	0.10%	0.09%	0.13%	0.00%	0.00%	0.11%	0.17%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI - 01	#	126	27	99	1	5	12	39	4	19	9	28	0	3	0	3	1	2
	%	0.39%	0.13%	0.84%	0.12%	0.88%	0.08%	0.50%	0.28%	0.97%	0.49%	2.62%	0.00%	3.19%	0.00%	4.11%	0.52%	1.09%
YI - 02	#	87	34	53	3	2	18	31	5	5	6	13	2	1	0	0	0	1
	%	0.27%	0.17%	0.45%	0.35%	0.35%	0.11%	0.40%	0.35%	0.26%	0.33%	1.22%	1.52%	1.06%	0.00%	0.00%	0.00%	0.54%
YI - 03	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.01%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 01	#	69	31	38	3	2	14	18	2	6	10	10	0	0	0	0	2	2
	%	0.22%	0.15%	0.32%	0.35%	0.35%	0.09%	0.23%	0.14%	0.31%	0.55%	0.94%	0.00%	0.00%	0.00%	0.00%	1.03%	1.09%
YJ - 02	#	265	86	179	3	9	61	124	7	25	11	17	0	1	3	0	1	3
	%	0.83%	0.43%	1.53%	0.35%	1.59%	0.39%	1.59%	0.49%	1.28%	0.60%	1.59%	0.00%	1.06%	3.00%	0.00%	0.52%	1.63%
YJ - 03	#	5	3	2	0	0	2	2	1	0	0	0	0	0	0	0	0	0
	%	0.02%	0.01%	0.02%	0.00%	0.00%	0.01%	0.03%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 04	#	12	10	2	0	0	10	2	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.05%	0.02%	0.00%	0.00%	0.06%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK - 02	#	12	10	2	1	0	9	0	0	2	0	0	0	0	0	0	0	0
	%	0.04%	0.05%	0.02%	0.12%	0.00%	0.06%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL - 02	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.00%	0.01%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL - 03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 01	#	11	10	1	0	0	7	0	3	1	0	0	0	0	0	0	0	0
	%	0.03%	0.05%	0.01%	0.00%	0.00%	0.04%	0.00%	0.21%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 02	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP - 01	#	912	523	389	13	19	412	276	39	41	40	36	4	2	4	0	11	15
	%	2.86%	2.59%	3.32%	1.52%	3.35%	2.63%	3.54%	2.73%	2.10%	2.20%	3.37%	3.03%	2.13%	4.00%	0.00%	5.67%	8.15%
TOTAL	#	31,923	20,190	11,733	857	567	15,655	7,790	1,430	1,956	1,822	1,069	132	94	100	73	194	184
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

NOTES: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.





WL04	#	8	5	3	1	0	2	1	1	2	1	0	0	0	0	0	0
	%	100%	62.50%	37.50%	12.50%	0.00%	25.00%	12.50%	12.50%	25.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL05	#	19	13	6	2	0	7	1	4	3	0	1	0	0	0	0	1
	%	100%	68.42%	31.58%	10.53%	0.00%	36.84%	5.26%	21.05%	15.79%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	5.26%
WL06	#	66	58	8	6	1	24	5	17	2	9	0	2	0	0	0	0
	%	100%	87.88%	12.12%	9.09%	1.52%	36.36%	7.58%	25.76%	3.03%	13.64%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%
WL07	#	58	57	1	4	0	30	1	16	0	4	0	2	0	0	1	0
	%	100%	98.28%	1.72%	6.90%	0.00%	51.72%	1.72%	27.59%	0.00%	6.90%	0.00%	3.45%	0.00%	0.00%	1.72%	0.00%
WL08	#	107	92	15	5	0	53	10	25	5	8	0	1	0	0	0	0
	%	100%	85.98%	14.02%	4.67%	0.00%	49.53%	9.35%	23.36%	4.67%	7.48%	0.00%	0.93%	0.00%	0.00%	0.00%	0.00%
WL09	#	276	247	29	15	0	146	15	56	12	21	1	7	1	2	0	0
	%	100%	89.49%	10.51%	5.43%	0.00%	52.90%	5.43%	20.29%	4.35%	7.61%	0.36%	2.54%	0.36%	0.72%	0.00%	0.00%
WL10	#	1,826	1,752	74	68	1	1169	43	230	20	219	6	48	4	13	0	5
	%	100%	95.95%	4.05%	3.72%	0.05%	64.02%	2.35%	12.60%	1.10%	11.99%	0.33%	2.63%	0.22%	0.71%	0.00%	0.27%
WL11	#	291	280	11	12	0	198	8	21	2	32	1	12	0	1	0	4
	%	100%	96.22%	3.78%	4.12%	0.00%	68.04%	2.75%	7.22%	0.69%	11.00%	0.34%	4.12%	0.00%	0.34%	0.00%	1.37%
WL12	#	76	73	3	3	0	64	3	2	0	3	0	0	0	0	1	0
	%	100%	96.05%	3.95%	3.95%	0.00%	84.21%	3.95%	2.63%	0.00%	3.95%	0.00%	0.00%	0.00%	0.00%	1.32%	0.00%
WL13	#	89	86	3	0	0	57	2	9	1	19	0	1	0	0	0	0
	%	100%	96.63%	3.37%	0.00%	0.00%	64.04%	2.25%	10.11%	1.12%	21.35%	0.00%	1.12%	0.00%	0.00%	0.00%	0.00%
WL14	#	27	27	0	0	0	23	0	2	0	1	0	0	0	0	1	0
	%	100%	100.00%	0.00%	0.00%	0.00%	85.19%	0.00%	7.41%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%
WS01	#	4	2	2	0	0	2	0	0	1	0	1	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS02	#	13	10	3	2	0	4	1	4	2	0	0	0	0	0	0	0
	%	100%	76.92%	23.08%	15.38%	0.00%	30.77%	7.69%	30.77%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS03	#	9	7	2	0	0	3	2	2	0	2	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	33.33%	22.22%	22.22%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS04	#	18	12	6	0	0	4	4	5	1	3	0	0	1	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	22.22%	22.22%	27.78%	5.56%	16.67%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%
WS05	#	19	17	2	2	0	9	1	5	0	1	1	0	0	0	0	0
	%	100%	89.47%	10.53%	10.53%	0.00%	47.37%	5.26%	26.32%	0.00%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%
WS06	#	42	39	3	0	0	21	2	9	1	6	0	1	0	2	0	0
	%	100%	92.86%	7.14%	0.00%	0.00%	50.00%	4.76%	21.43%	2.38%	14.29%	0.00%	2.38%	0.00%	4.76%	0.00%	0.00%
WS07	#	56	53	3	2	0	31	1	13	1	7	1	0	0	0	0	0
	%	100%	94.64%	5.36%	3.57%	0.00%	55.36%	1.79%	23.21%	1.79%	12.50%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%
WS08	#	110	98	12	6	0	58	7	24	3	6	1	2	0	2	0	1
	%	100%	89.09%	10.91%	5.45%	0.00%	52.73%	6.36%	21.82%	2.73%	5.45%	0.91%	1.82%	0.00%	1.82%	0.00%	0.91%
WS09	#	255	226	29	6	1	157	17	37	10	18	1	4	0	3	0	1
	%	100%	88.63%	11.37%	2.35%	0.39%	61.57%	6.67%	14.51%	3.92%	7.06%	0.39%	1.57%	0.00%	1.18%	0.00%	0.39%
WS10	#	1,971	1,868	103	60	2	1,294	65	251	21	182	5	59	8	15	2	7
	%	100%	94.77%	5.23%	3.04%	0.10%	65.65%	3.30%	12.73%	1.07%	9.23%	0.25%	2.99%	0.41%	0.76%	0.10%	0.36%
WS11	#	292	285	7	13	0	207	3	29	2	26	2	9	0	0	1	0
	%	100%	97.60%	2.40%	4.45%	0.00%	70.89%	1.03%	9.93%	0.68%	8.90%	0.68%	3.08%	0.00%	0.00%	0.00%	0.34%
WS12	#	84	82	2	4	0	63	2	8	0	5	0	1	0	1	0	0
	%	100%	97.62%	2.38%	4.76%	0.00%	75.00%	2.38%	9.52%	0.00%	5.95%	0.00%	1.19%	0.00%	1.19%	0.00%	0.00%

WS13	#	97	91	6	2	1	71	4	4	0	11	0	3	1	0	0	0	0
	%	100%	93.81%	6.19%	2.06%	1.03%	73.20%	4.12%	4.12%	0.00%	11.34%	0.00%	3.09%	1.03%	0.00%	0.00%	0.00%	0.00%
WS14	#	549	517	32	13	0	360	30	12	0	96	2	29	0	6	0	1	0
	%	100%	94.17%	5.83%	2.37%	0.00%	65.57%	5.46%	2.19%	0.00%	17.49%	0.36%	5.28%	0.00%	1.09%	0.00%	0.18%	0.00%
WS15	#	83	82	1	4	0	49	1	2	0	18	0	9	0	0	0	0	0
	%	100%	98.80%	1.20%	4.82%	0.00%	59.04%	1.20%	2.41%	0.00%	21.69%	0.00%	10.84%	0.00%	0.00%	0.00%	0.00%	0.00%
WS16	#	24	24	0	2	0	13	0	1	0	5	0	3	0	0	0	0	0
	%	100%	100.00%	0.00%	8.33%	0.00%	54.17%	0.00%	4.17%	0.00%	20.83%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%
WS17	#	14	14	0	0	0	13	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	92.86%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS18	#	5	5	0	0	0	4	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	80.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD01	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD04	#	15	10	5	0	1	10	3	0	0	0	0	0	0	0	0	0	1
	%	100%	66.67%	33.33%	0.00%	6.67%	66.67%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
WD05	#	21	16	5	1	1	13	4	2	0	0	0	0	0	0	0	0	0
	%	100%	76.19%	23.81%	4.76%	4.76%	61.90%	19.05%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD06	#	552	503	49	30	0	350	37	45	6	66	6	6	0	5	0	1	0
	%	100%	91.12%	8.88%	5.43%	0.00%	63.41%	6.70%	8.15%	1.09%	11.96%	1.09%	1.09%	0.00%	0.91%	0.00%	0.18%	0.00%
WD07	#	123	107	16	2	1	94	8	4	4	7	2	0	0	0	0	0	1
	%	100%	86.99%	13.01%	1.63%	0.81%	76.42%	6.50%	3.25%	3.25%	5.69%	1.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%
WD08	#	317	296	21	12	0	226	15	21	2	27	4	4	0	5	0	1	0
	%	100%	93.38%	6.62%	3.79%	0.00%	71.29%	4.73%	6.62%	0.63%	8.52%	1.26%	1.26%	0.00%	1.58%	0.00%	0.32%	0.00%
WD09	#	11	10	1	0	0	9	1	0	0	1	0	0	0	0	0	0	0
	%	100%	90.91%	9.09%	0.00%	0.00%	81.82%	9.09%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN04	#	10	9	1	1	0	8	1	0	0	0	0	0	0	0	0	0	0
	%	100%	90.00%	10.00%	10.00%	0.00%	80.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN07	#	44	41	3	2	0	31	2	2		6	1	0	0	0	0	0	0
	%	100%	93.18%	6.82%	4.55%	0.00%	70.45%	4.55%	4.55%	0.00%	13.64%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,141	32,540	2,601	1,572	130	21,572	1,603	4,587	532	3,528	195	731	66	272	22	278	53
	%	100%	92.60%	7.40%	4.47%	0.37%	61.39%	4.56%	13.05%	1.51%	10.04%	0.55%	2.08%	0.19%	0.77%	0.06%	0.79%	0.15%
Total Workforce	#	199,558	139,776	59,782	6,465	3,307	101,612	37,737	147,69	11,226	10,380	5,539	1,208	623	4,140	578	1,202	772
	%	100%	70.04%	29.96%	3.24%	1.66%	50.92%	18.91%	7.40%	5.63%	5.20%	2.78%	0.61%	0.31%	2.07%	0.29%	0.60%	0.39%

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

**Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex**

WAGE GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
WT00	#	599	517	82	22	6	93	6	11	1	216	26	55	16	2	0	118	27
	%	1.70%	1.59%	3.15%	1.40%	4.62%	0.43%	0.37%	0.24%	0.19%	6.12%	13.33%	7.52%	24.24%	0.74%	0.00%	42.45%	50.94%
WG01	#	584	452	132	7	2	359	92	53	27	11	3	2	3	7	0	13	5
	%	1.66%	1.39%	5.07%	0.45%	1.54%	1.66%	5.74%	1.16%	5.08%	0.31%	1.54%	0.27%	4.55%	2.57%	0.00%	4.68%	9.43%
WG02	#	327	255	72	25	5	120	23	61	27	34	14	10	2	2	1	3	0
	%	0.93%	0.78%	2.77%	1.59%	3.85%	0.56%	1.43%	1.33%	5.08%	0.96%	7.18%	1.37%	3.03%	0.74%	4.55%	1.08%	0.00%
WG03	#	472	376	96	11	3	256	64	59	21	22	3	13	0	2	1	13	4
	%	1.34%	1.16%	3.69%	0.70%	2.31%	1.19%	3.99%	1.29%	3.95%	0.62%	1.54%	1.78%	0.00%	0.74%	4.55%	4.68%	7.55%
WG04	#	244	206	38	9	4	108	11	57	15	20	4	8	1	0	2	4	1
	%	0.69%	0.63%	1.46%	0.57%	3.08%	0.50%	0.69%	1.24%	2.82%	0.57%	2.05%	1.09%	1.52%	0.00%	9.09%	1.44%	1.89%
WG05	#	2,590	2,216	374	116	18	1627	268	245	54	153	19	24	1	25	7	26	7
	%	7.37%	6.81%	14.38%	7.38%	13.85%	7.54%	16.72%	5.34%	10.15%	4.34%	9.74%	3.28%	1.52%	9.19%	31.82%	9.35%	13.21%
WG06	#	865	751	114	56	13	404	59	159	30	96	9	27	1	3	0	6	2
	%	2.46%	2.31%	4.38%	3.56%	10.00%	1.87%	3.68%	3.47%	5.64%	2.72%	4.62%	3.69%	1.52%	1.10%	0.00%	2.16%	3.77%
WG07	#	1,415	1,263	152	97	13	699	92	296	37	122	5	28	3	15	2	6	0
	%	4.03%	3.88%	5.84%	6.17%	10.00%	3.24%	5.74%	6.45%	6.95%	3.46%	2.56%	3.83%	4.55%	5.51%	9.09%	2.16%	0.00%
WG08	#	3,925	3,643	282	236	18	2489	192	527	59	282	8	63	1	25	3	21	1
	%	11.17%	11.20%	10.84%	15.01%	13.85%	11.54%	11.98%	11.49%	11.09%	7.99%	4.10%	8.62%	1.52%	9.19%	13.64%	7.55%	1.89%
WG09	#	2,370	2,177	193	111	7	1433	108	376	53	184	17	46	7	22	1	5	0
	%	6.74%	6.69%	7.42%	7.06%	5.38%	6.64%	6.74%	8.20%	9.96%	5.22%	8.72%	6.29%	10.61%	8.09%	4.55%	1.80%	0.00%
WG10	#	10,999	10,547	452	482	23	6911	296	1579	85	1248	31	216	12	82	3	29	2
	%	31.30%	32.41%	17.38%	30.66%	17.69%	32.04%	18.47%	34.42%	15.98%	35.37%	15.90%	29.55%	18.18%	30.15%	13.64%	10.43%	3.77%
WG11	#	2,199	2,096	103	90	6	1499	63	215	17	230	14	28	3	25	0	9	0
	%	6.26%	6.44%	3.96%	5.73%	4.62%	6.95%	3.93%	4.69%	3.20%	6.52%	7.18%	3.83%	4.55%	9.19%	0.00%	3.24%	0.00%
WG12	#	434	417	17	18	2	311	13	38	1	44	1	3		2	0	1	0
	%	1.24%	1.28%	0.65%	1.15%	1.54%	1.44%	0.81%	0.83%	0.19%	1.25%	0.51%	0.41%	0.00%	0.74%	0.00%	0.36%	0.00%
WG13	#	320	305	15	8	0	230	12	20	1	40	1	4	1	3	0	0	0
	%	0.91%	0.94%	0.58%	0.51%	0.00%	1.07%	0.75%	0.44%	0.19%	1.13%	0.51%	0.55%	1.52%	1.10%	0.00%	0.00%	0.00%
WG14	#	125	123	2	3	0	103	1	6	0	10	1	1	0	0	0	0	0
	%	0.36%	0.38%	0.08%	0.19%	0.00%	0.48%	0.06%	0.13%	0.00%	0.28%	0.51%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%
WG15	#	62	60	2	0	0	44	2	13	0	1	0	0	0	2	0	0	0
	%	0.18%	0.18%	0.08%	0.00%	0.00%	0.20%	0.12%	0.28%	0.00%	0.03%	0.00%	0.00%	0.00%	0.74%	0.00%	0.00%	0.00%
WL02	#	20	14	6	1	1	5	1	6	1	2	3	0	0	0	0	0	0
	%	0.06%	0.04%	0.23%	0.06%	0.77%	0.02%	0.06%	0.13%	0.19%	0.06%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL03	#	4	2	2	0	0	0	0	1	2	1	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.08%	0.00%	0.00%	0.00%	0.00%	0.02%	0.38%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL04	#	8	5	3	1	0	2	1	1	2	1	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.12%	0.06%	0.00%	0.01%	0.06%	0.02%	0.38%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL05	#	19	13	6	2	0	7	1	4	3	0	1	0	0	0	0	0	1
	%	0.05%	0.04%	0.23%	0.13%	0.00%	0.03%	0.06%	0.09%	0.56%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%
WL06	#	66	58	8	6	1	24	5	17	2	9	0	2	0	0	0	0	0
	%	0.19%	0.18%	0.31%	0.38%	0.77%	0.11%	0.31%	0.37%	0.38%	0.26%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%

WL07	#	58	57	1	4	0	30	1	16	0	4	0	2	0	0	0	1	0
	%	0.17%	0.18%	0.04%	0.25%	0.00%	0.14%	0.06%	0.35%	0.00%	0.11%	0.00%	0.27%	0.00%	0.00%	0.00%	0.36%	0.00%
WL08	#	107	92	15	5	0	53	10	25	5	8	0	1	0	0	0	0	0
	%	0.30%	0.28%	0.58%	0.32%	0.00%	0.25%	0.62%	0.55%	0.94%	0.23%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%
WL09	#	276	247	29	15	0	146	15	56	12	21	1	7	1	2	0	0	0
	%	0.79%	0.76%	1.11%	0.95%	0.00%	0.68%	0.94%	1.22%	2.26%	0.60%	0.51%	0.96%	1.52%	0.74%	0.00%	0.00%	0.00%
WL10	#	1826	1752	74	68	1	1169	43	230	20	219	6	48	4	13	0	5	0
	%	5.20%	5.38%	2.85%	4.33%	0.77%	5.42%	2.68%	5.01%	3.76%	6.21%	3.08%	6.57%	6.06%	4.78%	0.00%	1.80%	0.00%
WL11	#	291	280	11	12	0	198	8	21	2	32	1	12	0	1	0	4	0
	%	0.83%	0.86%	0.42%	0.76%	0.00%	0.92%	0.50%	0.46%	0.38%	0.91%	0.51%	1.64%	0.00%	0.37%	0.00%	1.44%	0.00%
WL12	#	76	73	3	3	0	64	3	2	0	3	0	0	0	0	0	1	0
	%	0.22%	0.22%	0.12%	0.19%	0.00%	0.30%	0.19%	0.04%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%
WL13	#	89	86	3	0	0	57	2	9	1	19	0	1	0	0	0	0	0
	%	0.25%	0.26%	0.12%	0.00%	0.00%	0.26%	0.12%	0.20%	0.19%	0.54%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%
WL14	#	27	27	0	0	0	23	0	2	0	1	0	0	0	0	0	1	0
	%	0.08%	0.08%	0.00%	0.00%	0.00%	0.11%	0.00%	0.04%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%
WS01	#	4	2	2	0	0	2	0	0	1	0	1	0	0	0	0	0	0
	%	0.01%	0.01%	0.08%	0.00%	0.00%	0.01%	0.00%	0.00%	0.19%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS02	#	13	10	3	2	0	4	1	4	2	0	0	0	0	0	0	0	0
	%	0.04%	0.03%	0.12%	0.13%	0.00%	0.02%	0.06%	0.09%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS03	#	9	7	2	0	0	3	2	2	0	2	0	0	0	0	0	0	0
	%	0.03%	0.02%	0.08%	0.00%	0.00%	0.01%	0.12%	0.04%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS04	#	18	12	6	0	0	4	4	5	1	3	0	0	1	0	0	0	0
	%	0.05%	0.04%	0.23%	0.00%	0.00%	0.02%	0.25%	0.11%	0.19%	0.09%	0.00%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%
WS05	#	19	17	2	2	0	9	1	5	0	1	1	0	0	0	0	0	0
	%	0.05%	0.05%	0.08%	0.13%	0.00%	0.04%	0.06%	0.11%	0.00%	0.03%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS06	#	42	39	3	0	0	21	2	9	1	6	0	1	0	2	0	0	0
	%	0.12%	0.12%	0.12%	0.00%	0.00%	0.10%	0.12%	0.20%	0.19%	0.17%	0.00%	0.14%	0.00%	0.74%	0.00%	0.00%	0.00%
WS07	#	56	53	3	2	0	31	1	13	1	7	1		0	0	0	0	0
	%	0.16%	0.16%	0.12%	0.13%	0.00%	0.14%	0.06%	0.28%	0.19%	0.20%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS08	#	110	98	12	6	0	58	7	24	3	6	1	2	0	2	0	0	1
	%	0.31%	0.30%	0.46%	0.38%	0.00%	0.27%	0.44%	0.52%	0.56%	0.17%	0.51%	0.27%	0.00%	0.74%	0.00%	0.00%	1.89%
WS09	#	255	226	29	6	1	157	17	37	10	18	1	4	0	3	0	1	0
	%	0.73%	0.69%	1.11%	0.38%	0.77%	0.73%	1.06%	0.81%	1.88%	0.51%	0.51%	0.55%	0.00%	1.10%	0.00%	0.36%	0.00%
WS10	#	1971	1868	103	60	2	1294	65	251	21	182	5	59	8	15	2	7	0
	%	5.61%	5.74%	3.96%	3.82%	1.54%	6.00%	4.05%	5.47%	3.95%	5.16%	2.56%	8.07%	12.12%	5.51%	9.09%	2.52%	0.00%
WS11	#	292	285	7	13	0	207	3	29	2	26	2	9	0	0	0	1	0
	%	0.83%	0.88%	0.27%	0.83%	0.00%	0.96%	0.19%	0.63%	0.38%	0.74%	1.03%	1.23%	0.00%	0.00%	0.00%	0.36%	0.00%
WS12	#	84	82	2	4	0	63	2	8	0	5	0	1	0	1	0	0	0
	%	0.24%	0.25%	0.08%	0.25%	0.00%	0.29%	0.12%	0.17%	0.00%	0.14%	0.00%	0.14%	0.00%	0.37%	0.00%	0.00%	0.00%
WS13	#	97	91	6	2	1	71	4	4	0	11	0	3	1	0	0	0	0
	%	0.28%	0.28%	0.23%	0.13%	0.77%	0.33%	0.25%	0.09%	0.00%	0.31%	0.00%	0.41%	1.52%	0.00%	0.00%	0.00%	0.00%
WS14	#	549	517	32	13	0	360	30	12	0	96	2	29	0	6	0	1	0
	%	1.56%	1.59%	1.23%	0.83%	0.00%	1.67%	1.87%	0.26%	0.00%	2.72%	1.03%	3.97%	0.00%	2.21%	0.00%	0.36%	0.00%
WS15	#	83	82	1	4	0	49	1	2	0	18	0	9	0	0	0	0	0
	%	0.24%	0.25%	0.04%	0.25%	0.00%	0.23%	0.06%	0.04%	0.00%	0.51%	0.00%	1.23%	0.00%	0.00%	0.00%	0.00%	0.00%

<b>WS16</b>	#	24	24	0	2	0	13	0	1	0	5	0	3	0	0	0	0
	%	0.07%	0.07%	0.00%	0.13%	0.00%	0.06%	0.00%	0.02%	0.00%	0.14%	0.00%	0.41%	0.00%	0.00%	0.00%	0.00%
<b>WS17</b>	#	14	14	0	0	0	13	0	0	0	1	0	0	0	0	0	0
	%	0.04%	0.04%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>WS18</b>	#	5	5	0	0	0	4	0	0	0	1	0	0	0	0	0	0
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>WD01</b>	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>WD02</b>	#	1	1	0	0	0	1	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%
<b>WD03</b>	#	1	1	0	0	0	1	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%
<b>WD04</b>	#	15	10	5	0	1	10	3	0	0	0	0	0	0	0	0	1
	%	0.04%	0.03%	0.19%	0.00%	0.77%	0.05%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%
<b>WD05</b>	#	21	16	5	1	1	13	4	2	0	0	0	0	0	0	0	0
	%	0.06%	0.05%	0.19%	0.06%	0.77%	0.06%	0.25%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>WD06</b>	#	552	503	49	30	0	350	37	45	6	66	6	6	0	5	0	1
	%	1.57%	1.55%	1.88%	1.91%	0.00%	1.62%	2.31%	0.98%	1.13%	1.87%	3.08%	0.82%	0.00%	1.84%	0.00%	0.36%
<b>WD07</b>	#	123	107	16	2	1	94	8	4	4	7	2	0	0	0	0	1
	%	0.35%	0.33%	0.62%	0.13%	0.77%	0.44%	0.50%	0.09%	0.75%	0.20%	1.03%	0.00%	0.00%	0.00%	0.00%	1.89%
<b>WD08</b>	#	317	296	21	12	0	226	15	21	2	27	4	4	0	5	0	1
	%	0.90%	0.91%	0.81%	0.76%	0.00%	1.05%	0.94%	0.46%	0.38%	0.77%	2.05%	0.55%	0.00%	1.84%	0.00%	0.36%
<b>WD09</b>	#	11	10	1	0	0	9	1	0	0	1	0	0	0	0	0	0
	%	0.03%	0.03%	0.04%	0.00%	0.00%	0.04%	0.06%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>WD10</b>	#	1	1	0	0	0	1	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%
<b>WN04</b>	#	10	9	1	1	0	8	1	0	0	0	0	0	0	0	0	0
	%	0.03%	0.03%	0.04%	0.06%	0.00%	0.04%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>WN07</b>	#	44	41	3	2	0	31	2	2		6	1	0	0	0	0	0
	%	0.13%	0.13%	0.12%	0.13%	0.00%	0.14%	0.12%	0.04%	0.00%	0.17%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total WG Workforce</b>	#	35,141	32,540	2,601	1,572	130	21,572	1,603	4,587	532	3,528	195	731	66	272	22	278
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>Total Workforce</b>	#	199,558	139,776	59,782	6,465	3,307	101,612	37,737	14,769	11,226	10,380	5,539	1,208	623	4,140	578	1,202
	%	100%	70.04%	29.96%	3.24%	1.66%	50.92%	18.91%	7.40%	5.63%	5.20%	2.78%	0.61%	0.31%	2.07%	0.29%	0.60%

NOTES: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
ManagementProgram Analysis - 0343	#	8,848	4,083	4,765	167	238	3212	3289	429	820	180	297	25	44	34	24	36	53
	%	100%	46.15%	53.85%	1.89%	2.69%	36.30%	37.17%	4.85%	9.27%	2.03%	3.36%	0.28%	0.50%	0.38%	0.27%	0.41%	0.60%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
Electronics Engineering - 0855	#	8,614	7,673	941	409	61	5564	520	307	92	1276	248	51	9	27	3	39	8
	%	100%	89.08%	10.92%	4.75%	0.71%	64.59%	6.04%	3.56%	1.07%	14.81%	2.88%	0.59%	0.10%	0.31%	0.03%	0.45%	0.09%
Occupational CLF		100%	91.30%	8.70%	3.60%	0.40%	72.10%	5.50%	3.50%	0.90%	10.50%	1.60%	0.10%	0.00%	0.20%	0.00%	1.20%	0.10%
Information Technology Mgmt - 2210	#	8,506	5,806	2,700	253	126	4425	1841	594	456	367	202	54	18	30	20	83	37
	%	100%	68.26%	31.74%	2.97%	1.48%	52.02%	21.64%	6.98%	5.36%	4.31%	2.37%	0.63%	0.21%	0.35%	0.24%	0.98%	0.43%
Occupational CLF		100%	66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.40%
Engineering Technician - 0802	#	7,134	6,501	633	214	18	5437	514	371	42	349	43	44	7	47	2	39	7
	%	100%	91.13%	8.87%	3.00%	0.25%	76.21%	7.20%	5.20%	0.59%	4.89%	0.60%	0.62%	0.10%	0.66%	0.03%	0.55%	0.10%
Occupational CLF		100%	80.90%	19.10%	6.10%	1.60%	62.30%	13.00%	5.70%	2.20%	5.10%	1.80%	0.10%	0.00%	0.40%	0.10%	1.10%	0.40%
Mechanical Engineering - 0830	#	6,241	5,631	610	207	36	4693	474	155	39	505	51	15	0	18	5	38	5
	%	100%	90.23%	9.77%	3.32%	0.58%	75.20%	7.59%	2.48%	0.62%	8.09%	0.82%	0.24%	0.00%	0.29%	0.08%	0.61%	0.08%
Occupational CLF		100%	93.40%	6.50%	3.10%	0.20%	79.00%	5.10%	3.00%	0.50%	6.80%	0.60%	0.10%	0.00%	0.20%	0.00%	1.10%	0.10%
Financial Administration and Program - 0501	#	5,240	1,465	3,775	83	196	982	2310	203	779	156	400	15	34	7	16	19	40
	%	100%	27.96%	72.04%	1.58%	3.74%	18.74%	44.08%	3.87%	14.87%	2.98%	7.63%	0.29%	0.65%	0.13%	0.31%	0.36%	0.76%
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Misc. Administration/Program - 0301	#	5,092	3,043	2,049	138	124	2459	1400	278	351	107	112	13	21	23	13	25	28
	%	100%	59.76%	40.24%	2.71%	2.44%	48.29%	27.49%	5.46%	6.89%	2.10%	2.20%	0.26%	0.41%	0.45%	0.26%	0.49%	0.55%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Logistics Management - 0346	#	4,895	3,293	1,602	140	96	2616	1157	318	250	161	70	13	6	15	10	30	13
	%	100%	67.27%	32.73%	2.86%	1.96%	53.44%	23.64%	6.50%	5.11%	3.29%	1.43%	0.27%	0.12%	0.31%	0.20%	0.61%	0.27%
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Contracting - 1102	#	4,673	1,846	2,827	65	140	1398	1840	192	501	136	243	21	61	5	14	29	28
	%	100%	39.50%	60.50%	1.39%	3.00%	29.92%	39.38%	4.11%	10.72%	2.91%	5.20%	0.45%	1.31%	0.11%	0.30%	0.62%	0.60%
Occupational CLF		100%	47.00%	53.00%	2.90%	3.20%	39.80%	42.70%	2.50%	4.70%	1.00%	1.30%	0.00%	0.10%	0.20%	0.30%	0.40%	0.80%
General Engineering - 0801	#	4,650	4,017	633	131	20	3274	461	168	57	391	82	15	2	11	0	27	11
	%	100%	86.39%	13.61%	2.82%	0.43%	70.41%	9.91%	3.61%	1.23%	8.41%	1.76%	0.32%	0.04%	0.24%	0.00%	0.58%	0.24%
Occupational CLF		100%	89.60%	10.40%	3.20%	0.60%	71.80%	7.10%	3.00%	0.80%	9.90%	1.60%	0.10%	0.00%	0.20%	0.00%	0.80%	0.10%
Total Major Occupations	#	63,893	43,358	20,535	1,807	1,055	34,060	13,806	3,015	3,387	3,628	1,748	266	202	217	107	365	230
	%	100%	67.86%	32.14%	2.83%	1.65%	53.31%	21.61%	4.72%	5.30%	5.68%	2.74%	0.42%	0.32%	0.34%	0.17%	0.57%	0.36%

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

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
Sales Store Clerical- 2091	#	6,879	1,414	5,465	168	628	526	1788	291	1028	275	1403	70	367	7	44	77	207
	%	100%	20.56%	79.44%	2.44%	9.13%	7.65%	25.99%	4.23%	14.94%	4.00%	20.40%	1.02%	5.34%	0.10%	0.64%	1.12%	3.01%
Occupational CLF		100%	47.20%	52.80%	4.40%	5.10%	36.30%	39.50%	3.79%	5.00%	1.50%	1.99%	0.00%	0.10%	0.20%	0.30%	1.00%	1.00%
Recreation Aid & Assistance -0189	#	5,945	3,147	2,798	290	264	1839	1773	572	382	318	294	77	56	37	20	14	9
	%	100%	52.94%	47.06%	4.88%	4.44%	30.93%	29.82%	9.62%	6.43%	5.35%	4.95%	1.30%	0.94%	0.62%	0.34%	0.24%	0.15%
Occupational CLF		100%	36.00%	64.00%	3.50%	3.90%	25.30%	51.70%	5.10%	5.50%	1.00%	1.10%	0.10%	0.10%	0.30%	0.50%	0.80%	1.30%
Education & Training - 1702	#	5,079	384	4,695	51	643	139	1932	145	1382	32	624	9	62	1	33	7	19
	%	100%	7.56%	92.44%	1.00%	12.66%	2.74%	38.04%	2.85%	27.21%	0.63%	12.29%	0.18%	1.22%	0.02%	0.65%	0.14%	0.37%
Occupational CLF		100%	34.60%	65.40%	1.90%	3.90%	28.00%	52.10%	2.90%	6.50%	0.90%	1.50%	0.00%	0.00%	0.40%	0.50%	0.50%	0.90%
Custodial Working -3566	#	3,268	934	2,334	114	348	197	398	217	662	357	842	42	49	5	24	2	11
	%	100%	28.58%	71.42%	3.49%	10.65%	6.03%	12.18%	6.64%	20.26%	10.92%	25.76%	1.29%	1.50%	0.15%	0.73%	0.06%	0.34%
Occupational CLF		100%	70.10%	29.90%	13.40%	6.80%	40.60%	16.20%	12.40%	5.30%	1.70%	0.70%	0.10%	0.00%	0.70%	0.30%	1.30%	0.40%
General Business & Industry - 1101	#	3,219	1,333	1,886	91	124	904	1155	185	292	114	244	15	32	8	13	16	26
	%	100%	41.41%	58.59%	2.83%	3.85%	28.08%	35.88%	5.75%	9.07%	3.54%	7.58%	0.47%	0.99%	0.25%	0.40%	0.50%	0.81%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Total Major Occupations	#	24,390	7,212	17,178	714	2,007	3,605	7,046	1,410	3,746	1,096	3,407	213	566	58	134	116	272
	%	100%	29.57%	70.43%	2.93%	8.23%	14.78%	28.89%	5.78%	15.36%	4.49%	13.97%	0.87%	2.32%	0.24%	0.55%	0.48%	1.12%

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



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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Job Title/Series: Management Analysis - 0343</b>																		
Total Received	#	5,000,899																
Voluntarily Identified	#	4,830,266	2,798,584	2,031,682	51,766	88,814	1,850,029	969,362	546,979	677,815	126,582	122,160	10,234	27,532	19,567	43,543	193,427	102,456
	%	100%	57.94%	42.06%	1.07%	1.84%	38.30%	20.07%	11.32%	14.03%	2.62%	2.53%	0.21%	0.57%	0.41%	0.90%	4.00%	2.12%
Qualified of those Identified	#	188,031	96,477	91,554	1,859	3,830	61,152	43,968	17,617	27,172	2,538	4,870	606	1,174	973	1,018	11,732	9,522
	%	100%	51.31%	48.69%	0.99%	2.04%	32.52%	23.38%	9.37%	14.45%	1.35%	2.59%	0.32%	0.62%	0.52%	0.54%	6.24%	5.06%
Selected of those Identified	#	2,856	1,289	1,567	32	40	771	931	269	308	38	116	3	12	13	3	163	157
	%	100%	45.13%	54.87%	1.12%	1.40%	27.00%	32.60%	9.42%	10.78%	1.33%	4.06%	0.11%	0.42%	0.46%	0.11%	5.71%	5.50%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
<b>Job Title/Series: Electronics Engineering - 0855</b>																		
Total Received	#	162,385																
Voluntarily Identified	#	152,804	129,680	23,124	3,714	359	88,863	15,187	19,929	4,540	11,371	1,946	748	590	808	199	4,247	303
	%	100%	84.87%	15.13%	2.43%	0.23%	58.15%	9.94%	13.04%	2.97%	7.44%	1.27%	0.49%	0.39%	0.53%	0.13%	2.78%	0.20%
Qualified of those Identified	#	2,197	1,837	360	68	8	1,295	256	184	13	266	78	5	0	2	0	17	5
	%	100%	83.61%	16.39%	3.10%	0.36%	58.94%	11.65%	8.38%	0.59%	12.11%	3.55%	0.23%	0.00%	0.09%	0.00%	0.77%	0.23%
Selected of those Identified	#	99	82	17	2	3	69	12	6	1	5	1	0	0	0	0	0	0
	%	100%	82.83%	17.17%	2.02%	3.03%	69.70%	12.12%	6.06%	1.01%	5.05%	1.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	91.30%	8.70%	3.60%	0.40%	72.10%	5.50%	3.50%	0.90%	10.50%	1.60%	0.10%	0.00%	0.20%	0.00%	1.20%	0.10%
<b>Job Title/Series: Information Technology Management - 2210</b>																		
Total Received	#	1,709,779																
Voluntarily Identified	#	1,611,943	1,198,153	413,790	40163	10,647	725482	211158	277,759	136,777	66,526	23393	10186	14271	7550	5238	70487	12306
	%	100%	74.33%	25.67%	2.49%	0.66%	45.01%	13.10%	17.23%	8.49%	4.13%	1.45%	0.63%	0.89%	0.47%	0.32%	4.37%	0.76%
Qualified of those Identified	#	135,147	110,356	24,791	4596	606	67597	11244	24743	9504	4142	1792	1157	269	392	632	7729	744
	%	100%	81.66%	18.34%	3.40%	0.45%	50.02%	8.32%	18.31%	7.03%	3.06%	1.33%	0.86%	0.20%	0.29%	0.47%	5.72%	0.55%
Selected of those Identified	#	2,356	1,911	445	58	21	1375	238	222	140	88	20	19	2	7	5	142	19
	%	100%	81.11%	18.89%	2.46%	0.89%	58.36%	10.10%	9.42%	5.94%	3.74%	0.85%	0.81%	0.08%	0.30%	0.21%	6.03%	0.81%
Occupational CLF		100%	66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.40%
<b>Job Title/Series: Engineering Technician - 0802</b>																		
Total Received	#	969,227																
Voluntarily Identified	#	946,539	814,030	132,509	23220	2677	585648	85176	130557	26412	35174	7026	5573	724	7245	7560	26613	2934
	%	100%	86.00%	14.00%	2.45%	0.28%	61.87%	9.00%	13.79%	2.79%	3.72%	0.74%	0.59%	0.08%	0.77%	0.80%	2.81%	0.31%
Qualified of those Identified	#	28,571	26,169	2,402	1020	39	18387	1416	4040	629	1327	139	141	6	225	97	1029	76
	%	100%	91.59%	8.41%	3.57%	0.14%	64.36%	4.96%	14.14%	2.20%	4.64%	0.49%	0.49%	0.02%	0.79%	0.34%	3.60%	0.27%
Selected of those Identified	#	776	709	67	21	2	530	45	59	7	72	9	6	1	2	0	19	3
	%	100%	91.37%	8.63%	2.71%	0.26%	68.30%	5.80%	7.60%	0.90%	9.28%	1.16%	0.77%	0.13%	0.26%	0.00%	2.45%	0.39%
Occupational CLF		100%	80.90%	19.10%	6.10%	1.60%	62.30%	13.00%	5.70%	2.20%	5.10%	1.80%	0.10%	0.00%	0.40%	0.10%	1.10%	0.40%

Job Title/Series: Mechanical Engineering - 0830																		
Total Received	#	156,712																
Voluntarily Identified	#	153,187	137,019	16,168	3722	663	98924	10912	17838	2912	9771	595	1207	303	1335	441	4222	342
	%	100%	89.45%	10.55%	2.43%	0.43%	64.58%	7.12%	11.64%	1.90%	6.38%	0.39%	0.79%	0.20%	0.87%	0.29%	2.76%	0.22%
Qualified of those Identified	#	2,253	2,052	201	36	32	1644	140	84	10	221	10	3	0	3	2	61	7
	%	100%	91.08%	8.92%	1.60%	1.42%	72.97%	6.21%	3.73%	0.44%	9.81%	0.44%	0.13%	0.00%	0.13%	0.09%	2.71%	0.31%
Selected of those Identified	#	121	114	7	1	0	85	6	7	0	14	1	0	0	0	0	7	0
	%	100%	94.21%	5.79%	0.83%	0.00%	70.25%	4.96%	5.79%	0.00%	11.57%	0.83%	0.00%	0.00%	0.00%	0.00%	5.79%	0.00%
Occupational CLF		100%	93.40%	6.50%	3.10%	0.20%	79.00%	5.10%	3.00%	0.50%	6.80%	0.60%	0.10%	0.00%	0.20%	0.00%	1.10%	0.10%
Job Title/Series: Financial Administration and Program - 0501																		
Total Received	#	1,909,403																
Voluntarily Identified	#	1,834,738	868,736	966,002	23376	32352	521638	413895	223764	379850	53765	95173	4437	11939	8697	9739	33059	23054
	%	100%	47.35%	52.65%	1.27%	1.76%	28.43%	22.56%	12.20%	20.70%	2.93%	5.19%	0.24%	0.65%	0.47%	0.53%	1.80%	1.26%
Qualified of those Identified	#	82,551	27,783	54,768	1408	1562	15154	22534	6810	20525	2724	8131	266	469	611	269	810	1278
	%	100%	33.66%	66.34%	1.71%	1.89%	18.36%	27.30%	8.25%	24.86%	3.30%	9.85%	0.32%	0.57%	0.74%	0.33%	0.98%	1.55%
Selected of those Identified	#	967	229	738	3	29	149	422	35	152	36	99	4	27	0	0	2	9
	%	100%	23.68%	76.32%	0.31%	3.00%	15.41%	43.64%	3.62%	15.72%	3.72%	10.24%	0.41%	2.79%	0.00%	0.00%	0.21%	0.93%
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Job Title/Series: Misc. Administration/Program - 0301																		
Total Received	#	3,366,507																
Voluntarily Identified	#	3,268,578	2,112,066	1,156,512	40538	41523	1443318	596750	396326	378784	77763	43873	8577	15920	17249	29036	128295	50626
	%	100%	64.62%	35.38%	1.24%	1.27%	44.16%	18.26%	12.13%	11.59%	2.38%	1.34%	0.26%	0.49%	0.53%	0.89%	3.93%	1.55%
Qualified of those Identified	#	46,318	29,062	17,256	767	579	20210	9422	4150	4888	811	610	160	405	258	336	2706	1016
	%	100%	62.74%	37.26%	1.66%	1.25%	43.63%	20.34%	8.96%	10.55%	1.75%	1.32%	0.35%	0.87%	0.56%	0.73%	5.84%	2.19%
Selected of those Identified	#	972	613	359	18	9	485	212	63	106	14	13	2	3	3	0	28	16
	%	100%	63.07%	36.93%	1.85%	0.93%	49.90%	21.81%	6.48%	10.91%	1.44%	1.34%	0.21%	0.31%	0.31%	0.00%	2.88%	1.65%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Job Title/Series: Logistics Management - 0346																		
Total Received	#	1,819,498																
Voluntarily Identified	#	1,763,430	1,252,577	510,853	23193	22800	817554	281920	260649	150424	61252	19976	4899	7231	7957	13719	77073	14783
	%	100%	71.03%	28.97%	1.32%	1.29%	46.36%	15.99%	14.78%	8.53%	3.47%	1.13%	0.28%	0.41%	0.45%	0.78%	4.37%	0.84%
Qualified of those Identified	#	36,389	30,439	5,950	561	402	21502	3690	5628	1332	1159	264	57	21	393	156	1139	85
	%	100%	83.65%	16.35%	1.54%	1.10%	59.09%	10.14%	15.47%	3.66%	3.19%	0.73%	0.16%	0.06%	1.08%	0.43%	3.13%	0.23%
Selected of those Identified	#	671	520	151	17	11	438	91	48	35	11	8	1	0	1	0	4	6
	%	100%	77.50%	22.50%	2.53%	1.64%	65.28%	13.56%	7.15%	5.22%	1.64%	1.19%	0.15%	0.00%	0.15%	0.00%	0.60%	0.89%
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Job Title/Series: Contracting - 1102																		
Total Received	#	1,533,826																
Voluntarily Identified	#	1,485,484	961,541	523,943	17947	22024	627714	263120	207290	172340	54621	34549	4040	4879	4859	9801	45070	17230
	%	100%	64.73%	35.27%	1.21%	1.48%	42.26%	17.71%	13.95%	11.60%	3.68%	2.33%	0.27%	0.33%	0.33%	0.66%	3.03%	1.16%
Qualified of those Identified	#	42,068	25,603	16,465	485	1274	18640	6922	4421	6083	1114	1111	19	163	14	369	910	543
	%	100%	60.86%	39.14%	1.15%	3.03%	44.31%	16.45%	10.51%	14.46%	2.65%	2.64%	0.05%	0.39%	0.03%	0.88%	2.16%	1.29%
Selected of those Identified	#	608	254	354	10	19	185	180	32	104	24	24	0	6	0	12	3	9
	%	100%	41.78%	58.22%	1.64%	3.13%	30.43%	29.61%	5.26%	17.11%	3.95%	3.95%	0.00%	0.99%	0.00%	1.97%	0.49%	1.48%
Occupational CLF		100%	47.00%	53.00%	2.90%	3.20%	39.80%	42.70%	2.50%	4.70%	1.00%	1.30%	0.00%	0.10%	0.20%	0.30%	0.40%	0.80%
Job Title/Series: General Engineering - 0801																		
Total Received	#	622,954																
Voluntarily Identified	#	602,206	507,970	94,236	10295	4427	327464	61369	68232	14516	62452	8776	3122	637	2768	2778	33637	1733
	%	100%	84.35%	15.65%	1.71%	0.74%	54.38%	10.19%	11.33%	2.41%	10.37%	1.46%	0.52%	0.11%	0.46%	0.46%	5.59%	0.29%
Qualified of those Identified	#	18,474	16,264	2,210	209	68	9878	1568	1548	128	2984	365	32	4	24	23	1589	54
	%	100%	88.04%	11.96%	1.13%	0.37%	53.47%	8.49%	8.38%	0.69%	16.15%	1.98%	0.17%	0.02%	0.13%	0.12%	8.60%	0.29%
Selected of those Identified	#	353	311	42	7	0	237	32	12	4	38	5	0	1	1	0	16	0
	%	100%	88.10%	11.90%	1.98%	0.00%	67.14%	9.07%	3.40%	1.13%	10.76%	1.42%	0.00%	0.28%	0.28%	0.00%	4.53%	0.00%
Occupational CLF		100%	89.60%	10.40%	3.20%	0.60%	71.80%	7.10%	3.00%	0.80%	9.90%	1.60%	0.10%	0.00%	0.20%	0.00%	0.80%	0.10%

Note: Applicant flow data from DON Civilian Hiring and Recruitment Tool (CHART) only

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

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
Permanent	#	20,166	13,952	6,214	542	256	10,601	4,451	1,299	773	1,062	492	188	81	70	36	190	125
	%	100%	69.19%	30.81%	2.69%	1.27%	52.57%	22.07%	6.44%	3.83%	5.27%	2.44%	0.93%	0.40%	0.35%	0.18%	0.94%	0.62%
Temporary	#	4,337	2,515	1,822	175	132	1,809	1,113	242	262	166	199	54	45	33	25	36	46
	%	100%	57.99%	42.01%	4.04%	3.04%	41.71%	25.66%	5.58%	6.04%	3.83%	4.59%	1.25%	1.04%	0.76%	0.58%	0.83%	1.06%
NonAppropriated Fund	#	12,074	3,997	8,077	486	926	1,749	3,882	886	1,513	491	1,039	209	371	34	78	142	268
	%	100%	33.10%	66.90%	4.03%	7.67%	14.49%	32.15%	7.34%	12.53%	4.07%	8.61%	1.73%	3.07%	0.28%	0.65%	1.18%	2.22%
Total New Hires	#	36,577	20,464	16,113	1,203	1,314	14,159	9,446	2,427	2,548	1,719	1,730	451	497	137	139	368	439
	%	100%	55.95%	44.05%	3.29%	3.59%	38.71%	25.82%	6.64%	6.97%	4.70%	4.73%	1.23%	1.36%	0.37%	0.38%	1.01%	1.20%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Job Series of Vacancy:</b>																	
Total Applications Received	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Select		<b>Data not available. The Department of Defense is in the process of transitioning to the OPM USA Staffing tool. It is anticipated this data will be available in the new tool.</b>															0.00%
Relevant																	
Job Se																	
Total Applications Received	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																
<b>Job Series of Vacancy:</b>																	
Total Applications Received	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																
<b>Job Series of Vacancy:</b>																	
Total Applications Received	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																

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

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

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career Ladder Promotions	#	86,070	57,288	28,782	2,501	1,976	43,615	18,417	4,736	4,649	4,475	2,377	739	533	371	233	851	597
	%	100%	66.56%	33.44%	2.91%	2.30%	50.67%	21.40%	5.50%	5.40%	5.20%	2.76%	0.86%	0.62%	0.43%	0.27%	0.99%	0.69%
<b>Time in grade in excess of minimum</b>																		
1 - 12 months	#	15,076	10,846	4,230	386	285	8521	2852	774	587	772	329	116	41	98	38	179	98
	%	100%	71.94%	28.06%	2.56%	1.89%	56.52%	18.92%	5.13%	3.89%	5.12%	2.18%	0.77%	0.27%	0.65%	0.25%	1.19%	0.65%
13 - 24 months	#	14,497	9,791	4,706	373	325	7,570	3,056	764	685	721	442	148	62	77	33	138	103
	%	100%	67.54%	32.46%	2.57%	2.24%	52.22%	21.08%	5.27%	4.73%	4.97%	3.05%	1.02%	0.43%	0.53%	0.23%	0.95%	0.71%
25+ months	#	56,497	36,651	19,846	1,742	1,366	27,524	12,509	3,198	3,377	2,982	1,606	475	430	196	162	534	396
	%	100%	64.87%	35.13%	3.08%	2.42%	48.72%	22.14%	5.66%	5.98%	5.28%	2.84%	0.84%	0.76%	0.35%	0.29%	0.95%	0.70%
<b>Note: This table includes DON AF permanent employees only.</b>																		

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Grade(s) of Vacancy:</b>																	
Total Applications Received	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Data not available. The Department of Defense is in the process of transitioning to the OPM USA Staffing tool. It is anticipated this data will be available in the new tool.</b>																	
Received	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																	
<b>Grade(s) of Vacancy:</b>																	
Total Applications Received	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																	
<b>Grade(s) of Vacancy:</b>																	
Total Applications Received	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																	

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

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

		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Career Development Programs for GS 5 - 12:</b>																		
Slots	#																	
Relevant Pool	%																	
Applied	#																	
<b>Data not available. Corporate tracking system under development.</b>																		
<b>Career Development Programs for GS 13 - 14:</b>																		
Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	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%	
Participants	#																	
	%	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%	
<b>Career Development Programs for GS 15 and SES:</b>																		
Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	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%	
Participants	#																	
	%	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%	

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

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

Awards	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Time-Off awards - 1-9 hours</b>																		
Total Time-Off Awards Given	#	32,502	22,839	9,663	926	481	12,747	5,662	2,086	1,933	5,162	1,128	1,286	206	142	57	490	196
	%	100%	70.27%	29.73%	2.85%	1.48%	39.22%	17.42%	6.42%	5.95%	15.88%	3.47%	3.96%	0.63%	0.44%	0.18%	1.51%	0.60%
Total Hours		200,548	135,181	65,367	6,079	3,361	85,478	39,159	14,675	13,996	21,099	6,313	4,732	967	967	407	2,151	1,164
Average Hours		6	6	7	7	7	7	7	7	7	4	6	4	5	7	7	4	6
<b>Time-Off awards - 9+ hours</b>																		
Total Time-Off Awards Given	#	12,370	6,939	5,431	313	261	5,122	3,708	936	1,049	440	294	41	31	33	40	54	48
	%	100%	56.10%	43.90%	2.53%	2.11%	41.41%	29.98%	7.57%	8.48%	3.56%	2.38%	0.33%	0.25%	0.27%	0.32%	0.44%	0.39%
Total Hours		289,859	162,425	127,434	7,531	6,347	121,119	87,276	21,212	24,376	9,459	6,636	1,040	822	798	888	1,266	1,089
Average Hours		23	23	23	24	24	24	24	23	23	21	23	25	27	24	22	23	23
<b>Cash Awards - \$100 - \$500</b>																		
Total Cash Awards Given	#	99,909	75,743	24,166	2,882	1,283	57,072	15,668	7,757	4,441	6,055	2,080	973	275	503	167	501	252
	%	100%	75.81%	24.19%	2.88%	1.28%	57.12%	15.68%	7.76%	4.45%	6.06%	2.08%	0.97%	0.28%	0.50%	0.17%	0.50%	0.25%
Total Amount		\$29,815,498	\$21,790,771	\$8,024,727	\$977,950	\$449,208	\$16,229,666	\$5,194,741	\$2,290,817	\$1,448,590	\$1,748,312	\$705,427	\$245,141	\$91,285	\$153,054	\$55,418	\$145,831	\$80,058
Average Amount		\$298	\$288	\$332	\$339	\$350	\$284	\$332	\$295	\$326	\$289	\$339	\$252	\$332	\$304	\$332	\$291	\$318
<b>Cash Awards \$501+</b>																		
Total Cash Awards Given	#	68,624	48,702	19,922	2,078	1,096	37,895	13,684	4,498	3,179	3,397	1,535	286	147	310	156	238	125
	%	100%	70.97%	29.03%	3.03%	1.60%	55.22%	19.94%	6.55%	4.63%	4.95%	2.24%	0.42%	0.21%	0.45%	0.23%	0.35%	0.18%
Total Amount		\$71,502,992	\$50,502,541	\$21,000,451	\$2,238,550	\$1,164,580	\$39,739,603	\$14,826,025	\$4,229,247	\$3,055,120	\$3,463,443	\$1,514,102	\$290,492	\$143,512	\$293,348	\$161,401	\$247,858	\$135,711
Average Amount		\$1,042	\$1,037	\$1,054	\$1,077	\$1,063	\$1,049	\$1,083	\$940	\$961	\$1,020	\$986	\$1,016	\$976	\$946	\$1,035	\$1,041	\$1,086
<b>Quality Step Increases (QSI)</b>																		
Total QSIs Awarded	#	5,371	3,018	2,353	169	153	2,196	1,452	283	421	279	221	30	49	10	16	51	41
	%	100%	56.19%	43.81%	3.15%	2.85%	40.89%	27.03%	5.27%	7.84%	5.19%	4.11%	0.56%	0.91%	0.19%	0.30%	0.95%	0.76%
Total Benefit																		
Average Benefit																		

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



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

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
Voluntary	#	12,921	8,183	4,738	363	223	6,005	3,186	999	828	601	367	78	34	59	36	78	64
	%	100%	63.33%	36.67%	2.81%	1.73%	46.47%	24.66%	7.73%	6.41%	4.65%	2.84%	0.60%	0.26%	0.46%	0.28%	0.60%	0.50%
Involuntary	#	4,275	2,658	1,617	209	140	1,761	867	352	349	213	156	47	50	24	19	52	36
	%	100%	62.18%	37.82%	4.89%	3.27%	41.19%	20.28%	8.23%	8.16%	4.98%	3.65%	1.10%	1.17%	0.56%	0.44%	1.22%	0.84%
Total Separations	#	17,196	10,841	6,355	572	363	7,766	4,053	1,351	1,177	814	523	125	84	83	55	130	100
	%	100%	63.04%	36.96%	3.33%	2.11%	45.16%	23.57%	7.86%	6.84%	4.73%	3.04%	0.73%	0.49%	0.48%	0.32%	0.76%	0.58%
Total Workforce	#	199,558	139,776	59,782	6,465	3,307	101,612	37,737	14,769	11,226	10,380	5,539	1,208	623	4,140	578	1,202	772
	%	100%	70.04%	29.96%	3.24%	1.66%	50.92%	18.91%	7.40%	5.63%	5.20%	2.78%	0.61%	0.31%	2.07%	0.29%	0.60%	0.39%

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

# **EEO Program Status Report**

## **FY 2010**

# **B Tables**

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

Employment Tenure	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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>															
Prior FY 2009	#	231,138	211,344	5,723	12,461	1,610	239	159	104	228	90	263	141	322	64
	%	100%	91.44%	2.48%	5.39%	0.70%	0.10%	0.07%	0.04%	0.10%	0.04%	0.11%	0.06%	0.14%	0.03%
Current FY 2010	#	243,405	222,458	6,049	13,266	1,632	228	161	98	227	85	260	135	368	70
	%	100%	91.39%	2.49%	5.45%	0.67%	0.09%	0.07%	0.04%	0.09%	0.03%	0.11%	0.06%	0.15%	0.03%
Difference	#	12,267	11,114	326	805	22	-11	2	-6	-1	-5	-3	-6	46	6
Ratio Change	%	0.00%	-0.04%	0.01%	0.06%	-0.03%	-0.01%	0.00%	0.00%	-0.01%	0.00%	-0.01%	-0.01%	0.01%	0.00%
Net Change	%	5.31%	5.26%	5.70%	6.46%	1.37%	-4.60%	1.26%	-5.77%	-0.44%	-5.56%	-1.14%	-4.26%	14.29%	9.38%
Federal High	%					2.55%									
<b>PERMANENT</b>															
Prior FY 2009	#	184,481	168,354	4,200	10,549	1,378	213	120	96	206	83	228	124	248	60
	%	100%	91.26%	2.28%	5.72%	0.75%	0.12%	0.07%	0.05%	0.11%	0.04%	0.12%	0.07%	0.13%	0.03%
Current FY 2010	#	192,797	175,847	4,431	11,127	1,392	206	116	90	206	81	223	118	285	67
	%	100%	91.21%	2.30%	5.77%	0.72%	0.11%	0.06%	0.05%	0.11%	0.04%	0.12%	0.06%	0.15%	0.03%
Difference	#	8,316	7,493	231	578	14	-7	-4	-6	0	-2	-5	-6	37	7
Ratio Change	%	0.00%	-0.05%	0.02%	0.05%	-0.02%	-0.01%	0.00%	-0.01%	0.00%	0.00%	-0.01%	-0.01%	0.01%	0.00%
Net Change	%	4.51%	4.45%	5.50%	5.48%	1.02%	-3.29%	-3.33%	-6.25%	0.00%	-2.41%	-2.19%	-4.84%	14.92%	11.67%
<b>TEMPORARY</b>															
Prior FY 2009	#	6,999	6,492	200	261	46	10	4	1	2	3	8	0	17	1
	%	100%	92.76%	2.86%	3.73%	0.66%	0.14%	0.06%	0.01%	0.03%	0.04%	0.11%	0.00%	0.24%	0.01%
Current FY 2010	#	7,024	6,487	213	286	38	4	5	1	3	2	7	0	16	0
	%	100%	92.35%	3.03%	4.07%	0.54%	0.06%	0.07%	0.01%	0.04%	0.03%	0.10%	0.00%	0.23%	0.00%
Difference	#	25	-5	13	25	-8	-6	1	0	1	-1	-1	0	-1	-1
Ratio Change	%	0.00%	-0.40%	0.17%	0.34%	-0.12%	-0.09%	0.01%	0.00%	0.01%	-0.01%	-0.01%	0.00%	-0.02%	-0.01%
Net Change	%	0.36%	-0.08%	6.50%	9.58%	-17.39%	-60.00%	25.00%	0.00%	50.00%	-33.33%	-12.50%	0.00%	-5.88%	-100.00%
<b>NON-APPROPRIATED</b>															
Prior FY 2009	#	39,658	36,498	1,323	1,651	186	16	35	7	20	4	27	17	57	3
	%	100%	92.03%	3.34%	4.16%	0.47%	0.04%	0.09%	0.02%	0.05%	0.01%	0.07%	0.04%	0.14%	0.01%
Current FY 2010	#	43,584	40,124	1,405	1,853	202	18	40	7	18	2	30	17	67	3
	%	100%	92.06%	3.22%	4.25%	0.46%	0.04%	0.09%	0.02%	0.04%	0.00%	0.07%	0.04%	0.15%	0.01%
Difference	#	3,926	3,626	82	202	16	2	5	0	-2	-2	3	0	10	0
Ratio Change	%	0.00%	0.03%	-0.11%	0.09%	-0.01%	0.00%	0.00%	0.00%	-0.01%	-0.01%	0.00%	0.00%	0.01%	0.00%
Net Change	%	9.90%	9.93%	6.20%	12.24%	8.60%	12.50%	14.29%	0.00%	-10.00%	-50.00%	11.11%	0.00%	17.54%	0.00%

**Note:** Total FY 2010 workforce data includes 263 AF and 125 NAF who self-identified disability code but not ERI.

**Table B2: FY 2010 DON TOTAL WORKFORCE BY COMPONENT**

Component		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL FY 2010	#	192,797	175,847	4,431	11,127	1,392	206	116	90	206	81	223	118	285	67
	%	100%	91.21%	2.30%	5.77%	0.72%	0.11%	0.06%	0.05%	0.11%	0.04%	0.12%	0.06%	0.15%	0.03%
Federal High						2.55%									
Chief Naval Operations (NV11)	#	3,955	3501	158	273	23	1	1	2	4	0	3	6	5	1
	%	100%	88.52%	3.99%	6.90%	0.58%	0.03%	0.03%	0.05%	0.10%	0.00%	0.08%	0.15%	0.13%	0.03%
Department of the Navy Assistant for Administration (NV12)	#	5,002	4286	414	271	31	9	2	2	5	2	6	0	5	0
	%	100%	85.69%	8.28%	5.42%	0.62%	0.18%	0.04%	0.04%	0.10%	0.04%	0.12%	0.00%	0.10%	0.00%
Office of Naval Research (NV14)	#	2,807	2584	84	115	24	4	2	1	4	2	4	4	3	0
	%	100%	92.06%	2.99%	4.10%	0.86%	0.14%	0.07%	0.04%	0.14%	0.07%	0.14%	0.14%	0.11%	0.00%
Office of Naval Intelligence (NV 15)	#	1,790	1659	21	98	12	2	0	2	2	0	4	0	2	0
	%	100%	92.68%	1.17%	5.47%	0.67%	0.11%	0.00%	0.11%	0.11%	0.00%	0.22%	0.00%	0.11%	0.00%
Bureau of Medicine and Surgery (NV18)	#	12,796	11436	368	846	146	15	6	6	20	1	18	36	39	5
	%	100%	89.37%	2.88%	6.61%	1.14%	0.12%	0.05%	0.05%	0.16%	0.01%	0.14%	0.28%	0.30%	0.04%
Naval Air Systems Command (NV19)	#	23,988	22157	305	1337	189	36	13	15	22	18	27	2	42	14
	%	100%	92.37%	1.27%	5.57%	0.79%	0.15%	0.05%	0.06%	0.09%	0.08%	0.11%	0.01%	0.18%	0.06%
Navy Personnel Command (NV22)	#	1,616	1418	50	134	14	6	1	2	2	0	2	0	0	1
	%	100%	87.75%	3.09%	8.29%	0.87%	0.37%	0.06%	0.12%	0.12%	0.00%	0.12%	0.00%	0.00%	0.06%
Naval Supply Systems Command (NV23)	#	6,294	5673	124	387	110	19	7	8	29	6	14	8	11	8
	%	100%	90.13%	1.97%	6.15%	1.75%	0.30%	0.11%	0.13%	0.46%	0.10%	0.22%	0.13%	0.17%	0.13%
Naval Sea Systems Command (NV24)	#	25,417	23002	903	1312	200	31	20	19	32	11	35	8	37	7
	%	100%	90.50%	3.55%	5.16%	0.79%	0.12%	0.08%	0.07%	0.13%	0.04%	0.14%	0.03%	0.15%	0.03%
Naval Facilities Engineering Command (NV25)	#	15,722	14406	309	905	102	20	11	2	9	4	19	12	20	5
	%	100%	91.63%	1.97%	5.76%	0.65%	0.13%	0.07%	0.01%	0.06%	0.03%	0.12%	0.08%	0.13%	0.03%
United States Marine Corps (NV27)	#	19,005	17336	272	1274	123	12	9	11	19	10	12	13	29	8
	%	100%	91.22%	1.43%	6.70%	0.65%	0.06%	0.05%	0.06%	0.10%	0.05%	0.06%	0.07%	0.15%	0.04%
Strategic Systems Programs (NV30)	#	1,006	875	66	63	2	0	0	0	2	0	0	0	0	0
	%	100%	86.98%	6.56%	6.26%	0.20%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%
Military Sealift Command (NV33)	#	6,425	6184	54	172	15	0	4	1	0	0	2	0	8	0
	%	100%	96.25%	0.84%	2.68%	0.23%	0.00%	0.06%	0.02%	0.00%	0.00%	0.03%	0.00%	0.12%	0.00%

Component		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Space and Naval Warfare Systems Command (NV39)	#	8,323	7649	113	510	51	9	3	2	9	2	15	1	8	2
	%	100%	91.90%	1.36%	6.13%	0.61%	0.11%	0.04%	0.02%	0.11%	0.02%	0.18%	0.01%	0.10%	0.02%
Naval Systems Management Activity (NV41)	#	573	524	18	27	4	1	0	0	0	1	0	0	1	1
	%	100%	91.45%	3.14%	4.71%	0.70%	0.17%	0.00%	0.00%	0.00%	0.17%	0.00%	0.00%	0.17%	0.17%
Commander, Navy Installations Command (NV52)	#	13,690	12377	332	903	78	12	8	2	14	11	12	1	15	3
	%	100%	90.41%	2.43%	6.60%	0.57%	0.09%	0.06%	0.01%	0.10%	0.08%	0.09%	0.01%	0.11%	0.02%
Commander, U.S. Fleet Forces (NV60)	#	20,182	18800	284	976	122	11	16	9	14	7	21	12	27	5
	%	100%	93.15%	1.41%	4.84%	0.60%	0.05%	0.08%	0.04%	0.07%	0.03%	0.10%	0.06%	0.13%	0.02%
Commander, U.S. Pacific Fleet (NV70)	#	17,876	16332	445	1001	98	12	10	5	11	4	18	13	22	3
	%	100%	91.36%	2.49%	5.60%	0.55%	0.07%	0.06%	0.03%	0.06%	0.02%	0.10%	0.07%	0.12%	0.02%
Commander, Navy Reserve Forces (NV72)	#	467	416	13	35	3	0	0	0	0	0	1	0	2	0
	%	100%	89.08%	2.78%	7.49%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%	0.43%	0.00%
Naval Special Warfare Command (NV74)	#	1,063	936	23	100	4	0	1	0	1	0	0	0	0	2
	%	100%	88.05%	2.16%	9.41%	0.38%	0.00%	0.09%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.19%
Naval Education and Training Command (NV76)	#	4,800	4296	75	388	41	6	2	1	7	2	10	2	9	2
	%	100%	89.50%	1.56%	8.08%	0.85%	0.13%	0.04%	0.02%	0.15%	0.04%	0.21%	0.04%	0.19%	0.04%

Note: This table includes DON AF permanent employees only.

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

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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)	#	4950	4,560	160	214	16	1	3	0	1	0	4	0	3	4
	%	100%	92.12%	3.23%	4.32%	0.32%	0.02%	0.06%	0.00%	0.02%	0.00%	0.08%	0.00%	0.06%	0.08%
- Mid-Level (Grades 13-14)	#	12747	11,663	317	718	49	0	7	10	10	3	12	0	5	2
	%	100%	91.50%	2.49%	5.63%	0.38%	0.00%	0.05%	0.08%	0.08%	0.02%	0.09%	0.00%	0.04%	0.02%
- First-Level (Grades 12 and Below)	#	8796	8,062	170	531	33	0	3	8	3	5	6	0	7	1
	%	100%	91.66%	1.93%	6.04%	0.38%	0.00%	0.03%	0.09%	0.03%	0.06%	0.07%	0.00%	0.08%	0.01%
- Other Officials and Managers	#	39906	35,994	1,001	2,648	263	23	18	28	53	20	62	0	45	14
	%	100%	90.20%	2.51%	6.64%	0.66%	0.06%	0.05%	0.07%	0.13%	0.05%	0.16%	0.00%	0.11%	0.04%
Officials and Managers - TOTAL	#	66399	60,279	1,648	4,111	361	24	31	46	67	28	84	0	60	21
	%	100%	90.78%	2.48%	6.19%	0.54%	0.04%	0.05%	0.07%	0.10%	0.04%	0.13%	0.00%	0.09%	0.03%
2. Professionals	#	56044	51,616	1,320	2,772	336	41	32	17	62	21	60	0	92	11
	%	100%	92.10%	2.36%	4.95%	0.60%	0.07%	0.06%	0.03%	0.11%	0.04%	0.11%	0.00%	0.16%	0.02%
3. Technicians	#	15629	14,180	330	1,028	91	13	7	10	16	6	14	3	18	4
	%	100%	90.73%	2.11%	6.58%	0.58%	0.08%	0.04%	0.06%	0.10%	0.04%	0.09%	0.02%	0.12%	0.03%
4. Sales Workers	#	12	9	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	16.67%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	18392	16,129	441	1,492	330	65	19	9	45	24	39	36	71	22
	%	100%	87.70%	2.40%	8.11%	1.79%	0.35%	0.10%	0.05%	0.24%	0.13%	0.21%	0.20%	0.39%	0.12%
6. Craft Workers	#	26993	25,046	483	1,297	167	46	21	6	13	2	19	17	37	6
	%	100%	92.79%	1.79%	4.80%	0.62%	0.17%	0.08%	0.02%	0.05%	0.01%	0.07%	0.06%	0.14%	0.02%
7. Operatives	#	5406	4,937	108	305	56	10	4	3	3	1	6	19	8	2
	%	100%	91.32%	2.00%	5.64%	1.04%	0.18%	0.07%	0.06%	0.06%	0.02%	0.11%	0.35%	0.15%	0.04%
8. Laborers and Helpers	#	609	531	9	39	30	5	1	0	0	0	2	17	5	0
	%	100%	87.19%	1.48%	6.40%	4.93%	0.82%	0.16%	0.00%	0.00%	0.00%	0.33%	2.79%	0.82%	0.00%
9. Service Workers	#	10326	9,598	301	368	59	6	6	0	3	1	6	26	10	1
	%	100%	92.95%	2.91%	3.56%	0.57%	0.06%	0.06%	0.00%	0.03%	0.01%	0.06%	0.25%	0.10%	0.01%
Total Workforce	#	199821	182334	4644	11413	1430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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

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

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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)	#	4,950	4560	160	214	16	1	3	0	1	0	4	0	3	4
	%	2.48%	2.50%	3.45%	1.88%	1.12%	0.48%	2.48%	0.00%	0.48%	0.00%	1.74%	0.00%	1.00%	5.97%
- Mid-Level (Grades 13-14)	#	12,747	11663	317	718	49	0	7	10	10	3	12	0	5	2
	%	6.38%	6.40%	6.83%	6.29%	3.43%	0.00%	5.79%	10.99%	4.78%	3.61%	5.22%	0.00%	1.66%	2.99%
- First-Level (Grades 12 and Below)	#	8,796	8062	170	531	33	0	3	8	3	5	6	0	7	1
	%	4.40%	4.42%	3.66%	4.65%	2.31%	0.00%	2.48%	8.79%	1.44%	6.02%	2.61%	0.00%	2.33%	1.49%
- Other Officials and Managers	#	39,906	35994	1001	2648	263	23	18	28	53	20	62	0	45	14
	%	19.97%	19.74%	21.55%	23.20%	18.39%	10.95%	14.88%	30.77%	25.36%	24.10%	26.96%	0.00%	14.95%	20.90%
Officials and Managers - TOTAL	#	66,399	60,279	1,648	4,111	361	24	31	46	67	28	84	0	60	21
	%	33.23%	33.06%	35.49%	36.02%	25.24%	11.43%	25.62%	50.55%	32.06%	33.73%	36.52%	0.00%	19.93%	31.34%
2. Professionals	#	56,044	51616	1320	2772	336	41	32	17	62	21	60	0	92	11
	%	28.05%	28.31%	28.42%	24.29%	23.50%	19.52%	26.45%	18.68%	29.67%	25.30%	26.09%	0.00%	30.56%	16.42%
3. Technicians	#	15,629	14180	330	1028	91	13	7	10	16	6	14	3	18	4
	%	7.82%	7.78%	7.11%	9.01%	6.36%	6.19%	5.79%	10.99%	7.66%	7.23%	6.09%	2.54%	5.98%	5.97%
4. Sales Workers	#	12	9	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.00%	0.04%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	18,392	16129	441	1492	330	65	19	9	45	24	39	36	71	22
	%	9.20%	8.85%	9.50%	13.07%	23.08%	30.95%	15.70%	9.89%	21.53%	28.92%	16.96%	30.51%	23.59%	32.84%
6. Craft Workers	#	26,993	25046	483	1297	167	46	21	6	13	2	19	17	37	6
	%	13.51%	13.74%	10.40%	11.36%	11.68%	21.90%	17.36%	6.59%	6.22%	2.41%	8.26%	14.41%	12.29%	8.96%
7. Operatives	#	5,406	4937	108	305	56	10	4	3	3	1	6	19	8	2
	%	2.71%	2.71%	2.33%	2.67%	3.92%	4.76%	3.31%	3.30%	1.44%	1.20%	2.61%	16.10%	2.66%	2.99%
8. Laborers and Helpers	#	609	531	9	39	30	5	1	0	0	0	2	17	5	0
	%	0.30%	0.29%	0.19%	0.34%	2.10%	2.38%	0.83%	0.00%	0.00%	0.00%	0.87%	14.41%	1.66%	0.00%
9. Service Workers	#	10,326	9598	301	368	59	6	6	0	3	1	6	26	10	1
	%	5.17%	5.26%	6.48%	3.22%	4.13%	2.86%	4.96%	0.00%	1.44%	1.20%	2.61%	22.03%	3.32%	1.49%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100.00%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

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

GS Grade		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS-1	#	82	78	1	1	2	0	0	0	0	0	0	2	0	0
	%	100%	95.12%	1.22%	1.22%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.44%	0.00%	0.00%
GS-2	#	220	211	4	1	4	0	0	0	0	1	0	2	1	0
	%	100%	95.91%	1.82%	0.45%	1.82%	0.00%	0.00%	0.00%	0.00%	0.45%	0.00%	0.91%	0.45%	0.00%
GS-3	#	667	589	22	41	15	2	1		1	1	2	6	2	
	%	100%	88.31%	3.30%	6.15%	2.25%	0.30%	0.15%	0.00%	0.15%	0.15%	0.30%	0.90%	0.30%	0.00%
GS-4	#	3,072	2,712	71	220	69	16	3	2	16	5	5	8	12	2
	%	100%	88.28%	2.31%	7.16%	2.25%	0.52%	0.10%	0.07%	0.52%	0.16%	0.16%	0.26%	0.39%	0.07%
GS-5	#	7,477	6,617	154	581	125	19	12	3	17	12	15	8	35	4
	%	100%	88.50%	2.06%	7.77%	1.67%	0.25%	0.16%	0.04%	0.23%	0.16%	0.20%	0.11%	0.47%	0.05%
GS-6	#	5,145	4,567	149	385	44	6	0	1	7	2	9	3	13	3
	%	100%	88.77%	2.90%	7.48%	0.86%	0.12%	0.00%	0.02%	0.14%	0.04%	0.17%	0.06%	0.25%	0.06%
GS-7	#	10,106	9,201	232	605	68	7	8	1	11	3	12	1	17	8
	%	100%	91.04%	2.30%	5.99%	0.67%	0.07%	0.08%	0.01%	0.11%	0.03%	0.12%	0.01%	0.17%	0.08%
GS-8	#	2,088	1,926	43	107	12	4	1	0	0	0	3	1	3	0
	%	100%	92.24%	2.06%	5.12%	0.57%	0.19%	0.05%	0.00%	0.00%	0.00%	0.14%	0.05%	0.14%	0.00%
GS-9	#	9,974	9,011	194	685	84	20	6	5	13	2	17	1	14	6
	%	100%	90.34%	1.95%	6.87%	0.84%	0.20%	0.06%	0.05%	0.13%	0.02%	0.17%	0.01%	0.14%	0.06%
GS-10	#	1,098	1,013	17	63	5	1	0	0	1	0	1	0	2	0
	%	100%	92.26%	1.55%	5.74%	0.46%	0.09%	0.00%	0.00%	0.09%	0.00%	0.09%	0.00%	0.18%	0.00%
GS-11	#	17,189	15,579	346	1,154	110	11	9	13	19	7	16	0	27	8
	%	100%	90.63%	2.01%	6.71%	0.64%	0.06%	0.05%	0.08%	0.11%	0.04%	0.09%	0.00%	0.16%	0.05%
GS-12	#	25,361	23,155	546	1,515	145	9	18	16	32	16	28	0	20	6
	%	100%	91.30%	2.15%	5.97%	0.57%	0.04%	0.07%	0.06%	0.13%	0.06%	0.11%	0.00%	0.08%	0.02%
GS-13	#	15,535	14,218	431	824	62	1	5	9	14	6	11	0	11	5
	%	100%	91.52%	2.77%	5.30%	0.40%	0.01%	0.03%	0.06%	0.09%	0.04%	0.07%	0.00%	0.07%	0.03%
GS-14	#	4,783	4,363	164	240	16	0	2	1	3	1	5	0	3	1
	%	100%	91.22%	3.43%	5.02%	0.33%	0.00%	0.04%	0.02%	0.06%	0.02%	0.10%	0.00%	0.06%	0.02%
GS-15	#	2,233	2,005	105	117	6	0	3	0	0	0	0	0	2	1
	%	100%	89.79%	4.70%	5.24%	0.27%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.09%	0.04%
All other (unspecified GS)	#	9,814	9,275	163	344	32	3	4	3	3	0	9	0	10	0
	%	100%	94.51%	1.66%	3.51%	0.33%	0.03%	0.04%	0.03%	0.03%	0.00%	0.09%	0.00%	0.10%	0.00%
Senior Ex. Service	#	451	410	22	18	1	0	0	0	0	0	0	0	1	0
	%	100%	90.91%	4.88%	3.99%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%
Total GS	#	115,295	104,930	2,664	6,901	800	99	72	54	137	56	133	32	173	44
	%	100%	91.01%	2.31%	5.99%	0.69%	0.09%	0.06%	0.05%	0.12%	0.05%	0.12%	0.03%	0.15%	0.04%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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



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

GS Grade	TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS-1	#	82	78	1	1	2	0	0	0	0	0	0	2	0	0
	%	0.07%	0.07%	0.04%	0.01%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%
GS-2	#	220	211	4	1	4	0	0	0	0	1	0	2	1	0
	%	0.19%	0.20%	0.15%	0.01%	0.50%	0.00%	0.00%	0.00%	0.00%	1.79%	0.00%	6.25%	0.58%	0.00%
GS-3	#	667	589	22	41	15	2	1	0	1	1	2	6	2	0
	%	0.58%	0.56%	0.83%	0.59%	1.88%	2.02%	1.39%	0.00%	0.73%	1.79%	1.50%	18.75%	1.16%	0.00%
GS-4	#	3,072	2,712	71	220	69	16	3	2	16	5	5	8	12	2
	%	2.66%	2.58%	2.67%	3.19%	8.63%	16.16%	4.17%	3.70%	11.68%	8.93%	3.76%	25.00%	6.94%	4.55%
GS-5	#	7,477	6,617	154	581	125	19	12	3	17	12	15	8	35	4
	%	6.49%	6.31%	5.78%	8.42%	15.63%	19.19%	16.67%	5.56%	12.41%	21.43%	11.28%	25.00%	20.23%	9.09%
GS-6	#	5,145	4,567	149	385	44	6	0	1	7	2	9	3	13	3
	%	4.46%	4.35%	5.59%	5.58%	5.50%	6.06%	0.00%	1.85%	5.11%	3.57%	6.77%	9.38%	7.51%	6.82%
GS-7	#	10,106	9,201	232	605	68	7	8	1	11	3	12	1	17	8
	%	8.77%	8.77%	8.71%	8.77%	8.50%	7.07%	11.11%	1.85%	8.03%	5.36%	9.02%	3.13%	9.83%	18.18%
GS-8	#	2,088	1,926	43	107	12	4	1	0	0	0	3	1	3	0
	%	1.81%	1.84%	1.61%	1.55%	1.50%	4.04%	1.39%	0.00%	0.00%	0.00%	2.26%	3.13%	1.73%	0.00%
GS-9	#	9,974	9,011	194	685	84	20	6	5	13	2	17	1	14	6
	%	8.65%	8.59%	7.28%	9.93%	10.50%	20.20%	8.33%	9.26%	9.49%	3.57%	12.78%	3.13%	8.09%	13.64%
GS-10	#	1,098	1,013	17	63	5	1	0	0	1	0	1	0	2	0
	%	0.95%	0.97%	0.64%	0.91%	0.63%	1.01%	0.00%	0.00%	0.73%	0.00%	0.75%	0.00%	1.16%	0.00%
GS-11	#	17,189	15,579	346	1,154	110	11	9	13	19	7	16	0	27	8
	%	14.91%	14.85%	12.99%	16.72%	13.75%	11.11%	12.50%	24.07%	13.87%	12.50%	12.03%	0.00%	15.61%	18.18%
GS-12	#	25,361	23,155	546	1,515	145	9	18	16	32	16	28	0	20	6
	%	22.00%	22.07%	20.50%	21.95%	18.13%	9.09%	25.00%	29.63%	23.36%	28.57%	21.05%	0.00%	11.56%	13.64%
GS-13	#	15,535	14,218	431	824	62	1	5	9	14	6	11	0	11	5
	%	13.47%	13.55%	16.18%	11.94%	7.75%	1.01%	6.94%	16.67%	10.22%	10.71%	8.27%	0.00%	6.36%	11.36%
GS-14	#	4,783	4,363	164	240	16	0	2	1	3	1	5	0	3	1
	%	4.15%	4.16%	6.16%	3.48%	2.00%	0.00%	2.78%	1.85%	2.19%	1.79%	3.76%	0.00%	1.73%	2.27%
GS-15	#	2,233	2,005	105	117	6	0	3	0	0	0	0	0	2	1
	%	1.94%	1.91%	3.94%	1.70%	0.75%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	1.16%	2.27%
All Other (Unspecified GS)	#	9,814	9,275	163	344	32	3	4	3	3	0	9	0	10	0
	%	8.51%	8.84%	6.12%	4.98%	4.00%	3.03%	5.56%	5.56%	2.19%	0.00%	6.77%	0.00%	5.78%	0.00%
Senior Executive Service	#	451	410	22	18	1	0	0	0	0	0	0	0	1	0
	%	0.39%	0.39%	0.83%	0.26%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.58%	0.00%
Total GS	#	115,295	104,930	2,664	6,901	800	99	72	54	137	56	133	32	173	44
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

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

DEMO Grades		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
DG-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-03	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	43	41	0	0	2	0	1	0	1	0	0	0	0	0
	%	100%	95.35%	0.00%	0.00%	4.65%	0.00%	2.33%	0.00%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	18	16	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-03	#	50	46	1	3	0	0	0	0	0	0	0	0	0	0
	%	100%	92.00%	2.00%	6.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo	#	141	0	1	5	2	0	1	0	1	0	0	0	0	0
	%	6%	0.00%	0.71%	3.55%	1.42%	0.00%	0.71%	0.00%	0.71%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	199821	182334	4644	11413	1430	210	121	91	209	83	230	118	301	67
	%	100.00%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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

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

DEMO Grades		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
DG-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.84%	3.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-04	#	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%
DG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	4.26%	4.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-03	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0
	%	10.64%	11.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	43	41	0	0	2	0	1	0	1	0	0	0	0	0
	%	30.50%	30.83%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-00	#	0	0	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%
DT-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	3.55%	3.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	18	16	0	2	0	0	0	0	0	0	0	0	0	0
	%	12.77%	12.03%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-03	#	50	46	1	3	0	0	0	0	0	0	0	0	0	0
	%	35.46%	34.59%	100.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo	#	141	133	1	5	2	0	1	0	1	0	0	0	0	0
	%	100%	100%	100%	100%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

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

DEMO Grades		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
NG01	#	25	21	0	2	2	0	0	0	0	1	0	1	0	0
	%	100%	84.00%	0.00%	8.00%	8.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	4.00%	0.00%	0.00%
NG02	#	105	86	1	15	3	1	0	0	1	0	0	1	0	0
	%	100%	81.90%	0.95%	14.29%	2.86%	0.95%	0.00%	0.00%	0.95%	0.00%	0.00%	0.95%	0.00%	0.00%
NG03	#	147	120	0	18	9	7	0	1	0	0	1	0	0	0
	%	100%	81.63%	0.00%	12.24%	6.12%	4.76%	0.00%	0.68%	0.00%	0.00%	0.68%	0.00%	0.00%	0.00%
NG04	#	40	36	1	3	0	0	0	0	0	0	0	0	0	0
	%	100%	90.00%	2.50%	7.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG05	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT01	#	52	47	1	3	1	1	0	0	0	0	0	0	0	0
	%	100%	90.38%	1.92%	5.77%	1.92%	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT02	#	56	49	2	5	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	3.57%	8.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT03	#	265	226	15	18	6	2	0	1	2	0	1	0	0	0
	%	100%	85.28%	5.66%	6.79%	2.26%	0.75%	0.00%	0.38%	0.75%	0.00%	0.38%	0.00%	0.00%	0.00%
NT04	#	1,692	1,502	58	116	16	1	0	1	5	1	2	1	4	1
	%	100%	88.77%	3.43%	6.86%	0.95%	0.06%	0.00%	0.06%	0.30%	0.06%	0.12%	0.06%	0.24%	0.06%
NT05	#	1,779	1,596	66	110	7	0	0	2	2	2	1	0	0	0
	%	100%	89.71%	3.71%	6.18%	0.39%	0.00%	0.00%	0.11%	0.11%	0.11%	0.06%	0.00%	0.00%	0.00%
NT06	#	175	160	4	10	1	0	0	0	0	1	0	0	0	0
	%	100%	91.43%	2.29%	5.71%	0.57%	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%
ND01	#	117	106	7	3	1	0	1	0	0	0	0	0	0	0
	%	100%	90.60%	5.98%	2.56%	0.85%	0.00%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND02	#	388	347	19	20	2	1	0	0	0	0	0	0	1	0
	%	100%	89.43%	4.90%	5.15%	0.52%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%
ND03	#	866	780	49	34	3	1	0	0	0	0	0	0	2	0
	%	100%	90.07%	5.66%	3.93%	0.35%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%
ND04	#	7,189	6,643	210	284	52	5	7	4	8	3	11	0	14	0
	%	100%	92.41%	2.92%	3.95%	0.72%	0.07%	0.10%	0.06%	0.11%	0.04%	0.15%	0.00%	0.19%	0.00%
ND05	#	1,844	1,723	56	57	8	2	0	0	1	0	3	0	2	0
	%	100%	93.44%	3.04%	3.09%	0.43%	0.00%	0.11%	0.00%	0.05%	0.00%	0.16%	0.00%	0.11%	0.00%
Total Demo	#	14,742	13,444	489	698	111	19	10	9	19	8	19	3	23	1
	%	100%	91.20%	3.32%	4.73%	0.75%	0.13%	0.07%	0.06%	0.13%	0.05%	0.13%	0.02%	0.16%	0.01%
Total Workforce	#	199821	182334	4644	11413	1430	210	121	91	209	83	230	118	301	67
	%	100.00%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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

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

DEMO Grades		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
NG-01	#	25	21		2	2					1		1	0	0
	%	0.17%	0.16%	0.00%	0.29%	1.80%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	33.33%	0.00%	0.00%
NG-02	#	105	86	1	15	3	1			1			1	0	0
	%	0.71%	0.64%	0.20%	2.15%	2.70%	5.26%	0.00%	0.00%	5.26%	0.00%	0.00%	33.33%	0.00%	0.00%
NG-03	#	147	120		18	9	7		1			1	0	0	0
	%	1.00%	0.89%	0.00%	2.58%	8.11%	36.84%	0.00%	11.11%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%
NG-04	#	40	36	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.27%	0.27%	0.20%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG-05	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-01	#	52	47	1	3	1	1	0	0	0	0	0	0	0	0
	%	0.35%	0.35%	0.20%	0.43%	0.90%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-02	#	56	49	2	5	0	0	0	0	0	0		0	0	0
	%	0.38%	0.36%	0.41%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-03	#	265	226	15	18	6	2		1	2		1			0
	%	1.80%	1.68%	3.07%	2.58%	5.41%	10.53%	0.00%	11.11%	10.53%	0.00%	5.26%	0.00%	0.00%	0.00%
NT-04	#	1,692	1,502	58	116	16	1		1	5	1	2	1	4	1
	%	11.48%	11.17%	11.86%	16.62%	14.41%	5.26%	0.00%	11.11%	26.32%	12.50%	10.53%	33.33%	17.39%	100.00%
NT-05	#	1,779	1,596	66	110	7			2	2	2	1	0	0	0
	%	12.07%	11.87%	13.50%	15.76%	6.31%	0.00%	0.00%	22.22%	10.53%	25.00%	5.26%	0.00%	0.00%	0.00%
NT-06	#	175	160	4	10	1					1	0	0	0	0
	%	1.19%	1.19%	0.82%	1.43%	0.90%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%
ND-01	#	117	106	7	3	1		1	0	0	0	0	0	0	0
	%	0.79%	0.79%	1.43%	0.43%	0.90%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-02	#	388	347	19	20	2	1							1	0
	%	2.63%	2.58%	3.89%	2.87%	1.80%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
ND-03	#	866	780	49	34	3	1							2	0
	%	5.87%	5.80%	10.02%	4.87%	2.70%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.70%	0.00%
ND-04	#	7,189	6,643	210	284	52	5	7	4	8	3	11		14	0
	%	48.77%	49.41%	42.94%	40.69%	46.85%	26.32%	70.00%	44.44%	42.11%	37.50%	57.89%	0.00%	60.87%	0.00%
ND-05	#	1,844	1,723	56	57	8		2		1		3		2	0
	%	12.51%	12.82%	11.45%	8.17%	7.21%	0.00%	20.00%	0.00%	5.26%	0.00%	15.79%	0.00%	8.70%	0.00%
Total Demo	#	14,742	13,444	489	698	111	19	10	9	19	8	19	3	23	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

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

DEMO Grades		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
NC01	#	82	71	3	4	4	2	0	0	0	1	0	1	0	0
	%	100%	86.59%	3.66%	4.88%	4.88%	2.44%	0.00%	0.00%	0.00%	1.22%	0.00%	1.22%	0.00%	0.00%
NC02	#	219	194	4	17	4	1	0	0	1	0	0	2	0	0
	%	100%	88.58%	1.83%	7.76%	1.83%	0.46%	0.00%	0.00%	0.46%	0.00%	0.00%	0.91%	0.00%	0.00%
NC03	#	24	24		0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-02	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-03	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NK-02	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO01	#	1	1			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO02	#	126	117	2	7	0									
	%	100%	92.86%	1.59%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO03	#	119	109	2	8	0									
	%	100%	91.60%	1.68%	6.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO04	#	70	61	3	4	2				1		1			
	%	100%	87.14%	4.29%	5.71%	2.86%	0.00%	0.00%	0.00%	1.43%	0.00%	1.43%	0.00%	0.00%	0.00%
NO05	#	35	34	1		0									
	%	100%	97.14%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP01	#	34	33		1	0									
	%	100%	97.06%	0.00%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP02	#	76	69	5	2	0									
	%	100%	90.79%	6.58%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP03	#	805	747	25	31	2								2	
	%	100%	92.80%	3.11%	3.85%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%
NP04	#	673	635	14	19	5				1		2			
	%	100%	94.35%	2.08%	2.82%	0.74%	0.00%	0.00%	0.15%	0.30%	0.00%	0.30%	0.00%	0.00%	0.00%
NP05	#	12	12	0	0	0				0		0		0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR01	#	115	109	2	4	0	0	0	0	0	0	0	0	0	0
	%	100%	94.78%	1.74%	3.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR02	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR03	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR04	#	66	59	5	2	0									
	%	100%	89.39%	7.58%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR05	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo	#	2482	2298	66	101	17	3	0	1	4	1	3	3	2	0
	%	100%	92.59%	2.66%	4.07%	0.68%	0.12%	0.00%	0.04%	0.16%	0.04%	0.12%	0.12%	0.08%	0.00%
Total Workforce	#	199821	182334	4644	11413	1430	210	121	91	209	83	230	118	301	67
	%	100.00%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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

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

DEMO Grades		TOTAL EMPLOYEES	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
NC-01	#	82	71	3	4	4	2	0	0	0	1	0	1	0	0
	%	3.30%	3.09%	4.55%	3.96%	23.53%	66.67%	0.00%	0.00%	0.00%	100.00%	0.00%	33.33%	0.00%	0.00%
NC-02	#	219	194	4	17	4	1	0	0	1	0	0	2	0	0
	%	8.82%	8.44%	6.06%	16.83%	23.53%	33.33%	0.00%	0.00%	25.00%	0.00%	0.00%	66.67%	0.00%	0.00%
NC-03	#	24	24	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.97%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NK-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	126	117	2	7	0	0	0	0	0	0	0	0	0	0
	%	5.08%	5.09%	3.03%	6.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-03	#	119	109	2	8	0	0	0	0	0	0	0	0	0	0
	%	4.79%	4.74%	3.03%	7.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-04	#	70	61	3	4	2	0	0	0	1	0	1	0	0	0
	%	2.82%	2.65%	4.55%	3.96%	11.76%	0.00%	0.00%	0.00%	25.00%	0.00%	33.33%	0.00%	0.00%	0.00%
NO-05	#	35	34	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.41%	1.48%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-01	#	34	33	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.37%	1.44%	0.00%	0.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-02	#	76	69	5	2	0	0	0	0	0	0	0	0	0	0
	%	3.06%	3.00%	7.58%	1.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-03	#	805	747	25	31	2	0	0	0	0	0	0	0	2	0
	%	32.43%	32.51%	37.88%	30.69%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
NP-04	#	673	635	14	19	5	0	0	1	2	0	2	0	0	0
	%	27.12%	27.63%	21.21%	18.81%	29.41%	0.00%	0.00%	100.00%	50.00%	0.00%	66.67%	0.00%	0.00%	0.00%
NP-05	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.48%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-01	#	115	109	2	4	0	0	0	0	0	0	0	0	0	0
	%	4.63%	4.74%	3.03%	3.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.36%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-03	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.64%	0.61%	0.00%	1.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	66	59	5	2	0	0	0	0	0	0	0	0	0	0
	%	2.66%	2.57%	7.58%	1.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo Workforce	#	2482	2298	66	101	17	3	0	1	4	1	3	3	2	0
	%	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	100%	0%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.





YI-01	#	127	115	4	7	1	0							1	
	%	100%	90.55%	3.15%	5.51%	0.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.79%	0.00%
YI-02	#	87	82	3	2	0	0	0	0	0	0	0	0	0	0
	%	100%	94.25%	3.45%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-03	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-01	#	69	67	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	97.10%	0.00%	2.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-02	#	266	252	6	8	0	0	0	0	0	0	0	0	0	0
	%	100%	94.74%	2.26%	3.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-03	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0
	%	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%
YJ-04	#	12	11	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-02	#	12	9	3	0	0	0	0	0	0	0	0	0	0	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%	0.00%
YK-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	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%
YL-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-01	#	11	10		1	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP-01	#	912	867	16	26	3	0	0	0	0	0	1	0	2	0
	%	100%	95.07%	1.75%	2.85%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.22%	0.00%
Total NSPS Workforce	#	31,970	29,175	740	1,857	198	23	11	14	29	13	40	1	53	14
	%	100%	91.26%	2.31%	5.81%	0.62%	0.07%	0.03%	0.04%	0.09%	0.04%	0.13%	0.00%	0.17%	0.04%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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



YI-01	#	127	115	4	7	1	0	0	0	0	0	0	0	1	0
	%	0.40%	0.39%	0.54%	0.38%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%	0.00%
YI-02	#	87	82	3	2	0	0	0	0	0	0	0	0	0	0
	%	0.27%	0.28%	0.41%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-03	#	3	3			0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-01	#	69	67		2	0	0	0	0	0	0	0	0	0	0
	%	0.22%	0.23%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-02	#	266	252	6	8	0	0	0	0	0	0	0	0	0	0
	%	0.83%	0.86%	0.81%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-03	#	5	4	1		0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.01%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-04	#	12	11		1	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.04%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-01	#	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%
YK-02	#	12	9	3		0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.03%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-03	#	0				0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-01	#	0				0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-02	#	2	2			0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-03	#	1	1			0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-04	#	0				0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-01	#	0				0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-02	#	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%
YN-01	#	11	10		1	0	0	0	0	0	0	0	0	0	0
	%	0.03%	0.03%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-02	#	4	4			0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-03	#	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%
YP-01	#	912	867	16	26	3	0	0	0	0	0	1	0	2	0
	%	2.85%	2.97%	2.16%	1.40%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	0.00%	3.77%	0.00%
Total NSPS Workforce	#	31970	29175	740	1857	198	23	11	14	29	13	40	1	53	14
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.



WS-01	#	4	4			0												
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-02	#	13	12		1	0												
	%	100%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-03	#	9	9			0												
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-04	#	18	18			0												
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-05	#	19	17		1	0												
	%	100%	89.47%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-06	#	42	39		1	2												
	%	100%	92.86%	2.38%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-07	#	56	53		1	2												
	%	100%	94.64%	1.79%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-08	#	110	102		1	7												
	%	100%	92.73%	0.91%	6.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-09	#	255	235		4	15					1							
	%	100%	92.16%	1.57%	5.88%	0.39%	0.00%	0.00%	0.00%	0.00%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-10	#	1,971	1,834		39	91			3	1	1	1		1				
	%	100%	93.05%	1.98%	4.62%	0.36%	0.00%	0.00%	0.15%	0.05%	0.05%	0.05%	0.00%	0.05%	0.00%	0.00%		
WS-11	#	292	270		7	15												
	%	100%	92.47%	2.40%	5.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-12	#	84	73		1	10												
	%	100%	86.90%	1.19%	11.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-13	#	97	91		1	5												
	%	100%	93.81%	1.03%	5.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-14	#	549	521		7	19			1						1			
	%	100%	94.90%	1.28%	3.46%	0.36%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%		
WS-15	#	83	75		3	5												
	%	100%	90.36%	3.61%	6.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-16	#	24	22		1	1												
	%	100%	91.67%	4.17%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WS-17	#	14	14															
	%	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%	0.00%		
WS-18	#	5	5															
	%	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%	0.00%		
WD-01	#	3	3															
	%	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%	0.00%		
WD-02	#	1	1															
	%	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%	0.00%		
WD-03	#	1	1															
	%	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%	0.00%		
WD-04	#	15	11		2	2												
	%	100%	73.33%	13.33%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WD-05	#	21	19			1			1									
	%	100%	90.48%	0.00%	4.76%	4.76%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WD-06	#	552	504		11	33					1		1		1	1		
	%	100%	91.30%	1.99%	5.98%	0.72%	0.00%	0.00%	0.00%	0.18%	0.00%	0.18%	0.00%	0.18%	0.00%	0.18%		
WD-07	#	123	116		4	2			1				1					
	%	100%	94.31%	3.25%	1.63%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%	0.00%	0.00%	0.00%		
WD-08	#	317	304		3	8			2	1	1							
	%	100%	95.90%	0.95%	2.52%	0.63%	0.32%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WD-09	#	11	10			1												
	%	100%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WD-10	#	1				1												
	%	100%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
WN-04	#	10	10															
	%	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%	0.00%		
WN-07	#	44	40		1	3												
	%	100%	90.91%	2.27%	6.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Total WG Workforce	#	35,191	32,354		684	1,851			302	66	27	13	19	5	35	79	50	8
	%	100.00%	91.94%		1.94%	5.26%			0.86%	0.19%	0.08%	0.04%	0.05%	0.01%	0.10%	0.22%	0.14%	0.02%
Total Workforce	#	199,821	182,334		4,644	11,413			1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%		2.32%	5.71%			0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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



WS-01	#	4	4			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-02	#	13	12		1	0									
	%	0.04%	0.04%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-03	#	9	9			0									
	%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-04	#	18	18			0									
	%	0.05%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-05	#	19	17	1	1	0									
	%	0.05%	0.05%	0.15%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-06	#	42	39	1	2	0									
	%	0.12%	0.12%	0.15%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-07	#	56	53	1	2	0									
	%	0.16%	0.16%	0.15%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-08	#	110	102	1	7	0									
	%	0.31%	0.32%	0.15%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-09	#	255	235	4	15	1				1					
	%	0.72%	0.73%	0.58%	0.81%	0.33%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%
WS-10	#	1,971	1,834	39	91	7			3	1	1	1		1	
	%	5.60%	5.67%	5.70%	4.92%	2.32%	0.00%	0.00%	23.08%	5.26%	20.00%	2.86%	0.00%	2.00%	0.00%
WS-11	#	292	270	7	15	0									
	%	0.83%	0.83%	1.02%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-12	#	84	73	1	10	0									
	%	0.24%	0.23%	0.15%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-13	#	97	91	1	5	0									
	%	0.28%	0.28%	0.15%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-14	#	549	521	7	19	2			1					1	
	%	1.56%	1.61%	1.02%	1.03%	0.66%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%
WS-15	#	83	75	3	5	0									
	%	0.24%	0.23%	0.44%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-16	#	24	22	1	1	0									
	%	0.07%	0.07%	0.15%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-17	#	14	14			0									
	%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-18	#	5	5			0									
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-01	#	3	3			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-02	#	1	1			0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-03	#	1	1			0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-04	#	15	11	2	2	0									
	%	0.04%	0.03%	0.29%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	21	19		1	1			1						
	%	0.06%	0.06%	0.00%	0.05%	0.33%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-06	#	552	504	11	33	4				1		1		1	1
	%	1.57%	1.56%	1.61%	1.78%	1.32%	0.00%	0.00%	0.00%	5.26%	0.00%	2.86%	0.00%	2.00%	12.50%
WD-07	#	123	116	4	2	1						1			
	%	0.35%	0.36%	0.58%	0.11%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%	0.00%	0.00%	0.00%
WD-08	#	317	304	3	8	2		1	1						
	%	0.90%	0.94%	0.44%	0.43%	0.66%	1.52%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-09	#	11	10		1	0									
	%	0.03%	0.03%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	1			1	0									
	%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-04	#	10	10			0									
	%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	44	40	1	3	0									
	%	0.13%	0.12%	0.15%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,191	32,354	684	1,851	302	66	27	13	19	5	35	79	50	8
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100.00%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF permanent and temporary employees only.

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Electronics Engineering - 0855	#	8,617	8,132	146	303	36	0	5	5	7	1	6		11	1
	%	100%	94.37%	1.69%	3.52%	0.42%	0.00%	0.06%	0.06%	0.08%	0.01%	0.07%	0.00%	0.13%	0.01%
Management Program Analysis - 0343	#	8,857	7,891	299	612	55	4	6	4	16	2	14	0	8	1
	%	100%	89.09%	3.38%	6.91%	0.62%	0.05%	0.07%	0.05%	0.18%	0.02%	0.16%	0.00%	0.09%	0.01%
Information Technology Mgmt - 2210	#	8,522	7,589	189	664	80	15	12	6	16	8	11	0	9	3
	%	100%	89.05%	2.22%	7.79%	0.94%	0.18%	0.14%	0.07%	0.19%	0.09%	0.13%	0.00%	0.11%	0.04%
Engineering Technician - 0802	#	7,271	6,622	163	446	40	9	5	6	6	3	3	0	6	2
	%	100%	91.07%	2.24%	6.13%	0.55%	0.12%	0.07%	0.08%	0.08%	0.04%	0.04%	0.00%	0.08%	0.03%
Mechanical Engineering - 0830	#	7,125	6,512	146	439	28	5	2	0	3	3	6	0	9	0
	%	100%	91.40%	2.05%	6.16%	0.39%	0.07%	0.03%	0.00%	0.04%	0.04%	0.08%	0.00%	0.13%	0.00%
Financial Administration and Program - 0501	#	6,260	5,852	145	219	44	6	1	5	12	6	8	0	2	4
	%	100%	93.48%	2.32%	3.50%	0.70%	0.10%	0.02%	0.08%	0.19%	0.10%	0.13%	0.00%	0.03%	0.06%
Misc. Administration/Program - 0301	#	5,221	4,785	125	290	21	0	2	3	5	2	2	0	5	2
	%	100%	91.65%	2.39%	5.55%	0.40%	0.00%	0.04%	0.06%	0.10%	0.04%	0.04%	0.00%	0.10%	0.04%
Logistics Management - 0346	#	5,118	4,570	138	374	36	2	3	4	8	3	9	0	5	2
	%	100%	89.29%	2.70%	7.31%	0.70%	0.04%	0.06%	0.08%	0.16%	0.06%	0.18%	0.00%	0.10%	0.04%
Contracting - 1102	#	4,897	4,379	108	380	30	1	5	4	2	4	7	0	7	0
	%	100%	89.42%	2.21%	7.76%	0.61%	0.02%	0.10%	0.08%	0.04%	0.08%	0.14%	0.00%	0.14%	0.00%
General Engineering - 0801	#	4,665	4,315	96	235	19	1	1	1	2	1	7	0	2	4
	%	100%	92.50%	2.06%	5.04%	0.41%	0.02%	0.02%	0.02%	0.04%	0.02%	0.15%	0.00%	0.04%	0.09%
Total Major Occupations	#	66,553	60,647	1,555	3,962	389	43	42	38	77	33	73	0	64	19
	%	100%	91.13%	2.34%	5.95%	0.58%	0.06%	0.06%	0.06%	0.12%	0.05%	0.11%	0.00%	0.10%	0.03%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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



**Table B6: PARTICIPATION RATES FOR NONAPPROPRIATED FUND MAJOR OCCUPATIONS - Distribution by Disability**

Job Title/Series		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Sales Store Clerical - 2091	#	6,890	6333	199	310	48	3	10	0	5	0	5	3	21	1
	%	100%	91.92%	2.89%	4.50%	0.70%	0.04%	0.15%	0.00%	0.07%	0.00%	0.07%	0.04%	0.30%	0.01%
Recreation Aid & Assistance - 0189	#	5,961	5,565	143	237	16	0	4	1	1	0	2	0	7	1
	%	100%	93.36%	2.40%	3.98%	0.27%	0.00%	0.07%	0.02%	0.02%	0.00%	0.03%	0.00%	0.12%	0.02%
Education & Training - 1702	#	5,098	4,760	125	193	20	0	1	0	2	0	6	0	11	0
	%	100%	93.37%	2.45%	3.79%	0.39%	0.00%	0.02%	0.00%	0.04%	0.00%	0.12%	0.00%	0.22%	0.00%
Custodial Working -3566	#	3,285	3,009	108	143	25	5	5	0	0	0	6	7	1	1
	%	100%	91.60%	3.29%	4.35%	0.76%	0.15%	0.15%	0.00%	0.00%	0.00%	0.18%	0.21%	0.03%	0.03%
General Business & Industry - 1101	#	3,223	2,940	159	120	4	0	2	0	0	1	1	0	0	0
	%	100%	91.22%	4.93%	3.72%	0.12%	0.00%	0.06%	0.00%	0.00%	0.03%	0.03%	0.00%	0.00%	0.00%
Total Major Occupations	#	24,457	22,607	734	1,003	113	8	22	1	8	1	20	10	40	3
	%	100%	92.44%	3.00%	4.10%	0.46%	0.03%	0.09%	0.00%	0.03%	0.00%	0.08%	0.04%	0.16%	0.01%

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



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

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) 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	#	20,249	18,120	1,350	720	59	4	6	4	3	4	6	0	30	2
	%	100%	89.49%	6.67%	3.56%	0.29%	0.02%	0.03%	0.02%	0.01%	0.02%	0.03%	0.00%	0.15%	0.01%
Temporary	#	4,519	3,989	217	298	15	2	3	0	1	1	1	0	6	1
	%	100%	88.27%	4.80%	6.59%	0.33%	0.04%	0.07%	0.00%	0.02%	0.02%	0.02%	0.00%	0.13%	0.02%
Non-Appropriated	#	12,160	11,001	566	524	69	2	13	3	5	0	12	1	31	2
	%	100%	90.47%	4.65%	4.31%	0.57%	0.02%	0.11%	0.02%	0.04%	0.00%	0.10%	0.01%	0.25%	0.02%
Total	#	36,929	33,111	2,133	1,542	143	8	22	7	9	5	19	1	67	5
	%	100%	89.66%	5.78%	4.18%	0.39%	0.02%	0.06%	0.02%	0.02%	0.01%	0.05%	0.00%	0.18%	0.01%
Prior Year	%	100%	89.86%	5.63%	4.12%	0.39%	0.04%	0.06%	0.01%	0.02%	0.02%	0.04%	0.01%	0.17%	0.01%

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) 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>Job Series:</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%	0.00%	0.00%	
Qualified	#														
Selected	#														
Relevant Applicant Pool	%														
<b>Job Series:</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%	0.00%	0.00%	
Qualified	#	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%	
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%	0.00%	
Relevant Applicant Pool	%														
<b>Job Series:</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%	0.00%	0.00%	
Qualified	#	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%	
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%	0.00%	
Relevant Applicant Pool	%														
<b>Job Series:</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%	0.00%	0.00%	
Qualified	#	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%	
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%	0.00%	
Relevant Applicant Pool	%														

**Data not available. The Department of Defense is in the process of transitioning to the OPM USA Staffing tool. It is anticipated this data will be available in the new tool.**

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

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

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) 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 Employees in Career Ladder</b>	#	86,079	79,770	2,065	3,788	456	54	46	24	32	17	82	8	176	17
	%	100.00%	92.67%	2.40%	4.40%	0.53%	0.06%	0.05%	0.03%	0.04%	0.02%	0.10%	0.01%	0.20%	0.02%
<b>Time in Grade in excess of minimum</b>															
<b>1-12 months</b>	#	14,001	13,223	274	464	40	11	0	0	1	5	0	0	23	0
	%	100.00%	94.44%	1.96%	3.31%	0.29%	0.08%	0.00%	0.00%	0.01%	0.04%	0.00%	0.00%	0.16%	0.00%
<b>13-24 months</b>	#	15,120	14083	348	625	64	10	16	5	1	1	1	0	26	4
	%	100.00%	93.14%	2.30%	4.13%	0.42%	0.07%	0.11%	0.03%	0.01%	0.01%	0.01%	0.00%	0.17%	0.03%
<b>25+ months</b>	#	56,958	52,464	1,443	2,699	352	33	30	19	30	11	81	8	127	13
	%	100.00%	92.11%	2.53%	4.74%	0.62%	0.06%	0.05%	0.03%	0.05%	0.02%	0.14%	0.01%	0.22%	0.02%
<b>Note: This table includes DON AF permanent employees only.</b>															

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

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

**Job Series/Grade(s) of Vacancy:**

Relevant Pool	<b>Data not available. The Department of Defense is in the process of transitioning to the OPM USA Staffing tool. It is anticipated this data will be available in the new tool.</b>															
Total Applications Received															0.00%	0.00%
Qualified																
	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

**Job Series/Grade(s) of Vacancy:**

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

**Job Series/Grade(s) of Vacancy:**

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

**Job Series/Grade(s) of Vacancy:**

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

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

**Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

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

**Carreer Development Programs for GS 13-14**  
**Slots** **Data not available. Corporate tracking system under development.**

<b>Relevant Pool</b>	%	0.00%	0.00%	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>Applied</b>	#														
	%	0.00%	0.00%	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>Participants</b>	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**Career Development Programs for GS 13-14**

<b>Slots</b>	#														
<b>Relevant Pool</b>	%	0.00%	0.00%	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>Applied</b>	#														
	%	0.00%	0.00%	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>Participants</b>	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**Career Development Programs for GS 15 and SES**

<b>Slots</b>	#														
<b>Relevant Pool</b>	%	0.00%	0.00%	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>Applied</b>	#														
	%	0.00%	0.00%	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>Participants</b>	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

**Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

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	
<b>Time-Off Awards, 1-9 hours</b>															
	#	32,582	29,729	636	1,986	231	42	20	19	30	13	32	13	54	8
<b>Total Time-Off Awards Given</b>	%	100.00%	91.24%	1.95%	6.10%	0.71%	0.13%	0.06%	0.06%	0.09%	0.04%	0.10%	0.04%	0.17%	0.02%
Total Hours		201,160	183047	4181	12422	1,510	278	148	135	186	95	185	92	332	59
Average Hours		6	6	7	6	7	7	7	7	6	7	6	7	6	8
<b>Time-Off Awards - 9+ hours</b>															
	#	12,419	11301	235	800	83	8	6	10	17	5	17	1	17	2
<b>Total Time-Off Awards Given</b>	%	100.00%	91.00%	1.89%	6.44%	0.67%	0.06%	0.05%	0.08%	0.14%	0.04%	0.14%	0.01%	0.14%	0.02%
Total Hours		291,151	264000	5392	19823	1,936	164	156	224	395	136	350	24	423	64
Average Hours		23	23	23	25	23	21	26	22	23	27	21	24	25	32
<b>Cash Awards: \$100 - \$500</b>															
	#	100,363	92116	1861	5655	731	135	71	40	91	31	113	76	146	28
<b>Total Cash Awards Given</b>	%	100.00%	91.78%	1.85%	5.63%	0.73%	0.13%	0.07%	0.04%	0.09%	0.03%	0.11%	0.08%	0.15%	0.03%
Total Amount		\$29,885,539	27418730	580632	1667206	\$218,971	41605	20220	14171	31386	9765	34505	19539	39450	8330
Average Amount		298	298	312	295	300	308	285	354	345	315	305	257	270	298
<b>Cash Awards: \$501+</b>															
	#	68,751	63156	1268	3913	414	62	39	38	49	29	88	25	59	25
<b>Total Cash Awards Given</b>	%	100.00%	91.86%	1.84%	5.69%	0.60%	0.09%	0.06%	0.06%	0.07%	0.04%	0.13%	0.04%	0.09%	0.04%
Total Amount		\$81,407,460	74727285	1651771	4588178	\$440,226	54991	37523	42597	49892	33087	88264	23236	85455	25181
Average Amount		1184	1183	1303	1173	1063	887	962	1121	1018	1141	1003	929	1448	1007
<b>Quality Step Increases:</b>															
	#	7,972	4979	635	2091	267	36	28	16	37	10	57	22	53	8
<b>Total QSI Award</b>	%	100.00%	62.46%	7.97%	26.23%	3.35%	0.45%	0.35%	0.20%	0.46%	0.13%	0.72%	0.28%	0.16%	0.10%
Total Benefit															
Average Benefit															

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



**Table B14: SEPARATIONS By Type of Separation- Distribution by Disability**

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) 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	#	12,940	11,646	332	865	97	15	8	7	15	6	11	4	29	2
	%	100%	90.00%	2.57%	6.68%	0.75%	0.12%	0.06%	0.05%	0.12%	0.05%	0.09%	0.03%	0.22%	0.02%
Involuntary	#	4,528	3,896	200	380	52	11	1	1	10	5	5	4	15	0
	%	100%	86.04%	4.42%	8.39%	1.15%	21.15%	0.02%	0.03%	5.00%	1.32%	9.62%	36.36%	1500.00%	0.00%
Total Separations	#	17,468	15,542	532	1,245	149	26	9	8	25	11	16	8	44	2
	%	100%	88.97%	3.05%	7.13%	0.85%	0.15%	0.05%	0.05%	0.14%	0.06%	0.09%	0.05%	0.25%	0.01%
Total Workforce	#	199,821	182,334	4,644	11,413	1,430	210	121	91	209	83	230	118	301	67
	%	100%	91.25%	2.32%	5.71%	0.72%	0.11%	0.06%	0.05%	0.10%	0.04%	0.12%	0.06%	0.15%	0.03%

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