



**Department of the Navy
EEO Program Status Report
FY 2011**

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

For period covering October 1, 2010 to September 30, 2011

PART A Department or Agency Identifying Information	1. Agency		1. Department of Defense	
	1.a. 2nd level reporting component		1.a. Department of the Navy	
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	2. Address		2. Room 4E598, The Pentagon	
	3. City, State, Zip Code		3. Washington, DC 20350-1000	
	4. CPDF Code	5. FIPS Code(s)	4. NV	5. 95-2
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 194,898
	2. Enter total number of temporary employees			2. 6,406
	3. Enter total number employees paid from non-appropriated funds			3. 44,068
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 245,372
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		The Honorable Ray Mabus, Secretary of the Navy	
	2. Agency EEO Director		The Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs)	
	3. Principal EEO Director/Official Official Title/series/grade		Judith K. Scott, EEO Program Director, Office of EEO & Diversity Management, GS-0260-15	
	4. Title VII Affirmative EEO Program Official		Arlene Black, AEP Manager	
	5. Section 501 Affirmative Action Program Official		Edward Castellon, People with Disabilities Program Manager	
	6. Complaint Processing Program Manager		Jamie Kajouras, Complaints Manager	
	7. Other Responsible EEO Staff		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
Bureau of Naval Personnel Washington, DC	NV22	95-2
Naval Supply Systems Command Mechanicsburg, PA	NV23	95-2
Naval Sea Systems Command Washington, DC	NV24	95-2
Naval Facilities Engineering Command Washington, DC	NV25	95-2
United States Marine Corp Quantico, VA	NV27	95-2
Strategic Systems Programs Washington, DC	NV30	95-2
Military Sealift Command Washington, DC	NV33	95-2
Space and Naval Warfare Systems Command San Diego, CA	NV39	95-2
Naval Systems Management Activity Washington, DC	NV41	95-2
Commander, Navy Installations Command Washington, DC	NV52	95-2

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
	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 on 31 October 2011. Per EEOC 462 Team, there is no need to attach a copy of DON's 462 report to the FY 2011 annual EEO 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

DEPARTMENT OF THE NAVY

For period covering October 1, 2010 , to September 30, 2011

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 2011 Initiatives/Accomplishments

Fiscal year (FY) 2011 was a year of change and transformation. The DON not only completed the conversion of the remaining 28,000 employees covered by the National Security Personnel System back to General Schedule, but also established new guidelines and transitioned eligible employees into three alternative pay systems - the Science and Technology Reinvention Laboratories (STRL), Alternative Personnel Systems (APS) and the Acquisition Demonstration (ACQDEMO) as mandated by the National Defense Authorization Act 2010 (NDAA 2010). These changes impacted meaningful grade-level analysis and the tracking of promotion actions in FY 2010 and FY 2011 due to the regulatory differences between these pay systems. With the transition now completed, the DON has established a stable baseline for future analyses.

Concurrent with these actions, DON also implemented critical hiring reform initiatives. With the goal of improving hiring processes across the organization and enhancing the applicant's experience when applying for positions with the DON, in FY 2011 the DON made the changeover from the DON Civilian Hiring and Recruitment Tool (CHART) to the Office of Personnel Management's USA Staffing tool. In the past, Commands reported their limited ability to conduct a more in-depth barrier analysis on their hiring initiatives due to the unavailability of applicant flow data. With the advent of the USA Staffing, we will have the capability to pull applicant flow data and continue our investigation into identified barriers to full participation of all groups in our workforce.

Plans are underway to implement a new EEO service delivery model across the enterprise in March 2013. The design of the DON EEO Program gives the EEO Officers (EEOO) total responsibility for the establishment and maintenance of a Model EEO Program at the Command or Activity level. However, not all EEOOs currently own the resources needed to accomplish this requirement. This has resulted in major differences in the quality and level of services provided. The new approach is more streamlined with the service providers owned by their respective major commands, ensuring alignment and accountability of the command program. While this is a positive change for the program, it will require restructuring EEO offices to include the potential for reassignments and new hires. All the planning and new requirements for the service delivery overhaul places additional stress on command EEO program priorities and personnel.

Another event in FY 2011 was a 90-day hiring freeze on all internal and external hiring actions and promotions for all Appropriated Fund positions (AF) within the U.S. Marine Corps (USMC). The goal was to provide USMC time to reconcile their current civilian on board strength with projected FY 2012 personnel budget. The hiring freeze was extended indefinitely, with few exemptions, in March 2011. While the freeze was lifted for some USMC activities in May 2011, for others it still remains. The hiring freeze resulted in approximately 3,000 vacant positions unfilled.

Lastly, the Department of Defense (DoD) directed all of its components to conduct efficiency studies which

resulted in a series of initiatives designed to reduce duplication, overhead, and excess, and instill a culture of savings and cost accountability. As a result of one of the initiatives, the DON lost 45 executive positions (28 Senior Executive Service (SES), 1 Defense Intelligence Senior Executive Service (DISES), 1 Scientific and Professional (ST), 9 Defense Intelligence Senior Level (DISL) and 6 Highly Qualified Expert (HQE)) bringing the total number of DON SES to 324. With a past average of 30 movements within the SES corps each year and only 10 of those providing movement up from the GS 14/15 ranks, the opportunities will now be less.

Notwithstanding the changes experienced in FY 2011, the DON is steadfast in its efforts to maintain effective affirmative programs of equal employment opportunity under Section 717 of Title VII (PART A) and effective affirmative action programs under Section 501 of the Rehabilitation Act (PART B). An assessment of the DON EEO Program was conducted at the end of the reporting period at all levels of the organization, as required.

An Executive Diversity Advisory Council was established this year under the sponsorship of the Under Secretary of the Navy to advise and support DON efforts to ensure a well-prepared, knowledgeable and diverse pipeline for executive-level positions in the Department of the Navy. With the Assistant Secretary of the Navy (Manpower & Reserve Affairs) as executive sponsor, this council is chaired by the Deputy Assistant Secretary of the Navy (Civilian Human Resources) and provides a forum for senior executives to leverage their skills, talents and experience to augment existing competency development programs in the development of future DON leaders. The council meets bi-weekly and has regular reporting requirements to/meetings with the Under Secretary.

In FY 2011, the DON EEO Program staff accelerated our efforts to improve the technical competence of Human Resources (HR)/EEO professionals through the deployment of several training sessions on barrier analysis, reasonable accommodation, and discrimination complaints processing. Over 1800 HR and EEO practitioners and supervisors/managers received barrier analysis and reasonable accommodation training while 90% of DON EEO practitioners attended complaints processing sessions. Feedback was very positive feedback and we expect to see a corresponding increase in the quality of efforts DON-wide.

We continue to raise the bar for excellence in measuring program accountability at all levels of the organization. FY 2011 marks the third consecutive year for the issuance of the EEO program assessment status reports (scorecards) on the Major Command EEO Programs. Senior DON leaders were briefed on the results. The scorecard continues to have a very positive impact on the DON program. Accountability is being cascaded to all levels of the organization. Several commands are holding their subordinate activities accountable through their own version of a scorecard and/or on-site visits, and a genuine commitment by senior leadership to ensure they have a robust and compliant program in place. Regular on-going communication with key stakeholders on program requirements and expectations continues to be successful. As a result, our evaluation of a command's program is not solely dependent upon their annual status report submission, but takes into account all the information that is shared throughout the reporting period, reflecting a more accurate assessment of each command's program. Another positive outcome of the scorecard is the initiation of an on-going dialogue and networking between the commands and a healthy competition that challenges each to raise their efforts to the next level.

Monthly telephone meetings with the Command Deputy EEO Officers (DEEEO) continues, providing attendees up-to-date program guidance/information and further functions as a vehicle for CDEEEOs to network with their counterparts. This year we had greater success in communicating DON EEO program goals and strategic requirements when we modified one of our bi-annual on-site conferences. Instead of one big meeting with representatives from all the major commands for several days, we scheduled smaller groups and commands received personalized feedback and guidance specific to their respective programs. This concept was very successful and will continue and be expanded in FY 2012.

While the DON has made significant improvement in the timely processing of pre-complaints, the number of timely investigations decreased from 46% in FY 2010 to 43.9% in FY 2011. An FY 2012 plan (PART H) is established to ensure DON-wide compliance with all the regulatory requirements. In FY 2011, the DON experienced a large volume of complaints filed primarily due to a September 2010 District Court settlement of a class complaint. Approximately 1,035 responded to the court notice with 477 individuals receiving EEO

counseling and 328 formal complaints filed in FY 2011.

Individuals with Disabilities

With the issuance of the Office of Personnel Management (OPM) guidance for implementing Executive Order 13548, Model Strategies for Recruitment and Hiring of People with Disabilities, we waited for the Department of Defense plan for implementation. Once that was received, the DON Office of Civilian Human Resources (OCHR) immediately put a team together to determine how DON would implement these requirements. A draft implementation plan was developed and briefed to all DON Human Resources Senior Executives, the Deputy Assistant Secretary of the Navy (DASN) for Civilian Human Resources and to DASN's Senior Advisory Board, which consists of Senior Executives from each major command. The ASN (M& RA) issued a memorandum to the Commanding Officers of each major command detailing their requirements in implementing the DON Plan.

The implementation of EO 13548 will constitute a major component of the DON Disability Program's efforts in FY 2012. Our plan reemphasizes the requirement to conduct in-depth barrier analysis and includes the following initiatives:

- Continued barrier analysis efforts
- Designation of a Disability Champion at each major command
- A script for HR professionals to use when speaking with hiring officials about expanding the area of consideration to include individuals with disabilities.
- A training module for managers and supervisors.
- Evaluation of the effectiveness of hiring sources
- Numeric goals for both people with disabilities and targeted disabilities

Responsibility for the implementation is DON-wide to include senior DON officials at the DON level, major command level and within the HR and EEO communities. .

Workforce Profile Analysis

At the end of FY 2011, the DON had 245,372 civilian employees onboard. Of those, 194,898 are permanent appropriate fund (AF), 6,406 are temporary AF and 44,068 are non-appropriated fund (NAF) employees with an overall net change of 0.99%, a net difference of 2,395 from FY 2010.

For the last four reporting periods, there are three groups that participate at a lower rate than they do in the National Civilian Labor Force (NCLF): Hispanic males, Hispanic females, White females, and individuals with targeted disabilities. Notwithstanding the slight increase in the participation rate for Hispanic males and females in FY2011, the rate is still below the NCLF. The participation rate of White females decreased significantly in FY 2011 from FY 2010. See our FY 2011 Plans I (1), (2), (3) and (4) 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. A departure this year from previous written progress reports, major commands will be required to brief at the mid-year point on their progress to ensure the accomplishment of these objectives.

A full grade-level analysis was not conducted this reporting period because the DON just completed the conversion of the remaining 28,000 employees from the National Security Personnel System into General Schedule and other alternative personnel systems. We have, however, now established a baseline for future analysis.

The number of individuals employed in DON major occupation series (Management/Program Analysis, Information and Technology Management, Electronics Engineering, Engineering Technician, Mechanical Engineering, Financial Administration and Program, Miscellaneous Administration/Program, Logistics Management, General Engineering and Contracting) represent 32% of the AF workforce. White males have a low participation in six of the ten major occupations, Hispanic males and White females have low participation

in five, Asian males in three, and Hispanic females, Black females and Asian females have low participation in two of the major occupations. Black males show low participation in only one of the major occupations.

A look at the accessions and separations of individuals with targeted disabilities (IWTD) showed that in each of the past three fiscal years, separations have outpaced accessions. The accessions of IWTD as compared to overall accessions increased in FY11 (.50%) as compared to FY10 and FY09 where the accession rates were the same (.39%). The separations of IWTD as compared to total separations have increased in each of the last three fiscal years. FY2011 data indicates a large increase in separations compared to previous years. One factor in the increase was the transfer of two DON hospitals, one to Department of Defense and one to the Veterans Administration. As a result, DON lost 34 IWTDs. Two commands have had a greater number of accessions than separations in each of the last three years. Two additional commands actually reversed their negative trend in FY11 with more accessions than separations.

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.

Results of FY 2011 Self-Assessment

Our accomplishments (more detail provided in FY 2011 Plan #H-11 (1) include:

- Deployment of training on barrier analysis, reasonable accommodation, and processing of discrimination complaints, EEO for HR for Professional course as well as regular guidance and communication to EEO practitioners and supervisors/managers;
- Increased involvement of supervisors and managers and other appropriate agency officials in barrier analysis efforts;
- Completion of the first cycle of on-site validation visits of the twenty major commands.
- Personalized feedback was provided to each command at an on-site meeting prior to the close of the fiscal year.

FY 2012 Plans of Action

The DON FY 2012 EEO Plans to Attain the Essential Elements of a Model EEO Program (PART H) include:

- Ensure that commands/activities conduct in-depth reviews of employment programs, policies, procedures and practices and report the results;
- Hold commands accountable to ensure that requests for reasonable accommodation are processed in a timely manner; and
- Improve the timeliness and quality of formal complaint processing.

The DON FY 2012 EEO Plans to Eliminate Identified Barriers (PART I) are:

- 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 2012 EEO Plans are designed to pick up the pace of our program and barrier analysis efforts and to increase the level of accountability once again by requiring the major commands to provide an in-person brief on their progress in accomplishing the DON objectives which we expect will produce the desired result to elevate program execution efforts. As we await the release of the 2010 civilian labor force census data, the DON 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.

PART E EXECUTIVE SUMMARY – Attachment 1

DON Workforce Analysis ¹

Total Workforce ^{2 3}

RNO	Gender	2009	2010	2011	CLF	CLF minus 2011 rate ⁴
Hispanic	Male	3.30%	3.30%↔	3.39%↑	6.20%	2.81%
	Female	2.55%	2.54%↓	2.61%↑	4.50%	1.89%
White	Male	45.33%	44.98%↓	44.89%↓	39.00%	
	Female	20.37%	20.47%↑	19.96%↓	33.70%	13.74%
Black	Male	7.32%	7.39%↑	7.51%↑	4.80%	
	Female	6.94%	6.99%↑	6.81%↓	5.70%	
Asian	Male	6.50%	6.30%↓	6.52%↑	1.90%	
	Female	4.75%	4.00%↓	4.71%↑	1.70%	
NHOPI	Male	0.84%	1.13%↑	1.00%↓	0.10%	
	Female	0.56%	1.42%↑	0.69%↓	0.10%	
AIAN	Male	0.42%	0.43%↑	0.41%↓	0.30%	
	Female	0.27%	0.29%↑	0.25%↓	0.30%	0.05% ⁴

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The above table shows the overall participation rates of each demographic in the Department of the Navy (DON) civilian workforce. There are three groups that participate in the DON workforce at a lower rate than they do the National Civilian Labor Force (NCLF). These groups are Hispanic males and females, and White females. While all of these groups have consistently participated at low rates in FY 2009, 2010 and 2011, there was a slight increase in the participation rate for Hispanics in FY2011. The participation rate of White females decreased (-0.51%) from FY 2010.

¹ Analysis excludes data for "2 or more races"

² Based on Table A1 of 30 Sept 2011

³ Includes Non-Appropriated Fund (NAF) data

⁴ Differences of 0.50% considered not significant when compared to the DON overall workforce

⁵ ↑ ↓ Indicates an increase or decrease from the previous years

A review of the major commands' workforce profile show similar trends.⁶ All twenty-one major commands have a participation rate below the NCLF for Hispanic males and females. Twenty of the twenty-one major commands have low participation of White females. The Bureau of Medicine and Surgery (BUMED) is the only command which exceeds the NCLF, with a participation rate of 34.57% (+0.87%) for White females.

Grade Level Analysis⁷⁸

In FY 2011, the DON was in the process of completing the transition of the remaining 28,000 employees under National Security Personnel System (NSPS) into General Schedule and other alternative personnel systems - Science and Technology Reinvention Laboratories Demonstration Projects, and Acquisition Demonstration projects, in compliance with the National Defense Authorization Act 2010 enacted by Congress on October 28, 2009 repealing the authority for NSPS. Consequently, it was difficult to conduct a meaningful analysis on **all** grade levels.

However, an overview of the **high grades** shows that in the Senior Executive Service (SES), White males and White females participate higher when compared to the rest of the groups, 72.42% and 16.06%, respectively. At the feeder grades for SES (GS-14, GS-15 and equivalent STRL), only White males show a significant presence at 65.98%. Likewise, in the grades that feed into the pipeline for the SES (GS-13 and equivalent STRL), White males are also significantly represented at 59.53%.

Grade Levels	HM	HF	WM	WF	BM	BF	AM	AF	NHOPIM	NHOPIF	AIANM	AIANF
GS-12 & Equivalent STRL	2.85%	1.81%	51.56%	21.89%	5.37%	5.16%	6.06%	2.84%	0.46%	0.37%	0.42%	0.20%
GS-13 & Equivalent STRL	2.76%	1.26%	58.38%	20.00%	4.54%	3.99%	4.99%	1.93%	0.39%	0.25%	0.30%	0.12%
GS-14, GS-15 & Equivalent STRL	2.38%	0.92%	67.24%	17.02%	3.12%	2.79%	3.53%	1.31%	0.27%	0.05%	0.23%	0.08%
SES	0.61%	1.21%	72.42%	16.06%	3.03%	1.82%	2.42%	0.91%	0.30%	0.0%	0.30%	0.30%

Moving forward, with the transition from NSPS completed, the DON will establish a good benchmark so that a more in-depth analysis on all grades can be accomplished.

Federal Wage System⁹¹⁰

An analysis of the demographic groups' overall participation in the Federal Wage System high grades shows that males participate at consistently high rates. Of the 18 Wage Supervisor

⁶ Based on Table A2 of 30 Sept 2011

⁷ Based on Table "Participation Rates for SES and FEEDER GRADES by Race/Ethnicity and Sex as of 30 Sept 2011"

⁸ Excludes NAF

⁹ Based on Tables A5-1 and A5-2 of 30 Sept 2011

¹⁰ Excludes NAF

(WS) grades, Asian males have high participation in 14 grades and White males, Black males and Native Hawaiians/Pacific Islander males have very good participation rates in 12 grades. A review of the 13 Wage Leader (WL) grades shows that Black males have the most significant presence, participating at a high rate in 10 grades. Hispanic males and White males have good participation in 9 of the 13 WL grades while Asian males and Native Hawaiians/Pacific Islander males are well represented in 7 WL grades. White males are the only group with very robust participation at the highest WL grade (WL-14) at 84.09%. White males participate in both of the Supervisory Production Facility (WN) grades at high rates.

The pipeline for the upper level grades in the Federal Wage Systems is reflective of the composition of the workforce at the WS, WL and WN grade levels. At the non-supervisory Production Facilitation (WD) grade levels, White males are the only group with significantly high participation, meeting or exceeding their DON participation rate in 9 out of 10 grade levels. Hispanic males participated in four grades at or above their DON rate. In contrast, females of all demographics have a low participation rate in the upper level Federal Wage System grades and the pipeline grades.

Major Occupations ^{11 12 13}

The tables below show the demographic groups with **low participation rates** in each of the major occupations. White males have low participation in six of the ten major occupations, Hispanic males and White females have low participation in five, Asian males in three, and Hispanic females, Black females and Asian females have low participation in two of the major occupations. Black males show low participation in only one of the major occupations.

Engineering Technician (0802) has five groups with low participation rates. Four of these demographic groups had low participation rates in FY 2010 and FY 2009 as well. All of the groups show an increased participation in FY 2011, except Hispanic females and White females which showed no change.

Miscellaneous Administration/Program (0301) has four groups with low participation rates. All of these groups showed low participation in FY 2010 and FY 2009. Hispanic males and Black females have increased participation in FY 2011, while White females and Hispanic females showed a decrease in participation from the preceding fiscal year.

Management Program Analysis (0343) Total Employees: 9,473

	2009	2010	2011	CLF	CLF minus 2011
White Males	35.66%	36.30% ↑	38.20% ↑	52.50%	14.30%
Asian Males	1.95%	2.03% ↑	1.95% ↓	3.40%	1.45%

¹¹ Based on Table A6 of 30 Sept 2011

¹² Excludes NAF data

¹³ Differences of .50% or less excluded

Information and Technology Management (2210) Total Employees: 8,924

	2009	2010	2011	CLF	CLF minus 2011
White Females	23.80%	21.64% ↓	20.53% ↓	24.70%	4.17%
Asian Males	4.10%	4.31% ↑	4.39% ↑	7.40%	3.01%
Asian Females	2.42%	2.37% ↓	2.16% ↓	2.90%	0.74%

Electronics Engineering (0855) Total Employees: 8,481

	2009	2010	2011	CLF	CLF minus 2011
White Males	65.30%	64.59% ↓	63.84% ↓	72.10%	8.26%

Engineering Technician (0802) Total Employees: 7058

	2009	2010	2011	CLF	CLF minus 2011
Hispanic Males	2.95%	3.00% ↑	3.13% ↑	6.10%	2.97%
Hispanic Females	0.32%	0.25% ↓	0.23% ↓	1.60%	1.37%
White Females	7.07%	7.20% ↑	7.04% ↓	13.00%	5.96%
Black Females	0.68%	0.59% ↓	0.71% ↑	2.20%	1.49%
Asian Females	4.48%	0.60% ↓	0.61% ↑	1.80%	1.19%

Mechanical Engineering (0830) Total Employees: 6,333

	2009	2010	2011	CLF	CLF minus 2011
White Males	76.16%	75.20% ↓	74.39% ↓	79.00%	4.61%

Financial Administration and Program (0501) Total Employees: 5,352

	2009	2010	2011	CLF	CLF minus 2011
Hispanic Males	1.51%	1.58% ↑	1.61% ↑	4.20%	2.59%
White Males	17.49%	18.74% ↑	18.93% ↑	50.60%	31.67%
Black Males	3.82%	3.87% ↑	3.87% ↔	6.50%	2.63%

Misc. Administration/Program (0301) Total Employees: 5,202

	2009	2010	2011	CLF	CLF minus 2011
Hispanic Males	0.00%	2.71% ↑	2.92% ↑	4.70%	1.78%
Hispanic Females	2.55%	2.44% ↓	2.38% ↓	5.30%	2.92%
White Females	29.66%	27.49% ↓	26.62% ↓	39.70%	13.08%
Black Females	6.61%	6.89% ↑	6.94% ↑	7.80%	0.86%

Logistics Management (0346) Total Employees: 5,079

	2009	2010	2011	CLF	CLF minus 2011
Hispanic Males	2.86%	2.86%	2.80%	4.20%	1.40%
White Females	23.70%	23.64%	22.72%	27.40%	4.68%

General Engineering (0801) Total Employees: 4,787

	2009	2010	2011	CLF	CLF minus 2011
White Males	71.75%	70.41%	70.15%	71.80%	1.65%
Asian Males	8.74%	8.41%	8.15%	9.90%	1.75%

Contracting (1102) Total Employees: 4,679

	2009	2010	2011	CLF	CLF minus 2011
Hispanic Males	1.33%	1.39%	1.50%	2.90%	1.40%
White Males	30.00%	29.92%	30.09%	39.80%	9.71%
White Females	40.33%	39.38%	38.43%	42.70%	4.27%

Accessions (Total: 20,430) & Separations (Total: 18,284) ^{14 15}

		NCLF	Accession	DON Participation	Separation	Difference (Acc%-Sep%)	Net Gain (Acc#-Sep#)
Hispanic	Male	6.20%	3.14%	3.39%	2.86%	.28%	+496
	Female	4.50%	3.55%	2.61%	1.87%	1.68%	+809
White	Male	39.0%	37.28%	44.89%	44.74%	-7.61%	+3911
	Female	33.7%	25.05%	19.96%	23.96%	1.09%	+3745
Black	Male	4.80%	7.92%	7.51%	7.64%	0.28%	+1172
	Female	5.70%	7.34%	6.81%	7.85%	-.51%	+947
Asian	Male	1.90%	4.72%	6.52%	4.86%	-0.14%	+641
	Female	1.70%	4.55%	4.71%	3.04%	1.51%	+921
NHOPI	Male	0.10%	1.43%	1.00%	.54%	0.89%	+366
	Female	0.10%	1.41%	0.69%	.38%	1.03%	+389
AIAN	Male	0.30%	0.34%	0.41%	.44%	0.10%	+29
	Female	0.30%	0.39%	0.25%	.28%	0.11%	+75

White males, Black females, and Asian males are separating from the DON workforce at a higher rate than they are being hired. White males have an exceptionally high difference (-7.61%) between their accession and separation rates. Even with a net gain of 3,911 White male employees, this group still experienced a negative correlation between accession and separation rates. None of the demographic groups experienced net losses in FY2011.

¹⁴ Based on Tables A8 and A14 of 30 Sept 2011

¹⁵ Excludes NAF data

Individual with Targeted Disabilities (IWTD)

	EEOC Goal	2009	2010	2011	2.0% minus 2011 DON Participation
IWTD	2.0%	0.70%	0.67% ↓	0.64% ↓	1.36%
Other Disabilities	N/A	5.39%	5.45% ↑	5.79% ↑	N/A

The chart above shows that **0.64% (1,581 employees)** of the Department of the Navy Civilian Labor Force has targeted disabilities. This shows a net change of **-3.13% (51 employees)** from last fiscal year which is **1.36%** lower than the Equal Employment Opportunity Commission's (EEOC) goal of **2.0%** for Individuals with Targeted Disabilities (IWTD).

The DON showed an increase in the percentage of employees with other disabilities. In FY2011, the DON employed **14,227 (5.79%)** individuals who reported other disabilities. This is a **7.24%** (961 employees) net change from FY10. In FY11, **2.43%** (5,968 employees) of the workforce chose not to identify whether or not they have a disability. The fact that a large percentage of employees chose not to provide this information creates the possibility that the DON may not have an accurate record of all those with targeted or other types of disabilities.

Accessions

Accessions	Type	FY 2009	FY 2010	FY 2011
IWTD	Permanent	0.32%	0.29% ↓	0.47% ↑
	Temporary	0.61%	0.33% ↓	0.65% ↑
Other Disabilities	Permanent	3.79%	3.56% ↓	5.75% ↑
	Temporary	4.75%	6.59% ↑	6.08% ↓
Not Identified	Permanent	6.26%	6.67% ↑	5.75% ↓
	Temporary	4.53%	4.80% ↑	5.95% ↑
No Disabilities	Permanent	89.64%	89.49% ↓	88.03% ↓
	Temporary	90.12%	88.27% ↓	87.31% ↓

The DON hired a total of **20,477** Appropriated Fund (AF) employees in FY 2011. Of these employees, **0.50%** or **103** employees have targeted disabilities and **5.81% (1,992)** identified themselves as having other than targeted disabilities. A large group, **5.79% (1185)** chose not to

provide information whether or not they have disabilities. Of the 103 new IWTD, **0.47% or 78 employees** were permanent hires and **0.65 % (25)** came onboard as temporary employees.

Separations

Separations	Type	FY 2009	FY 2010	FY 2011
IWTD	Voluntary	0.81%	0.75% ↓	1.12% ↑
	Involuntary	0.72%	1.15% ↑	0.87% ↓
Other Disabilities	Voluntary	6.74%	6.68% ↓	7.09% ↑
	Involuntary	5.51%	8.39% ↑	5.54% ↓
Not Identified	Voluntary	2.31%	2.57% ↑	3.01% ↑
	Involuntary	4.04%	4.42% ↑	3.50% ↓
No Disabilities	Voluntary	90.14%	90.00% ↓	88.79% ↓
	Involuntary	89.73%	86.04% ↓	90.09% ↑

There were **18,312** separations for the DON in FY 2011. Of these employees, **1.08% or 197** have targeted disabilities and **6.80% or 1,246** have disabilities other than targeted disabilities. Of the **197** IWTDs who separated, **1.12% or 168** were voluntary separations while **0.87% or 29** were involuntary. Of those with other than targeted disabilities, **1061 or 7.09%** were voluntary and **185 or 5.54%** were involuntary.

**EEOC FORM
715-01
PART F**

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

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

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

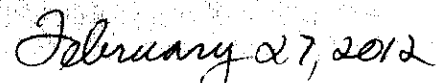
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for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

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

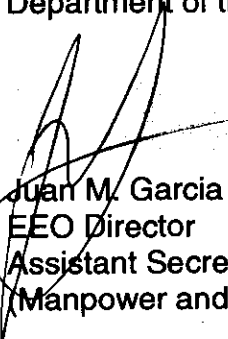
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



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





Date









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









Date



EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	<p>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.</p>		X	<p>The Secretary of the Navy (SECNAV) is responsible for the Department of the Navy (DON) Total Force which includes U.S. Navy and U.S. Marine Corps military and civilians, and contractors. As a result of this unique organizational structure, efforts to draft a policy statement that was applicable to all the different components of the DON required a complex coordination of effort resulting in a delayed issuance.</p>
	<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.</p>		X	<p>The SECNAV's policy statement dated December 2, 2010 remains current and has not been re-issued. A Secretary of the Navy instruction outlining the DON policy and requirements for EEO program implementation in more detail is currently in the review stage. We expect the instruction to be issued in FY 12.</p> <p>Each subordinate command is 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.</p>





Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits.
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits
 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		The major commands reported their compliance on this measure. Their responses are 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		The DON's Schedule of Offenses and Recommended Penalties is included as Appendix B to the Civilian Human Resources Manual (CHRM), Subchapter 752. The CHRM is posted on the DON HR website at http://www.public.navy.mil/donhr/Pages/default.aspx 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		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See DON FY 2011 Plan #H-11 for details.	
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See DON FY 2011 Plan #H-11 for details.	
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			X	At the agency level, the EEO Director reports directly to the Secretary of the Navy. At subordinate commands/activities, the Deputy EEO Officer is organizationally aligned to the Human Resources Office with direct access to the EEO Officer who is the Commanding Officer.




Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		A full schedule of training for practitioners was deployed in FY 11 (See DON FY 2011 Plan #H-11 for details). While some progress was evident at the end of the current rating period, we expect to see the full results of our training efforts in FY 12. We will continue to monitor this measure through ongoing evaluation of the quality and timeliness of program execution efforts.
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See DON FY 2011 Plan #H-11 for details.
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		The State of the Agency briefing was presented to the Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs), on January 21, 2011.
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		




Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		Major commands have the responsibility to ensure funding is available for reasonable accommodation requests



			within their respective commands. The DON also utilizes the Department of Defense Computer/Electronic Accommodations Program (CAP) to support this requirement.	
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		Funding is provided at the major command level. On a larger scale, the Naval Facilities Engineering Command is responsible for all DON major military construction.	
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		The major commands reported their compliance on this measure. Their responses are 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		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits.	
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			
to provide religious accommodations?	X			
to provide disability accommodations in accordance with the agency's written procedures?	X			
in the EEO discrimination complaint process?	X			
to participate in ADR?	X			
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	X			This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See





				DON FY 2011 Plan #H-11 for details.
	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		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See DON FY 2011 Plan #H-11 for details.
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X	See DON FY 2011 Plan #H-11 for progress to date and FY 12 plan 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.
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		



Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		There were five findings of discrimination in FY11. Three decisions rendered by an EEOC AJ were fully implemented. Two decisions, without a hearing, were issued by SECNAV. The implementation of corrective action is currently pending for these cases. With all findings of discrimination, the major command is advised to consider appropriate discipline for the responsible management official(s) to ensure the circumstances resulting in the finding is corrected and not repeated.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		
Essential Element D: PROACTIVE PREVENTION				
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See DON FY 2011 Plan #H-11 for details.
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		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See DON FY 2011 Plan #H-11 for details.
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in





				FY11. See DON FY 2011 Plan #H-11 for details.
	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		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY11. See DON FY 2011 Plan #H-11 for details.
 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. The DON ADR Program Office is tracking submissions and reinforcing compliance to this requirement during bi-annual DON ADR conferences and recurring training sessions.
Essential Element E: EFFICIENCY				
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a



 Measures		Yes	No	brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		A full schedule of training for practitioners was deployed in FY 11 (See DON FY 2011 Plan #H-11 for details). While some progress was evident at the end of the current rating period, we expect to see the full results of our training efforts in FY 12. We will continue to monitor this measure through an ongoing evaluation of the quality and timeliness of program execution efforts.
	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	X		
	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X		
	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
	Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X	See FY 12 Part H plan for planned activities to address this program deficiency.
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X		
	Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		
If yes, briefly describe how: DON requires the use of full-time EEO counselors. In exceptional circumstances when the use of contractors is deemed necessary, the DON EEO Office approves the request, reviews the statement of work and holds the EEO processing office responsible for meeting timeframes. 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	X		The major commands

contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?				reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits and annually through the EEOC 462 reporting requirement .
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.
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X	While we have made significant improvement in the timely processing of pre-complaints (88.4% are timely), we need to continue our focus on efforts to improve the quality and timely processing of formal complaints. See FY 11 Part H for accomplishments to date and FY 12 Part H for planned activities for execution in the next reporting period.
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	The number of timely investigations decreased from 46% in FY 10 to 43.9% in FY 11. Additional direction will be provided to the major commands to improve our efforts on this measure. (See FY 11 Part H for accomplishments to date and FY12 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 timely issued 98.5% of our FADs in FY 11.
When a complainant requests a hearing, does the agency immediately upon receipt		X		

of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?				
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			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. The DON ADR Program Office is tracking submissions and reinforcing compliance to this requirement during bi-annual DON ADR conferences and recurring training sessions.
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		

Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

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

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

attended training on a date certain?			
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.

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 (CDEEO) and Deputy EEO Officers (DEEO) 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"> • <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> • <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> • <i>Efforts to implement new data systems and improve current systems need to continue in order to facilitate program implementation.</i>
OBJECTIVES:	<ol style="list-style-type: none"> 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. 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"> a. Ensuring that all EEO practitioners possess the requisite competencies to accomplish their program responsibilities, e.g., barrier analysis, discrimination complaints processing. b. Providing regular briefings to EEO Officers and supervisors/managers on the status of their EEO programs. c. Involving stakeholders in barrier analysis efforts. d. Reviewing employment programs, policies, procedures and practices, and reporting the results of these reviews. 3. To complete the implementation of new data systems and continue to enhance current systems.
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 2010
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)

<p>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.</p> <ul style="list-style-type: none"> 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 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 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>September 2011 (specific target dates and action officers identified with individual planned activities)</p>
<p>2. To ensure that all EEO practitioners and relevant stakeholders successfully execute their respective roles for implementing an effective EEO Program.</p> <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> (1) Provide training on barrier analysis, complaints processing and reasonable accommodation procedures (2) Provide EEO for HR Professionals course training (3) Sponsor a DON Human Resources Conference 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 <ul style="list-style-type: none"> (1) Issue Secretary of the Navy Instructions (EEO Program, Anti-Harassment and Hispanic Employment Program) (2) Hold commands accountable for ensuring that activities and servicing EEO offices submit complaint files to EEOC in a timely manner (3) Issue EEO Program scorecards to commands (based on FY 2010 program efforts and annual program status report submissions) (4) Conduct on-site validation visits (5) Schedule monthly meetings with CDEEOOs 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>September 2011 (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>	
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<p>3. To complete the implementation of new data systems and to enhance current systems.</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>September 2011 (specific target dates and action officers identified with individual planned activities)</p>
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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 2011.

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.

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. Target Date: May 2011, Action Officer: CDEEOOs

Only a few major commands indicated an inconsistency in the availability/accessibility of the DON reasonable accommodation procedures still existed at the end of the current reporting period. These commands developed appropriate PART H EEO Plans for execution in FY 2012 to correct this program deficiency.

The vast majority of the commands reported that this program deficiency was corrected and provided documentation, as required, of how this was accomplished, i.e.:

- Training (live, on-line, workshops, new employee orientation, annual supervisor training)
- Posting the procedures on websites, portals, Enterprise Knowledge Management (eKM) collaboration site and SharePoint sites
- Posting the link to the DON reasonable accommodation procedures
- Postings on bulletin boards
- Dissemination of hard copy information packages and/or welcome aboard/new hire packages that include information on the procedures for reasonable accommodation
- Provided by reasonable accommodation point of contacts on request
- Developed quick reference guides that are posted on websites

At the DON level, reasonable accommodation procedures are posted on both our public website and internal portal, <http://www.donhr.navy.mil/> This program deficiency was corrected with the completion of this planned activity.

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. Target Date: September 2011, Action Officer: CDEEOOs and Workforce Development Office

Only one major command indicated an inconsistency in providing reasonable accommodation training at their subordinate activities. This command developed an appropriate PART H EEO Plan for execution in FY 2012 to correct this program deficiency.

The remainder of the commands reported that supervisors/managers have been trained on their responsibilities for implementing reasonable accommodation procedures and provided documentation, as required, of how this was accomplished, i.e.:

- On-line via the training section of the Total Workforce Management Services (TWMS)
- Live training deployed via/provided by:
 - Defense Connect On-line (DCO)
 - Counsel
 - Command Deputy EEO Officers
 - Speaker from the DoD Computer/Electronic Accommodations Program
 - Annual EEO refresher training
 - Conferences
 - Supervisory training academies
- Interactive forums facilitated by reasonable accommodation point of contacts

Some commands monitored attendance via the training reporting feature of TWMS or required subordinate activities to submit training completion reports to certify the training had been completed by supervisors/managers. One command reported that their EEOO (the Commanding Officer) made EEO a mandatory training requirement, to include reasonable accommodation procedures. As a result, this particular command reported training over 1500 supervisors/managers by the end of the current reporting period.

Some commands further augmented the training provided with regular updates via bulletins and the dissemination of desk guides for supervisors/managers to reference when needed.

This program deficiency was corrected with the completion of this planned activity.

c. Update the training when EEOC issues implementing guidance on the ADA, Target Date: 3 months after EEOC issues guidance, Action Officer: DON People with Disabilities Program Manager and CDEEOOS

In FY 2011, several reasonable accommodation training sessions were scheduled and held. Prior to the issuance of the revised 29 CFR §1630, training sessions were held in Bethesda, MD and Bremerton, WA. After the revised regulations were issued, the presentation was modified to incorporate the changes. The updated training was conducted in New Orleans, LA; Washington DC; and, San Diego, CA. Over 200 Human Resources (HR) and EEO practitioners, attorneys and supervisors received this training.

This planned activity is completed and will be closed out.

2. To ensure that all EEO practitioners and relevant stakeholders successfully execute their respective roles for implementing an effective EEO Program.

a. Partner with the Office of Civilian Human Resources (OCHR) to develop and improve the technical competencies of the EEO/HR community. Target Date: September 2011, Action Officer: DON EEO Office and OCHR

(1) Provide training on barrier analysis, complaints processing and reasonable accommodation procedures

Barrier Analysis: The DON's two-day course was successfully launched in FY 2010 with an initial offering of five sessions. In FY 2011 this course was added to the Office of Civilian Human Resource (OCHR) Civilian Workforce Development Division's (CWDD) annual training schedule to ensure that regular offerings were scheduled. A CWDD needs survey initially identified that five classes would satisfy the FY 2011 requirement for this training at the following locations: Bremerton, WA; Washington Navy Yard; Jacksonville, FL; Norfolk, VA; and San Diego, CA. As a result of a high demand, an additional four classes were added (San Diego, CA; Mechanicsburg, PA; Charleston, NC; and Washington Navy Yard) to the schedule, for a total of nine that were sponsored at the DON level. Over 300 HR and EEO practitioners and supervisors/managers attended these training sessions. Additional classes were sponsored and conducted by a couple of the major commands for their subcomponents. One of the commands reported that more than 1500 of their supervisors/managers received this training during the current reporting period.

We continue to receive very positive feedback from course participants, many who are in the HR community. Comments indicate that attendees leave with a better understanding of barrier analysis and their role/responsibility in this process. As more stakeholders are trained, we expect to see a correspondingly increase in the quality of efforts DON-wide. This course will continue to be offered through the CWDD.

In addition to the barrier analysis course, a workshop on the use of Excel macros to organize and sort workforce demographic data quickly and efficiently, an important first step in process, was developed and offered. In years past, the effort to populate the EEOC workforce data tables proved to be such a time-consuming effort that it became an obstacle to the major commands' efforts to take their analyses beyond an initial look at the data. An individual proficient in the use of Excel took the initiative to use the capabilities of this computer application to develop macros that auto populated the workforce data tables from information downloaded from the Defense Civilian Data Personnel System (DCPDS). This individual conducted workshops in San Diego, CA; Hawaii; and Norfolk, VA. Attendees were enthusiastic about the efficiencies gained with the use of this application. The use of macros is currently limited to those who attended the workshops and is expected to be only an interim solution as we continue our efforts to deploy eVersity, an off-the-shelf reporting and data system that automates the reporting aspect of the annual assessment, to include auto-population of the workforce data tables (see Planned Activity 3.b. for further details on eVersity). Nonetheless, even with its limited application, we expect that the use of macros, coupled with the information stakeholders gained from the barrier analysis training, will move our analysis efforts in a positive direction.

Discrimination Complaints Processing: This course covers all aspects of the discrimination complaints process, with specific emphasis on preparing thorough EEO Counselor reports and letters of acceptance/dismissal, conducting investigation sufficiency reviews, updating complaint information in the DON's data tracking system, and, meeting applicable timeframes. In FY 2011 this course was also added to the CWDD annual training schedule. Four training sessions were conducted in Philadelphia, PA; Bremerton, WA; Jacksonville, FL and Norfolk, VA.

Course attendees provided positive feedback on the subject matter presented at these training sessions and we continue to receive requests to schedule additional classes.

Most of the courses scheduled in FY 2011 were coordinated and scheduled by the CWDD. This course will continue to be offered through the CWDD.

Reasonable Accommodation: This one-day course provides information on the basic aspects of the Rehabilitation Act, the definition of disability under the Rehabilitation Act and the Americans with Disabilities Act, the changes to the definition as a result of the ADA Amendments Act, and the DON reasonable accommodation process. The target audience for this course is HR and EEO practitioners involved in the reasonable accommodation process. In FY 2011, training sessions were held in Bethesda, MD; Bremerton, WA; New Orleans, LA; Washington DC; and, San Diego, CA. Over 200 HR and EEO practitioners, attorneys and supervisors received this training. Three of these classes were scheduled after the course was modified to incorporate the changes in the revised regulations. Attendees who completed the course leave with a good understanding of how to conduct a disability analysis, process requests for reasonable accommodation, and their role and responsibility in this process. We continue to receive requests to schedule this training indicating a high level of interest on this topic. We are currently working with the CWDD to add this course to their FY 2012 annual training schedule.

In FY 2011, DON revised its procedures for reassignment as a reasonable accommodation. These changes were incorporated in the above mentioned training. This information was also presented at the DON Civilian Personnel Law Seminar.

As required by Executive Order 13548, Increasing Federal Employment for Individuals with Disabilities, the DON plan includes reasonable accommodation training in computer based supervisory training; this is currently in the developmental stage. We expect to deploy this training in FY 2012.

(2) Provide EEO for HR Professionals course training

This one-day course was developed in collaboration with the CWDD. The objective of this training is to ensure HR professionals understand the importance of a thoughtful integration of EEO into all our employment programs and processes. Participants are introduced to their role and responsibilities for implementing an effective EEO program through an overview of the six essential elements of a model EEO program, required aspects of the annual assessment, a brief introduction to barrier analysis, and the value of a collaborative relationship with EEO professionals.

Supervisors and managers rely on the expert advice and guidance of HR professionals in their day-to-day employment decisions. The course emphasizes the critical importance of the HR professionals' role to ensure that these decisions are fair and equitable through various scenarios and exercises. The course further highlights how successful collaborative relationships between HR and EEO professionals have proactively prevented the inadvertent implementation of barriers to equality of opportunity in some of our employment policies and procedures. The collaborative involvement of HR professionals in our efforts to integrate equality of opportunity in all aspects of employment will further the success of the DON EEO program.

Course offerings were held several times at the Washington Navy Yard; Norfolk, VA; and San Diego, CA. The course was well received by attendees and feedback indicates they leave with a better understanding of their responsibility for ensuring equality of opportunity. This course will continue to be offered annually through the CWDD training schedule. Our plan is to update/improve the workshop to incorporate recommendations from course attendees before the next training cycle.

(3) Sponsor a DON Human Resources Conference

The DON HR Conference was held on March 29-31, 2011. The conference theme, Waves of Change, Oceans of Opportunity, was representative of our dynamic environment and the possibilities ahead. Collaboration was identified as critical to implementing changes to the HR profession and reforms in hiring and human capital management. As key advisors to managers and supervisors, the conference emphasized our collective responsibility to ensure that EEO principles are seamlessly integrated into all employment related decisions and our personnel practices, policies and procedures. A section of the conference brochure was dedicated to highlighting this collaborative responsibility and breakout session topics included:

- An EEO Update that discussed the roles of EEO, HR and supervisors in the execution of EEO program objectives and barrier analysis. Information on current/past collaborative efforts and new automated tools was also provided in these sessions.
- An overview of the DON reasonable accommodation procedures and the role of HR professionals in this process.
- Initiatives to increase the employment of People with Disabilities in the DON.
- An interactive workshop on how to become a more sophisticated consumer of statistics and to gain an understanding of basic statistical techniques to better interpret results.

In addition to the above, a breakout session for just the Command Deputy EEO Officers (CDEEOO) was held to provide information on ADAAA changes, FY 2011 program objectives, DON reporting requirements, program accountability in the form of scorecards, program management issues and the way forward.

As a community, we have made significant progress in the integration of EEO principles in our human resources practices, policies and procedures as evidenced by our collaborative efforts to implement Executive Order 13548; market DON employment opportunities; inclusion of EEO as a key component in the roll out of the new HR service delivery model; integrate equality of opportunity into key HR policy

documents such as Staffing, Placement and Employment , HR Careers Program, Pay Administration, Awards, etc.; include the requirements of the EEO program in the deployment of new automated tools such as USA Staffing and the DON internal portal. We expect these and future collaborative efforts will continue us on the path to seamlessly integrate EEO into the DON's everyday practices. Efforts to date have had a positive effect in elevating the status of the program.

b. Provide oversight, direction and guidance and to hold commands accountable for the effective management of their EEO Program. Target Date: September 2011, Action Officer: DON EEO Program Director, DON Complaints Manager, DON EEO staff

(1) Issue Secretary of the Navy Instructions (EEO Program, Anti-Harassment and Hispanic Employment Program)

A draft of the Secretary of the Navy (SECNAV) EEO program instruction has been completed and is currently in the internal review stage. After this review, the draft instruction will be sent to key HR functional program leads and the major commands for their review and comment. When signed and issued, it will serve as the primary reference guide for the DON EEO program policy, requirements and expectations for execution efforts.

A draft of the DON Anti-Harassment instruction was completed and routed for review/comment. The nature and volume of comments received necessitated a number of discussions among the various parties. These discussions are continuing and we expect the final version to be routed for signature in FY 2012.

The Hispanic Employment Program SECNAV instruction was completed and forwarded to both the major commands and HR community for their review and comment. Comments were reviewed and modifications, as appropriate, were made to the draft instruction. Included as an attachment to the SECNAVINST was a revised DON- specific reporting format to meet the Office of Personnel Management's annual reporting requirement for Hispanic Employment. This attachment may require further revision as the recently issued Executive Order 13583 requires agencies to review their various requirements to submit workforce plans/reports and to develop a strategy for consolidating them where appropriate and permitted by law. Upon issuance of the Government-wide Diversity and Inclusion Strategic Plan, a review to determine if any changes to the updated DON reporting format will be required. Following this review and the completion of any required revisions, the updated SECNAVINST will be routed for signature.

NOTE: The changes brought about with the approval of the new HR service delivery model (see Executive Summary for more detailed information on this model) will also have to be incorporated into these draft instructions.

(2) Hold commands accountable for ensuring that activities and servicing EEO offices submit complaint files to EEOC in a timely manner

The DON notifies processing offices via e-mail when a discrimination complaint appeal is filed with EEOC. This notification instructs the processing office to electronically submit case files to the EEOC OFO by the identified due date and to provide a copy of the transmittal e-mail to our office for tracking and monitoring purposes. At the end of FY 2011, EEOC OFO implemented EFX, a new electronic document management system, which automatically generates an e-mail receipt to our office when the processing office submits the required files. This new system will greatly assist our efforts to hold the commands accountable for the timely submittal of complaint files.

The timely submittal of case files to EEOC hearing units is tracking and monitored through iComplaints, our automated tracking system for discrimination complaints. Our office reviews entries

into this tracking system on a quarterly basis. The timely submittal of case files and the accuracy of the data in iComplaints are further validated biannually (March and September 2011) through a review and comparison with the EEOC's inventory.

(3) Issue EEO Program scorecards to commands (based on FY 2010 program efforts and annual program status report submissions)

The Deputy Assistant Secretary of the Navy (Civilian Human Resources) issued the third annual EEO program scorecard, evaluating FY 2010 program efforts, to all the major commands in early June 2011. As with the previous years, the status of each command's program was rated on a scale of green, yellow or red (green denoting a model program and red, one that is non-compliant).

Each year we have incrementally raised the bar for evaluating the quality of commands' program efforts. The FY 2010 scorecard weighted barrier analysis efforts more heavily in comparison to the previous year, i.e., efforts had to go beyond the first step of data analysis and demonstrated that the in-depth investigation critical to the accurate identification of specific barriers had been initiated. The second component of our review was an evaluation of the quality of the analysis effort. We also raised the benchmark for the timely processing of discrimination complaints to increase the accountability for meeting regulatory requirements. We further modified the format of the FY 2010 scorecards to address the individual needs of the recipients, i.e., high level feedback was provided to the heads of each command and a second more comprehensive scorecard with specific recommendations for improvement was provided to the CDEEOOs. 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.

A positive result of the scorecard is the cascading of accountability to all levels of the organization, i.e., some commands are holding their subordinate activities accountable through their version of a scorecard and/or on-site visits, and a genuine commitment by senior leadership to ensure they have a robust and compliant program in place. Regular on-going communication with key stakeholders on program requirements and expectations continues to be another positive outcome of this accountability measure. As a result, our evaluation of a command's program is not solely dependent upon their annual status report submission, but takes into account all the information that is shared throughout the reporting period, reflecting a more accurate assessment of the individual status of each command's program. Another positive outcome of the scorecard is the initiation of an on-going dialogue and networking between the commands and a healthy competition that challenges each to raise their efforts to the next level. This all reflects positively on the DON program.

Program status scorecards will continue to be issued annually and modifications made as needed.

(4) Conduct on-site validation visits

Three on-site validation visits were completed in FY 2011. These visits continue to be an effective vehicle for us to validate information provided in the command's annual submission and to obtain a better perspective of the current state of their program. These accountability reviews provide a more in-depth assessment of a command's program and the opportunity to present feedback/recommendations in person to both senior leadership and the CDEEOO. This year two commands took advantage of these visits to showcase their program strengths and commitment to equality of opportunity. A written, descriptive account of their efforts would not have had the same impact or done justice to their program accomplishments. Another is in the process of implementing our recommendations to establish a compliant program.

We were on track to complete the first cycle of visits by the end of FY 2011. However, at the request of the last two commands on our schedule, their visits were postponed until the 2nd quarter of FY 2012

to allow their EEOOs, both who reported on-board late in the fiscal year, the opportunity to come up to speed on their new commands.

In FY 2012, we will wrap up the first cycle and begin the second series of visits. The format of these visits will be re-structured to change the focus from one of an initial assessment to one that evaluates program progress when compared to the results/assessment of our first visit.

(5) Schedule monthly meetings with CDEEOOs

Telephone meetings with all CDEEOOs were held monthly in FY 2011. This forum provided attendees up-to-date program guidance and information, e.g., overview of the Genetic Information Non-Disclosure Act, Executive Orders 13548 and 13583, USA Staffing, training announcements, award nomination announcements, introduction of new CDEEOOs, reminder of report requirements/due dates, DON data system updates, DON-specific requirements/guidance, etc. These meetings further function as a vehicle for CDEEOOs to network with their counterparts.

In addition to the monthly meetings, twice a year, on-site meetings are scheduled. This year we modified the format of the second on-site meeting. Instead of a single meeting with representatives from all the major commands, several meetings with smaller groups of commands were scheduled. These meetings began with an informal group discussion on the new DON HR service delivery model and the way forward in designing an organic EEO service delivery structure that best meets their individual requirements. In the afternoon, the commands received personally tailored information at four one-on-one workshops on different topics, i.e., program management, People with Disabilities program, discrimination complaints management and etools. This format provided commands with more personalized feedback and guidance specific to their respective programs. Both of these types of meetings with the CDEEOOs will continue in FY 2012.

c. Commands will certify that regular EEO program updates are provided to all EEO Officers and managers/supervisors to include dates and topics discussed. Target Date: July 2011, Action Officer: CDEEOOs and DEEOOs

Only one major command identified this as a continuing program deficiency. This command developed an appropriate PART H EEO Plan for execution in FY 2012 to correct this program deficiency.

The remainder of the commands reported that regular EEO program updates are provided. The format of these updates varied among the commands and their frequency ran the full gamut, i.e., weekly, bi-weekly, monthly, quarterly, annually. Meeting venues were in the form of one-on-one briefs with the EEOO; program updates at leadership meetings, off-site meetings and/or regular staff meetings; council meetings, etc. Information discussed at these meetings included: newly issued Executive Orders, DON program requirements, annual program status reports, Individuals with Disabilities Program, discrimination complaints, EEO training requirements, status of barrier analysis efforts, etc. Several commands reported that information provided at these regular meetings were further supplemented by weekly/quarterly newsletters and/or e-mail updates.

Major commands reported that a positive outcome from these regular updates is the resultant commitment and engagement of senior leadership to ensure the success of the EEO program. This planned activity is completed and will be closed out.

d. Commands will provide documentation that stakeholders at all levels are involved in barrier analysis efforts. Target Date: September 2011, Action Officer: CDEEOOs and DEEOOs

A few major commands indicated that lack of stakeholder involvement in barrier analysis efforts

continues to be an issue at their subordinate activity levels. These commands developed appropriate PART H EEO Plans for execution in FY 2012 to correct this program deficiency.

While most of the major commands reported that stakeholders are involved in their barrier analysis efforts, the level of engagement is not the same across the board. Some commands have just initiated the first step of providing training to stakeholders on their role and responsibility in these efforts. Consequently, results of their FY 2011 efforts are not yet reflective of a collaborative approach and have not progressed far beyond an initial look at the workforce data and identification of triggers. On the opposite side of the spectrum, there are a few commands that have had barrier analysis teams in place for the last several years, with senior leaders designated as 'champions.' These commands are much further along with their efforts, uncovering key pieces of information that led to the identification of specific practices and policies that are barriers to equality of opportunity. As a result, these commands were able to develop focused EEO plans that should result in the elimination of the identified barriers.

The above reflects the polar-opposite spectrum of the maturity of our barrier analysis efforts, with the vast majority of the commands just beginning to involve the relevant parties as they delve more fully into determining the underlying cause of identified triggers. We have made significant progress in this aspect of our program, a positive result of holding the major commands accountable through the issuance of our annual program status scorecards. We will continue to hold the commands accountable for the involvement of all relevant stakeholders as move towards the goal of taking our collective analysis efforts to the same level.

Some of the major commands have identified follow-on actions for execution in FY 2012 to ensure the continued engagement of all their stakeholders. This planned activity is completed and will be closed out.

e. Commands will provide documentation that a command-wide review of employment programs (merit promotion, awards, employee development) was accomplished and report results. Target Date: September 2011, Action Officer: CDEEOOs, DEEOOs, supervisors/managers, Human Resources practitioners

A third of the major commands report that this continues to be a program deficiency and have identified Part H EEO Plans for execution in FY 2012.

Some of the remaining commands reported that as a result of their review of these employment programs, changes and/or modifications to existing policies and practices were made, e.g., identifying a wider area of consideration for vacancies, developing and disseminating additional guidance/information on the merit promotion process, thereby avoiding any future issues. Another positive result of this measure is the collaborative involvement of EEO practitioners in the review process for new and/or revised instructions, policies, and procedures before they are issued.

The DON established a mechanism for tracking command compliance with this measure through a requirement to document their review schedule and progress to date on the DON-specific PART G form. Many of the commands reported that a regular schedule to review these employment programs is in place. We will continue to monitor compliance with this measure through a review of their narrative accomplishments. A FY 2012 EEO plan is in place to address this program deficiency.

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. Target Date: September 2011, Action Officer: CDEEOOs, DEEOOs, supervisors/managers

A small number of major commands indicated that a command-wide trend analysis of the effects of

management/personnel policies, procedures and practices had not been accomplished. These commands developed appropriate PART H EEO Plans for execution in FY 2012 to correct this program deficiency.

The remainder of the commands reported that they had conducted a trend analysis that included, but was not limited to, the following areas:

- Accretion of duty promotions
- Area of consideration for vacancy announcements
- Hiring authorities
- Results/impact of Base Realignment and Closure decisions
- Recruitment sources
- Promotion processes
- Comparison of accession and separation rates
- Stand-up of DON Science and Technology Reinvention Laboratory (STRL) Demonstration Project personnel systems

A review of some of these policies was accomplished for the purpose of establishing a baseline for future comparative purposes, i.e., the stand-up of new pay systems (STRLs) as there is no historical data on these personnel systems that were just implemented in FY 2011. Other reviews uncovered unfavorable trends resulting in a change and/or modification in policy, practice or procedure. Some of these changes included curtailing the use of accretion of duty promotions, expanding the area of consideration for vacancy announcements, expanding the use of other hiring authorities, i.e., Schedule A, etc.

Some commands further reported that trends uncovered as a result of their review will be monitored to determine if any future changes/modifications are needed or if the development of barrier elimination plans, PART I, is warranted. As an example, one of the trends that will be monitored is the appearance of a negative impact to the number of female accessions with the use of the Veterans Employment Opportunities Act of 1998 hiring authority.

This approach to proactively prevent discrimination further strengthens the DON program and reinforces the collaborative partnership with HR professionals to ensure equality of opportunity. This planned activity is completed and will be closed out.

3. To complete the implementation of new data systems and to enhance current systems.

a. Implement entellitrak, an agency-wide tracking system, to track and monitor reasonable accommodation requests. Target Date: May 2011, Action Officer: DON People with Disabilities Program Manager, OCHR Data Management Branch

All the required modifications and enhancements to the off-the-shelf product were completed by Micropact and the DON has successfully tested the new application to ensure its functionality. The new tracking system is currently at the DON Navy Marine Corps Intranet (NMCI) level pending completion of the security validation process. The DON receives its IT services via NMCI, a consolidated and standardized network operations services, security, and user assistance across every level of the DON. NMCI provides an interoperable command and control network needed to transition to a net-centric environment and improved security is one of its greatest value. We do not anticipate any security issues and expect that the new system will be approved for deployment.

While we do not expect any issue with the security validation process, the deployment of entellitrak may be delayed until the system is reconfigured to meet new IT requirements, i.e., conversion from an Oracle server format to SQL. The contractor must devise a conversion solution before it can be

housed on a DON server. Although approval of the work performance contract was pending at the end of FY 2011, we do not expect any issues with getting this contract in place.

b. Deploy eVersity, a corporate data reporting tool, for use in data/ trend analyses and MD-715 reporting purposes. Target Date: June 2011, Action Officer: DON EEO Office, OCHR Data Management Branch

In FY 2011, we made significant progress towards the stand-up of eVersity. Tables A/B 1 through 6 were successfully populated with FY 2010 workforce data and we anticipate no problems with these tables once the FY 2011 data file is ready to be uploaded. Because of the large volume of actions represented in the transactional portion of our data, i.e., accessions, promotions, awards and separations, the DCPDS upload for these tables has been a challenge.

While the issues with the transactional data were being worked by the IT team and the contractor, our office worked with the major commands to customize some of the tables, i.e., Tables A/B 2, 4 and 6. In addition, each command set the 'behind the scenes' criteria for each table to ensure the data from DCPDS accurately flowed to the correct place on each table. This was not an easy feat to accomplish as a combined total of 280 data tables had to be configured.

Notwithstanding the data issues described above, the major commands were required to submit their FY 2011 annual status report using the reporting feature of this tool. The transition to e-filing eliminated the various means used by our 20 major commands to submit their reports, i.e., multiple e-mails with large attachments, in-person submissions and the more traditional method of mailing a hard copy. The reporting feature of eVersity provides a more efficient means to submit reports and will ultimately function as a centralized repository for historical data, eliminating the requirement to retain and store hard copies.

While we are confident that the issues with the transactional data will be resolved in FY 2012, the major problem with the deployment of eVersity is that it is currently co-housed on a server that is antiquated and limited with another of our automated tools, iComplaints. Both databases need to be moved to separate servers to improve system performance, manageability and expandability. This move cannot be accomplished until these systems meet new IT requirements, i.e., conversion from an Oracle server format to SQL. Once the contractor devises a conversion solution, the databases can then be converted and moved to new servers. Although approval of the work performance contract was pending at the end of FY 2011, we do not expect any issues with getting this contract in place.

In the meantime, we continue to work with the contractor to modify and enhance the tool, e.g., re-titling certain sections to be consistent with the terminology in MD-715 and exploring the possibility of adding the capability to upload signed documents. Once the tool is fully functional at the DON and major command levels, the plan is to incrementally phase in subordinate activities.

c. Ensure that the Office of Personnel Management USA staffing tool, DON's interim recruitment solution, includes the capability to track applicant flow data. Target Date: June 2011, Action Officer: DON EEO Program Director, OCHR Recruitment Division

The Office of Personnel Management (OPM) developed USA Staffing, an automated recruitment tool, for use in the federal sector. This tool automates much of the process to include: on-line submission of applications, automatic rating and ranking, automated notifications to applicants, standard reports, etc. During the transition to the new system, we worked closely with the DON HR program lead to ensure EEO program requirements were factored into the implementation process, i.e., availability of applicant flow data. The DON fully transitioned to this tool at the end of FY 2011.

The system can provide applicant flow data for each series by ethnicity/race indicator codes/gender

for all our subordinate activities and we are currently in the process of testing the capabilities of this report feature. At present this information cannot be aggregated at the DON or major command levels and disability information is not available. DON recruitment/hiring policies and practices are not universal across the board, with most of these decisions being made at the activity level. As policies and practices may differ from one activity to another due to unique mission requirements, collective bargaining agreements, etc., specific barriers are more likely to exist at the activity level vice the major command or the DON levels. Thus, while the current reporting capability may appear to be limited, it actually significantly expands our ability to conduct the more in-depth investigations that are a critically important element of the barrier analysis process. Access to this information at the DON and major command levels is required primarily for reporting purposes and, at best, only a data analysis can be performed at these levels.

The HR lead will finalize the job aid for this report feature upon the successful completion of the test pilot. When the job aid is completed and we determine the appropriate allocation of user accounts, this report feature will be made available for use. Our progress to date is directly attributable to the tireless efforts of the program lead. We continue to work with OPM to improve this reporting feature in the USA Staffing tool and anticipate future improvements/upgrades will result in a corresponding increase in capabilities.

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. Target Date: September 2011, Action Officer: DON EEO Program Director, DON EEO Office, OCHR Data Management Branch

On November 3, 2011, two DON representatives attended EEOC's overview/training on FIRES. Many of the system features are conceptually similar to eVersity, the DON corporate data reporting tool. Barring any unforeseen circumstances or system issues, we anticipate a seamless transition to the new process for submitting our annual status report.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		FY 2012 PLAN H (1)
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>While the DON has made significant improvement in the timely processing of pre-complaints (88.4% are timely), the number of timely investigations decreased from 46% in FY 2010 to 43.9% in FY 2011. We will continue our focus on improving the quality and timely processing of pre-complaints and formal complaints. This plan provides direction to the major commands on improving our efforts in this measure. (See FY 11 Part H for accomplishments to date.)</p> <p><u>Essential Element E: Efficiency</u></p> <ul style="list-style-type: none"> <i>Most of our major commands are not routinely meeting the regulatory timeframes for informal and formal complaints processing in accordance with 29 Code of Federal Regulations (CFR) §1614, the Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 110 and DON policy and guidance.</i> 	
OBJECTIVES:	<p>a. Complaints Processing</p> <ul style="list-style-type: none"> <u>Pre-Complaint Processing</u> – Ensure that, at a minimum, 90% of pre-complaint processing is processed timely. <u>Formal Complaint Processing</u> – Ensure that, at a minimum, 90% of formal cases are processed in accordance with all regulatory requirements. Specific issuances to be monitored for timeliness are: Notice of Receipt of Formal Complaint, Receipt of EEO Counselor’s Report, Accept/Dismiss Letter, Requests for Investigation, and Completion of Investigation. <p>b. Enhance/support EEO practitioner development through targeted training events and updated policy guidance and job aides.</p>	
RESPONSIBLE OFFICIAL:	Department of the Navy EEO Office, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), Agency Representatives at the command/activity levels	
DATE OBJECTIVE INITIATED:	October 2011	
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:		TARGET DATE (Must be specific)

<p>To ensure that, at least, 90% of pre-complaint and formal processing are conducted within the regulatory timeframes, commands must:</p> <ul style="list-style-type: none"> a. Comply with DON policy and regulatory guidance on complaints processing in addition to the 29 CFR §1614 and EEOC requirements b. Establish standard performance objectives requiring timely processing for all EEO practitioners responsible for processing complaints. c. Support all DON training requirements for practitioners. d. Conduct periodic reviews, in coordination with Agency representatives, of cases to determine the potential for resolution. e. Review iComplaints database information on, at a minimum, a monthly basis and monitor servicing EEO office's compliance with DON requirements for accuracy of data entry. <p><u>Action Officer:</u> CDEEOOs, DEEOOs, EEO practitioners, Agency Representatives</p>	<p>September 2012 (specific action officers identified with individual planned activities)</p>
<p>Commands will brief the DON EEO Program Office on the status of the command's complaints processing. <u>Action Officer:</u> CDEEOOs</p>	<p>June 2012</p>
<p>For EEO practitioner development, the DON EEO Office will conduct training focusing on improving efficiency and compliance with regulatory guidance on two specific areas:</p> <ul style="list-style-type: none"> a. iComplaints User Training (6-8 sessions) b. Complaints Processing (3 sessions): Formal process, Accept/Dismiss, Investigation Prep. 	<p>September 2012 (specific action officers identified with individual planned activities)</p>
<p>The DON EEO Office will review and update DON Discrimination Complaint Processing policy/ guidance and disseminate accordingly.</p>	<p>September 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		FY 2012 PLAN H (2)
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>We have made significant progress in aligning the EEO Program DON-wide. We will continue to move our program forward through the consistent execution of established policies and processes at all levels of the agency. Adjustments will be made to existing policies/processes as needed, and new ones will be developed and implemented. FY 2012 Plan #H-12 (1) addresses our identified deficiencies in processing discrimination complaints (Essential Element E, Efficiency). This plan addresses the following elements:</p> <p><u>Essential Element C</u>: Management and Program Accountability</p> <ul style="list-style-type: none"> • <i>Most of the major commands/activities have not established schedules to review their merit promotion, employee recognition and development/training programs, to include a report of results.</i> <p><u>Essential Element E</u>: Efficiency</p> <ul style="list-style-type: none"> • <i>Most of our major commands report that less than 90% of reasonable accommodation requests are processed within the time frame specified by the DON procedures, in compliance with governing regulations.</i> 	
OBJECTIVES:	<ol style="list-style-type: none"> 1. To ensure that commands/activities conduct regular reviews of employment programs, policies, procedures and practices and report the results. 2. To hold commands accountable to ensure that requests for reasonable accommodation are processed in a timely manner. 	
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 managers and supervisors at all levels, Reasonable Accommodation points of contact	
DATE OBJECTIVE INITIATED:	October 2011	
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:		TARGET DATE (Must be specific)

<p>1. To ensure that major commands schedule and conduct regular reviews of employment programs (merit promotion, awards, employee development, etc.) and report the results of these reviews.</p> <ul style="list-style-type: none"> • Commands will provide the DON a status report on the progress and initial results of the planned activity #1. <u>Target Date:</u> June 2012. <u>Action Officers:</u> CDEEOOs, DEEOOs, supervisors/managers, Human Resources practitioners • Commands will provide documentation that a command-wide review of their merit promotion program, awards, employee development and training program, and other employment programs was accomplished and report results. <u>Target Date:</u> September 2012, <u>Action Officer:</u> CDEEOOs, DEEOOs, supervisors/managers, Human Resources practitioners 	<p>September 2012 (specific target dates and action officers identified with individual planned activities)</p>
<p>2. To ensure that at a minimum 90% of all reasonable accommodation requests are processed within the timeframes specified in the DON Reasonable Accommodation Civilian Human Resources Manual subchapter 1606.</p> <ol style="list-style-type: none"> a. Commands will provide the DON a status report on the progress and results of the planned activity #2. <u>Target Date:</u> June 2012, <u>Action Officer:</u> CDEEOOs, DEEOOs, Reasonable Accommodation points of contact b. Until our corporate tool, <i>entellitrak</i>, is deployed for DON-wide use, commands will track and monitor the timely processing of reasonable accommodation requests within the command. <u>Target Date:</u> September 2011, <u>Action Officers:</u> CDEEOOs, DEEOOs, Reasonable Accommodation points of contact 	<p>September 2012 (specific target dates and action officers identified with individual planned activities)</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2011 Plan I-11 (1)	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Asian males and females 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>BARRIER ANALYSIS:</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>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>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>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands/activities with 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>RESPONSIBLE OFFICIAL:</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><i>Instructions:</i> 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>

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 2011.

Due to the size and complexity of the DON's organizational structure, an effective barrier analysis can only be performed at the major commands and subordinate activity levels. Overall, commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, while some commands have conducted good data analysis and are moving forward to a more in-depth analysis to determine factors that potentially impact progression to the high grade/SES levels for any group, there are still a few commands that have not completed all aspects of data analysis. Consequently, we are not yet in the position to draw any concrete conclusions from the responses we received for this Part I Plan. In FY 2012, the commands are expected to pick up from where they are in their barrier analysis efforts and develop their own planned activities and next steps for execution.

1. Commands will analyze the participation rate of all groups in the 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).

The responses we received for this planned activity showed most of the commands conducted a good data analysis. Though their initial review has not resulted to the identification of a specific barrier, current efforts are on track to jumpstart a more in-depth investigation on what, if any, is limiting Asians and other groups from participating at the high grades much better than currently experienced.

A combined thirty five jobs series were analyzed to determine those leading to the high grades/SES levels. Of those, six are common to the commands that responded:

- 0301 (Miscellaneous Administration and Program)
- 0340 (Program Management)

- 0343 (Management Program Analysis)
- 0800 (Engineering family)
- 1102 (Contracting)
- 2210 (Information Technology Management)

Five of the occupations listed above matched the DON's major occupations. The exception was the 0340, Program Management series.

These commands reported their next steps as follows:

- To conduct a review of the recruitment and hiring practices
- Provide barrier analysis training for HR liaisons
- Conduct a review of the high-grade selection panel process
- Analyze hiring and promotion policies, practices and procedures.

2. Commands will analyze the participation rates of all groups in the feeder grade levels 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).

Most of the responses indicated that other groups, besides Asian males and females, participated below their expected rate in the feeder grades when compared to the RCLF. A few commands reported that most series leading to the high grades have a pipeline for Asian males; however, the pipeline was limited or almost nonexistent for females across all demographics.

Some commands went beyond a review of data tables and looked at additional information. These commands expressed that after a review of SES promotions, policies, and procedures and evaluation of positions were conducted, a number of the (SES) positions were identified to be abolished or realigned outside of the command. This plan would definitely impact the opportunity for all groups to advance to high grade positions. A more detailed analysis is required in this area.

Moving forward, some commands plan to conduct focus groups and review results of the surveys, examine recruitment and hiring practices, to include conducting additional research on the availability of female candidates with technical expertise corresponding to the needs of the command.

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).

A majority of the responses indicated that most positions, including those that have promotion potential to the high grades, are competed and advertised through USAJOBS. The use of Management Identification of Candidates (MIOC) to fill positions is also common among most of these commands. Other commands utilize an internal website where current employees provide their resumes on-line. Vacancy announcements are advertised through command intranet, posted on local activity websites, printed in local newsletters, emailed to workforce members, and posted on the Office of Personnel Management (OPM) USA Staffing tool, as appropriate. To reach those employees who have less or minimal access to computers, vacancy announcements are placed on internal television networks and bulletin boards. Some commands have a toolkit for hiring managers containing detailed information on hiring authorities, regulations, effective interview techniques, merit system principles, and prohibited personnel practices.

A few commands reported that with the exception of Veterans Recruitment Appointment (VRA) promotions, Asian male permanent employees do not appear to be promoted at a rate one would expect when compared to the RCLF. In contrast, the (Asian males) temporary employees tend to do much better. Although additional investigation is still underway, one command ventured to say that the kind of positions they hold within the command may be the reason for the low promotion rate for Asian males. Their data show that Asian males are clustered in two communities – Artisan & Industrial trades and Science & Engineering. Those working in Artisan and Industrial positions are not likely to move up since most of the occupations in these communities do not normally go to high grades. There is a much better chance for the Asian females since this group is found in four communities – Administration, Business & Financial, Science & Engineering and Logistics, all of which have the potential to go to high grades.

In addition, commands reported the following as additional factors that could potentially limit opportunities for promotions for all groups, and in particular Asian males and females:

- a. Filling positions by name request of military personnel
- b. Filling positions at the GS 14/15 and equivalent levels through a formalized process of classification reviews that result in reclassification/accretion of duty promotions.
- c. Absence of a uniform guideline for advertising positions and selecting area of consideration
- d. No major command policy on career ladder promotions and command merit promotion policy

These commands reported their next steps are as follows:

- a. Examine applicant flow data.
- b. Review internal hiring policies, practices and procedures for barriers to equal opportunity.
- c. Determine what series are commonly filled using promotions to see if there is a correlation between these series and command major occupations.

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.

Some of the major commands reviewed multi-year data on how positions are filled at the high grade/SES levels. Preliminary results show that White males received most of the promotions. A few other commands expressed that very limited number of high grade vacancies, if at all, impacts the progression of Asians and other groups. Some commands conveyed their limitation when it comes to tracking job offers and declinations, hence, unable to generate concrete data that would assist them in their barrier analysis efforts. The information discovered so far will assist the commands as they continue with their investigation. The expectation is to follow the trail of this discovery to determine the reason behind the trends and report results accordingly.

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.

There are very few commands that have developed their own internal tracker. All others are waiting for the corporate tool designed to track applicant flow data. With the transition to the OPM's USA Staffing tool, the DON anticipates that applicant data will become available to the commands and a more robust analysis can be conducted in this area in FY 2012.

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.

Only one command reported a significant number of complaints (116) filed over a two year period, 50% (58) of which were related to promotion or non-selection. The top three bases for the last two fiscal years were reprisal, age and national origin. Further review indicated that where race was identified as a basis, Black/African American had the highest number of filings. Record showed that promotion or non-selection complaints are trending upward requiring additional tracking and monitoring to determine if this impacts the command's barrier analysis efforts related to this trigger.

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.

One of the major commands conducted focus groups to tackle the issue on relocation incentive due to 65% of its high grade positions located in the Washington DC area. Initial findings showed that people were not open to moving without a relocation incentive. The current housing downturn also impacts potential candidates' decision to transfer or relocate regardless if the relocation area has a much better opportunity for promotion. Furthermore, family situation plays a big part in the decision to move. This command will be required to follow through the initial findings and report results. One other command is awaiting the results of their focus groups and another command identified this as their next step.

The DON established the DON Executive Diversity Advisory Council chaired by the Deputy Assistant Secretary of the Navy (Civilian Human Resources). The Council, consisting of five to seven SES members and under the sponsorship of the Assistant Secretary of the Navy (Manpower and Reserve Affairs), was established to advise and support DON efforts to ensure an equal playing field for all groups as the DON develops a cadre of well-prepared, knowledgeable and diverse pipeline for executive-level positions. A status on the council's efforts will be provided at the next reporting period.

The responses above show some progress in this area in the current reporting period; however, we also recognize our commands/activities are at different stages in their barrier analysis efforts. Our planned activities for the next reporting period will take this information into consideration allowing for commands/activities to pick up from where they are in their efforts and develop their own plans going forward.

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>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>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>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands 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>RESPONSIBLE OFFICIAL:</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>DATE OBJECTIVE INITIATED:</p>	<p>February 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</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><i>Instructions:</i> 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>Command reports must address the results of efforts at their subordinate activities. Command reports on each activity must be submitted by the Target Dates shown; submission by email is acceptable.</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	June 30, 2011	
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	June 30, 2011	
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	July 31, 2011	
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	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><i>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</i></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 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><i>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.</i></p>	August 31, 2011	

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).

August 31, 2011

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.

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 2011.

The planned activities established for this plan were intended to provide commands/activities with an initial approach for identifying any potential barriers. Overall, commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, while some commands have conducted good data analysis and are moving forward to a more in-depth analysis, there are still a few commands that have not completed all aspects of data analysis. Some commands also had difficulty connecting the results of their individualized analysis. Consequently, we are not yet in the position to draw any concrete conclusions from the responses we received for this Part I Plan. While we will continue to require commands to conduct a more in-depth investigation into the cause or causes of the low participation of Hispanics in our workforce, the commands are expected to pick up from where they are in their barrier analysis efforts and develop their own planned activities and next steps for execution in FY 2012.

1. Finalize the updates to SECNAVINST 12720.8, DON Civilian Hispanic Employment Program and publish. Responsible Official: DON EEO Program Director, DON EEO staff

The SECNAVINST 12720.8A was finalized and disseminated in August 2011 to the DON HR community, major commands and field activities for review and comments. Included as an attachment to the SECNAVINST was a revised DON-specific reporting format to meet the Office of Personnel Management's annual reporting requirement for Hispanic Employment. This attachment may require further revision as the recently issued Executive Order 13583 requires several agencies to review their various requirements to submit workforce plans/reports and to develop a strategy for consolidating them where appropriate and permitted by law. Upon issuance of the Government-wide Diversity and Inclusion Strategic Plan, a review to determine if any changes to the updated DON reporting format will be required. Following this review and the completion of any required revisions, the updated SECNAVINST will be routed for signature.

The updated instruction places substantial emphasis on ongoing in-depth barrier analysis in order for the DON to determine what, if anything, is causing the low participation of Hispanics in the total workforce despite the availability in the Civilian Labor Force. The instruction also highlights engagement of senior leaders, supervisors, managers and appropriate stakeholders and holding them accountable for the effective execution of the DON's Hispanic Employment Program (HEP) and integration of equal opportunity principles into their human capital responsibilities.

The salient changes in this SECNAVINST underscore the DON' strategic and decisive approach towards ensuring equality of opportunity for all employees and applicants for employment, to include the Hispanic community.

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

The DON Part K went through a major revamp with a final product that provides clear guidance on how to conduct an in-depth barrier analysis and report results and status on each major command's program.

The updated Hispanic Employment Program Annual Status Report eliminates the dual reporting requirement for the commands, i.e., OPM's Annual Report to the President on Hispanic Employment (due in September/October) and the DON Part K, one report providing all the necessary information.

The new report format requires the commands to link their practices in strategic human capital management and planning to their barrier analysis efforts and program initiatives. This heightens the expectation for an ongoing in-depth program assessment and barrier analysis in accordance with the SECNAVINST 12720.8 and the expectation to report accomplishments and status in their annual EEO program reports.

The new form was disseminated to the HR community, major commands and subordinate activities in August 2011 for review and comments. However, as stated above, this form may require further revision as Executive Order 13583 requires agencies to review their various requirements to submit workforce plans/reports and to develop a strategy for consolidating them where appropriate and permitted by law. Upon issuance of the Government-wide Diversity and Inclusion Strategic Plan and the resultant DoD plan, we will determine if any changes to the updated DON reporting format will be required.

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

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). The expectation was 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.

A review of the input of a majority of the commands showed a range of 50% to as much as 80% of their workforce is employed in the Officials and Managers and Professional categories. Initial review by the commands indicated that there is sufficient participation of Hispanics at these two occupational groups when compared to the OCLF which is 3.30% and 2.30% for Hispanic males, respectively, and for females, 2.40% and 2.80%. Common to most of these commands is the Hispanic males' participation at higher rate in the Professionals group when compared to the OCLF. In contrast, Hispanic females have good participation, and at some commands at a much higher rate than the OCLF, in the Officials and Managers category. Although Hispanic males participate at a low rate in the Officials and Managers, it is not significantly low when compared to the OCLF. In addition, the availability of Hispanic males and females for employment in these occupational categories is not as great when compared to their availability in other occupational categories.

Individual OCLF reflects 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 while Hispanic females are prevalent in the Office and Clerical at 6.70% and Service Workers at 8.90%. However, based on the responses from DON commands, a majority of the positions within each command are not in these categories.

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

According to command submissions, the series where Hispanic males and females have a common low participation rate are:

Hispanic males:

- 0501 (Financial Management)
- 0343 (Management Analyst)
- 0301 (Miscellaneous Administrative/Program)
- 0802 (Engineering Technician)

Hispanic females

- 0343 (Management Analyst)
- 0802 (Engineering Technician)

Of the series listed above, four are on the list of DON major occupations.

- 0343 (Management/Program Analysis)
- 0802 (Engineering Technician)
- 0501 (Financial Administration and Program)
- 0301 (Miscellaneous Administration/Program)

With the exception of 0802, all the other series listed above fall under the Officials and Managers category. This corresponds to the initial results of the commands' data analysis under Planned Activity #3 above, that Hispanic males participate at a lower rate in the Officials and Managers group when compared to the OCLF.

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).

Most of the commands reported that they execute a targeted recruitment plan with a wide area of consideration to include the Hispanic community. Their recruitment efforts are adequately funded and communicated across the command to ensure engagement of appropriate stakeholders and effective implementation of the plan. Outreach efforts include marketing and advertising through professional organizations, specific job and internship information posted on command website, regular career fairs, informational and open house sessions via partnerships with colleges and universities and local communities with high concentration of Hispanic population and use of social media such as Twitter and Facebook. Particularly noteworthy is one command's implementation of a virtual career fair where recruiters and technical representatives are communicating with job candidates using a chat window. In FY2011, this process was utilized by over 10,000 career seekers who were directed to the DON's recruitment job site.

All responses reiterated commitment to the merit system principles with regards to recruitment and hiring procedures. Commands leverage the availability and flexibility of multiple hiring authorities to seek out the best talents and skills available in the civilian labor force. Most commonly used hiring authorities are Direct/Expedited Hiring Authority, Veterans Appointing Authorities, Excepted Service Appointing Authorities to include Schedule A and Student Employment Authorities. Depending on the position, vacancies are advertised via the USA Staffing Tool, USAJOBS, internal command announcement vehicles, various job/career fairs and high school/vocational career centers. The area of consideration ranges from all US citizens, current federal and/or DON employees, local commuting area, Individuals with Disability, Veterans to a specific activity, command or Unit Identification Code (UIC) only.

In most commands, a job analysis is performed for every advertised position. The job analysis is developed through the collaboration of the appropriate Human Resources Service Center (HRSC), local Human Resources Office (HRO) and the selecting official to ensure the selection factors relate to the

Knowledge, Skills and Abilities (KSA) required of the position. Some commands utilize both interview and ranking panels.

A few commands conduct a recurring review of their outreach and recruitment efforts to determine the highest return of investment and best practices. Their initial review of the available data showed that there are potential factors that could be considered as limiting and warrant further in-depth analysis to determine if these prevent Hispanics from participating at a much higher rate in the applicant pool and DON workforce.

- a. No mechanism is in place to track results of outreach and recruiting efforts.
- b. Many qualified Hispanic candidates didn't make it to the interview stage.
- c. Some recruitment actions use a limited area of consideration. A few commands reported they typically recruit internally because it is faster. This practice limits the opportunity for outside qualified candidates to receive consideration within the DON.
- d. Length of time it takes to make an offer and lack of follow-up from recruitment team which could be interpreted by potential candidate as lack of interest leading to acceptance of an offer from another agency.
- e. No relocation incentive

We will continue to require the subordinate commands to conduct a more in-depth analysis of their outreach, recruitment and hiring efforts. In addition, commands will be required to continue educating and engaging their senior leaders, hiring officials and other appropriate stakeholders in an in-depth barrier analysis for a more focused strategy that will assure success.

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 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).

Most responses show that promotion opportunities are mostly competed and advertised widely in various media. Employees can search by all vacancy announcements or by site in the command intranet. Vacancy announcements are also posted on local websites, printed in local newsletters, emailed to workforce members, and can be found in the USA Staffing tool, as appropriate. For those activities where employees have minimal access to computers, vacancy announcements are placed on internal television networks and bulletin boards. Interested candidates are given the opportunity to use online tools to express interest and submit resumes. Hiring managers receive on-going advice on merit promotion and competition requirements from local HRO. A few commands reported that all positions are advertised internally at first, providing current employees the opportunity to apply for promotion prior to posting on USAJOBS. Some other commands indicated that leadership training is supported throughout the command, with DON and DOD leadership development opportunities advertised to all qualified employees. One command encourages restructuring of positions to allow for Upward Mobility opportunities. Areas of consideration used range from current Federal/DON employees, VRA/VEOA eligible, merit promotion eligible, Management Identification of Candidates (MIOC) to current command/activity employees only. Some indicated filling positions via classification reviews that result in reclassification/accretion of duties.

A preliminary review conducted by one command shows that the lower promotion rate for Hispanic males and the higher rate for females could be impacted by the kinds of positions that they hold within the command. In this command, Hispanic males are clustered in two communities – Artisan & Industrial trades and Science & Engineering Professionals. Those working in Artisan and Industrial positions are not likely to move up into higher grades since there are few promotion opportunities. In contrast, Hispanic females are mostly found in four communities that have the potential of moving up to high

grades - Administration, Business & Financial, Science & Engineering Professionals and Logistics. Responses from maintenance organizations indicated they primarily use promotions and temporary promotions to fill vacant positions. This practice limits the opportunity for this group to increase their participation rate in the overall workforce. On the other hand, some commands reported limited opportunities to promote due to lack of vacancies, diminishing end-strength/resources and rebalancing workforce through attrition.

Commands reported their next steps include enhancing tracking mechanism to ensure accurate data is used in the barrier analysis efforts. Commands will enhance their barrier analysis efforts by differentiating between non-competitive and competitive promotions, reviewing temporary and permanent promotion procedures/practices, identifying component activities that commonly fill vacancies using promotions, and determine what series are commonly filled using promotions (major occupations, others, etc).

Because of the changes in the Department of the Defense personnel systems, the DON has been in a state of flux for the last five years. Most of the commands transitioned to the National Security Personnel System (NSPS) while bargaining unit employees in the Federal Wage System (FWS) and General Schedule (GS) stayed the same. With the repeal of the NSPS by the National Defense Authorization Act (NDAA 2010), all those under NSPS were either moved back to GS or into the new Science and Technology Reinvention Laboratory Personnel Management Demonstration Project (STRL). Commands covered by multiple personnel systems – FWS, GS, and STRL, experienced some challenges including tracking promotion and reassignment actions and determining which actions equate to a promotion due to the regulatory differences between these pay systems. With the NSPS transition completed in 2011, a more robust analysis and examination of promotion data will be possible in FY2012. Major commands affected by this change should be able to report results of their analysis at the next Annual EEO Program Self-Assessment Report.

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).

Majority of the commands that responded showed both a downward trend in the accession of Hispanics and a steady increase in the separation rate over the last three years. For some commands, the separation rate has outpaced their accession rate.

The natural expectation is that hiring will continue as separations create job openings. However, some commands found themselves experiencing an all-time low in turnovers the last few years that results in almost no opportunity at all to hire since there are no vacancies to fill. One command reported a self-imposed hiring freeze for the majority of FY2011 compounding the issue of inability to hire. Furthermore, some commands reported only a few Hispanics entering their top major occupations in science and math and some qualified Hispanics do not wish to relocate to areas where the majority of the jobs are located. The responses showed that Hispanic females are experiencing a declining rate of accessions with separations outpacing the limited accessions.

Most commands expressed that despite considerable efforts and monies to recruit Hispanics, as well as other groups, they have seen little, if any progress because of the high separations. According to exit interviews and personnel actions, those who leave are doing so voluntary, mostly due to retirements. Command climate surveys did not indicate relevant harassment or discrimination issues. Survey results also showed positive retention factors, e.g., career ladder promotion, opportunity to advance within and outside employee's immediate competency as well as appropriate recognition and awards programs. Quality of work life initiatives such as physical fitness facilities and flexible work schedules also reinforce employee's desire to stay.

Most commands indicated they were not able to conduct an in-depth analysis due to lack of complete data. These commands indicated their next steps will include obtaining good data to determine whether a pattern exists for voluntary and involuntary separations of Hispanic employees and use exit interviews of all employees to generate data for analysis purposes.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2011 Plan I-11 (3)	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>A review of Table B1 shows the percentage of the participation rate of individuals with targeted disabilities (IWTD) in the Department of the Navy (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>BARRIER ANALYSIS:</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 Office of Personnel Management (OPM) guidance, Model Strategies for Recruitment and Hiring of People with Disabilities as required under EO 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 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</p>	

	<p>planned activities in this EEO plan is a top-down, in-depth barrier analysis to 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>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>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>OBJECTIVE:</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>RESPONSIBLE OFFICIAL:</p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>February 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2011</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p><i>Instructions:</i> The planned activities listed below were developed to focus and direct barrier analysis efforts at the command/activity levels. These planned activities are not 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</p>	

<p>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>	
<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>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>Note: The blue text immediately below each planned activity is the report of accomplishments for activities identified for execution in FY 2011.</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>This year's submissions show that our commands are at various stages of analyzing their recruitment and hiring processes. The DON is actively recruiting individuals with targeted</p>	

disabilities and our recruitment efforts are nation-wide and include attendance at numerous colleges and universities. Many commands have stated that a key element of their college recruitment efforts is to contact the Disability Support Services coordinator at the various institutions prior to the school visit. DON commands have also been partnering with other federal and state government organizations such as the Department of Veterans Affairs, the Department of Labor, state and local Vocational Rehabilitation agencies. Commands have attended numerous career and hiring fairs throughout the country such as Hiring Heroes job fairs and Joboctoberfest. Commands have also sought and hired individuals from programs such as the Workplace Recruitment Program, Wounded Warrior Programs, and Coming Home to Work Program. At least one major command promotes vacancies on the Hire-Disability website. The DON has had some success using the OPM's Shared Register of qualified candidates produced by Bender Consulting. There have been several hires from the OPM Shared Register in FY11.

Despite the numerous recruitment efforts conducted in FY11, the total number of hires of individuals with targeted disabilities has not significantly increased from previous years. The OPM shared register is the only recruitment source where analysis has been conducted by several commands. One command reported that 119 resumes from the OPM Shared Register were considered. Of those, 31 individuals were contacted, 17 people were interviewed and one was hired. Another command reported that one of their activities had 14 referrals from the OPM Shared Register which resulted in eight hires, of which one self identified as having a disability and none self identified as having a targeted disability. One major command procured a separate contract with Bender Consulting. The contract resulted in 41 referrals of individuals with targeted disabilities, of which 32 were determined to be viable candidates, seven were interviewed and two were hired. DON is utilizing various hiring authorities to bring people with disabilities onboard.

In FY11, DON utilized various recruitment sources as shown above and various hiring authorities to hire individuals with disabilities to include the Schedule A hiring authority for people with disabilities (5 C.F.R §213.3102(u)), Veterans Recruitment Authority (VRA), and the 30% Disabled Veteran Hiring Authority. The use of the Schedule A hiring authority has been widely promoted within DON particularly since the issuance of EO 13548. During the latter part of FY10 and into FY11, the DON developed a plan to implement the Executive Order which includes promoting the use of Schedule A and talking with hiring officials during the recruitment process about using the hiring authority. In FY12, many of the action items in the DON plan will be implemented. Barrier analysis is a key component of the DON plan along with an evaluation of each command's utilization of the various recruitment sources used to hire individuals with disabilities.

As stated above, DON commands have identified specific recruitment plan to recruit individuals with targeted disabilities; however, very few commands are at a stage in their barrier analysis to determine if barriers exist and if they are related to their recruitment efforts. A few commands have identified potential attitudinal barriers based on anecdotal evidence and surveys. These commands have and are in the process of implementing barrier elimination actions. For example, one command provided a series of training sessions for their managers and supervisors that included providing them a resource guide; reasonable accommodation quick guide; disability etiquette training; training on interviewing people with disabilities; and presentations by the Honorable Tammy Duckworth, the Honorable Christine Griffin and Ms. Joyce Bender. The command is evaluating the effectiveness of the training. Another command provided classroom training to over 1,500 supervisors on hiring authorities, the reasonable accommodation process, assistive technologies, and Executive Order 13458; however, it was determined that the training did not appear to change the supervisors' perceptions. The command stated they will pursue additional avenues to identify effective attitudinal barrier elimination actions.

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).

A three-year trend analysis of accessions and separations of individuals with targeted disabilities showed that in every fiscal year for the past three years there have been a greater number of separations than accessions. Also, as a percentage of overall accessions and total separations, the separation rates of individuals with targeted disabilities have been greater than the accession rate. The percentage of accessions for individuals with targeted disabilities as compared to overall accessions increased in FY11 as compared to FY10 and FY09 where the accession rates were equal. The percentage of separations for individuals with targeted disabilities as compared to total separations has increased in each of the last three fiscal years. A possible rationale for the decreasing accession rate for individuals with targeted disabilities may be the result of an overall decrease in accessions for the DON, as compared to previous years. In FY11, the vast majority of DON major commands had a decrease in accessions compared to previous years. For many commands, the number of separations increased.

Many DON commands reported a greater number of separations than accessions in each of the last three fiscal years. One major command saw a significant number of separations by individuals with targeted disabilities in their FY11 data. However, the separations were actually the result of the transfer of two hospitals, one to Department of Defense and one to the Veterans Administration. Two commands have had a greater number of accessions than separations in each of the last three years. Two additional commands reversed their negative trend in FY11 and had more accessions than separations. Several commands stated that individuals with targeted disabilities are reluctant to self-identify and have only identified themselves as having a disability or targeted disability once on-board. A review of individuals hired using the Schedule A hiring authority, added support to these claims. DON data showed that three individuals hired under Schedule A stated that they did not want to identify their disability on the Standard Form (SF) 256 and 24 individuals self identified as not having a disability.

Greater analysis needs to be conducted to determine if there are any barriers to the hiring of individuals with disabilities. As stated above, major commands are at various stages of their barrier analysis; however, the DON plan implementing the Executive Order has several components that are anticipated to increase the accessions of individuals with disabilities and targeted disabilities.

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).

Major commands advised that promotion policies, practices, and procedures were compliant with federal regulations and Office of Personnel Management guidance. One command stated that the best candidate is selected and their analysis revealed that no policies or procedures stand in the way of individuals with targeted disabilities being promoted. In FY12, major commands will be focused on implementing the DON plan on EO 13548. The plan is focused on hiring individuals with disabilities. This planned activity will be closed to focus our efforts in the areas of recruitment and hiring individuals with disabilities.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2011 Plan I-11 (4)	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>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>BARRIER ANALYSIS:</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>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>As 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>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands/activities with an initial approach for identifying any specific barriers that may be impacting the employment opportunities of White females and to develop an effective barrier elimination plan.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROs, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>February 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2011</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p><i>Instructions: 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>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>	
<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>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>Note: The blue text immediately below each planned activity is the report of accomplishments for activities identified for execution in FY 2011.</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>This planned activity was identified for execution to determine if there was a correlation between the major occupations identified by the DON/commands and the positions (series) we routinely</p>	

recruit and fill from year to year. Unfortunately, we are not yet in a position to draw any concrete conclusions from the information provided by the major commands as only half of them provided a report of accomplishments on this planned activity.

With that caveat in mind, at the DON level there appears to be a correlation between our major occupations and positions filled. The 0343 series (Management Program Analysis), the DON most populous series, was the single most universal occupation identified by most of the commands as one of their commonly filled positions. Interestingly enough, however, there were a couple commands who reported that most of the positions they filled did not align with their major occupations.

Many of the commands reported that the unavailability of applicant flow data hindered their analysis efforts. With our recent transition to OPM's automated recruitment tool, USA Staffing, we expect to have a resolution on this issue in the near future (see PART H, FY 2011 Plan #H-11, planned activity 3.c. for additional details).

A few commands have a good grasp of how to conduct an effective barrier analysis and reported the results of their investigation thus far. Some of these findings are briefly described below:

- One major command reported that the participation rate of White females in the 0343 series is trending upwards. However, specialized requirements tend to favor former military personnel who are primarily male.
- An examination of recruitment/hiring practices uncovered that there was a tendency to rely on former military and contractors as primary sources for applicants.
- A fairly stable workforce with a low turnover rate, resulting in limited hiring opportunities.

These commands identified their next steps as follows:

- A more in-depth examination into hiring practices.
- A review of the recruitment strategy for entry/senior level positions.
- A review of how positions are advertised.
- Addressing attitudinal/stereotypical issues.
- Determining the requirement for highly specialized experience.

While these commands have a good grasp on the barrier analysis process, they are in the minority. The majority have yet to initiate their efforts on this planned activity and/or need further guidance to move their efforts in the right direction, e.g., use of the correct RCLF, how the positions filled compare to their major occupations. FY 2012 Plan #I-12 (4) describes our plan for the next reporting period.

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).

This planned activity was identified to focus analysis efforts on those series representing the most opportunity for new hires and to determine the rate of accessions for White females when compared to the RCLF for these series.

A few commands appropriately initiated their analysis efforts by looking at a three year hiring trend for the series they identified in planned activity #1 by ERI/gender and comparing the accessions for White females (and other groups) to the RCLF. The results of their respective trend analyses was the exact opposite, i.e., one command reported an upward trend in the accessions of White

females while the other reported a downward trend. Both these commands reported appropriate next steps in their analysis to include:

- Tasking subordinate activities with the most hiring activity in these series to review accessions and recruitment/hiring policies, practices and procedures, to include but not limited to, how positions are advertised, what recruitment sources/appointment authorities are used, area of consideration, selection factors, etc.
- Reviewing the requirement for highly specialized experience that tends to screen out female candidates.
- Reviewing the wording on vacancy announcements.

While the analysis efforts of these commands are headed in the right direction, they are the exception with the vast majority of the commands either providing no response or information that was non-responsive to this planned activity. Further guidance will be provided to the commands in our FY 2012 plan (FY 2012 Plan #I-12 (4)).

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).

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.

This planned activity was identified to determine if the barrier to the full participation of White females is tied to accessions or retention, or a combination of both.

The NCLF for White females is 33.70%. At the aggregate DON level in FY 2011 and 2010, White females were hired into permanent positions at a lower rate than their NCLF, 11.96% and 22.07% respectively. The same downward trend applies to temporary new hires, 17.37% in FY 2011 compared to 25.66% in FY 2010. To put this information in perspective with other groups, the following were also hired into permanent positions at a lower rate in FY 2011 when compared to the NCLF: Hispanic males/females, White males, Black females, Asian females, and Two or more races males/females.

In FY 2011 and 2010, White females separated at a higher rate, 23.79% and 23.57% respectively, when compared to their participation rate of 18.61% and 18.91% in the DON workforce.

While the data above indicates that White females were not hired at a rate commensurate with the NCLF and separated at rate higher than their participation rate in the DON workforce, this group actually realized a positive net increase of 1084 or a positive net change of 2.25% in FY 2011 when compared to FY 2010.

Most of the major commands completed this planned activity and results of their initial review closely mirrored the findings at the DON level, i.e., the rate of accession for White females is consistently below the NCLF with a separation rate that is higher than their on-board participation rate. A few of the commands noted a positive upward trend in their accession rate, although it is still below the NCLF. Some of the next steps the major commands identified for execution in FY 2012 include: the collection and review of applicant flow data, review of recruitment and hiring policies, sharing of information with subordinate activities for incorporation into their ongoing barrier analysis efforts, work with Special Emphasis Program groups to gain additional insight, develop an entry and exit interview process, develop and deploy a climate survey, etc.

Information uncovered thus far that provides potential explanations for a high separation rate for

this group are: current fiscally austere environment and resultant downsizing efforts, an aging workforce, and other valid reasons for separation, i.e., promotion, transfer to relocate with spouse, to stay home with children, relocate to be closer to family, return to school full-time, retirement, etc. Some of the next steps the major commands identified for execution in FY 2012 include: further examination of the information uncovered thus far and to collect and review separation data, e.g., exit interviews, work with Special Emphasis Program groups to gain additional insight, etc.

Although we have not yet identified a specific barrier(s) to the full participation of White females in the DON workforce, we are making incremental progress. Further direction will be provided to the commands in our FY 2012 plan (FY 2012 Plan #I-12 (4)).

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).

This planned activity was identified for execution to determine the participation rates of White females in the commands' major occupations to further focus their ongoing analysis efforts. At the DON level, White females continue participate at a low rate in 5 out of our 10 major occupations, i.e., Information Technology Management (2210), Engineering Technician (0802), Miscellaneous Administration/Program (0301), Logistics Management (0346), and Contracting (1102).

Over half the commands provided information on this planned activity. Findings at the command level closely mirrored the DON, i.e., White females participated at a low rate in at least half, and in some cases more, of their major occupational series. On a positive note, many of the commands noted an upward trend, albeit still below the RCLF, in the participation rate of White females in these series. Only one command reported a downward trend.

As reported in the report of accomplishments above, proficiencies in barrier analysis are at various levels. Several of the commands used the current reporting period to establish a solid foundation for their future barrier analysis efforts, i.e., provided training to relevant stakeholders, established barrier analysis teams, cascaded information uncovered thus far to subordinate activities for incorporation into their efforts, provided more direction to subordinate activities and communicated expectations, etc. We expect these efforts to result in an overall improvement in the quality of their barrier analysis results in the next reporting period. Other commands are much further along in their analysis efforts and reported the following as initial outcomes:

- Hiring process is slow and cumbersome resulting in the loss of some applicants to private industry
- No immediate follow-up after a tentative job offer is made
- Attitudinal barrier
- Requirement for specialized experience

Others reported that the lack of applicant flow data hindered their efforts to conduct an in-depth analysis. As reported above, we expect our recent transition to OPM's automated recruitment tool, USA Staffing, to resolve this issue in the near future (see PART H, FY 2011 Plan #H-11, planned activity 3.c. for additional details).

Some of the next steps identified included:

- Review of hiring and selection policies, practices and procedures
- Review the results of recruitment efforts
- Provide training to address attitudinal barrier
- Explore the use of student hiring authorities

- Change the interview/selection panels process
- Provide further direction and instruction to subordinate activities for next steps
- Review requirements for specialized experience

While we have made considerable progress on this planned activity, there is room for further improvement. Direction and guidance will be provided to the commands in our FY 2012 plan (FY 2012 Plan #I-12 (4)).

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).

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.

This planned activity directed the commands to conduct a focused review of their recruiting and hiring practices, policies and procedures, going so far as to provide examples of specific practices and procedures they should examine to determine if any barriers for the employment of White females exist in these areas.

Over half of the commands reported the results of this review. As with the other planned activities, analysis efforts and results varied from command to command. A few of the commands provided information on how the EEO office was involved in recruitment activities, for example:

- Provide input to ensure recruitment events/schedule result in a diverse applicant pool.
- Monitor results of recruitment events.
- Collection of ERI/gender information.
- Track receipt of resumes by individual recruitment events.

Most of the commands reported reliance on both the DON former and current automated recruitment systems, i.e., CHART and USA Staffing, as their primary recruitment vehicle. Some others reported the use of other recruitment mediums to include: their command's website, monster.com, professional organizations, etc. A couple of commands who are further along in their analysis efforts conducted a more in-depth investigation into recruitment practices, policies and procedures, e.g., a review by series/grade, if applicant sources tend to exclude non-veterans, if applicant sources yield a sufficient pool of applicants with disabilities, area of consideration, requirements for specialized experience. Findings were reported and plans for the next reporting period were developed to further explore the information uncovered.

Major commands reported some of their next steps as follows:

- Establish a tracking and monitoring system for recruitment efforts
- Identify a process for referral of resumes
- Develop a strategic hiring plan for females (White females in particular)
- Develop and deploy a climate survey
- Utilize contractor support to improve/augment/standardize analysis efforts
- Ensure that subordinate activities conduct the required analyses and report findings

Again, as stated above, the inability to obtain applicant flow data has hindered analysis efforts.

Many of the commands reported that a review of hiring practices, policies and procedures

indicated that various hiring authorities were used to bring applicants on-board. Other areas of the hiring process were also examined to include:

- Area of consideration for job vacancies.
- Length of open/close dates by position/title/grade.
- Criteria for selection, to include whether or not the criteria should be standardized for similar positions
- Whether or not all vacancies are advertised
- Review of selection factors to ensure job relatedness
- Use of selection/interview panels
- Pay setting
- Use of upward mobility positions

The findings of the investigations varied from command to command, for example:

- The reliance and use of specific hiring authorities, to the exclusion of others. was identified as a possible trigger
- Veterans preference appears to adversely impact the accession rate of females
- A requirement for unique and highly specialized skills tends to favor former military members
- A review of individual hiring authorities indicated a good accession rate for White females, however, the small number of accessions in this particular command limited its impact

Some next steps identified by the major commands include:

- Implementation of a command-wide enterprise barrier analysis model (others reported this model did not work for them and future analysis efforts would address individual issues vice a command-wide prescribed approach)
- Continue in-depth investigation into findings uncovered thus far
- Explore feasibility of establishing command-wide guidance on merit promotion procedures, to include area of consideration
- Issue guidance on rating/ranking panels
- Ensure the involvement of subordinate activities in analysis efforts and require them to report findings/status on a quarterly basis
- Explore why there is a difference in job specific requirements when compared to the same positions on the active duty military side of the house

The commands' efforts on this planned activity appear to be on track. DON will develop a planned activity for execution in FY 2012 to keep our analysis efforts heading in the right direction.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2012 Plan I (Asians/High Grades)	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Asian males and females continue to participate at a high rate in the DON appropriated workforce, 6.63% and 2.82% respectively, when compared to the national civilian labor force (NCLF), of 1.90% and 1.70% respectively. Asian males participated at the end of FY 2011 at a slightly higher rate when compared to FY 2010 while Asian female participation was slightly lower. Both Asian males and females experience slight changes in their participation rates at the end of FY 2011 when compared to FY 2010, with a net increase of 1,137 and 2,156, respectively.</p> <p>Notwithstanding the robust participation of Asian males and females in the overall DON workforce, we saw that Asian Americans and Pacific Islanders did not have that same participation rate in DON high grades and in the SES. In addition, we expanded this Plan to address any low participation in the high grades for the other groups.</p> <p>DON employees are covered by several 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>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>As reported in our FY 2009 through FY 2011 reports, much of the information required to conduct an in-depth barrier analysis is not available at the DON level, e.g., 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>We developed EEO Plans for the commands and activities to address this trigger. While some</p>	

	<p>progress was made in the current reporting period (see Part I, FY 2011 Plan #I-11 (1) for details), our commands/activities are at different stages in their barrier analysis efforts. Our planned activities for the next reporting period allow commands/activities to pick up from where they are in their efforts and develop their own plans going forward vice one plan for all.</p> <p>Data reported by the commands in this reporting period included the analysis of 35 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.</p> <p>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 trend analysis of the high grade/SES positions, the development of a mechanism for collecting and tracking applicant flow data; an analysis of discrimination complaints related to promotion or non-selection; and, conducting focus groups if the planned activities listed here did not lead to the identification of any specific barriers. Detailed accomplishments on these planned activities are provided in Part I, FY 2011 Plan #I-11 (1).</p> <p>Because of the changes in the Department of the Defense personnel systems, the DON has been in a state of flux for the last five years. In 2010, a new pay system was added, the Science and Technology Reinvention Laboratory Personnel Management Demonstration Project (STRL). Commands covered by multiple personnel systems - FWS, GS, and STRL- experienced some challenges including tracking promotion and reassignment actions and determining which actions equate to a promotion due to the regulatory differences between these pay systems.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy,</p>	<p>Overall, the commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, although</p>

<p>procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>some commands have conducted good data analysis and are moving forward to a more in-depth analysis, there are still a few commands that have not completed all aspects of data analysis. Some commands also had difficulty connecting the results of their individualized analysis. In FY 2012, the DON will continue to require the major commands and subordinate activities to focus their efforts on a more in-depth barrier analysis so that we can understand the possible corporate impact.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands a framework for conducting a more in-depth investigation to pinpoint specific barriers in policies, practices or procedures that may be impeding the full participation of Asian Americans and Pacific Islanders in the DON high grades and SES levels.</p>
<p>RESPONSIBLE OFFICIAL:</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>DATE OBJECTIVE INITIATED:</p>	<p>October 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2012</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>As they are all at different stages in their barrier analysis efforts, DON major commands are required to establish <u>individualized</u> planned activities for execution in FY 2012.</p> <ol style="list-style-type: none"> a. If it is determined that there is no real barrier at the command/activity level, <u>an explanation of the type of review conducted, why and how the command reached this conclusion</u> must be provided. b. If the review shows there is a potential barrier(s), provide a <u>detailed report on the extent of the review, why and how the command reached this conclusion.</u> c. If a barrier(s) is found, commands must <u>establish action plans to correct and eliminate the identified barrier/s, monitor progress, evaluate effectiveness of the planned activities and modify, if needed.</u> 	<p>September 2012</p>

<p>d. If command is not yet in the position to draw any conclusion, provide <u>a status on the planned activities completed</u> thus far and their next steps in the process.</p>	
<p>Commands are required to provide a year-to-date status brief to the DON EEO Program Office on their efforts toward accomplishing this plan. Commands must also be prepared to outline their next steps for the remainder of the fiscal year.</p>	<p>June 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	

Department of the Navy

FY 2012 Plan I (Hispanics)

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 when compared to the Civilian Labor Force (CLF). This same trigger also exists at the DON level (*See Table A1*).

A review of the DON top ten major occupations (*Table A6*) for the last three fiscal years shows a trend of low participation of Hispanic males in the following occupations: 2210, 0802, 0301, 0501, 0346, 0801 and 1102. Although Hispanic males had a low participation over the two previous fiscal years in the 0343 series, they are currently above the Occupational Civilian Labor Force (OCLF) by 0.13%. Hispanic females are consistently participating below the OCLF in the following occupations: 2210, 0802, 0301, 0346, 0801 and 1102.

Some commands also reported 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.

Notwithstanding their consistent low presence when compared to the OCLF, Hispanic males experienced slight but steady increases from FY 2008 to present in the overall DON workforce. Likewise, until FY 2011 with a very small drop of 0.01%, the Hispanic female participation also increased slightly from FY 2008 to FY 2010.

FY	HM		HF	
FY 2007	3.08%		2.44%	
FY 2008	3.25%	↑	2.54%	↑
FY 2009	3.30%	↑	2.55%	↑
FY 2010	3.35%	↑	2.62%	↑
FY 2011	3.39%	↑	2.61%	↓
CLF	6.20%		4.50%	

Nevertheless, due to the disparity between the participation rate of Hispanic males and females in the overall DON workforce when compared to the OCLF, the DON continues to investigate this anomaly.

	<p>A review of the last three DON A3 tables indicates our top three occupational categories are Officials and Managers, Professionals and Craft Workers. In FY 2011, the DON workforce comprised of 33.69% Officials and Managers, Professionals at 28.19% and 13.53% Craft Workers. Hispanic males and females have a significant presence in the Officials and Managers category (males 26.69% and females 29.87%) and in the Professional occupations (males, 25.78% and females, 23.56%). 18.78% of DON Craft Workers are Hispanic males with Hispanic females at 2.24%. In the Office/Clerical category, 24.35% of the positions are held by Hispanic females.</p> <p>In a further look into the occupational categories, we compared DON workforce participation rates to the OCLF for each category. We found that Hispanic males participate at a higher rate than the OCFL in the Professionals category. Although Hispanic males participate at a low rate in the Officials and Managers category, and females participate at a low rate in both the Officials and Managers and Professional categories, the actual gap between the OCLF and their participation rates is not significantly low. In addition, the availability of Hispanic males and females for employment in these occupational categories is not as great as their availability in other occupational categories. In the Craft Workers category, the OCLF is 11.90% and the DON participation rate is only 4.59%. However, only 13.53% of DON positions fall under this category. (See Table A3-1)</p> <p>In contrast, the OCLF data shows that more Hispanic males are available for employment in the Operatives and Laborers and Helpers occupational categories than in the other categories at 10.80% and 21.50% respectively. However, important to note, collectively these categories represent only 3.02% of the DON positions.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>As we have previously reported, a complete barrier analysis cannot be performed at the DON level as the majority of employment decisions, e.g., hiring, implementation of employment practices, policies and procedures, occur at the major command and activity levels. In addition, the determination of positions considered mission-critical is made at the command level.</p> <p>Overall, commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, although some</p>

	<p>commands have conducted good data analysis and are moving on to more in-depth barrier analysis, there are still a few commands that have not completed all aspects of data analysis. Some commands also have had difficulty connecting the results of their individualized analysis. Consequently, there is still work to be done in the identification of any barriers. In FY 2012, the DON will continue to focus on ensuring that major commands and subordinate activities work to complete this critical in-depth analysis.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands with a framework for conducting a more in-depth investigation 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>RESPONSIBLE OFFICIAL:</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>DATE OBJECTIVE INITIATED:</p>	<p>October 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2012</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>DON major commands are at different stages in their barrier analysis efforts. In order to move DON forward, the major commands are required to establish their own planned activities for execution in FY 2012 to meet this objective.</p> <p>a. If it is determined that there is no real barrier at the command/activity level, <u>an explanation of the type of review conducted and how the command reached this conclusion</u> must be provided in the report of accomplishment.</p> <p>b. If a barrier/s is identified, major commands must <u>establish action plans to correct and eliminate the identified barrier/s</u>.</p> <p>c. If the major command does not complete this action item by the completion date, a <u>status report on the planned activities completed</u> thus far and the next steps in the process must be provide by the completion date.</p>	<p>30 September 2012</p>
<p>In lieu of periodic written submissions as in past years, major commands are required to present the status of their plan and efforts towards accomplishing</p>	<p>30 June 2012</p>

this objective to the DON EEO Program Office. Commands must also be prepared to outline their plan of action for the remainder of the fiscal year.

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2012 Plan I (Individuals with Targeted Disabilities)	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>A review of Table B1 shows the percentage of the participation rate of individuals with targeted disabilities (IWTD) in the DON workforce continued to decrease in FY2011. At the end of FY2011, the participation rate of IWTD decreased to .65% as compared to .67% in FY2010. All major commands report a low participation rate of individuals with targeted disabilities in their workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>For several years, the DON has been actively laying the foundation for in-depth barrier analysis to determine the cause/s for the low participation of individuals with disabilities in the DON workforce. In FY 2008, the DON issued a guide for conducting effective barrier analysis and then launched a two-day barrier analysis course in FY 2010. In the first year of deployment, training was conducted five times and an additional nine courses were offered in FY 2011. This effort resulted to the training of over 300 EEO and HR practitioners and supervisors and managers. In addition, several commands deployed this training in FY 2011 to their subcomponents with one command reporting an attendance of 1500 supervisors and managers.</p> <p>Submissions we received for this reporting period show that the commands are at different stages in their barrier analysis efforts. Some are still in the process of establishing the foundation for a more in-depth investigation, others are at the initial stages of execution (of their planned activities), while some commands have already identified a potential barrier and are in various stages in their barrier elimination efforts. For the first time, several commands have identified a potential attitudinal barrier to hiring individuals with targeted disabilities.</p> <p>The DON major commands are required to continue their barrier analysis and elimination efforts in FY2012. Additional barrier analysis training will be provided. See PART J, Part V, for complete details of our FY 2012 strategic plan.</p>	

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	In-depth analysis has yet to be accomplished to determine if there are barriers to the employment of individuals with targeted disabilities in the DON.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	The DON Major Commands will execute their program/plan for the recruitment, hiring, and advancement of individuals with targeted disabilities; 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).	
RESPONSIBLE OFFICIAL:	DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts	
DATE OBJECTIVE INITIATED:	October 2011	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2012	
EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<i><u>Note: Command reports must address the results of efforts at their subordinate activities.</u></i>		
For all command that have not conducted/reported on their reviews of hiring practices, policies and procedures, those commands must conduct that review. <ul style="list-style-type: none"> • Reporting requirements for these reviews must include: <ul style="list-style-type: none"> ○ documentation of the specific practices, policies and procedures reviewed; ○ the command's conclusion as to whether or not any aspect of each practice, policy or procedure either limits or tends to limit the recruitment and hiring of individuals with disabilities; and if they do limit or tend to limit ○ whether or not the policy, practice and procedure is job related and consistent with business necessity. 	30 September 2012	
All commands must conduct an analysis into the effectiveness of each of their recruitment efforts for individuals with disabilities. The results of the analysis, at a minimum, must include: <ul style="list-style-type: none"> • a listing of all command recruitment efforts for people with disabilities 	30 September 2012	

<ul style="list-style-type: none"> • what the command goals were at each recruitment effort, whether or not those goals were met, and if not what actions will be taken in the future to ensure accomplishment of the goal. <p>An interactive session will be held with the major commands in March to provide greater direction on this accomplishment.</p>	
<p>In lieu of periodic written submissions, commands are required to provide a year-to-date status and progress briefing to the DON EEO Program Office on their execution efforts towards accomplishing this Part I. Commands must also be prepared to outline their next steps for the remainder of the fiscal year to reach this plan's objective.</p>	<p>30 June 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
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EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Navy	FY 2012 Plan I (White Females)	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>A review of the A-1, A-3 and A-6 Tables indicates that White females continue to participate at a low rate when compared to the Relevant Civilian Labor Force (RCLF) in the DON workforce, all occupational categories and in 5 out of 10 major occupations.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of the DON White female profile shows that the group participates slightly below the RCLF in five of the ten major occupations: Information Technology Management (2210) (-3.78%), Engineering Technician (0855) (-5.71%), Miscellaneous Administration/Program (0301) (-12.69%), Logistics Management (0346) (-4.47%) and Contracting (1102) (-3.84). White females participate at a low rate in eight of the occupational categories: Officials and Managers (-6.47%), Professionals (-23.71%), Technicians (-37.12%), Office/Clerical (-21.76%), Craft Workers (-0.02%), Operatives (-10.55%), Laborers and Helpers (-5.97%) and Service Workers (33.95%).</p> <p>All of the information required to conduct an in-depth barrier analysis at the DON level is not available because the majority of employment decisions, e.g., hiring, implementation of employment practices, policies and procedures, occur at the major command and activity levels. In addition, recruitment and hiring policies, practices and procedures are not always the same for each command/activity. The DON relies on the major commands to conduct an in-depth analysis because the result of their discovery is critical to the development of an effective barrier elimination plan.</p> <p>A few commands reported that possible barriers for some groups, to include white females, are some commands' preference for former military personnel, internal hiring practices which favor veterans and downsizing. In most commands, many positions require highly specialized experience that favors former members of the military and impacts opportunity for all other groups outside the military community. Also, there is the possibility that the use of the</p>	

	<p>Veteran's preference hiring authority creates a barrier to hiring women. The current economic situation has prompted downsizing, hiring freezes and limited staffing which present less opportunity to hire new employees. The unstable economy has also caused employees to be reluctant to leave their current positions, therefore there has been little turnover in during FY2011.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>An in-depth barrier analysis cannot be performed at the DON level as the majority of employment decisions, e.g., hiring, implementation of employment practices, policies and procedures, occur at the major command and activity levels. In addition, the determination of positions considered mission-critical is made at the command level.</p> <p>Overall, commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, although some commands have conducted good data analysis and are moving forward to a more in-depth analysis, there are still a few commands that have not completed all aspects of data analysis. In FY 2012, the DON will continue to require the major commands and subordinate activities to continue to focus their efforts on a more in-depth barrier analysis.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands with a framework for conducting a more in-depth investigation to pinpoint specific barriers in policies, practices or procedures that may be impeding the participation of White females in the DON workforce.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON EEO Program Director, DON EEO staff, CDEEOOs, DEEOOs, HROs, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2012</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2012</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>

<p>As they are all at different stages in their barrier analysis efforts, DON major commands are required to establish <u>individualized</u> planned activities for execution in FY 2012.</p> <ol style="list-style-type: none"> a. If it is determined that there is no real barrier at the command/activity level, <u>an explanation of the type of review conducted, why and how the command reached this conclusion</u> must be provided. b. If the review shows there is a potential barrier(s), provide <u>a detailed report on the extent of the review, why and how the command reached this conclusion.</u> c. If a barrier(s) is found, commands must <u>establish action plans to correct and eliminate the identified barrier/s, monitor progress, evaluate effectiveness of the planned activities and modify, if needed.</u> d. If command is not yet in the position to draw any conclusion, provide <u>a status on the planned activities completed</u> thus far and their next steps in the process. 	<p>September 2012</p>
<p>Commands are required to provide a year-to-date status brief to the DON EEO Program Office on their efforts toward accomplishing this plan. Commands must also be prepared to outline their next steps for the remainder of the fiscal year.</p>	<p>June 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
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6.a. Time-Off Awards (Total hrs awarded)	641,056	41,235	6.43%	4,497	.70%	12,953	2.02%	582,371	90.85%
6.b. Cash Awards (total \$\$\$ awarded)	\$146,034,937	\$8,078,805	5.53%	\$827,936	.57%	\$3,262,453	2.23%	\$133,865,743	91.67%
6.c. Quality-Step Increase	3,321	169	5.09%	18	0.54%	45	1.36%	3,089	93.01%

<p>Part IV</p> <p>Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p> <p>Since FY2008 and continuing into the current reporting period, the Department of the Navy (DON) has established objectives to improve barrier analysis efforts at the command and activity levels. In 2008, the DON issued a guide for conducting effective barrier analysis and launched a two-day barrier analysis course in 2010. The course was deployed five times in 2010 with additional nine courses in 2011. This effort resulted to the training of over 300 EEO and HR practitioners and supervisors/managers. In addition, several commands conducted training for their subcomponents with one command reaching over 1500 supervisors/managers in FY2011. Additional courses will be offered in FY2012 by DON staff and major command personnel. Of note is the establishment of barrier analysis and removal teams by several major commands to assist them in their EEO program execution efforts. Furthermore, major commands are holding their leadership, supervisors, managers and other appropriate stakeholders for an effective barrier analysis to determine if there are factors that limit all or any group, to include the Individuals with Targeted Disabilities, from participating in their workforce.</p> <p>In FY2008, the DON EEO Program Office began issuing EEO Program scorecards to each major command. The scorecards place a heavy emphasis on the need for commands to conduct in-depth barrier analysis. As a result, senior leaders are more engaged with the command's barrier analysis efforts and have consulted with the DON EEO Program Office on strategies to improve their program execution and barrier analysis efforts.</p> <p>The significance of barrier analysis was also emphasized to senior command leaders through the DON plan to implement Executive Order 13548. As mentioned in last year's report, DON established a team to develop the DON strategy to implement the executive order. The team consisted of the DON Disability Program Manager and HR Specialists from DON Office Civilian Human Resources and several Human Resources Service Centers. In FY2011, the plan was briefed to all DON Human Resources Senior Executives, the Deputy Assistant Secretary of the Navy (DASN) (Civilian Human Resources) and to the DASN's Senior Advisory Board, which consists of Senior Executives from each major command. The first initiative in the plan requires each command to conduct an appropriate barrier analysis into the low participation rate of individuals with targeted disabilities. Many major commands are involved in ongoing efforts to implement the plan. In FY2012, additional components of the DON plan will be implemented.</p> <p>DON barrier analysis efforts have progressed since the last reporting period. The technical competency of EEO practitioners and managers and supervisors continues to increase. However, the increased knowledge and progress is not consistent throughout the department. Three large commands have identified a common barrier - the potential of attitudinal barriers. This attitudinal barrier has been identified from statements made in various forums. Statements have included concerns regarding interacting with people with disabilities, costliness of reasonable accommodations, ability to perform the work, and the</p>
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ability to obtain security clearance. One command required its subordinate commands to identify their concerns with hiring individuals with disabilities. As a result of these findings, these commands implemented elimination plans.

The elimination plans to date have focused on educating the workforce. One command conducted a series of events: an event attended by more than 300 employees who received disability etiquette training and listened to a speech by the Honorable Tammy Duckworth from the Veteran's Administration. The training sessions were offered to all the command's site, though the nation, via Video Teleconference. The attendees were also provided with a resource guide for hiring individuals with targeted disabilities. The command also held an interactive presentation with the Honorable Christine Griffin and Ms. Joyce Bender. The command also provided interviewer training to approximately 90 hiring managers providing them information about disability etiquette followed by mock interviews between SES and employees with disabilities and a panel presentation. Another command provided classroom training for 1,500 supervisors and managers. Evaluations of the training showed that managers who held the perception that people with disabilities could not do their work did not change their perceptions. The commands that have identified an attitudinal barrier are evaluating past efforts for effectiveness or developing new elimination plans. The DON will monitor these efforts to determine which, if any, efforts may be recommended to other commands as possible effective solutions.

Several issues that we previously reported have hampered our barrier analysis efforts continued in FY2011. Specifically, during the reporting period we still did 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. However, in FY2012, the DON will be able to obtain applicant flow data from USAStaffing. Also, several commands have reported they have already or will implement exit surveys which will provide additional information.

Although an in-depth barrier analysis was not properly conducted by all major commands, as part of a DON Part I planned activity, commands did conduct a trends analysis of their accessions and separations. Below is an analysis of DON FY 2011 accessions and separations that includes only the permanent and temporary appropriated fund population. Non appropriated fund (NAF) workforce data is not currently available in the Defense Civilian Personnel Data System and was only partially available for this analysis. Future reports will contain a more complete analysis that includes the NAF workforce as efforts to obtain this data are in progress.

ACCESSIONS/SEPARATIONS:

A three-year trend analysis of accessions and separations of individuals with targeted disabilities showed that in each fiscal year for the past three years, separations have outpaced accessions. Also, as a percentage of total accessions and total separations, the separation rates of individuals with targeted disabilities have been greater than the accession rate in each of the last three years. The accessions of individuals with targeted disabilities as compared to overall accessions increased in FY2011 (.50%) as compared to FY2010 and FY2009 where the accession rates were the same (.39%). The separations of individuals with targeted disabilities as compared to total separations have increased in each of the last three fiscal years. In FY2011, the vast majority of DON major commands reported a decrease in accessions as compared to previous years. A possible rationale for this decrease for individuals with targeted disabilities may be the result of an overall decrease in accessions in DON as compared to previous years. A couple of suspected reasons for the decrease in DON accessions include the delay in final appropriations from Congress and the elimination of the

Federal Career Intern Program. The separation rate of individuals with targeted disabilities has also increased in each of the last three fiscal years.

People with targeted disabilities have had an increasing larger share of DON separations in each of the last three fiscal years. Many DON commands also reported a greater number of separations than accessions in each of the last three fiscal years. FY2011 data indicated a large increase in separations compared to previous years. One factor in the increase can be attributed to the transfer of two hospitals, one to Department of Defense and one to the Veterans Administration. As a result of these transfers the DON lost 34 individuals with targeted disabilities. Even without these separations, DON separations would have been greater than in the previous two fiscal years. The trend of having higher separations than accessions is not consistent throughout all DON major commands. Two commands have had a greater number of accessions than separations in each of the last three years. Two additional commands actually reversed their negative trend in FY2011 and had more accessions than separations.

Several commands have stated that individuals with targeted disabilities are reluctant to self-identify and have only identified themselves as having a disability or targeted disability once on-board. A review of individuals hired using the Schedule A hiring authority added support to these claims. DON data showed that three individuals hired under Schedule A stated that they did not want to identify their disability on the Standard Form (SF) 256 and 24 individuals self identified as not having a disability.

The next step was to review nature of actions code. The accessions analysis revealed that 37.86% of individuals with targeted disabilities hired in FY2011 were hired using an excepted appointment. The majority of excepted appointments (53.85%) were hired under Schedule A, section 213.3102(u). The schedule A hiring authority, and in particular the legal authority to hire individuals with severe physical disabilities, was the most used hiring authority for people with targeted disabilities. The next most utilized appointments were excepted appointments not to exceed and career-conditional appointments. Both types of appointments represented 29.39% of all hires of individuals with targeted disabilities. Schedule A hires represented 38.1% of the excepted appointments not to exceed.

The separations data revealed that the majority of separations by individuals with targeted disabilities were as a result of retirement (38.54%), the vast majority was voluntary (86.5%). As mentioned above, DON lost two hospitals in FY2011 and with the other separations from transfers of functions to other agencies this resulted in 37 separations of individuals with targeted disabilities. As a result of those losses, the next category with a large number of separations was termination of appointment in agency which accounted for 30.7% of separations. The transfers of functions represent 62.7% of terminations of appointment in agency. The only other category of separations which represented more than five percent of all separations for individuals with targeted disabilities was resignation, which accounted for 17.9% of separations. We were unable to determine the exact nature of all the resignations, but 42.4% of the resignations were during the employees' probationary or trial period. Currently, we are working to determine with more specificity why individuals are separating. Several command have reported that they are implementing exit surveys, which may provide greater information in the future.

Major commands are at various stages in their barrier analysis efforts; however, the DON plan implementing the Executive Order has several components that are anticipated to address this and increase the accessions of individuals with disabilities and targeted disabilities.

The DON plan reemphasizes the requirement to conduct in-depth barrier analysis. All major commands must designate a senior-level official to be the major command disability champion. In FY2011, the DON will implement procedures to ensure that during the hiring process hiring official are solicited regarding their interest in hiring individuals with disabilities, and opening the area of consideration to include individuals with disabilities. The Executive Order establishes goals for the hiring of individuals with disabilities and, as sub-set, individuals with targeted disabilities.

Unlike the decreasing participation trend for individuals with targeted disabilities, the participation rate of individuals with non-targeted disabilities has increased in each of the last three fiscal years. Individuals with non-targeted disabilities represented 5.79% of the DON population at the end of FY2011, up from 5.45% in FY2010. The number of accessions for individuals with non-targeted disabilities has been higher than the number of separations in each of the last three fiscal years.

An analysis into the accessions and separations data by nature of action code was also conducted for hires of individuals with non-targeted disabilities who represented 5.81% of all DON hires in FY2011. One thousand one hundred and ninety individuals with non-targeted disabilities were hired in FY2011, of which 39.59% were hired using career conditional appointments. The second most common appointments were excepted appointments which represented 29.87% of all hires for individuals with non-targeted disabilities. Fifty-six individuals were hired under Schedule A.

Separations by individual with non-targeted disabilities represented 6.80% of all DON separations. Retirements represented 45.07% of the separations by individuals with non-targeted disabilities and the vast majority (90%) was voluntary retirements. Termination of appointment in agency represented 20.22% of separations. Transfer of functions from the DON to other agencies accounted for the loss of 112 individuals with non-targeted disabilities, 92 of which were from the two hospitals as addressed above. Resignations accounted for 19.88% of separations for individuals with non-targeted disabilities. Resignations during the employee's initial appointment probation or trial period accounted for 33.18% of resignations. Additional analysis will be conducted to determine the reasons for the resignations.

MAJOR OCCUPATIONS:

At the end of FY2011, 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 increased from 0.58% in FY2010 to 0.61% in FY2011. The participation rate for individuals with targeted disabilities is lower in the major occupations when compared to their participation rate in the total DON workforce. In four of the major occupations (Information Technology Management, Financial Administration and Program, Logistics Management, and Contracting), 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 and is higher in five major occupations. The participation rate within the major occupations has increased in each of the last three fiscal years.

In FY2011, the DON hired individual with targeted disabilities into 49 different occupational series. Twenty-five individuals were hired into six of the DON's major occupations. The DON hired individuals with non-targeted disabilities into 205 different occupational series. Hires were made into each major occupation. There 330 individuals with non-targeted disabilities hired into the DON major occupations. There were 312 separations of individual with non-targeted disabilities in the DON major occupations and 34 separations for individuals with targeted disabilities.

Although the DON has not reached the 2% goal for the employment of individuals with targeted disabilities, progress was made in FY2011. Efforts are currently underway to implement Executive Order 13548. There is a significant focus on barrier analysis and increasing the recruiting and hiring individuals with disabilities, to include targeted disabilities, within the DON by leadership, managers/supervisors and the Human Resources community. 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 in FY2012.

FY 2011 ACCOMPLISHMENTS:

In our FY2010 report, the DON Plan was to begin implementation of the objectives of Executive Order 13548.

- FY 2011 objective #1: 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.
 - The DON designated Mr. Ted Canelakes, Director, DON Office of Civilian Human Resources Office, Human Resources Operations and Customer Engagement Department, as the DON champion. As part of the DON implementation plan, each command is required to designate a command disability champion. This objective was completed.
- FY 2010 objective #2: 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.
 - An analysis of DON overall accessions and separations was conducted. Major commands reported their accessions and separations. DON progress in reviewing specific policies, procedures and/or practices was inconsistent among our commands. As referenced in our FY 2011 Part I(3) accomplishments, the analysis of recruitment policies, practices and procedures was limited. Therefore, this objective was only partially completed. In FY2012, major commands will be required to provide a more extensive report in compliance with the DON Part I.
- FY 2011 objective #3: Reviewing and evaluating current training initiatives and developing supplemental training as well. Develop the plan to provide the mandatory training.
 - A DON working group was established to implement Executive Order 13548. As part of the development process of our plan, there were discussions regarding

disability program training. The decision was made to incorporate disability training into already planned training efforts. DON is developing a series of training modules for supervisors and managers. A member of the DON EEO Program Office serves as the EEO subject matter expert on advising the DON Office of Civilian Human Resources, Civilian Workforce Development Division to ensure that EEO principles are integrated into the training. Disability-related topics have been integrated into the training modules as appropriate. The first module will be deployed in FY2012 and will include information on reasonable accommodation, special hiring authorities and disability etiquette. In addition, to supervisor training, DON reasonable accommodation training for practitioners was revised in FY2011 to incorporate the changes in the revised 29 Code of Federal Regulation (CFR) §1630. This objective was partially completed and will be ongoing until all is completed.

- FY 2011 objective #4: Setting numeric goals for both people with disabilities and targeted disabilities for the next 5 years.
 - One of the initiatives of the Executive Order implementation working group was to establish numeric goals. Major commands have been advised that hiring goals will be established; however, due to the significant decrease in accessions through the 3rd quarter of FY2011, it was determined that it may be appropriate to solicit suggestions from major commands on how to set realistic hiring goals. Several large commands saw a significant decrease in accessions in FY2011. Information must be obtained from the commands to determine if the decrease in hiring will be their new normal hiring targets or a one year anomaly. This objective has not been completed, but some suggestions have been provided and hiring goals will be set during FY2012 and progress reported in our FY 2012 report.
- In addition, the DON achieved the following in FY2011:
 - Recipient of the Secretary of Defense Award for Employment of People with Disabilities (Military Component) for the third year in a row.
 - The Department of the Navy held its third annual DON Disability Forum at the Perspectives Conference. Information was shared with approximately 40 DON HR and EEO Specialists on major initiatives and they were provided a presentation on effectively communicating and market program goals.
 - The DON EEO Program Office and the DON Chief Information Officer Office continue to collaborate to ensure our compliance with Section 508 of the Rehabilitation Act. In FY2011, the DON 508 Coordinator worked with the Chief Information Offices from the major commands to create awareness of their responsibilities.
 - The DON DPM, DON Section 508 Coordinator, and personnel from the Navy Marine Corp Intranet have worked to approve assistive technologies for use on the DON computer Network.
 - DON once again participated in the Workforce Recruitment Program (WRP) in FY2011. Fifty-eight students were hired for the summer and four were retained permanently.
 - Reasonable Accommodation training sessions were held in Bethesda, MD; Bremerton, WA; New Orleans, LA; Washington DC; and, San Diego, CA. Over 200 HR and EEO practitioners, attorneys and supervisors received this training. This training was updated in April to reflect the changes made by the revised 29 CFR §1630.
 - The importance of this program was emphasized with Admirals/ Commanding Officers during DON program validation visits at each command. During FY 2011, we met with Commanding Officers and other senior leaders at several

major commands. During these meetings the status of the command disability program was discussed, as well as the DON's commitment to the program.

- DON issued a Guidance and Advice Memorandum that gave specific details on reassignment as a reasonable accommodation. This guidance supplemented the previously released Guide to Processing Reasonable Accommodation Requests.

	<p>major commands. During these meetings the status of the command disability program was discussed, as well as the DON's commitment to the program.</p> <ul style="list-style-type: none">○ DON issued a Guidance and Advice Memorandum that gave specific details on reassignment as a reasonable accommodation. This guidance supplemented the previously released Guide to Processing Reasonable Accommodation Requests.

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 2012 STRATEGIC PLAN

The DON Disability Program continues to improve. The implementation of Executive Order 13548 will constitute a major component of FY2012 efforts. The Assistant Secretary of the Navy (Manpower and Reserves Affairs) issued a memorandum to the Commanding Officers of each major command detailing their requirements in implementing the DON Plan. Responsibility for the implementation of the DON plan is DON-wide to include senior DON officials at the DON level, major command level and within the HR and EEO communities.

Barrier analysis into the low participation rate of individuals with targeted disabilities will continue at the major commands. To ensure major commands are on target, each major command will be required to brief their progress and planned activities to DON EEO Program Officials in June 2012. To facilitate barrier analysis, the DON will continue to provide training opportunities to educate command personnel on how to do so effectively. Training will also be deployed to supervisors and managers on their responsibilities during the hiring process, which will include information on the DON disability program. 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.

Rather than have duplicative programs and reporting requirements, this implementation plan will be of our PART J for FY 2012. The major command 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 June and again at the end of the fiscal year. DON EEO Program scorecards will reflect major commands' progress in meeting the required elements. Some of the elements of the plan include:

- Continued barrier analysis efforts.
- Ensuring each major command designates a Disability champion
- Developing a script for HR professionals to use when speaking with hiring officials when they initiate the hiring process about expanding the area of consideration to include individuals with disabilities. A document will be provided with how to address frequently raised concerns with hiring individuals with disabilities.
- Deploying the first module of training for managers and supervisors.
- Evaluating effectiveness of hiring sources.
- Setting numeric goals for both people with disabilities and targeted disabilities.
- Developing fact sheet for supervisors and managers on hiring individuals with disabilities and reasonable accommodation.

Table A1: TOTAL WORKFORCE - 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	female	male	female	male	female	
TOTAL																		
Prior FY	#	242,977	155,300	87,677	8,128	6,383	108,931	49,595	17,865	16,906	15,617	11,430	2,281	1,543	1,008	617	1,470	1,203
	%	100%	63.92%	36.08%	3.35%	2.63%	44.83%	20.41%	7.35%	6.96%	6.43%	4.70%	0.94%	0.64%	0.41%	0.25%	0.60%	0.50%
Current FY	#	245,372	158,061	87,311	8,310	6,401	110,140	48,981	18,426	16,716	15,987	11,558	2,464	1,687	994	612	1,740	1,356
	%	100%	64.42%	35.58%	3.39%	2.61%	44.89%	19.96%	7.51%	6.81%	6.52%	4.71%	1.00%	0.69%	0.41%	0.25%	0.71%	0.55%
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	#	2395	2761	-366	182	18	1209	-614	561	-190	370	128	183	144	-14	-5	270	153
Ratio Change	%	0.00%	0.50%	-0.50%	0.04%	-0.02%	0.06%	-0.45%	0.16%	-0.15%	0.09%	0.01%	0.07%	0.05%	-0.01%	0.00%	0.10%	0.06%
Net Change	%	0.99%	1.78%	-0.42%	2.24%	0.28%	1.11%	-1.24%	3.14%	-1.12%	2.37%	1.12%	8.02%	9.33%	-1.39%	-0.81%	18.37%	12.72%
PERMANENT																		
Prior FY	#	192547	135662	56885	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%
Current FY	#	194,898	138,530	56,368	6,471	3,156	99,956	35,425	14,931	10,620	13,143	5,291	1,785	697	861	368	1,383	811
	%	100%	71.08%	28.92%	3.32%	1.62%	51.29%	18.18%	7.66%	5.45%	6.74%	2.71%	0.92%	0.36%	0.44%	0.19%	0.71%	0.42%
Difference	#	2351	2868	-517	208	37	1486	-536	575	-175	207	-7	151	75	10	-11	231	100
Ratio Change	%	0.00%	0.62%	-0.62%	0.07%	0.00%	0.15%	-0.50%	0.21%	-0.16%	0.03%	-0.04%	0.07%	0.03%	0.00%	-0.01%	0.11%	0.05%
Net Change	%	1.22%	2.11%	-0.91%	3.32%	1.19%	1.51%	-1.49%	4.01%	-1.62%	1.60%	-0.13%	9.24%	12.06%	1.18%	-2.90%	20.05%	14.06%
TEMPORARY																		
Prior FY	#	7011	4114	2897	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%
Current FY	#	6,406	3,860	2,546	190	150	2,941	1,567	376	368	236	323	37	43	27	26	53	69
	%	100%	60.26%	39.74%	2.97%	2.34%	45.91%	24.46%	5.87%	5.74%	3.68%	5.04%	0.58%	0.67%	0.42%	0.41%	0.83%	1.08%
Difference	#	-605	-254	-351	-12	-38	-201	-209	-37	-63	-5	-47	4	-2	-6	0	3	8
Ratio Change	%	0.00%	1.58%	-1.58%	0.08%	-0.34%	1.09%	-0.87%	-0.02%	-0.40%	0.25%	-0.24%	0.11%	0.03%	-0.05%	0.04%	0.11%	0.21%
Net Change	%	-8.63%	-6.17%	-12.12%	-5.94%	-20.21%	-6.40%	-11.77%	-8.96%	-14.62%	-2.07%	-12.70%	12.12%	-4.44%	-18.18%	0.00%	6.00%	13.11%
NON-APPROPRIATED																		
Prior FY	#	43,419	15,524	27,895	1,663	3,076	7,319	11,858	3,096	5,680	2,440	5,762	614	876	124	212	268	431
	%	100.00%	35.75%	64.25%	3.39%	6.49%	17.51%	26.25%	7.18%	13.20%	6.28%	14.73%	1.40%	2.19%	0.32%	0.56%	0.19%	0.31%
Current FY	#	44,068	15,671	28,397	1649	3095	7243	11989	3119	5728	2608	5944	642	947	106	218	304	476
	%	100.00%	35.56%	64.44%	3.74%	7.02%	16.44%	27.21%	7.08%	13.00%	5.92%	13.49%	1.46%	2.15%	0.24%	0.49%	0.69%	1.08%
Difference	#	649	147	502	-14	19	-76	131	23	48	168	182	28	71	-18	6	36	45
Ratio Change	%	0.00%	-0.19%	0.19%	0.35%	0.53%	-1.07%	0.96%	-0.11%	-0.21%	-0.36%	-1.25%	0.05%	-0.04%	-0.08%	-0.07%	0.50%	0.77%
Net Change	%	1.49%	0.95%	1.80%	-0.84%	0.62%	-1.04%	1.10%	0.74%	0.85%	6.89%	3.16%	4.56%	8.11%	-14.52%	2.83%	13.43%	10.44%

Note: Excludes 222 employees who claimed "Other" as a race.

Table A2: Total Workforce by Major Commands - Distribution by Race/Ethnicity and Sex

Major Command		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 2011	#	201,304	142,390	58,914	6,661	3,306	102,897	36,992	15,307	10,988	13,379	5,614	1,822	740	888	394	1,436	880
	%	100%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%
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)	#	5,321	3,371	1,950	93	77	2,757	1,274	255	322	188	200	28	23	15	11	35	43
	%	100%	63.35%	36.65%	1.75%	1.45%	51.81%	23.94%	4.79%	6.05%	3.53%	3.76%	0.53%	0.43%	0.28%	0.21%	0.66%	0.81%
Department of the Navy Assistant for Administration (NV12)	#	5,043	2,440	2,603	161	163	1,794	1,453	322	745	113	153	12	20	5	11	33	58
	%	100%	48.38%	51.62%	3.19%	3.23%	35.57%	28.81%	6.39%	14.77%	2.24%	3.03%	0.24%	0.40%	0.10%	0.22%	0.65%	1.15%
Office of Naval Research (NV14)	#	3,105	2,161	944	46	22	1,737	605	142	225	214	70	2	1	3	7	17	14
	%	100%	69.60%	30.40%	1.48%	0.71%	55.94%	19.48%	4.57%	7.25%	6.89%	2.25%	0.06%	0.03%	0.10%	0.23%	0.55%	0.45%
Office of Naval Intelligence (NV 15)	#	1,836	1,205	631	43	18	953	460	152	131	28	15	2	1	3		24	6
	%	100%	65.63%	34.37%	2.34%	0.98%	51.91%	25.05%	8.28%	7.14%	1.53%	0.82%	0.11%	0.05%	0.16%	0.00%	1.31%	0.33%
Bureau of Medicine and Surgery (NV18)	#	12,461	4,798	7,663	312	453	2,892	4,304	807	1,517	629	1,153	49	75	47	54	62	107
	%	100%	38.50%	61.50%	2.50%	3.64%	23.21%	34.54%	6.48%	12.17%	5.05%	9.25%	0.39%	0.60%	0.38%	0.43%	0.50%	0.86%
Naval Air Systems Command (NV19)	#	24,604	18,579	6,025	1,013	318	14,504	4,610	1,434	652	1,382	331	56	21	108	44	82	49
	%	100%	75.51%	24.49%	4.12%	1.29%	58.95%	18.74%	5.83%	2.65%	5.62%	1.35%	0.23%	0.09%	0.44%	0.18%	0.33%	0.20%
Bureau of Personnel (NV22)	#	1,693	934	759	58	29	636	429	173	256	41	25	3		7	6	16	14
	%	100%	55.17%	44.83%	3.43%	1.71%	37.57%	25.34%	10.22%	15.12%	2.42%	1.48%	0.18%	0.00%	0.41%	0.35%	0.95%	0.83%
Naval Supply Systems Command (NV23)	#	6,365	3,566	2,799	152	118	2,503	1,913	442	503	342	188	57	32	30	16	40	29
	%	100%	56.03%	43.97%	2.39%	1.85%	39.32%	30.05%	6.94%	7.90%	5.37%	2.95%	0.90%	0.50%	0.47%	0.25%	0.63%	0.46%
Naval Sea Systems Command (NV24)	#	26,321	19,445	6,876	721	375	16,127	5,049	1,096	978	1,230	376	46	13	108	35	117	50
	%	100%	73.88%	26.12%	2.74%	1.42%	61.27%	19.18%	4.16%	3.72%	4.67%	1.43%	0.17%	0.05%	0.41%	0.13%	0.44%	0.19%
Naval Facilities Engineering Command (NV25)	#	16,594	12,413	4,181	643	296	8,255	2,397	1,332	589	1,645	669	316	143	65	31	157	56
	%	100%	74.80%	25.20%	3.87%	1.78%	49.75%	14.44%	8.03%	3.55%	9.91%	4.03%	1.90%	0.86%	0.39%	0.19%	0.95%	0.34%
United States Marine Corps (NV27)	#	19,464	13,798	5,666	1,064	395	9,605	3,420	2,203	1,351	571	340	119	41	112	46	124	73
	%	100%	70.89%	29.11%	5.47%	2.03%	49.35%	17.57%	11.32%	6.94%	2.93%	1.75%	0.61%	0.21%	0.58%	0.24%	0.64%	0.38%
Strategic Systems Programs (NV30)	#	1,025	759	266	35	15	623	178	44	46	45	19	1		4		7	8
	%	100%	74.05%	25.95%	3.41%	1.46%	60.78%	17.37%	4.29%	4.49%	4.39%	1.85%	0.10%	0.00%	0.39%	0.00%	0.68%	0.78%
Military Sealift Command (NV33)	#	6,755	5,900	855	267	48	2,499	315	1,429	338	1,542	129	103	12	30	6	30	7
	%	100%	0.8734	12.66%	3.95%	0.71%	36.99%	4.66%	21.15%	5.00%	22.83%	1.91%	1.52%	0.18%	0.44%	0.09%	0.44%	0.10%

Space and Naval Warfare Systems Command (NV39)	#	8,634	6,145	2,489	299	176	4,450	1,524	375	324	840	366	86	36	22	10	73	53
	%	100%	71.17%	28.83%	3.46%	2.04%	51.54%	17.65%	4.34%	3.75%	9.73%	4.24%	1.00%	0.42%	0.25%	0.12%	0.85%	0.61%
Naval Systems Management Activity (NV41)	#	443	285	158	8	5	255	132	17	13	3	3				1	2	4
	%	100%	64.33%	35.67%	1.81%	1.13%	57.56%	29.80%	3.84%	2.93%	0.68%	0.68%	0.00%	0.00%	0.00%	0.23%	0.45%	0.90%
Commander, Navy Installations Command (NV52)	#	14,930	9,536	5,394	714	386	6,184	2,805	1,398	1,282	771	647	268	124	78	39	123	111
	%	100%	63.87%	36.13%	4.78%	2.59%	41.42%	18.79%	9.36%	8.59%	5.16%	4.33%	1.80%	0.83%	0.52%	0.26%	0.82%	0.74%
Commander, U.S. Fleet Forces (NV60)	#	21,852	17,883	3,969	350	104	14,009	2,527	2,832	1,086	448	164	54	31	109	19	81	38
	%	100%	81.84%	18.16%	1.60%	0.48%	64.11%	11.56%	12.96%	4.97%	2.05%	0.75%	0.25%	0.14%	0.50%	0.09%	0.37%	0.17%
Commander, U.S. Pacific Fleet (NV70)	#	18,416	15,082	3,334	494	183	10,045	2,073	406	169	3,102	626	588	138	110	34	337	111
	%	100%	81.90%	18.10%	2.68%	0.99%	54.54%	11.26%	2.20%	0.92%	16.84%	3.40%	3.19%	0.75%	0.60%	0.18%	1.83%	0.60%
Commander, Navy Reserve Forces (NV72)	#	471	263	208	20	10	168	117	57	61	11	8	1	7	2	3	4	2
	%	100%	55.84%	44.16%	4.25%	2.12%	35.67%	24.84%	12.10%	12.95%	2.34%	1.70%	0.21%	1.49%	0.42%	0.64%	0.85%	0.42%
Naval Special Warfare Command (NV74)	#	1,122	868	254	48	30	669	138	78	53	43	21	9	3	8	2	13	7
	%	100%	77.36%	22.64%	4.28%	2.67%	59.63%	12.30%	6.95%	4.72%	3.83%	1.87%	0.80%	0.27%	0.71%	0.18%	1.16%	0.62%
Naval Education and Training Command (NV76)	#	4,849	2,959	1,890	120	85	2,232	1,269	313	347	191	111	22	19	22	19	59	40
	%	100%	61.02%	38.98%	2.47%	1.75%	46.03%	26.17%	6.45%	7.16%	3.94%	2.29%	0.45%	0.39%	0.45%	0.39%	1.22%	0.82%
Note: Excludes NonAppropriated Fund (NAF) data and 222 Appropriated Fund (AF) employees who claimed "Other" as a race																		

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	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	4,316	3,432	884	92	33	3016	709	116	103	151	30	21		13	2	23	7
	%	100.00%	79.52%	20.48%	2.13%	0.76%	69.88%	16.43%	2.69%	2.39%	3.50%	0.70%	0.49%	0.00%	0.30%	0.05%	0.53%	0.16%
Mid-level (Grades 13-14)	#	12,626	9,469	3,157	304	147	7707	2237	554	462	679	231	108	31	51	16	66	33
	%	100.00%	75.00%	25.00%	2.41%	1.16%	61.04%	17.72%	4.39%	3.66%	5.38%	1.83%	0.86%	0.25%	0.40%	0.13%	0.52%	0.26%
First-Level (Grades 12 and Below)	#	9,196	6,933	2,263	341	106	4810	1471	1018	441	520	159	126	41	57	22	61	23
	%	100.00%	75.39%	24.61%	3.71%	1.15%	52.31%	16.00%	11.07%	4.80%	5.65%	1.73%	1.37%	0.45%	0.62%	0.24%	0.66%	0.25%
Other	#	41,675	23,325	18,350	1041	1032	17877	11944	2514	3442	1346	1373	182	225	135	110	230	224
	%	100.00%	55.97%	44.03%	2.50%	2.48%	42.90%	28.66%	6.03%	8.26%	3.23%	3.29%	0.44%	0.54%	0.32%	0.26%	0.55%	0.54%
Officials and Managers - TOTAL	#	67,813	43,159	24,654	1,778	1,318	33,410	16,361	4,202	4,448	2,696	1,793	437	297	256	150	380	287
	%	100%	63.64%	36.36%	2.62%	1.94%	49.27%	24.13%	6.20%	6.56%	3.98%	2.64%	0.64%	0.44%	0.38%	0.22%	0.56%	0.42%
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%
2. Professionals	#	56,751	40,886	15,865	1717	779	31593	10548	2417	2183	4370	1904	232	123	161	95	396	233
	%	100.00%	72.04%	27.96%	3.03%	1.37%	55.67%	18.59%	4.26%	3.85%	7.70%	3.36%	0.41%	0.22%	0.28%	0.17%	0.70%	0.41%
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%
3. Technicians	#	15,333	12,635	2,698	487	138	9955	1691	1075	475	810	300	97	30	102	17	109	47
	%	100.00%	82.40%	17.60%	3.18%	0.90%	64.93%	11.03%	7.01%	3.10%	5.28%	1.96%	0.63%	0.20%	0.67%	0.11%	0.71%	0.31%
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%
4. Sales Workers	#	12	0	12	0	6	0	2	0	2	0	2	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	50.00%	0.00%	16.67%	0.00%	16.67%	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%
5. Office/Clerical	#	17,853	6,185	11,668	434	805	3299	6166	1421	3005	791	1196	97	185	54	93	89	218
	%	100.00%	34.64%	65.36%	2.43%	4.51%	18.48%	34.54%	7.96%	16.83%	4.43%	6.70%	0.54%	1.04%	0.30%	0.52%	0.50%	1.22%
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%
6. Craft Workers	#	27,246	25,594	1,652	1251	74	16444	1058	3717	291	3139	115	548	48	205	12	290	54
	%	100.00%	93.94%	6.06%	4.59%	0.27%	60.35%	3.88%	13.64%	1.07%	11.52%	0.42%	2.01%	0.18%	0.75%	0.04%	1.06%	0.20%
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%
7. Operatives	#	5,374	4,821	553	241	26	2885	309	933	144	546	43	125	16	40	4	51	11
	%	100.00%	89.71%	10.29%	4.48%	0.48%	53.68%	5.75%	17.36%	2.68%	10.16%	0.80%	2.33%	0.30%	0.74%	0.07%	0.95%	0.20%
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%
8. Laborers and Helpers	#	699	639	60	39	9	294	24	162	17	94	5	30	2	4	3	16	
	%	100.00%	91.42%	8.58%	5.58%	1.29%	42.06%	3.43%	23.18%	2.43%	13.45%	0.72%	4.29%	0.29%	0.57%	0.43%	2.29%	0.00%
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%
9. Service Workers	#	10,134	8,388	1,746	708	157	4970	826	1362	420	926	255	253	39	65	19	104	30
	%	100.00%	82.77%	17.23%	6.99%	1.55%	49.04%	8.15%	13.44%	4.14%	9.14%	2.52%	2.50%	0.38%	0.64%	0.19%	1.03%	0.30%
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%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Includes AF employees only. 2. Excludes 222 AF employees who claimed "Other" as a race.

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

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	4,316	3,432	884	92	33	3016	709	116	103	151	30	21	0	13	2	23	7
	%	2.14%	2.41%	1.50%	1.38%	1.00%	2.93%	1.92%	0.76%	0.94%	1.13%	0.53%	1.15%	0.00%	1.46%	0.51%	1.60%	0.80%
Mid-Level (Grades 13-14)	#	12,626	9,469	3,157	304	147	7707	2237	554	462	679	231	108	31	51	16	66	33
	%	6.27%	6.65%	5.36%	4.56%	4.45%	7.49%	6.05%	3.62%	4.20%	5.08%	4.11%	5.93%	4.19%	5.74%	4.06%	4.60%	3.75%
First-Level (Grades 12 and Below)	#	9,196	6,933	2,263	341	106	4810	1471	1018	441	520	159	126	41	57	22	61	23
	%	4.57%	4.87%	3.84%	5.12%	3.21%	4.67%	3.98%	6.65%	4.01%	3.89%	2.83%	6.92%	5.54%	6.42%	5.58%	4.25%	2.61%
Other	#	41,675	23,325	18,350	1041	1032	17877	11944	2514	3442	1346	1373	182	225	135	110	230	224
	%	20.70%	16.38%	31.15%	15.63%	31.22%	17.37%	32.29%	16.42%	31.33%	10.06%	24.46%	9.99%	30.41%	15.20%	27.92%	16.02%	25.45%
Officials and Managers - TOTAL	#	67,813	43,159	24,654	1,778	1,318	33,410	16,361	4,202	4,448	2,696	1,793	437	297	256	150	380	287
	%	33.69%	30.31%	41.85%	26.69%	39.87%	32.47%	44.23%	27.45%	40.48%	20.15%	31.94%	23.98%	40.14%	28.83%	38.07%	26.46%	32.61%
2. Professionals	#	56,751	40,886	15,865	1717	779	31593	10548	2417	2183	4370	1904	232	123	161	95	396	233
	%	28.19%	28.71%	26.93%	25.78%	23.56%	30.70%	28.51%	15.79%	19.87%	32.66%	33.92%	12.73%	16.62%	18.13%	24.11%	27.58%	26.48%
3. Technicians	#	15,333	12,635	2,698	487	138	9955	1691	1075	475	810	300	97	30	102	17	109	47
	%	7.62%	8.87%	4.58%	7.31%	4.17%	9.67%	4.57%	7.02%	4.32%	6.05%	5.34%	5.32%	4.05%	11.49%	4.31%	7.59%	5.34%
4. Sales Workers	#	12	0	12	0	6	0	2	0	2	0	2	0	0	0	0	0	0
	%	0.01%	0.00%	0.02%	0.00%	0.18%	0.00%	0.01%	0.00%	0.02%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Office/Clerical	#	17,853	6,185	11,668	434	805	3299	6166	1421	3005	791	1196	97	185	54	93	89	218
	%	8.87%	4.34%	19.81%	6.52%	24.35%	3.21%	16.67%	9.28%	27.35%	5.91%	21.30%	5.32%	25.00%	6.08%	23.60%	6.20%	24.77%
6. Craft Workers	#	27,246	25,594	1,652	1251	74	16444	1058	3717	291	3139	115	548	48	205	12	290	54
	%	13.53%	17.97%	2.80%	18.78%	2.24%	15.98%	2.86%	24.28%	2.65%	23.46%	2.05%	30.08%	6.49%	23.09%	3.05%	20.19%	6.14%
7. Operatives	#	5,374	4,821	553	241	26	2885	309	933	144	546	43	125	16	40	4	51	11
	%	2.67%	3.39%	0.94%	3.62%	0.79%	2.80%	0.84%	6.10%	1.31%	4.08%	0.77%	6.86%	2.16%	4.50%	1.02%	3.55%	1.25%
8. Laborers and Helpers	#	699	639	60	39	9	294	24	162	17	94	5	30	2	4	3	16	
	%	0.35%	0.45%	0.10%	0.59%	0.27%	0.29%	0.06%	1.06%	0.15%	0.70%	0.09%	1.65%	0.27%	0.45%	0.76%	1.11%	0.00%
9. Service Workers	#	10,134	8,388	1,746	708	157	4970	826	1362	420	926	255	253	39	65	19	104	30
	%	5.03%	5.89%	2.96%	10.63%	4.75%	4.83%	2.23%	8.90%	3.82%	6.92%	4.54%	13.89%	5.27%	7.32%	4.82%	7.24%	3.41%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	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. Includes AF employees only. 3. Excludes 222 AF employees who claimed "Other" as a race.

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	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 01	#	103	63	40	3	3	45	24	4	8	7	3	1	1	1		2	1
	%	100%	61.17%	38.83%	2.91%	2.91%	43.69%	23.30%	3.88%	7.77%	6.80%	2.91%	0.97%	0.97%	0.97%	0.00%	1.94%	0.97%
GS - 02	#	201	92	109	3	10	54	59	15	12	13	21	2	3	1	1	4	3
	%	100%	45.77%	54.23%	1.49%	4.98%	26.87%	29.35%	7.46%	5.97%	6.47%	10.45%	1.00%	1.49%	0.50%	0.50%	1.99%	1.49%
GS - 03	#	608	277	331	15	21	181	200	36	54	22	33	13	4	5	4	5	15
	%	100%	45.56%	54.44%	2.47%	3.45%	29.77%	32.89%	5.92%	8.88%	3.62%	5.43%	2.14%	0.66%	0.82%	0.66%	0.82%	2.47%
GS - 04	#	2,855	1,102	1,753	71	129	667	810	196	486	99	253	33	29	9	10	27	36
	%	100%	38.60%	61.40%	2.49%	4.52%	23.36%	28.37%	6.87%	17.02%	3.47%	8.86%	1.16%	1.02%	0.32%	0.35%	0.95%	1.26%
GS - 05	#	7,707	3,574	4,133	255	297	1,976	2,018	725	1,110	426	526	99	66	29	35	64	81
	%	100%	46.37%	53.63%	3.31%	3.85%	25.64%	26.18%	9.41%	14.40%	5.53%	6.82%	1.28%	0.86%	0.38%	0.45%	0.83%	1.05%
GS - 06	#	5,089	2,152	2,937	196	214	1,151	1,510	494	753	220	327	40	53	18	31	33	49
	%	100%	42.29%	57.71%	3.85%	4.21%	22.62%	29.67%	9.71%	14.80%	4.32%	6.43%	0.79%	1.04%	0.35%	0.61%	0.65%	0.96%
GS - 07	#	10,637	5,759	4,878	459	330	3,730	2,621	880	1,172	477	544	107	80	45	40	61	91
	%	100%	54.14%	45.86%	4.32%	3.10%	35.07%	24.64%	8.27%	11.02%	4.48%	5.11%	1.01%	0.75%	0.42%	0.38%	0.57%	0.86%
GS - 08	#	2,085	1,322	763	104	49	892	431	176	194	96	66	24	6	12	6	18	11
	%	100%	63.41%	36.59%	4.99%	2.35%	42.78%	20.67%	8.44%	9.30%	4.60%	3.17%	1.15%	0.29%	0.58%	0.29%	0.86%	0.53%
GS - 09	#	11,158	6,388	4,770	393	295	4,324	2,818	912	1,020	536	464	92	67	37	34	94	72
	%	100%	57.25%	42.75%	3.52%	2.64%	38.75%	25.26%	8.17%	9.14%	4.80%	4.16%	0.82%	0.60%	0.33%	0.30%	0.84%	0.65%
GS - 10	#	1,125	879	246	35	11	670	156	95	41	55	30	6	2	8	1	10	5
	%	100%	78.13%	21.87%	3.11%	0.98%	59.56%	13.87%	8.44%	3.64%	4.89%	2.67%	0.53%	0.18%	0.71%	0.09%	0.89%	0.44%
GS - 11	#	18,702	11,846	6,856	577	368	8,651	4,365	1,318	1,218	926	674	124	99	98	46	152	86
	%	100%	63.34%	36.66%	3.09%	1.97%	46.26%	23.34%	7.05%	6.51%	4.95%	3.60%	0.66%	0.53%	0.52%	0.25%	0.81%	0.46%
GS - 12	#	27,832	19,102	8,730	805	486	14,533	5,772	1,530	1,374	1,817	821	131	106	107	56	179	115
	%	100%	68.63%	31.37%	2.89%	1.75%	52.22%	20.74%	5.50%	4.94%	6.53%	2.95%	0.47%	0.38%	0.38%	0.20%	0.64%	0.41%
GS - 13	#	18,141	12,890	5,251	485	242	10,473	3,690	855	836	848	351	74	50	52	20	103	62
	%	100%	71.05%	28.95%	2.67%	1.33%	57.73%	20.34%	4.71%	4.61%	4.67%	1.93%	0.41%	0.28%	0.29%	0.11%	0.57%	0.34%
GS - 14	#	6,671	4,913	1,758	148	61	4,160	1,261	282	277	247	117	24	7	14	10	38	25
	%	100%	73.65%	26.35%	2.22%	0.91%	62.36%	18.90%	4.23%	4.15%	3.70%	1.75%	0.36%	0.10%	0.21%	0.15%	0.57%	0.37%
GS - 15	#	3,460	2,647	813	68	32	2,361	634	97	102	76	37	6		12	2	27	6
	%	100%	76.50%	23.50%	1.97%	0.92%	68.24%	18.32%	2.80%	2.95%	2.20%	1.07%	0.17%	0.00%	0.35%	0.06%	0.78%	0.17%
All other (unspecified GS)	#	10,169	8,312	1,857	330	63	4,568	1,116	1,558	443	1,637	180	110	20	37	11	72	24
	%	100%	81.74%	18.26%	3.25%	0.62%	44.92%	10.97%	15.32%	4.36%	16.10%	1.77%	1.08%	0.20%	0.36%	0.11%	0.71%	0.24%
SES	#	330	263	67	2	4	239	53	10	6	8	3	1		1	1	2	
	%	100%	79.70%	20.30%	0.61%	1.21%	72.42%	16.06%	3.03%	1.82%	2.42%	0.91%	0.30%	0.00%	0.30%	0.30%	0.61%	0.00%
Other Senior Executive	#	1,313	1,157	156	29	2	1,049	135	31	4	42	15	0	0	3	0	3	0
	%	100%	88.12%	11.88%	2.21%	0.15%	79.89%	10.28%	2.36%	0.30%	3.20%	1.14%	0.00%	0.00%	0.23%	0.00%	0.23%	0.00%
Total GS	#	128,186	82,738	45,448	3,978	2,617	59,724	27,673	9,214	9,110	7,552	4,465	887	593	489	308	894	682
	%	100%	64.55%	35.45%	3.10%	2.04%	46.59%	21.59%	7.19%	7.11%	5.89%	3.48%	0.69%	0.46%	0.38%	0.24%	0.70%	0.53%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: Includes AF 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	#	103	63	40	3	3	45	24	4	8	7	3	1	1	1		2	1
	%	0.08%	0.08%	0.09%	0.08%	0.11%	0.08%	0.09%	0.04%	0.09%	0.09%	0.07%	0.11%	0.17%	0.20%	0.00%	0.22%	0.15%
GS - 02	#	201	92	109	3	10	54	59	15	12	13	21	2	3	1	1	4	3
	%	0.16%	0.11%	0.24%	0.08%	0.38%	0.09%	0.21%	0.16%	0.13%	0.17%	0.47%	0.23%	0.51%	0.20%	0.32%	0.45%	0.44%
GS - 03	#	608	277	331	15	21	181	200	36	54	22	33	13	4	5	4	5	15
	%	0.47%	0.33%	0.73%	0.38%	0.80%	0.30%	0.72%	0.39%	0.59%	0.29%	0.74%	1.47%	0.67%	1.02%	1.30%	0.56%	2.20%
GS - 04	#	2,855	1,102	1,753	71	129	667	810	196	486	99	253	33	29	9	10	27	36
	%	2.23%	1.33%	3.86%	1.78%	4.93%	1.12%	2.93%	2.13%	5.33%	1.31%	5.67%	3.72%	4.89%	1.84%	3.25%	3.02%	5.28%
GS - 05	#	7,707	3,574	4,133	255	297	1,976	2,018	725	1,110	426	526	99	66	29	35	64	81
	%	6.01%	4.32%	9.09%	6.41%	11.35%	3.31%	7.29%	7.87%	12.18%	5.64%	11.78%	11.16%	11.13%	5.93%	11.36%	7.16%	11.88%
GS - 06	#	5,089	2,152	2,937	196	214	1,151	1,510	494	753	220	327	40	53	18	31	33	49
	%	3.97%	2.60%	6.46%	4.93%	8.18%	1.93%	5.46%	5.36%	8.27%	2.91%	7.32%	4.51%	8.94%	3.68%	10.06%	3.69%	7.18%
GS - 07	#	10,637	5,759	4,878	459	330	3,730	2,621	880	1,172	477	544	107	80	45	40	61	91
	%	8.30%	6.96%	10.73%	11.54%	12.61%	6.25%	9.47%	9.55%	12.86%	6.32%	12.18%	12.06%	13.49%	9.20%	12.99%	6.82%	13.34%
GS - 08	#	2,085	1,322	763	104	49	892	431	176	194	96	66	24	6	12	6	18	11
	%	1.63%	1.60%	1.68%	2.61%	1.87%	1.49%	1.56%	1.91%	2.13%	1.27%	1.48%	2.71%	1.01%	2.45%	1.95%	2.01%	1.61%
GS - 09	#	11,158	6,388	4,770	393	295	4,324	2,818	912	1,020	536	464	92	67	37	34	94	72
	%	8.70%	7.72%	10.50%	9.88%	11.27%	7.24%	10.18%	9.90%	11.20%	7.10%	10.39%	10.37%	11.30%	7.57%	11.04%	10.51%	10.56%
GS - 10	#	1,125	879	246	35	11	670	156	95	41	55	30	6	2	8	1	10	5
	%	0.88%	1.06%	0.54%	0.88%	0.42%	1.12%	0.56%	1.03%	0.45%	0.73%	0.67%	0.68%	0.34%	1.64%	0.32%	1.12%	0.73%
GS - 11	#	18,702	11,846	6,856	577	368	8,651	4,365	1,318	1,218	926	674	124	99	98	46	152	86
	%	14.59%	14.32%	15.09%	14.50%	14.06%	14.48%	15.77%	14.30%	13.37%	12.26%	15.10%	13.98%	16.69%	20.04%	14.94%	17.00%	12.61%
GS - 12	#	27,832	19,102	8,730	805	486	14,533	5,772	1,530	1,374	1,817	821	131	106	107	56	179	115
	%	21.71%	23.09%	19.21%	20.24%	18.57%	24.33%	20.86%	16.61%	15.08%	24.06%	18.39%	14.77%	17.88%	21.88%	18.18%	20.02%	16.86%
GS - 13	#	18,141	12,890	5,251	485	242	10,473	3,690	855	836	848	351	74	50	52	20	103	62
	%	14.15%	15.58%	11.55%	12.19%	9.25%	17.54%	13.33%	9.28%	9.18%	11.23%	7.86%	8.34%	8.43%	10.63%	6.49%	11.52%	9.09%
GS - 14	#	6,671	4,913	1,758	148	61	4,160	1,261	282	277	247	117	24	7	14	10	38	25
	%	5.20%	5.94%	2.12%	0.18%	0.07%	5.03%	1.52%	0.34%	0.33%	0.30%	0.14%	0.03%	0.01%	0.02%	0.01%	0.05%	0.03%
GS - 15	#	3,460	2,647	813	68	32	2,361	634	97	102	76	37	6		12	2	27	6
	%	2.70%	3.20%	1.79%	1.71%	1.22%	3.95%	2.29%	1.05%	1.12%	1.01%	0.83%	0.68%	0.00%	2.45%	0.65%	3.02%	0.88%
All other (unspecified GS)	#	10,169	8,312	1,857	330	63	4,568	1,116	1,558	443	1,637	180	110	20	37	11	72	24
	%	7.93%	10.05%	4.09%	8.30%	2.41%	7.65%	4.03%	16.91%	4.86%	21.68%	4.03%	12.40%	3.37%	7.57%	3.57%	8.05%	3.52%
SES	#	330	263	67	2	4	239	53	10	6	8	3	1		1	1	2	
	%	0.26%	0.32%	0.15%	0.05%	0.15%	0.40%	0.19%	0.11%	0.07%	0.11%	0.07%	0.11%	0.00%	0.20%	0.32%	0.22%	0.00%
Other Senior Executives	#	1,313	1,157	156	29	2	1,049	135	31	4	42	15	0	0	3	0	3	0
	%	1.02%	1.40%	0.34%	0.73%	0.08%	1.76%	0.49%	0.34%	0.04%	0.56%	0.34%	0.00%	0.00%	0.61%	0.00%	0.34%	0.00%
Total GS	#	128,186	82,738	45,448	3,978	2,617	59,724	27,673	9,214	9,110	7,552	4,465	887	593	489	308	894	682
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Percentages computed down columns and NOT across rows. 2. Includes AF employees only.

YG - 02	#	2	2	0			2											
	%	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%
YG - 03	#	4	4	0	1		3											
	%	100%	100.00%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YH - 01	#	8	2	6			2	5										1
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
YH - 02	#	546	169	377	5	18	119	232	11	40	31	72	1	4	1	3	1	8
	%	100%	30.95%	69.05%	0.92%	3.30%	21.79%	42.49%	2.01%	7.33%	5.68%	13.19%	0.18%	0.73%	0.18%	0.55%	0.18%	1.47%
YH - 03	#	22	11	11			11	11										
	%	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%
YI - 01	#	83	16	67		3	8	28	5	17	3	16		1		1		1
	%	100%	19.28%	80.72%	0.00%	3.61%	9.64%	33.73%	6.02%	20.48%	3.61%	19.28%	0.00%	1.20%	0.00%	1.20%	0.00%	1.20%
YI - 02	#	31	5	26		1	4	19		3		2	1					1
	%	100%	16.13%	83.87%	0.00%	3.23%	12.90%	61.29%	0.00%	9.68%	0.00%	6.45%	3.23%	0.00%	0.00%	0.00%	0.00%	3.23%
YI - 03	#	1	0	1				1										
	%	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%
YJ - 01	#	38	18	20	2	1	4	13	2	1	10	5						
	%	100%	47.37%	52.63%	5.26%	2.63%	10.53%	34.21%	5.26%	2.63%	26.32%	13.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 02	#	215	65	150	1	7	51	102	4	21	5	18			3		1	2
	%	100%	30.23%	69.77%	0.47%	3.26%	23.72%	47.44%	1.86%	9.77%	2.33%	8.37%	0.00%	0.00%	1.40%	0.00%	0.47%	0.93%
YJ - 03	#	4	3	1			2	1	1									
	%	100%	75.00%	25.00%	0.00%	0.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 04	#	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%
YK - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total NSPS	#	1,298	403	895	18	37	284	586	34	116	56	128	3	8	4	5	4	15
	%	100%	31.05%	68.95%	1.39%	2.85%	21.88%	45.15%	2.62%	8.94%	4.31%	9.86%	0.23%	0.62%	0.31%	0.39%	0.31%	1.16%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Note: Includes AF employees only.

YG - 02	#	2	2	0			2											
	%	0.15%	0.50%	0.00%	0.00%	0.00%	0.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YG - 03	#	4	4	0	1		3											
	%	0.31%	0.99%	0.00%	5.56%	0.00%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YH - 01	#	8	2	6			2	5										1
	%	0.62%	0.50%	0.67%	0.00%	0.00%	0.70%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
YH - 02	#	546	169	377	5	18	119	232	11	40	31	72	1	4	1	3	1	8
	%	42.06%	41.94%	42.12%	27.78%	48.65%	41.90%	39.59%	32.35%	34.48%	55.36%	56.25%	33.33%	50.00%	25.00%	60.00%	25.00%	53.33%
YH - 03	#	22	11	11			11	11										
	%	1.69%	2.73%	1.23%	0.00%	0.00%	3.87%	1.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI - 01	#	83	16	67		3	8	28	5	17	3	16		1		1		1
	%	6.39%	3.97%	7.49%	0.00%	8.11%	2.82%	4.78%	14.71%	14.66%	5.36%	12.50%	0.00%	12.50%	0.00%	20.00%	0.00%	6.67%
YI - 02	#	31	5	26		1	4	19		3		2	1					1
	%	2.39%	1.24%	2.91%	0.00%	2.70%	1.41%	3.24%	0.00%	2.59%	0.00%	1.56%	33.33%	0.00%	0.00%	0.00%	0.00%	6.67%
YI - 03	#	1	0	1				1										
	%	0.08%	0.00%	0.11%	0.00%	0.00%	0.00%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 01	#	38	18	20	2	1	4	13	2	1	10	5						
	%	2.93%	4.47%	2.23%	11.11%	2.70%	1.41%	2.22%	5.88%	0.86%	17.86%	3.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 02	#	215	65	150	1	7	51	102	4	21	5	18			3		1	2
	%	16.56%	16.13%	16.76%	5.56%	18.92%	17.96%	17.41%	11.76%	18.10%	8.93%	14.06%	0.00%	0.00%	75.00%	0.00%	25.00%	13.33%
YJ - 03	#	4	3	1			2	1	1									
	%	0.31%	0.74%	0.11%	0.00%	0.00%	0.70%	0.17%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ - 04	#	1	1	0			1											
	%	0.08%	0.25%	0.00%	0.00%	0.00%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total NSPS	#	1,298	403	895	18	37	284	586	34	116	56	128	3	8	4	5	4	15
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,304	142,390	58,914	6,661	3,306	102,897	36,992	15,307	10,988	13,379	5,614	1,822	740	888	394	1,436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Percentages computed down columns and NOT across rows. 2. Includes AF employees only.

DS - 03	#	72	37	35	2	4	32	29	1		1			1	1	1		
	%	100%	51.39%	48.61%	2.78%	5.56%	44.44%	40.28%	1.39%	0.00%	1.39%	0.00%	0.00%	1.39%	1.39%	1.39%	0.00%	0.00%
DS - 04	#	221	144	77	4	5	124	59	7	6	5	3	2		2	2		2
	%	100%	65.16%	34.84%	1.81%	2.26%	56.11%	26.70%	3.17%	2.71%	2.26%	1.36%	0.90%	0.00%	0.90%	0.90%	0.00%	0.90%
DS - 05	#	304	249	55	10	1	223	52	7	1	7				1	1	1	
	%	100%	81.91%	18.09%	3.29%	0.33%	73.36%	17.11%	2.30%	0.33%	2.30%	0.00%	0.00%	0.00%	0.33%	0.33%	0.33%	0.00%
DS - 06	#	115	93	22	2		85	21	4	1	1				1			
	%	100%	80.87%	19.13%	1.74%	0.00%	73.91%	18.26%	3.48%	0.87%	0.87%	0.00%	0.00%	0.00%	0.87%	0.00%	0.00%	0.00%
DT - 00	#	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%
DT - 01	#	260	199	61	3	1	177	51	8	2	4	3		1	2		5	3
	%	100%	76.54%	23.46%	1.15%	0.38%	68.08%	19.62%	3.08%	0.77%	1.54%	1.15%	0.00%	0.38%	0.77%	0.00%	1.92%	1.15%
DT - 02	#	23	17	6			16	5			1			1				
	%	100%	73.91%	26.09%	0.00%	0.00%	69.57%	21.74%	0.00%	0.00%	4.35%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%
DT - 03	#	55	48	7	4		38	7	3		3							
	%	100%	87.27%	12.73%	7.27%	0.00%	69.09%	12.73%	5.45%	0.00%	5.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT - 04	#	285	254	31	15		214	29	11		5				7	1	2	1
	%	100%	89.12%	10.88%	5.26%	0.00%	75.09%	10.18%	3.86%	0.00%	1.75%	0.00%	0.00%	0.00%	2.46%	0.35%	0.70%	0.35%
DT - 05	#	131	123	8	4	1	114	7	4		1							
	%	100%	93.89%	6.11%	3.05%	0.76%	87.02%	5.34%	3.05%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 01	#	45	40	5			36	5			4							
	%	100%	88.89%	11.11%	0.00%	0.00%	80.00%	11.11%	0.00%	0.00%	8.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 02	#	345	274	71	14		214	50	16	8	27	8	1	1		2	2	2
	%	100%	79.42%	20.58%	4.06%	0.00%	62.03%	14.49%	4.64%	2.32%	7.83%	2.32%	0.29%	0.29%	0.00%	0.58%	0.58%	0.58%
DP - 03	#	526	421	105	20	2	326	77	16	11	47	10	1		5	3	6	2
	%	100%	80.04%	19.96%	3.80%	0.38%	61.98%	14.64%	3.04%	2.09%	8.94%	1.90%	0.19%	0.00%	0.95%	0.57%	1.14%	0.38%
DP - 04	#	2,862	2,344	518	107	25	1,814	380	82	31	317	74	6	1	3	1	15	6
	%	100%	81.90%	18.10%	3.74%	0.87%	63.38%	13.28%	2.87%	1.08%	11.08%	2.59%	0.21%	0.03%	0.10%	0.03%	0.52%	0.21%
NM-02	#	2	1	1			1			1								
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-03	#	21	17	4		1	16	3							1			
	%	100%	80.95%	19.05%	0.00%	4.76%	76.19%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%
NM-04	#	269	182	87	13	5	146	69	9	7	11	3		2	2		1	1
	%	100%	67.66%	32.34%	4.83%	1.86%	54.28%	25.65%	3.35%	2.60%	4.09%	1.12%	0.00%	0.74%	0.74%	0.00%	0.37%	0.37%
NM-05	#	762	619	143	29	12	550	111	15	13	18	3	1		3	3	3	1
	%	100%	81.23%	18.77%	3.81%	1.57%	72.18%	14.57%	1.97%	1.71%	2.36%	0.39%	0.13%	0.00%	0.39%	0.39%	0.39%	0.13%
Total STRL	#	7,761	5,578	2,183	253	122	4,564	1,728	212	144	467	130	12	10	32	22	38	27
	%	100%	71.87%	28.13%	3.26%	1.57%	58.81%	22.27%	2.73%	1.86%	6.02%	1.68%	0.15%	0.13%	0.41%	0.28%	0.49%	0.35%
Total Workforce	#	201,304	142,390	58,914	6,661	3,306	102,897	36,992	15,307	10,988	13,379	5,614	1,822	740	888	394	1,436	880
	%	100%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Includes AF employees only.

DS - 03	#	72	37	35	2	4	32	29	1		1			1	1	1		
	%	0.93%	0.66%	1.60%	0.79%	3.28%	0.70%	1.68%	0.47%	0.00%	0.21%	0.00%	0.00%	10.00%	3.13%	4.55%	0.00%	0.00%
DS - 04	#	221	144	77	4	5	124	59	7	6	5	3	2		2	2		2
	%	2.85%	2.58%	3.53%	1.58%	4.10%	2.72%	3.41%	3.30%	4.17%	1.07%	2.31%	16.67%	0.00%	6.25%	9.09%	0.00%	7.41%
DS - 05	#	304	249	55	10	1	223	52	7	1	7				1	1	1	
	%	3.92%	4.46%	2.52%	3.95%	0.82%	4.89%	3.01%	3.30%	0.69%	1.50%	0.00%	0.00%	0.00%	3.13%	4.55%	2.63%	0.00%
DS - 06	#	115	93	22	2		85	21	4	1	1				1			
	%	1.48%	1.67%	1.01%	0.79%	0.00%	1.86%	1.22%	1.89%	0.69%	0.21%	0.00%	0.00%	0.00%	3.13%	0.00%	0.00%	0.00%
DT - 01	#	260	199	61	3	1	177	51	8	2	4	3		1	2		5	3
	%	3.35%	3.57%	2.79%	1.19%	0.82%	3.88%	2.95%	3.77%	1.39%	0.86%	2.31%	0.00%	10.00%	6.25%	0.00%	13.16%	11.11%
DT - 02	#	23	17	6			16	5			1			1				
	%	0.30%	0.30%	0.27%	0.00%	0.00%	0.35%	0.29%	0.00%	0.00%	0.21%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%
DT - 03	#	55	48	7	4		38	7	3		3							
	%	0.71%	0.86%	0.32%	1.58%	0.00%	0.83%	0.41%	1.42%	0.00%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT - 04	#	285	254	31	15		214	29	11		5				7	1	2	1
	%	3.67%	4.55%	1.42%	5.93%	0.00%	4.69%	1.68%	5.19%	0.00%	1.07%	0.00%	0.00%	0.00%	21.88%	4.55%	5.26%	3.70%
DT - 05	#	131	123	8	4	1	114	7	4		1							
	%	1.69%	2.21%	0.37%	1.58%	0.82%	2.50%	0.41%	1.89%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 01	#	45	40	5			36	5			4							
	%	0.58%	0.72%	0.23%	0.00%	0.00%	0.79%	0.29%	0.00%	0.00%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 02	#	345	274	71	14		214	50	16	8	27	8	1	1		2	2	2
	%	4.45%	4.91%	3.25%	5.53%	0.00%	4.69%	2.89%	7.55%	5.56%	5.78%	6.15%	8.33%	10.00%	0.00%	9.09%	5.26%	7.41%
DP - 03	#	526	421	105	20	2	326	77	16	11	47	10	1		5	3	6	2
	%	6.78%	7.55%	4.81%	7.91%	1.64%	7.14%	4.46%	7.55%	7.64%	10.06%	7.69%	8.33%	0.00%	15.63%	13.64%	15.79%	7.41%
DP - 04	#	2,862	2,344	518	107	25	1,814	380	82	31	317	74	6	1	3	1	15	6
	%	36.88%	42.02%	23.73%	42.29%	20.49%	39.75%	21.99%	38.68%	21.53%	67.88%	56.92%	50.00%	10.00%	9.38%	4.55%	39.47%	22.22%
DP - 05	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM - 02	#	2	1	1			1				1							
	%	0.03%	0.02%	0.05%	0.00%	0.00%	0.02%	0.00%	0.00%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM - 03	#	21	17	4		1	16	3							1			
	%	0.27%	0.30%	0.18%	0.00%	0.82%	0.35%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.13%	0.00%	0.00%	0.00%
NM - 04	#	269	182	87	13	5	146	69	9	7	11	3		2	2		1	1
	%	3.47%	3.26%	3.99%	5.14%	4.10%	3.20%	3.99%	4.25%	4.86%	2.36%	2.31%	0.00%	20.00%	6.25%	0.00%	2.63%	3.70%
NM - 05	#	762	619	143	29	12	550	111	15	13	18	3	1		3	3	3	1
	%	9.82%	11.10%	6.55%	11.46%	9.84%	12.05%	6.42%	7.08%	9.03%	3.85%	2.31%	8.33%	0.00%	9.38%	13.64%	7.89%	3.70%
Total STRL	#	7,761	5,578	2,183	253	122	4,564	1,728	212	144	467	130	12	10	32	22	38	27
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Percentages computed down columns and NOT across rows. 2. Includes AF employees only.

Table A4-1: PARTICIPATION RATES FOR NAVSEA STRL GRADES by Race/Ethnicity and Sex

STRL 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	
NG - 01	#	14	5	9			4	9	1									
	%	100%	35.71%	64.29%	0.00%	0.00%	28.57%	64.29%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 02	#	99	17	82	1	3	11	64	5	13		1				1		
	%	100%	17.17%	82.83%	1.01%	3.03%	11.11%	64.65%	5.05%	13.13%	0.00%	1.01%	0.00%	0.00%	0.00%	1.01%	0.00%	0.00%
NG - 03	#	138	19	119	2	6	12	86	4	23		4	1					
	%	100%	13.77%	86.23%	1.45%	4.35%	8.70%	62.32%	2.90%	16.67%	0.00%	2.90%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 04	#	39	4	35		3	4	24		8								
	%	100%	10.26%	89.74%	0.00%	7.69%	10.26%	61.54%	0.00%	20.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 05	#	4	0	4				4										
	%	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	#	34	23	11	2		17	11			3						1	
	%	100%	67.65%	32.35%	5.88%	0.00%	50.00%	32.35%	0.00%	0.00%	8.82%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%	0.00%
NT - 02	#	76	27	49	3	1	22	36	2	7		3						2
	%	100%	35.53%	64.47%	3.95%	1.32%	28.95%	47.37%	2.63%	9.21%	0.00%	3.95%	0.00%	0.00%	0.00%	0.00%	0.00%	2.63%
NT - 03	#	313	138	175	11	10	91	142	25	17	8	5	3			1		
	%	100%	44.09%	55.91%	3.51%	3.19%	29.07%	45.37%	7.99%	5.43%	2.56%	1.60%	0.96%	0.00%	0.00%	0.32%	0.00%	0.00%
NT - 04	#	1,705	1,061	644	38	29	894	499	78	88	25	21	8	3	11	3	7	1
	%	100%	62.23%	37.77%	2.23%	1.70%	52.43%	29.27%	4.57%	5.16%	1.47%	1.23%	0.47%	0.18%	0.65%	0.18%	0.41%	0.06%
NT - 05	#	1,922	1,335	587	29	26	1,206	490	61	48	21	16	1	1	14	2	3	4
	%	100%	69.46%	30.54%	1.51%	1.35%	62.75%	25.49%	3.17%	2.50%	1.09%	0.83%	0.05%	0.05%	0.73%	0.10%	0.16%	0.21%
NT - 06	#	184	128	56	2	1	119	50	5	3	1					1	1	1
	%	100%	69.57%	30.43%	1.09%	0.54%	64.67%	27.17%	2.72%	1.63%	0.54%	0.00%	0.00%	0.00%	0.00%	0.54%	0.54%	0.54%
ND - 01	#	98	72	26	3	2	59	11	7	9	1	1			1	1	1	2
	%	100%	73.47%	26.53%	3.06%	2.04%	60.20%	11.22%	7.14%	9.18%	1.02%	1.02%	0.00%	0.00%	1.02%	1.02%	1.02%	2.04%
ND - 02	#	264	193	71	20	3	154	54	11	9	6	4			1		1	1
	%	100%	73.11%	26.89%	7.58%	1.14%	58.33%	20.45%	4.17%	3.41%	2.27%	1.52%	0.00%	0.00%	0.38%	0.00%	0.38%	0.38%
ND - 03	#	895	699	196	38	16	513	127	61	29	63	18	3		7	1	14	5
	%	100%	78.10%	21.90%	4.25%	1.79%	57.32%	14.19%	6.82%	3.24%	7.04%	2.01%	0.34%	0.00%	0.78%	0.11%	1.56%	0.56%
ND - 04	#	7,325	6,049	1,276	267	67	4,988	937	234	110	508	145	9	3	23	6	20	8
	%	100%	82.58%	17.42%	3.65%	0.91%	68.10%	12.79%	3.19%	1.50%	6.94%	1.98%	0.12%	0.04%	0.31%	0.08%	0.27%	0.11%
ND - 05	#	1,840	1,616	224	46	9	1,471	189	26	11	64	15	3		4		2	
	%	100%	87.83%	12.17%	2.50%	0.49%	79.95%	10.27%	1.41%	0.60%	3.48%	0.82%	0.16%	0.00%	0.22%	0.00%	0.11%	0.00%
NH - 02	#	12	4	8		1	3	5		2							1	
	%	100%	33.33%	66.67%	0.00%	8.33%	25.00%	41.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
NH - 03	#	45	26	19			20	13	3	5	2	1					1	
	%	100%	57.78%	42.22%	0.00%	0.00%	44.44%	28.89%	6.67%	11.11%	4.44%	2.22%	0.00%	0.00%	0.00%	0.00%	2.22%	0.00%
NH - 04	#	53	41	12	3		32	4	4	6	2	2						
	%	100%	77.36%	22.64%	5.66%	0.00%	60.38%	7.55%	7.55%	11.32%	3.77%	3.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL STRL	#	15,060	11,457	3,603	465	177	9,620	2,755	527	388	704	236	28	7	61	16	52	24
	%	100%	76.08%	23.92%	3.09%	1.18%	63.88%	18.29%	3.50%	2.58%	4.67%	1.57%	0.19%	0.05%	0.41%	0.11%	0.35%	0.16%
Total Workforce	#	201,304	142,390	58,914	6,661	3,306	102,897	36,992	15,307	10,988	13,379	5,614	1,822	740	888	394	1,436	880
	%	100%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Note: Includes AF employees only.

Table A4-2: PARTICIPATION RATES FOR NAVSEA STRL GRADES by Race/Ethnicity and Sex

STRL 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
NG - 01	#	14	5	9			4	9	1									
	%	0.09%	0.04%	0.25%	0.00%	0.00%	0.04%	0.33%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 02	#	99	17	82	1	3	11	64	5	13		1			1			
	%	0.66%	0.15%	2.28%	0.22%	1.69%	0.11%	2.32%	0.95%	3.35%	0.00%	0.42%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%
NG - 03	#	138	19	119	2	6	12	86	4	23		4	1					
	%	0.92%	0.17%	3.30%	0.43%	3.39%	0.12%	3.12%	0.76%	5.93%	0.00%	1.69%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 04	#	39	4	35		3	4	24		8								
	%	0.26%	0.03%	0.97%	0.00%	1.69%	0.04%	0.87%	0.00%	2.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 05	#	4	0	4				4										
	%	0.03%	0.00%	0.11%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT - 01	#	34	23	11	2		17	11			3						1	
	%	0.23%	0.20%	0.31%	0.43%	0.00%	0.18%	0.40%	0.00%	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	1.92%	0.00%
NT - 02	#	76	27	49	3	1	22	36	2	7		3						2
	%	0.50%	0.24%	1.36%	0.65%	0.56%	0.23%	1.31%	0.38%	1.80%	0.00%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%
NT - 03	#	313	138	175	11	10	91	142	25	17	8	5	3		1			
	%	2.08%	1.20%	4.86%	2.37%	5.65%	0.95%	5.15%	4.74%	4.38%	1.14%	2.12%	10.71%	0.00%	0.00%	6.25%	0.00%	0.00%
NT - 04	#	1,705	1,061	644	38	29	894	499	78	88	25	21	8	3	11	3	7	1
	%	11.32%	9.26%	17.87%	8.17%	16.38%	9.29%	18.11%	14.80%	22.68%	3.55%	8.90%	28.57%	42.86%	18.03%	18.75%	13.46%	4.17%
NT - 05	#	1,922	1,335	587	29	26	1,206	490	61	48	21	16	1	1	14	2	3	4
	%	12.76%	11.65%	16.29%	6.24%	14.69%	12.54%	17.79%	11.57%	12.37%	2.98%	6.78%	3.57%	14.29%	22.95%	12.50%	5.77%	16.67%
NT - 06	#	184	128	56	2	1	119	50	5	3	1				1	1	1	
	%	1.22%	1.12%	1.55%	0.43%	0.56%	1.24%	1.81%	0.95%	0.77%	0.14%	0.00%	0.00%	0.00%	0.00%	6.25%	1.92%	4.17%
ND - 01	#	98	72	26	3	2	59	11	7	9	1	1			1	1	1	2
	%	0.65%	0.63%	0.72%	0.65%	1.13%	0.61%	0.40%	1.33%	2.32%	0.14%	0.42%	0.00%	0.00%	1.64%	6.25%	1.92%	8.33%
ND - 02	#	264	193	71	20	3	154	54	11	9	6	4			1		1	1
	%	1.75%	1.68%	1.97%	4.30%	1.69%	1.60%	1.96%	2.09%	2.32%	0.85%	1.69%	0.00%	0.00%	1.64%	0.00%	1.92%	4.17%
ND - 03	#	895	699	196	38	16	513	127	61	29	63	18	3		7	1	14	5
	%	5.94%	6.10%	5.44%	8.17%	9.04%	5.33%	4.61%	11.57%	7.47%	8.95%	7.63%	10.71%	0.00%	11.48%	6.25%	26.92%	20.83%
ND - 04	#	7,325	6,049	1,276	267	67	4,988	937	234	110	508	145	9	3	23	6	20	8
	%	48.64%	52.80%	35.41%	57.42%	37.85%	51.85%	34.01%	44.40%	28.35%	72.16%	61.44%	32.14%	42.86%	37.70%	37.50%	38.46%	33.33%
ND - 05	#	1,840	1,616	224	46	9	1,471	189	26	11	64	15	3		4		2	
	%	12.22%	14.10%	6.22%	9.89%	5.08%	15.29%	6.86%	4.93%	2.84%	9.09%	6.36%	10.71%	0.00%	6.56%	0.00%	3.85%	0.00%
NH - 02	#	12	4	8		1	3	5		2							1	
	%	0.08%	0.03%	0.22%	0.00%	0.56%	0.03%	0.18%	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.92%	0.00%
NH - 03	#	45	26	19			20	13	3	5	2	1					1	
	%	0.30%	0.23%	0.53%	0.00%	0.00%	0.21%	0.47%	0.57%	1.29%	0.28%	0.42%	0.00%	0.00%	0.00%	0.00%	1.92%	0.00%
NH - 04	#	53	41	12	3		32	4	4	6	2	2						
	%	0.35%	0.36%	0.33%	0.65%	0.00%	0.33%	0.15%	0.76%	1.55%	0.28%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total STRL	#	15,060	11,457	3,603	465	177	9,620	2,755	527	388	704	236	28	7	61	16	52	24
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Percentages computed down columns and NOT across rows. 2. Includes AF employees only.

Table A4-1: PARTICIPATION RATES FOR ONR STRL GRADES by Race/Ethnicity and Sex

STRL 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
NC - 01	#	93	44	49	1	2	29	33	10	10	3	1					1	3
	%	100%	47.31%	52.69%	1.08%	2.15%	31.18%	35.48%	10.75%	10.75%	3.23%	1.08%	0.00%	0.00%	0.00%	0.00%	1.08%	3.23%
NC - 02	#	213	45	168	3	3	18	83	19	69	3	6				3	2	4
	%	100%	21.13%	78.87%	1.41%	1.41%	8.45%	38.97%	8.92%	32.39%	1.41%	2.82%	0.00%	0.00%	0.00%	1.41%	0.94%	1.88%
NC - 03	#	34	3	31		1	1	14	2	14		1				1		
	%	100%	8.82%	91.18%	0.00%	2.94%	2.94%	41.18%	5.88%	41.18%	0.00%	2.94%	0.00%	0.00%	0.00%	2.94%	0.00%	0.00%
NO - 01	#	3	2	1			2	1										
	%	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%
NO - 02	#	155	28	127		2	17	81	9	34	2	8						2
	%	100%	18.06%	81.94%	0.00%	1.29%	10.97%	52.26%	5.81%	21.94%	1.29%	5.16%	0.00%	0.00%	0.00%	0.00%	0.00%	1.29%
NO - 03	#	176	61	115	2	2	47	67	9	44	3	2						
	%	100%	34.66%	65.34%	1.14%	1.14%	26.70%	38.07%	5.11%	25.00%	1.70%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 04	#	141	59	82	1	4	43	46	9	25	4	4		1		1	2	1
	%	100%	41.84%	58.16%	0.71%	2.84%	30.50%	32.62%	6.38%	17.73%	2.84%	2.84%	0.00%	0.71%	0.00%	0.71%	1.42%	0.71%
NO - 05	#	150	74	76	1	3	61	56	9	13	1	3					2	1
	%	100%	49.33%	50.67%	0.67%	2.00%	40.67%	37.33%	6.00%	8.67%	0.67%	2.00%	0.00%	0.00%	0.00%	0.00%	1.33%	0.67%
NP - 01	#	34	25	9			23	7		1	1	1					1	
	%	100%	73.53%	26.47%	0.00%	0.00%	67.65%	20.59%	0.00%	2.94%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%	2.94%	0.00%
NP - 02	#	91	74	17	2		60	15	1	1	8	1					3	
	%	100%	81.32%	18.68%	2.20%	0.00%	65.93%	16.48%	1.10%	1.10%	8.79%	1.10%	0.00%	0.00%	0.00%	0.00%	3.30%	0.00%
NP - 03	#	850	707	143	15	3	572	104	15	5	100	27	1		1	1	3	3
	%	100%	83.18%	16.82%	1.76%	0.35%	67.29%	12.24%	1.76%	0.59%	11.76%	3.18%	0.12%	0.00%	0.12%	0.12%	0.35%	0.35%
NP - 04	#	809	728	81	15	1	625	65	11	3	75	11			2	1		
	%	100%	89.99%	10.01%	1.85%	0.12%	77.26%	8.03%	1.36%	0.37%	9.27%	1.36%	0.00%	0.00%	0.25%	0.12%	0.00%	0.00%
NP - 05	#	12	12	0			12											
	%	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%
NR - 01	#	102	77	25	2	1	60	20	3	1	11	3					1	
	%	100%	75.49%	24.51%	1.96%	0.98%	58.82%	19.61%	2.94%	0.98%	10.78%	2.94%	0.00%	0.00%	0.00%	0.00%	0.98%	0.00%
NR - 02	#	6	5	1			4	1	1									
	%	100%	83.33%	16.67%	0.00%	0.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 03	#	17	14	3	1		8	2	3	1			1				1	
	%	100%	82.35%	17.65%	5.88%	0.00%	47.06%	11.76%	17.65%	5.88%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	0.00%
NR - 04	#	67	64	3			58	2	6	1								
	%	100%	95.52%	4.48%	0.00%	0.00%	86.57%	2.99%	8.96%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 05	#	0	0	0														
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total STRL	#	2,953	2,022	931	43	22	1,640	597	107	222	211	68	2	1	3	7	16	14
	%	100%	68.47%	31.53%	1.46%	0.75%	55.54%	20.22%	3.62%	7.52%	7.15%	2.30%	0.07%	0.03%	0.10%	0.24%	0.54%	0.47%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Note: Includes AF employees only.

Table A4-2: PARTICIPATION RATES FOR ONR STRL GRADES by Race/Ethnicity and Sex

STRL 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
NC - 01	#	93	44	49	1	2	29	33	10	10	3	1					1	3
	%	3.15%	2.18%	5.26%	2.33%	9.09%	1.77%	5.53%	9.35%	4.50%	1.42%	1.47%	0.00%	0.00%	0.00%	0.00%	6.25%	21.43%
NC - 02	#	213	45	168	3	3	18	83	19	69	3	6				3	2	4
	%	7.21%	2.23%	18.05%	6.98%	13.64%	1.10%	13.90%	17.76%	31.08%	1.42%	8.82%	0.00%	0.00%	0.00%	42.86%	12.50%	28.57%
NC - 03	#	34	3	31		1	1	14	2	14		1				1		
	%	1.15%	0.15%	3.33%	0.00%	4.55%	0.06%	2.35%	1.87%	6.31%	0.00%	1.47%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%
NO - 01	#	3	2	1			2	1										
	%	0.10%	0.10%	0.11%	0.00%	0.00%	0.12%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 02	#	155	28	127		2	17	81	9	34	2	8						2
	%	5.25%	1.38%	13.64%	0.00%	9.09%	1.04%	13.57%	8.41%	15.32%	0.95%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%
NO - 03	#	176	61	115	2	2	47	67	9	44	3	2						
	%	5.96%	3.02%	12.35%	4.65%	9.09%	2.87%	11.22%	8.41%	19.82%	1.42%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 04	#	141	59	82	1	4	43	46	9	25	4	4		1		1	2	1
	%	4.77%	2.92%	8.81%	2.33%	18.18%	2.62%	7.71%	8.41%	11.26%	1.90%	5.88%	0.00%	100.00%	0.00%	14.29%	12.50%	7.14%
NO - 05	#	150	74	76	1	3	61	56	9	13	1	3					2	1
	%	5.08%	3.66%	8.16%	2.33%	13.64%	3.72%	9.38%	8.41%	5.86%	0.47%	4.41%	0.00%	0.00%	0.00%	0.00%	12.50%	7.14%
NP - 01	#	34	25	9			23	7		1	1	1					1	
	%	1.15%	1.24%	0.97%	0.00%	0.00%	1.40%	1.17%	0.00%	0.45%	0.47%	1.47%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%
NP - 02	#	91	74	17	2		60	15	1	1	8	1					3	
	%	3.08%	3.66%	1.83%	4.65%	0.00%	3.66%	2.51%	0.93%	0.45%	3.79%	1.47%	0.00%	0.00%	0.00%	0.00%	18.75%	0.00%
NP - 03	#	850	707	143	15	3	572	104	15	5	100	27	1		1	1	3	3
	%	28.78%	34.97%	15.36%	34.88%	13.64%	34.88%	17.42%	14.02%	2.25%	47.39%	39.71%	50.00%	0.00%	33.33%	14.29%	18.75%	21.43%
NP - 04	#	809	728	81	15	1	625	65	11	3	75	11			2	1		
	%	27.40%	36.00%	8.70%	34.88%	4.55%	38.11%	10.89%	10.28%	1.35%	35.55%	16.18%	0.00%	0.00%	66.67%	14.29%	0.00%	0.00%
NP - 05	#	12	12	0			12											
	%	0.41%	0.59%	0.00%	0.00%	0.00%	0.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 01	#	102	77	25	2	1	60	20	3	1	11	3					1	
	%	3.45%	3.81%	2.69%	4.65%	4.55%	3.66%	3.35%	2.80%	0.45%	5.21%	4.41%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%
NR - 02	#	6	5	1			4	1	1									
	%	0.20%	0.25%	0.11%	0.00%	0.00%	0.24%	0.17%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 03	#	17	14	3	1		8	2	3	1			1				1	
	%	0.58%	0.69%	0.32%	2.33%	0.00%	0.49%	0.34%	2.80%	0.45%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	6.25%	0.00%
NR - 04	#	67	64	3			58	2	6	1								
	%	2.27%	3.17%	0.32%	0.00%	0.00%	3.54%	0.34%	5.61%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 05	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total STRL	#	2,953	2,022	931	43	22	1,640	597	107	222	211	68	2	1	3	7	16	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%	100.00%	100.00%	100.00%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Percentages computed down columns and NOT across rows. 2. Includes AF employees only.

Table A4-1: PARTICIPATION RATES FOR SPAWAR STRL GRADES by Race/Ethnicity and Sex

STRL 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
DG - 00	#	4	1	3				2					1	1				
	%	100%	25.00%	75.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%
DG - 01	#	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%
DG - 02	#	9	1	8		2		3		1			1	2				
	%	100%	11.11%	88.89%	0.00%	22.22%	0.00%	33.33%	0.00%	11.11%	0.00%	0.00%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%
DG - 03	#	10	2	8		2		2		1	2		1	2				
	%	100%	20.00%	80.00%	0.00%	20.00%	0.00%	20.00%	10.00%	20.00%	0.00%	0.00%	10.00%	20.00%	0.00%	0.00%	0.00%	0.00%
DG - 04	#	1	0	1										1				
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
DA - 00	#	1	1	0													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%	100.00%	0.00%
DA - 01	#	5	3	2			1	1	1				1					1
	%	100%	60.00%	40.00%	0.00%	0.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	20.00%
DA - 02	#	25	7	18		5	3	6	1	3			3	3				1
	%	100%	28.00%	72.00%	0.00%	20.00%	12.00%	24.00%	4.00%	12.00%	0.00%	0.00%	12.00%	12.00%	0.00%	0.00%	0.00%	4.00%
DA - 03	#	68	26	42	3	2	15	26	4	2			3	8	1	3		1
	%	100%	38.24%	61.76%	4.41%	2.94%	22.06%	38.24%	5.88%	2.94%	0.00%	0.00%	4.41%	11.76%	1.47%	4.41%	0.00%	1.47%
DP - 01	#	1	0	1				1										
	%	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%
DP - 02	#	3	3	0									1		2			
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%
DP - 03	#	258	152	106	8	14	106	56	12	9	1		24	18			1	9
	%	100%	58.91%	41.09%	3.10%	5.43%	41.09%	21.71%	4.65%	3.49%	0.39%	0.00%	9.30%	6.98%	0.00%	0.00%	0.39%	3.49%
DP - 04	#	546	363	183	21	9	291	136	13	17			33	17	3	1	2	3
	%	100%	66.48%	33.52%	3.85%	1.65%	53.30%	24.91%	2.38%	3.11%	0.00%	0.00%	6.04%	3.11%	0.55%	0.18%	0.37%	0.55%
DS - 01	#	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%
DS - 02	#	6	4	2			4	2										
	%	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%
DS - 03	#	49	29	20	2	1	18	13	4	4			3	2			2	
	%	100%	59.18%	40.82%	4.08%	2.04%	36.73%	26.53%	8.16%	8.16%	0.00%	0.00%	6.12%	4.08%	0.00%	0.00%	4.08%	0.00%
DT - 00	#	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%
ND - 01	#	24	17	7	1		14	5	1	1			1					1
	%	100%	70.83%	29.17%	4.17%	0.00%	58.33%	20.83%	4.17%	4.17%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	4.17%
ND - 02	#	120	93	27	6		52	20	8	3	1		21	4			5	
	%	100%	77.50%	22.50%	5.00%	0.00%	43.33%	16.67%	6.67%	2.50%	0.83%	0.00%	17.50%	3.33%	0.00%	0.00%	4.17%	0.00%

ND - 03	#	419	330	89	23	2	192	44	30	15	2	1	73	18	1	2	9	7
	%	100%	78.76%	21.24%	5.49%	0.48%	45.82%	10.50%	7.16%	3.58%	0.48%	0.24%	17.42%	4.30%	0.24%	0.48%	2.15%	1.67%
ND - 04	#	2,273	1,904	369	96	11	1,246	169	81	40	7		433	141	24	7	17	1
	%	100%	83.77%	16.23%	4.22%	0.48%	54.82%	7.44%	3.56%	1.76%	0.31%	0.00%	19.05%	6.20%	1.06%	0.31%	0.75%	0.04%
ND - 05	#	332	288	44	13	1	241	37	4	1	1		23	4	5		1	1
	%	100%	86.75%	13.25%	3.92%	0.30%	72.59%	11.14%	1.20%	0.30%	0.30%	0.00%	6.93%	1.20%	1.51%	0.00%	0.30%	0.30%
NG - 01	#	102	49	53	2	5	35	32	7	5	1	1	3	8			1	2
	%	100%	48.04%	51.96%	1.96%	4.90%	34.31%	31.37%	6.86%	4.90%	0.98%	0.98%	2.94%	7.84%	0.00%	0.00%	0.98%	1.96%
NG - 02	#	75	14	61	2	13	10	29	1	9				6	1	2		2
	%	100%	18.67%	81.33%	2.67%	17.33%	13.33%	38.67%	1.33%	12.00%	0.00%	0.00%	0.00%	8.00%	1.33%	2.67%	0.00%	2.67%
NG - 03	#	195	46	149	1	13	23	80	10	34		3	12	13		6		
	%	100%	23.59%	76.41%	0.51%	6.67%	11.79%	41.03%	5.13%	17.44%	0.00%	1.54%	6.15%	6.67%	0.00%	3.08%	0.00%	0.00%
NG - 04	#	53	10	43		4	2	22	3	11	1		4	5				1
	%	100%	18.87%	81.13%	0.00%	7.55%	3.77%	41.51%	5.66%	20.75%	1.89%	0.00%	7.55%	9.43%	0.00%	0.00%	0.00%	1.89%
NO - 01	#	17	3	14		1	3	10		2						1		
	%	100%	17.65%	82.35%	0.00%	5.88%	17.65%	58.82%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%
NO - 02	#	103	33	70	1	6	16	41	2	8			8	12	5	1	1	2
	%	100%	32.04%	67.96%	0.97%	5.83%	15.53%	39.81%	1.94%	7.77%	0.00%	0.00%	7.77%	11.65%	4.85%	0.97%	0.97%	1.94%
NO - 03	#	249	79	170	5	14	52	97	7	34			12	19	2	4	1	2
	%	100%	31.73%	68.27%	2.01%	5.62%	20.88%	38.96%	2.81%	13.65%	0.00%	0.00%	4.82%	7.63%	0.80%	1.61%	0.40%	0.80%
NO - 04	#	1,261	735	526	44	42	525	340	71	79	2	1	68	49	9	4	16	11
	%	100%	58.29%	41.71%	3.49%	3.33%	41.63%	26.96%	5.63%	6.26%	0.16%	0.08%	5.39%	3.89%	0.71%	0.32%	1.27%	0.87%
NO - 05	#	852	652	200	25	7	539	147	45	21	1	3	25	17	10	2	7	3
	%	100%	76.53%	23.47%	2.93%	0.82%	63.26%	17.25%	5.28%	2.46%	0.12%	0.35%	2.93%	2.00%	1.17%	0.23%	0.82%	0.35%
NO - 06	#	154	118	36	7	3	106	29	2	2	1		2	1				1
	%	100%	76.62%	23.38%	4.55%	1.95%	68.83%	18.83%	1.30%	1.30%	0.65%	0.00%	1.30%	0.65%	0.00%	0.00%	0.00%	0.65%
NR-01	#	56	48	8	1		33	3	7	4			6		1			1
	%	100%	85.71%	14.29%	1.79%	0.00%	58.93%	5.36%	12.50%	7.14%	0.00%	0.00%	10.71%	0.00%	1.79%	0.00%	0.00%	1.79%
NR-02	#	27	17	10			14	10					1		2			
	%	100%	62.96%	37.04%	0.00%	0.00%	51.85%	37.04%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	7.41%	0.00%	0.00%	0.00%
NR-03	#	29	26	3			19	2					3	1	4			
	%	100%	89.66%	10.34%	0.00%	0.00%	65.52%	6.90%	0.00%	0.00%	0.00%	0.00%	10.34%	3.45%	13.79%	0.00%	0.00%	0.00%
NR-04	#	427	401	26	14	1	334	17	28	4	2		18	1	4	2	1	1
	%	100%	93.91%	6.09%	3.28%	0.23%	78.22%	3.98%	6.56%	0.94%	0.47%	0.00%	4.22%	0.23%	0.94%	0.47%	0.23%	0.23%
NR-05	#	171	162	9	1	1	137	7	10				10		2	1	2	
	%	100%	94.74%	5.26%	0.58%	0.58%	80.12%	4.09%	5.85%	0.00%	0.00%	0.00%	5.85%	0.00%	1.17%	0.58%	1.17%	0.00%
NM-03	#	1	1	0					1									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-04	#	348	239	109	10	12	192	74	12	9	2	1	19	11	3		1	2
	%	100%	68.68%	31.32%	2.87%	3.45%	55.17%	21.26%	3.45%	2.59%	0.57%	0.29%	5.46%	3.16%	0.86%	0.00%	0.29%	0.57%
NM-05	#	248	194	54	8	4	159	46	4	3			15	1	5		3	
	%	100%	78.23%	21.77%	3.23%	1.61%	64.11%	18.55%	1.61%	1.21%	0.00%	0.00%	6.05%	0.40%	2.02%	0.00%	1.21%	0.00%
Total STRL	#	8,524	6,053	2,471	294	175	4,384	1,509	370	323	22	10	828	365	84	36	71	53
	%	100%	71.01%	28.99%	3.45%	2.05%	51.43%	17.70%	4.34%	3.79%	0.26%	0.12%	9.71%	4.28%	0.99%	0.42%	0.83%	0.62%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Note: Includes AF employees only.

Table A4-2: PARTICIPATION RATES FOR SPAWAR STRL GRADES by Race/Ethnicity and Sex

STRL 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
DG - 00	#	4	1	3				2					1	1				
	%	0.05%	0.02%	0.12%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.12%	0.27%	0.00%	0.00%	0.00%	0.00%
DG - 01	#	1	1	0			1											
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG - 02	#	9	1	8		2		3		1			1	2				
	%	0.11%	0.02%	0.32%	0.00%	1.14%	0.00%	0.20%	0.00%	0.31%	0.00%	0.00%	0.12%	0.55%	0.00%	0.00%	0.00%	0.00%
DG - 03	#	10	2	8		2		2	1	2			1	2				
	%	0.12%	0.03%	0.32%	0.00%	1.14%	0.00%	0.13%	0.27%	0.62%	0.00%	0.00%	0.12%	0.55%	0.00%	0.00%	0.00%	0.00%
DG - 04	#	1	0	1										1				
	%	0.01%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%
DA - 00	#	1	1	0													1	
	%	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%	0.00%	1.41%	0.00%
DA - 01	#	5	3	2			1	1	1				1					1
	%	0.06%	0.05%	0.08%	0.00%	0.00%	0.02%	0.07%	0.27%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	1.89%
DA - 02	#	25	7	18		5	3	6	1	3			3	3				1
	%	0.29%	0.12%	0.73%	0.00%	2.86%	0.07%	0.40%	0.27%	0.93%	0.00%	0.00%	0.36%	0.82%	0.00%	0.00%	0.00%	1.89%
DA - 03	#	68	26	42	3	2	15	26	4	2			3	8	1	3		1
	%	0.80%	0.43%	1.70%	1.02%	1.14%	0.34%	1.72%	1.08%	0.62%	0.00%	0.00%	0.36%	2.19%	1.19%	8.33%	0.00%	1.89%
DP - 01	#	1	0	1				1										
	%	0.01%	0.00%	0.04%	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%
DP - 02	#	3	3	0									1		2			
	%	0.04%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	2.38%	0.00%	0.00%	0.00%
DP - 03	#	258	152	106	8	14	106	56	12	9	1		24	18			1	9
	%	3.03%	2.51%	4.29%	2.72%	8.00%	2.42%	3.71%	3.24%	2.79%	4.55%	0.00%	2.90%	4.93%	0.00%	0.00%	1.41%	16.98%
DP - 04	#	546	363	183	21	9	291	136	13	17			33	17	3	1	2	3
	%	6.41%	6.00%	7.41%	7.14%	5.14%	6.64%	9.01%	3.51%	5.26%	0.00%	0.00%	3.99%	4.66%	3.57%	2.78%	2.82%	5.66%
DS - 01	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS - 02	#	6	4	2			4	2										
	%	0.07%	0.07%	0.08%	0.00%	0.00%	0.09%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS - 03	#	49	29	20	2	1	18	13	4	4			3	2			2	
	%	0.57%	0.48%	0.81%	0.68%	0.57%	0.41%	0.86%	1.08%	1.24%	0.00%	0.00%	0.36%	0.55%	0.00%	0.00%	2.82%	0.00%
DT - 00	#	1	1	0			1											
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND - 01	#	24	17	7	1		14	5	1	1			1					1
	%	0.28%	0.28%	0.28%	0.34%	0.00%	0.32%	0.33%	0.27%	0.31%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	1.89%
ND - 02	#	120	93	27	6		52	20	8	3	1		21	4			5	
	%	1.41%	1.54%	1.09%	2.04%	0.00%	1.19%	1.33%	2.16%	0.93%	4.55%	0.00%	2.54%	1.10%	0.00%	0.00%	7.04%	0.00%

ND - 03	#	419	330	89	23	2	192	44	30	15	2	1	73	18	1	2	9	7
	%	4.92%	5.45%	3.60%	7.82%	1.14%	4.38%	2.92%	8.11%	4.64%	9.09%	10.00%	8.82%	4.93%	1.19%	5.56%	12.68%	13.21%
ND - 04	#	2,273	1,904	369	96	11	1,246	169	81	40	7		433	141	24	7	17	1
	%	26.67%	31.46%	14.93%	32.65%	6.29%	28.42%	11.20%	21.89%	12.38%	31.82%	0.00%	52.29%	38.63%	28.57%	19.44%	23.94%	1.89%
ND - 05	#	332	288	44	13	1	241	37	4	1	1		23	4	5		1	1
	%	3.89%	4.76%	1.78%	4.42%	0.57%	5.50%	2.45%	1.08%	0.31%	4.55%	0.00%	2.78%	1.10%	5.95%	0.00%	1.41%	1.89%
NG - 01	#	102	49	53	2	5	35	32	7	5	1	1	3	8			1	2
	%	1.20%	0.81%	2.14%	0.68%	2.86%	0.80%	2.12%	1.89%	1.55%	4.55%	10.00%	0.36%	2.19%	0.00%	0.00%	1.41%	3.77%
NG - 02	#	75	14	61	2	13	10	29	1	9			6	1	2			2
	%	0.88%	0.23%	2.47%	0.68%	7.43%	0.23%	1.92%	0.27%	2.79%	0.00%	0.00%	0.00%	1.64%	1.19%	5.56%	0.00%	3.77%
NG - 03	#	195	46	149	1	13	23	80	10	34		3	12	13		6		
	%	2.29%	0.76%	6.03%	0.34%	7.43%	0.52%	5.30%	2.70%	10.53%	0.00%	30.00%	1.45%	3.56%	0.00%	16.67%	0.00%	0.00%
NG - 04	#	53	10	43		4	2	22	3	11	1		4	5				1
	%	0.62%	0.17%	1.74%	0.00%	2.29%	0.05%	1.46%	0.81%	3.41%	4.55%	0.00%	0.48%	1.37%	0.00%	0.00%	0.00%	1.89%
NO - 01	#	17	3	14		1	3	10		2						1		
	%	0.20%	0.05%	0.57%	0.00%	0.57%	0.07%	0.66%	0.00%	0.62%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%
NO - 02	#	103	33	70	1	6	16	41	2	8			8	12	5	1	1	2
	%	1.21%	0.55%	2.83%	0.34%	3.43%	0.36%	2.72%	0.54%	2.48%	0.00%	0.00%	0.97%	3.29%	5.95%	2.78%	1.41%	3.77%
NO - 03	#	249	79	170	5	14	52	97	7	34			12	19	2	4	1	2
	%	2.92%	1.31%	6.88%	1.70%	8.00%	1.19%	6.43%	1.89%	10.53%	0.00%	0.00%	1.45%	5.21%	2.38%	11.11%	1.41%	3.77%
NO - 04	#	1,261	735	526	44	42	525	340	71	79	2	1	68	49	9	4	16	11
	%	14.79%	12.14%	21.29%	14.97%	24.00%	11.98%	22.53%	19.19%	24.46%	9.09%	10.00%	8.21%	13.42%	10.71%	11.11%	22.54%	20.75%
NO - 05	#	852	652	200	25	7	539	147	45	21	1	3	25	17	10	2	7	3
	%	10.00%	10.77%	8.09%	8.50%	4.00%	12.29%	9.74%	12.16%	6.50%	4.55%	30.00%	3.02%	4.66%	11.90%	5.56%	9.86%	5.66%
NO - 06	#	154	118	36	7	3	106	29	2	2	1		2	1				1
	%	1.81%	1.95%	1.46%	2.38%	1.71%	2.42%	1.92%	0.54%	0.62%	4.55%	0.00%	0.24%	0.27%	0.00%	0.00%	0.00%	1.89%
NR- 01	#	56	48	8	1		33	3	7	4			6	1				1
	%	0.66%	0.79%	0.32%	0.34%	0.00%	0.75%	0.20%	1.89%	1.24%	0.00%	0.00%	0.72%	0.00%	1.19%	0.00%	0.00%	1.89%
NR- 02	#	27	17	10			14	10					1	2				
	%	0.32%	0.28%	0.40%	0.00%	0.00%	0.32%	0.66%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	2.38%	0.00%	0.00%	0.00%
NR- 03	#	29	26	3			19	2					3	1	4			
	%	0.34%	0.43%	0.12%	0.00%	0.00%	0.43%	0.13%	0.00%	0.00%	0.00%	0.00%	0.36%	0.27%	4.76%	0.00%	0.00%	0.00%
NR- 04	#	427	401	26	14	1	334	17	28	4	2		18	1	4	2	1	1
	%	5.01%	6.62%	1.05%	4.76%	0.57%	7.62%	1.13%	7.57%	1.24%	9.09%	0.00%	2.17%	0.27%	4.76%	5.56%	1.41%	1.89%
NR- 05	#	171	162	9	1	1	137	7	10				10	2	1	2		
	%	2.01%	2.68%	0.36%	0.34%	0.57%	3.13%	0.46%	2.70%	0.00%	0.00%	0.00%	1.21%	0.00%	2.38%	2.78%	2.82%	0.00%
NM - 03	#	1	1	0					1									
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM - 04	#	348	239	109	10	12	192	74	12	9	2	1	19	11	3		1	2
	%	4.08%	3.95%	4.41%	3.40%	6.86%	4.38%	4.90%	3.24%	2.79%	9.09%	10.00%	2.29%	3.01%	3.57%	0.00%	1.41%	3.77%
NM - 05	#	248	194	54	8	4	159	46	4	3			15	1	5		3	
	%	2.91%	3.21%	2.19%	2.72%	2.29%	3.63%	3.05%	1.08%	0.93%	0.00%	0.00%	1.81%	0.27%	5.95%	0.00%	4.23%	0.00%
Total STRL	#	8,524	6,053	2,471	294	175	4,384	1,509	370	323	22	10	828	365	84	36	71	53
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Workforce	#	201,304	142,390	58,914	6661	3306	102897	36992	15307	10988	13379	5614	1822	740	888	394	1436	880
	%	100.00%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Percentages computed down columns and NOT across rows. 2. Includes AF employees only.

Table A5-1: 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	#	642	560	82	31	3	133	6	17	2	202	23	63	14	4		110	34
	%	100%	87.23%	12.77%	4.83%	0.47%	20.72%	0.93%	2.65%	0.31%	31.46%	3.58%	9.81%	2.18%	0.62%	0.00%	17.13%	5.30%
WG01	#	668	533	135	9	1	400	87	79	36	13		3	3	3		26	8
	%	100%	79.79%	20.21%	1.35%	0.15%	59.88%	13.02%	11.83%	5.39%	1.95%	0.00%	0.45%	0.45%	0.45%	0.00%	3.89%	1.20%
WG02	#	359	284	75	29	4	153	27	55	29	31	10	13	3		2	3	
	%	100%	79.11%	20.89%	8.08%	1.11%	42.62%	7.52%	15.32%	8.08%	8.64%	2.79%	3.62%	0.84%	0.00%	0.56%	0.84%	0.00%
WG03	#	375	324	51	14	1	215	31	46	13	27	2	7	1		1	15	2
	%	100%	86.40%	13.60%	3.73%	0.27%	57.33%	8.27%	12.27%	3.47%	7.20%	0.53%	1.87%	0.27%	0.00%	0.27%	4.00%	0.53%
WG04	#	212	178	34	8	4	91	10	47	14	19	3	8	1	1	1	4	1
	%	100%	83.96%	16.04%	3.77%	1.89%	42.92%	4.72%	22.17%	6.60%	8.96%	1.42%	3.77%	0.47%	0.47%	0.47%	1.89%	0.47%
WG05	#	2,621	2,219	402	112	11	1605	295	254	66	135	12	38	1	27	6	48	11
	%	100%	84.66%	15.34%	4.27%	0.42%	61.24%	11.26%	9.69%	2.52%	5.15%	0.46%	1.45%	0.04%	1.03%	0.23%	1.83%	0.42%
WG06	#	853	750	103	51	12	409	53	141	25	102	9	33	3	3		11	1
	%	100%	87.92%	12.08%	5.98%	1.41%	47.95%	6.21%	16.53%	2.93%	11.96%	1.06%	3.87%	0.35%	0.35%	0.00%	1.29%	0.12%
WG07	#	1,454	1,295	159	96	16	729	91	282	38	132	9	37	2	12	2	7	1
	%	100%	89.06%	10.94%	6.60%	1.10%	50.14%	6.26%	19.39%	2.61%	9.08%	0.62%	2.54%	0.14%	0.83%	0.14%	0.48%	0.07%
WG08	#	4,205	3,890	315	236	20	2648	211	554	63	329	14	77	3	25	2	21	2
	%	100%	92.51%	7.49%	5.61%	0.48%	62.97%	5.02%	13.17%	1.50%	7.82%	0.33%	1.83%	0.07%	0.59%	0.05%	0.50%	0.05%
WG09	#	2,333	2,137	196	96	9	1434	106	365	53	171	17	42	10	21	1	8	
	%	100%	91.60%	8.40%	4.11%	0.39%	61.47%	4.54%	15.65%	2.27%	7.33%	0.73%	1.80%	0.43%	0.90%	0.04%	0.34%	0.00%
WG10	#	10,675	10,272	403	465	23	6625	267	1644	68	1167	25	221	16	83	3	67	1
	%	100%	96.22%	3.78%	4.36%	0.22%	62.06%	2.50%	15.40%	0.64%	10.93%	0.23%	2.07%	0.15%	0.78%	0.03%	0.63%	0.01%
WG11	#	2,180	2,095	85	94	5	1478	50	233	15	217	11	33	4	28		12	
	%	100%	96.10%	3.90%	4.31%	0.23%	67.80%	2.29%	10.69%	0.69%	9.95%	0.50%	1.51%	0.18%	1.28%	0.00%	0.55%	0.00%
WG12	#	417	399	18	16	2	295	14	38	1	43	1	3		2		2	
	%	100%	95.68%	4.32%	3.84%	0.48%	70.74%	3.36%	9.11%	0.24%	10.31%	0.24%	0.72%	0.00%	0.48%	0.00%	0.48%	0.00%
WG13	#	276	265	11	5		197	9	20	1	36	1	5		2			
	%	100%	96.01%	3.99%	1.81%	0.00%	71.38%	3.26%	7.25%	0.36%	13.04%	0.36%	1.81%	0.00%	0.72%	0.00%	0.00%	0.00%
WG14	#	166	159	7	5		137	6	5		10	1	1		1			
	%	100%	95.78%	4.22%	3.01%	0.00%	82.53%	3.61%	3.01%	0.00%	6.02%	0.60%	0.60%	0.00%	0.60%	0.00%	0.00%	0.00%
WG15	#	62	59	3			47	3	9		2				1			
	%	100%	95.16%	4.84%	0.00%	0.00%	75.81%	4.84%	14.52%	0.00%	3.23%	0.00%	0.00%	0.00%	1.61%	0.00%	0.00%	0.00%
WL02	#	21	15	6	3	1	3	1	6	1	1	3			2			
	%	100%	71.43%	28.57%	14.29%	4.76%	14.29%	4.76%	28.57%	4.76%	4.76%	14.29%	0.00%	0.00%	9.52%	0.00%	0.00%	0.00%
WL03	#	5	3	2					1	2	1		1					
	%	100%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	20.00%	40.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%

WL04	#	5	4	1	1		1	1	1		1							
	%	100%	80.00%	20.00%	20.00%	0.00%	20.00%	20.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL05	#	17	13	4	1		8	2	4	2								
	%	100%	76.47%	23.53%	5.88%	0.00%	47.06%	11.76%	23.53%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL06	#	54	47	7	5	1	20	4	13	2	8		1					
	%	100%	87.04%	12.96%	9.26%	1.85%	37.04%	7.41%	24.07%	3.70%	14.81%	0.00%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%
WL07	#	54	52	2	4		24	2	16		3		4		1			
	%	100%	96.30%	3.70%	7.41%	0.00%	44.44%	3.70%	29.63%	0.00%	5.56%	0.00%	7.41%	0.00%	1.85%	0.00%	0.00%	0.00%
WL08	#	118	103	15	5		66	10	22	5	9		1					
	%	100%	87.29%	12.71%	4.24%	0.00%	55.93%	8.47%	18.64%	4.24%	7.63%	0.00%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%
WL09	#	300	269	31	16		158	15	63	12	27	2	3	2	1		1	
	%	100%	89.67%	10.33%	5.33%	0.00%	52.67%	5.00%	21.00%	4.00%	9.00%	0.67%	1.00%	0.67%	0.33%	0.00%	0.33%	0.00%
WL10	#	2,030	1,951	79	77	1	1297	52	252	13	249	8	56	2	15		5	3
	%	100%	96.11%	3.89%	3.79%	0.05%	63.89%	2.56%	12.41%	0.64%	12.27%	0.39%	2.76%	0.10%	0.74%	0.00%	0.25%	0.15%
WL11	#	332	319	13	13		227	6	24	1	41	4	7	2	3		4	
	%	100%	96.08%	3.92%	3.92%	0.00%	68.37%	1.81%	7.23%	0.30%	12.35%	1.20%	2.11%	0.60%	0.90%	0.00%	1.20%	0.00%
WL12	#	70	67	3	2		61	3	1		2						1	
	%	100%	95.71%	4.29%	2.86%	0.00%	87.14%	4.29%	1.43%	0.00%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	1.43%	0.00%
WL13	#	76	73	3			42	1	8	1	20		3	1				
	%	100%	96.05%	3.95%	0.00%	0.00%	55.26%	1.32%	10.53%	1.32%	26.32%	0.00%	3.95%	1.32%	0.00%	0.00%	0.00%	0.00%
WL14	#	44	41	3			37	2		1	2				1		1	
	%	100%	93.18%	6.82%	0.00%	0.00%	84.09%	4.55%	0.00%	2.27%	4.55%	0.00%	0.00%	0.00%	2.27%	0.00%	2.27%	0.00%
WS01	#	3	2	1			1		1			1						
	%	100%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS02	#	13	10	3	2		4	1	4	2								
	%	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%	0.00%
WS03	#	9	8	1			4	1	2		2							
	%	100%	88.89%	11.11%	0.00%	0.00%	44.44%	11.11%	22.22%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS04	#	15	12	3			3	2	6		3			1				
	%	100%	80.00%	20.00%	0.00%	0.00%	20.00%	13.33%	40.00%	0.00%	20.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%
WS05	#	26	21	5	2		11	2	5	2	2	1					1	
	%	100%	80.77%	19.23%	7.69%	0.00%	42.31%	7.69%	19.23%	7.69%	7.69%	3.85%	0.00%	0.00%	0.00%	0.00%	3.85%	0.00%
WS06	#	41	36	5			16	4	9	1	7		2		2			
	%	100%	87.80%	12.20%	0.00%	0.00%	39.02%	9.76%	21.95%	2.44%	17.07%	0.00%	4.88%	0.00%	4.88%	0.00%	0.00%	0.00%
WS07	#	59	55	4	2		31	2	11	1	10	1	1					
	%	100%	93.22%	6.78%	3.39%	0.00%	52.54%	3.39%	18.64%	1.69%	16.95%	1.69%	1.69%	0.00%	0.00%	0.00%	0.00%	0.00%
WS08	#	100	90	10	8		46	6	25	2	7	1	2		2			1
	%	100%	90.00%	10.00%	8.00%	0.00%	46.00%	6.00%	25.00%	2.00%	7.00%	1.00%	2.00%	0.00%	2.00%	0.00%	0.00%	1.00%
WS09	#	272	242	30	6		157	16	45	13	24	1	6		3		1	
	%	100%	88.97%	11.03%	2.21%	0.00%	57.72%	5.88%	16.54%	4.78%	8.82%	0.37%	2.21%	0.00%	1.10%	0.00%	0.37%	0.00%
WS10	#	2,049	1,935	114	56	3	1345	69	268	28	186	3	60	8	11	3	9	
	%	100%	94.44%	5.56%	2.73%	0.15%	65.64%	3.37%	13.08%	1.37%	9.08%	0.15%	2.93%	0.39%	0.54%	0.15%	0.44%	0.00%
WS11	#	354	337	17	12		252	12	30	2	30	2	10	1	1		2	
	%	100%	95.20%	4.80%	3.39%	0.00%	71.19%	3.39%	8.47%	0.56%	8.47%	0.56%	2.82%	0.28%	0.28%	0.00%	0.56%	0.00%
WS12	#	95	93	2	5		68	2	10		5		2		1		2	
	%	100%	97.89%	2.11%	5.26%	0.00%	71.58%	2.11%	10.53%	0.00%	5.26%	0.00%	2.11%	0.00%	1.05%	0.00%	2.11%	0.00%

WS13	#	82	80	2	3	1	54		6		13		3	1	1			
	%	100%	97.56%	2.44%	3.66%	1.22%	65.85%	0.00%	7.32%	0.00%	15.85%	0.00%	3.66%	1.22%	1.22%	0.00%	0.00%	0.00%
WS14	#	584	550	34	15		379	31	12		100	1	33	2	9		2	
	%	100%	94.18%	5.82%	2.57%	0.00%	64.90%	5.31%	2.05%	0.00%	17.12%	0.17%	5.65%	0.34%	1.54%	0.00%	0.34%	0.00%
WS15	#	72	71	1	4		39	1	1		20		7					
	%	100%	98.61%	1.39%	5.56%	0.00%	54.17%	1.39%	1.39%	0.00%	27.78%	0.00%	9.72%	0.00%	0.00%	0.00%	0.00%	0.00%
WS16	#	21	21	0	2		11				5		3					
	%	100%	100.00%	0.00%	9.52%	0.00%	52.38%	0.00%	0.00%	0.00%	23.81%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
WS17	#	15	14	1			13	1					1					
	%	100%	93.33%	6.67%	0.00%	0.00%	86.67%	6.67%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%
WS18	#	5	5	0			4				1							
	%	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	#	2	2	0					2									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD02	#	2	2	0			2											
	%	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			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%
WD04	#	20	16	4	1	1	14	2			1							1
	%	100%	80.00%	20.00%	5.00%	5.00%	70.00%	10.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%
WD05	#	18	13	5	1	1	9	3	3	1								
	%	100%	72.22%	27.78%	5.56%	5.56%	50.00%	16.67%	16.67%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD06	#	550	491	59	28	2	345	45	40	4	68	7	6	1	4			
	%	100%	89.27%	10.73%	5.09%	0.36%	62.73%	8.18%	7.27%	0.73%	12.36%	1.27%	1.09%	0.18%	0.73%	0.00%	0.00%	0.00%
WD07	#	117	103	14	1		91	9	5	3	6	2						
	%	100%	88.03%	11.97%	0.85%	0.00%	77.78%	7.69%	4.27%	2.56%	5.13%	1.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD08	#	299	281	18	12		213	13	20	2	27	2	3		4	1	2	
	%	100%	93.98%	6.02%	4.01%	0.00%	71.24%	4.35%	6.69%	0.67%	9.03%	0.67%	1.00%	0.00%	1.34%	0.33%	0.67%	0.00%
WD09	#	11	10	1			9	1							1			
	%	100%	90.91%	9.09%	0.00%	0.00%	81.82%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%
WD10	#	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%
WN04	#	10	9	1	1		8	1										
	%	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	#	39	36	3	1		27	2	2		6	1						
	%	100%	92.31%	7.69%	2.56%	0.00%	69.23%	5.13%	5.13%	0.00%	15.38%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,509	32,923	2,586	1,556	122	21,698	1,591	4,707	525	3,523	178	799	82	275	22	365	66
	%	100%	92.72%	7.28%	4.38%	0.34%	61.11%	4.48%	13.26%	1.48%	9.92%	0.50%	2.25%	0.23%	0.77%	0.06%	1.03%	0.19%

Note: Includes AF employees only.

WL06	#	54	47	7	5	1	20	4	13	2	8		1					
	%	0.15%	0.14%	0.27%	0.32%	0.82%	0.09%	0.25%	0.28%	0.38%	0.23%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%
WL07	#	54	52	2	4		24	2	16		3		4		1			
	%	0.15%	0.16%	0.08%	0.26%	0.00%	0.11%	0.13%	0.34%	0.00%	0.09%	0.00%	0.50%	0.00%	0.36%	0.00%	0.00%	0.00%
WL08	#	118	103	15	5		66	10	22	5	9		1					
	%	0.33%	0.31%	0.58%	0.32%	0.00%	0.30%	0.63%	0.47%	0.95%	0.26%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%
WL09	#	300	269	31	16		158	15	63	12	27	2	3	2	1		1	
	%	0.84%	0.82%	1.20%	1.03%	0.00%	0.73%	0.94%	1.34%	2.29%	0.77%	1.12%	0.38%	2.44%	0.36%	0.00%	0.27%	0.00%
WL10	#	2030	1951	79	77	1	1297	52	252	13	249	8	56	2	15		5	3
	%	5.72%	5.93%	3.05%	4.95%	0.82%	5.98%	3.27%	5.35%	2.48%	7.07%	4.49%	7.01%	2.44%	5.45%	0.00%	1.37%	4.55%
WL11	#	332	319	13	13		227	6	24	1	41	4	7	2	3		4	
	%	0.93%	0.97%	0.50%	0.84%	0.00%	1.05%	0.38%	0.51%	0.19%	1.16%	2.25%	0.88%	2.44%	1.09%	0.00%	1.10%	0.00%
WL12	#	70	67	3	2		61	3	1		2						1	
	%	0.20%	0.20%	0.12%	0.13%	0.00%	0.28%	0.19%	0.02%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%
WL13	#	76	73	3			42	1	8	1	20		3	1				
	%	0.21%	0.22%	0.12%	0.00%	0.00%	0.19%	0.06%	0.17%	0.19%	0.57%	0.00%	0.38%	1.22%	0.00%	0.00%	0.00%	0.00%
WL14	#	44	41	3			37	2		1	2				1		1	
	%	0.12%	0.12%	0.12%	0.00%	0.00%	0.17%	0.13%	0.00%	0.19%	0.06%	0.00%	0.00%	0.00%	0.36%	0.00%	0.27%	0.00%
WS01	#	3	2	1			1		1			1						
	%	0.01%	0.01%	0.04%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS02	#	13	10	3	2		4	1	4	2								
	%	0.04%	0.03%	0.12%	0.13%	0.00%	0.02%	0.06%	0.08%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS03	#	9	8	1			4	1	2		2							
	%	0.03%	0.02%	0.04%	0.00%	0.00%	0.02%	0.06%	0.04%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS04	#	15	12	3			3	2	6		3			1				
	%	0.04%	0.04%	0.12%	0.00%	0.00%	0.01%	0.13%	0.13%	0.00%	0.09%	0.00%	0.00%	1.22%	0.00%	0.00%	0.00%	0.00%
WS05	#	26	21	5	2		11	2	5	2	2	1					1	
	%	0.07%	0.06%	0.19%	0.13%	0.00%	0.05%	0.13%	0.11%	0.38%	0.06%	0.56%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%
WS06	#	41	36	5			16	4	9	1	7		2		2			
	%	0.12%	0.11%	0.19%	0.00%	0.00%	0.07%	0.25%	0.19%	0.19%	0.20%	0.00%	0.25%	0.00%	0.73%	0.00%	0.00%	0.00%
WS07	#	59	55	4	2		31	2	11	1	10	1	1					
	%	0.17%	0.17%	0.15%	0.13%	0.00%	0.14%	0.13%	0.23%	0.19%	0.28%	0.56%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%
WS08	#	100	90	10	8		46	6	25	2	7	1	2		2			1
	%	0.28%	0.27%	0.39%	0.51%	0.00%	0.21%	0.38%	0.53%	0.38%	0.20%	0.56%	0.25%	0.00%	0.73%	0.00%	0.00%	1.52%
WS09	#	272	242	30	6		157	16	45	13	24	1	6		3		1	
	%	0.77%	0.74%	1.16%	0.39%	0.00%	0.72%	1.01%	0.96%	2.48%	0.68%	0.56%	0.75%	0.00%	1.09%	0.00%	0.27%	0.00%
WS10	#	2049	1935	114	56	3	1345	69	268	28	186	3	60	8	11	3	9	
	%	5.77%	5.88%	4.41%	3.60%	2.46%	6.20%	4.34%	5.69%	5.33%	5.28%	1.69%	7.51%	9.76%	4.00%	13.64%	2.47%	0.00%
WS11	#	354	337	17	12		252	12	30	2	30	2	10	1	1		2	
	%	1.00%	1.02%	0.66%	0.77%	0.00%	1.16%	0.75%	0.64%	0.38%	0.85%	1.12%	1.25%	1.22%	0.36%	0.00%	0.55%	0.00%
WS12	#	95	93	2	5		68	2	10		5		2		1		2	
	%	0.27%	0.28%	0.08%	0.32%	0.00%	0.31%	0.13%	0.21%	0.00%	0.14%	0.00%	0.25%	0.00%	0.36%	0.00%	0.55%	0.00%
WS13	#	82	80	2	3	1	54		6		13		3	1	1			
	%	0.23%	0.24%	0.08%	0.19%	0.82%	0.25%	0.00%	0.13%	0.00%	0.37%	0.00%	0.38%	1.22%	0.36%	0.00%	0.00%	0.00%
WS14	#	584	550	34	15		379	31	12		100	1	33	2	9		2	
	%	1.64%	1.67%	1.31%	0.96%	0.00%	1.75%	1.95%	0.25%	0.00%	2.84%	0.56%	4.13%	2.44%	3.27%	0.00%	0.55%	0.00%
WS15	#	72	71	1	4		39	1	1		20		7					
	%	0.20%	0.22%	0.04%	0.26%	0.00%	0.18%	0.06%	0.02%	0.00%	0.57%	0.00%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%

WS16	#	21	21	0	2		11				5		3					
	%	0.06%	0.06%	0.00%	0.13%	0.00%	0.05%	0.00%	0.00%	0.00%	0.14%	0.00%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%
WS17	#	15	14	1			13	1					1					
	%	0.04%	0.04%	0.04%	0.00%	0.00%	0.06%	0.06%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%
WS18	#	5	5	0			4				1							
	%	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%	0.00%
WD01	#	2	2	0					2									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD02	#	2	2	0			2											
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD03	#	1	1	0			1											
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD04	#	20	16	4	1	1	14	2			1							1
	%	0.06%	0.05%	0.15%	0.06%	0.82%	0.06%	0.13%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD05	#	18	13	5	1	1	9	3	3	1								
	%	0.05%	0.04%	0.19%	0.06%	0.82%	0.04%	0.19%	0.06%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD06	#	550	491	59	28	2	345	45	40	4	68	7	6	1	4			
	%	1.55%	1.49%	2.28%	1.80%	1.64%	1.59%	2.83%	0.85%	0.76%	1.93%	3.93%	0.75%	1.22%	1.45%	0.00%	0.00%	0.00%
WD07	#	117	103	14	1		91	9	5	3	6	2						
	%	0.33%	0.31%	0.54%	0.06%	0.00%	0.42%	0.57%	0.11%	0.57%	0.17%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD08	#	299	281	18	12		213	13	20	2	27	2	3		4	1	2	
	%	0.84%	0.85%	0.70%	0.77%	0.00%	0.98%	0.82%	0.42%	0.38%	0.77%	1.12%	0.38%	0.00%	1.45%	4.55%	0.55%	0.00%
WD09	#	11	10	1			9	1							1			
	%	0.03%	0.03%	0.04%	0.00%	0.00%	0.04%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%	0.00%	0.00%
WD10	#	1	1	0			1											
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN04	#	10	9	1	1		8	1										
	%	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%	0.00%
WN07	#	39	36	3	1		27	2	2		6	1						
	%	0.11%	0.11%	0.12%	0.06%	0.00%	0.12%	0.13%	0.04%	0.00%	0.17%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,509	32,923	2,586	1,556	122	21,698	1,591	4,707	525	3,523	178	799	82	275	22	365	66
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,304	142,390	58,914	6,661	3,306	102,897	36,992	15,307	10,988	13,379	5,614	1,822	740	888	394	1,436	880
	%	100%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Notes: 1. Percentages computed down columns and NOT across rows. 2. Includes AF 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
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Management Program Analysis - 0343	#	9,473	4,568	4,905	202	251	3619	3350	459	850	185	311	27	58	33	23	43	62
	%	100%	48.22%	51.78%	2.13%	2.65%	38.20%	35.36%	4.85%	8.97%	1.95%	3.28%	0.29%	0.61%	0.35%	0.24%	0.45%	0.65%
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%
Information Technology Mgmt - 2210	#	8,924	6,214	2,710	264	129	4702	1832	674	471	392	193	58	24	30	19	94	42
	%	100%	69.63%	30.37%	2.96%	1.45%	52.69%	20.53%	7.55%	5.28%	4.39%	2.16%	0.65%	0.27%	0.34%	0.21%	1.05%	0.47%
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%
Electronics Engineering - 0855	#	8,481	7,522	959	417	62	5414	521	310	97	1268	257	46	9	23	4	44	9
	%	100%	88.69%	11.31%	4.92%	0.73%	63.84%	6.14%	3.66%	1.14%	14.95%	3.03%	0.54%	0.11%	0.27%	0.05%	0.52%	0.11%
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%
Engineering Technician - 0802	#	7,058	6,437	621	221	16	5306	497	398	50	366	43	46	6	50	2	50	7
	%	100%	91.20%	8.80%	3.13%	0.23%	75.18%	7.04%	5.64%	0.71%	5.19%	0.61%	0.65%	0.09%	0.71%	0.03%	0.71%	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	#	6,333	5,696	637	216	42	4711	492	161	38	528	53	13	0	19	5	48	7
	%	100%	89.94%	10.06%	3.41%	0.66%	74.39%	7.77%	2.54%	0.60%	8.34%	0.84%	0.21%	0.00%	0.30%	0.08%	0.76%	0.11%
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	#	5,352	1,521	3,831	86	202	1013	2306	207	811	164	416	19	39	8	15	24	42
	%	100%	28.42%	71.58%	1.61%	3.77%	18.93%	43.09%	3.87%	15.15%	3.06%	7.77%	0.36%	0.73%	0.15%	0.28%	0.45%	0.78%
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	#	5,202	3,145	2,057	152	124	2512	1385	290	361	120	109	21	24	22	15	28	39
	%	100%	60.46%	39.54%	2.92%	2.38%	48.29%	26.62%	5.57%	6.94%	2.31%	2.10%	0.40%	0.46%	0.42%	0.29%	0.54%	0.75%
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	#	5,079	3,468	1,611	142	99	2738	1154	348	252	171	75	15	7	18	10	36	14
	%	100%	68.28%	31.72%	2.80%	1.95%	53.91%	22.72%	6.85%	4.96%	3.37%	1.48%	0.30%	0.14%	0.35%	0.20%	0.71%	0.28%
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%
General Engineering - 0801	#	4,787	4,112	675	136	19	3358	500	162	64	390	79	17	2	12		37	11
	%	100%	85.90%	14.10%	2.84%	0.40%	70.15%	10.44%	3.38%	1.34%	8.15%	1.65%	0.36%	0.04%	0.25%	0.00%	0.77%	0.23%
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%
Contracting - 1102	#	4,679	1,879	2,800	70	141	1408	1798	206	505	145	240	21	67	4	14	25	35
	%	100%	40.16%	59.84%	1.50%	3.01%	30.09%	38.43%	4.40%	10.79%	3.10%	5.13%	0.45%	1.43%	0.09%	0.30%	0.53%	0.75%
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%
Total Major Occupations	#	65,368	44,562	20,806	1,906	1,085	34,781	13,835	3,215	3,499	3,729	1,776	283	236	219	107	429	268
	%	100%	68.17%	31.83%	2.92%	1.66%	53.21%	21.16%	4.92%	5.35%	5.70%	2.72%	0.43%	0.36%	0.34%	0.16%	0.66%	0.41%

Note: Includes AF 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
Job Title/Series: Management Analysis - 0343																		
Total Received	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	0	0	0														
	%																0.00%	
Occupational CLF																		0.50%
<p>The Department of Defense transitioned to the OPM USA Staffing tool in October 2011. It is anticipated this data will be available in FY 2012.</p>																		
Job Title/Series: Information Technology Management - 2210																		
Total Received	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
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%
Job Title/Series: Engineering Technician - 0802																		
Total Received	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified of those Identified	#	0	0															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	0	0															
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
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	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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	#																	
Voluntarily Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent	#	16640	11925	4715	443	166	8623	3290	1485	729	902	317	212	87	71	27	189	99
	%	100%	71.66%	28.34%	2.66%	1.00%	51.82%	19.77%	8.92%	4.38%	5.42%	1.91%	1.27%	0.52%	0.43%	0.16%	1.14%	0.59%
Temporary	#	3790	2283	1507	83	67	1764	1012	156	178	161	143	43	30	12	14	64	63
	%	100%	60.24%	39.76%	2.19%	1.77%	46.54%	26.70%	4.12%	4.70%	4.25%	3.77%	1.13%	0.79%	0.32%	0.37%	1.69%	1.66%
Non-Appropriated Fund	#	12005	4026	7979	493	918	1705	3823	928	1475	467	1017	210	341	27	86	196	319
	%	100%	33.54%	66.46%	4.11%	7.65%	14.20%	31.85%	7.73%	12.29%	3.89%	8.47%	1.75%	2.84%	0.22%	0.72%	1.63%	2.66%
TOTAL	#	32435	18234	14201	1019	1151	12092	8125	2569	2382	1530	1477	465	458	110	127	449	481
	%	100%	56.22%	43.78%	3.14%	3.55%	37.28%	25.05%	7.92%	7.34%	4.72%	4.55%	1.43%	1.41%	0.34%	0.39%	1.38%	1.48%
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				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%	0.00%
The Department of Defense transitioned to the OPM USA Staffing tool in October 2011. It is anticipated this data will be available in FY 2012.																		
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%	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%	0.00%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
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%	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%	0.00%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
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%	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%	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	#	77,256	50,698	26,558	2,240	1,627	38,173	16,766	4,086	4,349	4,168	2,297	752	641	273	166	1,006	712
	%	100%	65.62%	34.38%	2.90%	2.11%	49.41%	21.70%	5.29%	5.63%	5.40%	2.97%	0.97%	0.83%	0.35%	0.21%	1.30%	0.92%
Time in grade in excess of minimum																		
1 - 12 months	#	23,456	15,498	7,958	645	445	11826	5117	1251	1256	1108	706	240	192	72	37	356	205
	%	100%	66.07%	33.93%	2.75%	1.90%	50.42%	21.82%	5.33%	5.35%	4.72%	3.01%	1.02%	0.82%	0.31%	0.16%	1.52%	0.87%
13 - 24 months	#	12,322	8,302	4,020	319	284	6,353	2,608	617	618	669	322	106	63	63	31	175	94
	%	100%	67.38%	32.62%	2.59%	2.30%	51.56%	21.17%	5.01%	5.02%	5.43%	2.61%	0.86%	0.51%	0.51%	0.25%	1.42%	0.76%
25+ months	#	41,478	26,898	14,580	1,276	898	19,994	9,041	2,218	2,475	2,391	1,269	406	386	138	98	475	413
	%	100%	64.85%	35.15%	3.08%	2.17%	48.20%	21.80%	5.35%	5.97%	5.76%	3.06%	0.98%	0.93%	0.33%	0.24%	1.15%	1.00%

Note: Includes AF permanent employees only.

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													
				Non- Hispanic or Latino													
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	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%
<p style="text-align: center;">The Department of Defense transitioned to the OPM USA Staffing tool in October 2011. It is anticipated this data will be available in FY 2012.</p>																	
Grade(s) of Vacancy:																	
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																	
Grade(s) of Vacancy:																	
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																	
Grade(s) of Vacancy:																	
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		
Career Development Programs for GS 5 - 12:																		
Slots	#																	
Relevant Pool	%																	
Applied	#																	
Data not available. Corporate tracking system under development.																		
Career Development Programs for GS 13 - 14:																		
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%	
Career Development Programs for GS 15 and SES:																		
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

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
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	33925	23394	10531	1034	547	16771	6852	2800	2274	1951	570	322	89	236	73	280	126
	%	100%	68.96%	31.04%	3.05%	1.61%	49.44%	20.20%	8.25%	6.70%	5.75%	1.68%	0.95%	0.26%	0.70%	0.22%	0.83%	0.37%
Total Hours		215391	145277	70114	7028.00	3703.00	106446.00	45218.00	18751.00	15889.00	9026.00	3500.00	1636	560	883.00	405.00	1507	839
Average Hours		6	6	7	7	7	6	7	7	7	5	6	5	6	4	6	5	7
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	18169	10449	7720	528	393	7671	5027	1373	1661	623	442	80	45	63	59	111	93
	%	100%	57.51%	42.49%	2.91%	2.16%	42.22%	27.67%	7.56%	9.14%	3.43%	2.43%	0.44%	0.25%	0.35%	0.32%	0.61%	0.51%
Total Hours		424919	246747	178172	13144.00	9124.00	183259.00	116412.00	31053.00	37739.00	13354.00	10331.00	1993	1011	1510.00	1360.00	2434	2195
Average Hours		23	24	23	25	23	24	23	23	23	21	23	25	22	24	23	22	24
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	97979	71578	26401	2936	1391	52836	16480	7870	5240	5955	2393	766	254	611	271	604	372
	%	100%	73.05%	26.95%	3.00%	1.42%	53.93%	16.82%	8.03%	5.35%	6.08%	2.44%	0.78%	0.26%	0.62%	0.28%	0.62%	0.38%
Total Amount		\$30,035,247	\$21,166,702	\$8,868,545	\$992,052	\$485,603	\$15,313,689	\$5,508,297	\$2,387,029	\$1,752,439	\$1,877,336	\$823,920	\$219,714	\$85,436	\$184,252	\$90,080	\$192,630	\$122,770
Average Amount		307	296	336	338	349	290	334	303	334	315	344	287	336	302	332	319	330
Cash Awards \$501+																		
Total Cash Awards Given	#	99956	69676	30280	2867	1647	54019	20210	6542	5211	4819	2375	524	221	402	258	503	358
	%	100%	69.71%	30.29%	2.87%	1.65%	54.04%	20.22%	6.54%	5.21%	4.82%	2.38%	0.52%	0.22%	0.40%	0.26%	0.50%	0.36%
Total Amount		\$115,755,122	\$81,921,754	\$33,833,368	\$3,048,451	\$1,775,807	\$65,513,367	\$23,344,754	\$6,607,864	\$5,318,847	\$5,175,201	\$2,551,568	\$540,161	\$235,264	\$443,973	\$239,962	\$592,737	\$367,166
Average Amount		1158	1176	1117	1063	1078	1213	1155	1010	1021	1074	1074	1031	1065	1104	930	1178	1026
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	3321	2161	1160.00	91	73	1698	772	190	205	133	75	11	8	8	8	30	19
	%	100%	65.07%	34.93%	2.74%	2.20%	51.13%	23.25%	5.72%	6.17%	4.00%	2.26%	0.33%	0.24%	0.24%	0.24%	0.90%	0.57%
Total Benefit		0	0	0														
Average Benefit		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note: Includes AF 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	
							male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	14,950	9,162	5,788	406	276	6,659	3,661	1,144	1,210	722	450	82	52	64	42	85	97
	%	100%	63.24%	36.76%	2.65%	1.85%	46.64%	24.05%	7.19%	6.76%	5.10%	2.87%	0.46%	0.31%	0.60%	0.33%	0.61%	0.59%
Involuntary	#	3,334	2,144	1,190	117	66	1,522	719	253	225	167	106	17	17	17	10	51	47
	%	100%	62.00%	38.00%	2.96%	2.06%	42.77%	22.78%	7.88%	7.31%	5.36%	3.25%	0.48%	0.40%	1.19%	1.27%	1.36%	0.93%
Total Separations	#	18,284	11,306	6,978	523	342	8,181	4,380	1,397	1,435	889	556	99	69	81	52	136	144
	%	100%	62.99%	37.01%	2.72%	1.89%	45.85%	23.79%	7.33%	6.87%	5.16%	2.95%	0.46%	0.33%	0.72%	0.52%	0.76%	0.66%
Total Workforce	#	201,304	142,390	58,914	6,661	3,306	102,897	36,992	15,307	10,988	13,379	5,614	1,822	740	888	394	1,436	880
	%	100%	70.73%	29.27%	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%	0.71%	0.44%

Note: Includes AF employees only.

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	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
TOTAL															
Prior FY	#	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%
Current FY	#	245,729	223,953	5,968	14,227	1,581	231	157	94	228	81	253	102	369	66
	%	100%	91.14%	2.43%	5.79%	0.64%	0.09%	0.06%	0.04%	0.09%	0.03%	0.10%	0.04%	0.15%	0.03%
Difference	#	2,324	1,495	-81	961	-51	3	-4	-4	1	-4	-7	-33	1	-4
Ratio Change	%	0.00%	-0.26%	-0.06%	0.34%	-0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%
Net Change	%	0.95%	0.67%	-1.34%	7.24%	-3.13%	1.32%	-2.48%	-4.08%	0.44%	-4.71%	-2.69%	-24.44%	0.27%	-5.71%
Federal High	%					2.55%									
PERMANENT															
Prior FY	#	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%
Current FY	#	195,108	177,469	4,327	11,956	1,356	214	110	85	210	77	220	84	295	61
	%	100%	90.96%	2.22%	6.13%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%
Difference	#	2,311	1,622	-104	829	-36	8	-6	-5	4	-4	-3	-34	10	-6
Ratio Change	%	0.00%	-0.25%	-0.08%	0.36%	-0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.02%	0.00%	0.00%
Net Change	%	1.20%	0.92%	-2.35%	7.45%	-2.59%	3.88%	-5.17%	-5.56%	1.94%	-4.94%	-1.35%	-28.81%	3.51%	-8.96%
TEMPORARY															
Prior FY	#	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%
Current FY	#	6,418	5,854	194	341	29	2	2	2	3	2	4	1	13	
	%	100%	91.21%	3.02%	5.31%	0.45%	0.03%	0.03%	0.03%	0.05%	0.03%	0.06%	0.02%	0.20%	0.00%
Difference	#	-606	-633	-19	55	-9	-2	-3	1	0	0	-3	1	-3	0
Ratio Change	%	0.00%	-1.14%	-0.01%	1.24%	-0.09%	-0.03%	-0.04%	0.02%	0.00%	0.00%	-0.04%	0.02%	-0.03%	0.00%
Net Change	%	-8.63%	-9.76%	-8.92%	19.23%	-23.68%	-50.00%	-60.00%	100.00%	0.00%	0.00%	-42.86%	0.00%	-18.75%	0.00%
NON-APPROPRIATED															
Prior FY	#	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%
Current FY	#	44,203	40,630	1,447	1,930	196	15	45	7	15	2	29	17	61	5
	%	100%	91.92%	3.27%	4.37%	0.44%	0.03%	0.10%	0.02%	0.03%	0.00%	0.07%	0.04%	0.14%	0.01%
Difference	#	619	506	42	77	-6	-3	5	0	-3	0	-1	0	-6	2
Ratio Change	%	0.00%	-0.14%	0.05%	0.11%	-0.02%	-0.01%	0.01%	0.00%	-0.01%	0.00%	0.00%	0.00%	-0.02%	0.00%
Net Change	%	1.42%	1.26%	2.99%	4.16%	-2.97%	-16.67%	12.50%	0.00%	-16.67%	0.00%	-3.33%	0.00%	-8.96%	66.67%

Table B2: FY 2011 DON TOTAL WORKFORCE BY COMPONENT

Component		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL FY	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%
Federal High						2.55%									
Chief Naval Operations (NV11)	#	5,340	4711	241	360	28	1	2	1	5		7	5	6	1
	%	100%	88.22%	4.51%	6.74%	0.52%	0.02%	0.04%	0.02%	0.09%	0.00%	0.13%	0.09%	0.11%	0.02%
Department of the Navy Assistant for Administration (NV12)	#	5,048	4271	449	297	31	11	2	1	4	2	6		5	
	%	100%	84.61%	8.89%	5.88%	0.61%	0.22%	0.04%	0.02%	0.08%	0.04%	0.12%	0.00%	0.10%	0.00%
Office of Naval Research (NV14)	#	3,105	2859	85	137	24	4	2	1	4	1	4	4	4	
	%	100%	92.08%	2.74%	4.41%	0.77%	0.13%	0.06%	0.03%	0.13%	0.03%	0.13%	0.13%	0.13%	0.00%
Office of Naval Intelligence (NV 15)	#	1,836	1702	22	101	11	2		2	1		4		2	
	%	100%	92.70%	1.20%	5.50%	0.60%	0.11%	0.00%	0.11%	0.05%	0.00%	0.22%	0.00%	0.11%	0.00%
Bureau of Medicine and Surgery (NV18)	#	12,478	11227	302	834	115	11	5	6	20	1	15	11	42	4
	%	100%	89.97%	2.42%	6.68%	0.92%	0.09%	0.04%	0.05%	0.16%	0.01%	0.12%	0.09%	0.34%	0.03%
Naval Air Systems Command (NV19)	#	24,618	22658	299	1456	205	42	12	16	24	18	29	2	48	14
	%	100%	92.04%	1.21%	5.91%	0.83%	0.17%	0.05%	0.06%	0.10%	0.07%	0.12%	0.01%	0.19%	0.06%
Navy Personnel Command (NV22)	#	1,694	1471	51	156	16	6	1	2	2	1	2		1	1
	%	100%	86.84%	3.01%	9.21%	0.94%	0.35%	0.06%	0.12%	0.12%	0.06%	0.12%	0.00%	0.06%	0.06%
Naval Supply Systems Command (NV23)	#	6,370	5701	121	443	105	20	8	6	28	7	12	6	10	8
	%	100%	89.50%	1.90%	6.95%	1.65%	0.31%	0.13%	0.09%	0.44%	0.11%	0.19%	0.09%	0.16%	0.13%
Naval Sea Systems Command (NV24)	#	26,326	23675	922	1528	201	31	20	18	32	11	38	8	36	7
	%	100%	89.93%	3.50%	5.80%	0.76%	0.12%	0.08%	0.07%	0.12%	0.04%	0.14%	0.03%	0.14%	0.03%
Naval Facilities Engineering Command (NV25)	#	16,607	15167	313	1015	112	20	10	4	13	4	21	12	23	5
	%	100%	91.33%	1.88%	6.11%	0.67%	0.12%	0.06%	0.02%	0.08%	0.02%	0.13%	0.07%	0.14%	0.03%
United States Marine Corps (NV27)	#	19,490	17758	280	1343	109	13	7	10	17	9	12	12	24	5
	%	100%	91.11%	1.44%	6.89%	0.56%	0.07%	0.04%	0.05%	0.09%	0.05%	0.06%	0.06%	0.12%	0.03%
Strategic Systems Programs (NV30)	#	1,027	887	69	69	2				2					
	%	100%	86.37%	6.72%	6.72%	0.19%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%
Military Sealift Command (NV33)	#	6,757	6462	75	201	19		4	1	1		2		11	
	%	100%	95.63%	1.11%	2.97%	0.28%	0.00%	0.06%	0.01%	0.01%	0.00%	0.03%	0.00%	0.16%	0.00%

Component		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Space and Naval Warfare Systems Command (NV39)	#	8,675	7956	111	557	51	9	3	1	9	3	15	1	9	1
	%	100%	91.71%	1.28%	6.42%	0.59%	0.10%	0.03%	0.01%	0.10%	0.03%	0.17%	0.01%	0.10%	0.01%
Naval Systems Management Activity (NV41)	#	443	405	14	20	4	2				1				1
	%	100%	91.42%	3.16%	4.51%	0.90%	0.45%	0.00%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.23%
Commander, Navy Installations Command (NV52)	#	14,950	13506	344	1010	90	13	10	3	20	10	11	1	19	3
	%	100%	90.34%	2.30%	6.76%	0.60%	0.09%	0.07%	0.02%	0.13%	0.07%	0.07%	0.01%	0.13%	0.02%
Commander, U.S. Fleet Forces (NV60)	#	21,879	20342	297	1124	116	12	14	8	14	4	22	10	27	5
	%	100%	92.97%	1.36%	5.14%	0.53%	0.05%	0.06%	0.04%	0.06%	0.02%	0.10%	0.05%	0.12%	0.02%
Commander, U.S. Pacific Fleet (NV70)	#	18,437	16884	401	1053	99	12	10	5	10	5	17	12	26	2
	%	100%	91.58%	2.17%	5.71%	0.54%	0.07%	0.05%	0.03%	0.05%	0.03%	0.09%	0.07%	0.14%	0.01%
Commander, Navy Reserve Forces (NV72)	#	471	414	13	40	4						1		3	
	%	100%	87.90%	2.76%	8.49%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%	0.64%	0.00%
Naval Special Warfare Command (NV74)	#	1,123	962	22	134	5		1		1				1	2
	%	100%	85.66%	1.96%	11.93%	0.45%	0.00%	0.09%	0.00%	0.09%	0.00%	0.00%	0.00%	0.09%	0.18%
Naval Education and Training Command (NV76)	#	4,852	4305	90	419	38	7	1	2	6	2	6	1	11	2
	%	100%	88.73%	1.85%	8.64%	0.78%	0.14%	0.02%	0.04%	0.12%	0.04%	0.12%	0.02%	0.23%	0.04%

Note: This table includes DON AF employees only.

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

Occupational Category	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	4321	3954	158	196	13	1	4	1	1		2		2	2
	%	100%	91.51%	3.66%	4.54%	0.30%	0.02%	0.09%	0.02%	0.02%	0.00%	0.05%	0.00%	0.05%	0.05%
- Mid-Level (Grades 13-14)	#	12668	11577	304	739	48	1	4	9	10	3	11		9	1
	%	100%	91.39%	2.40%	5.83%	0.38%	0.01%	0.03%	0.07%	0.08%	0.02%	0.09%	0.00%	0.07%	0.01%
- First-Level (Grades 12 and Below)	#	9218	8392	171	623	32	1	5	5	4	5	7		5	
	%	100%	91.04%	1.86%	6.76%	0.35%	0.01%	0.05%	0.05%	0.04%	0.05%	0.08%	0.00%	0.05%	0.00%
- Other Officials and Managers	#	41719	37355	1036	3044	284	32	22	27	55	20	62	1	50	15
	%	100%	89.54%	2.48%	7.30%	0.68%	0.08%	0.05%	0.06%	0.13%	0.05%	0.15%	0.00%	0.12%	0.04%
Officials and Managers - TOTAL	#	67926	61,278	1,669	4,602	377	35	35	42	70	28	82	1	66	18
	%	100%	90.21%	2.46%	6.78%	0.56%	0.05%	0.05%	0.06%	0.10%	0.04%	0.12%	0.00%	0.10%	0.03%
2. Professionals	#	56806	52222	1269	2982	333	46	28	17	62	20	60		90	10
	%	100%	91.93%	2.23%	5.25%	0.59%	0.08%	0.05%	0.03%	0.11%	0.04%	0.11%	0.00%	0.16%	0.02%
3. Technicians	#	15342	13888	295	1066	93	12	6	11	17	6	11	3	23	4
	%	100%	90.52%	1.92%	6.95%	0.61%	0.08%	0.04%	0.07%	0.11%	0.04%	0.07%	0.02%	0.15%	0.03%
4. Sales Workers	#	6	5	1		0									
	%	100%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	17863	15528	401	1613	321	61	20	9	49	22	39	27	72	22
	%	100%	86.93%	2.24%	9.03%	1.80%	0.34%	0.11%	0.05%	0.27%	0.12%	0.22%	0.15%	0.40%	0.12%
6. Craft Workers	#	27263	25349	459	1307	148	42	16	6	9	1	20	17	33	4
	%	100%	92.98%	1.68%	4.79%	0.54%	0.15%	0.06%	0.02%	0.03%	0.00%	0.07%	0.06%	0.12%	0.01%
7. Operatives	#	5382	4926	94	317	45	10	3	2	2	1	5	12	8	2
	%	100%	91.53%	1.75%	5.89%	0.84%	0.19%	0.06%	0.04%	0.04%	0.02%	0.09%	0.22%	0.15%	0.04%
8. Laborers and Helpers	#	699	613	13	47	26	5	1				2	15	3	
	%	100%	87.70%	1.86%	6.72%	3.72%	0.72%	0.14%	0.00%	0.00%	0.00%	0.29%	2.15%	0.43%	0.00%
9. Service Workers	#	10,144	9,432	310	360	42	5	3		4	1	5	10	13	1
	%	100%	92.98%	3.06%	3.55%	0.41%	0.05%	0.03%	0.00%	0.04%	0.01%	0.05%	0.10%	0.13%	0.01%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes DON AF employees only.

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

Occupational Category	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	4,321	3954	158	196	13	1	4	1	1		2		2	2
	%	2.14%	2.16%	3.49%	1.59%	0.94%	0.46%	3.57%	1.15%	0.47%	0.00%	0.89%	0.00%	0.65%	3.28%
- Mid-Level (Grades 13-14)	#	12,668	11577	304	739	48	1	4	9	10	3	11		9	1
	%	6.29%	6.32%	6.72%	6.01%	3.47%	0.46%	3.57%	10.34%	4.69%	3.80%	4.91%	0.00%	2.92%	1.64%
- First-Level (Grades 12 and Below)	#	9,218	8392	171	623	32	1	5	5	4	5	7		5	
	%	4.57%	4.58%	3.78%	5.07%	2.31%	0.46%	4.46%	5.75%	1.88%	6.33%	3.13%	0.00%	1.62%	0.00%
- Other Officials and Managers	#	41,719	37355	1036	3044	284	32	22	27	55	20	62	1	50	15
	%	20.70%	20.38%	22.92%	24.75%	20.51%	14.81%	19.64%	31.03%	25.82%	25.32%	27.68%	1.18%	16.23%	24.59%
Officials and Managers - TOTAL	#	67,926	61,278	1,669	4,602	377	35	35	42	70	28	82	1	66	18
	%	33.71%	33.43%	36.92%	37.42%	27.22%	16.20%	31.25%	48.28%	32.86%	35.44%	36.61%	1.18%	21.43%	29.51%
2. Professionals	#	56,806	52222	1269	2982	333	46	28	17	62	20	60		90	10
	%	28.19%	28.49%	28.07%	24.25%	24.04%	21.30%	25.00%	19.54%	29.11%	25.32%	26.79%	0.00%	29.22%	16.39%
3. Technicians	#	15,342	13888	295	1066	93	12	6	11	17	6	11	3	23	4
	%	7.61%	7.58%	6.53%	8.67%	6.71%	5.56%	5.36%	12.64%	7.98%	7.59%	4.91%	3.53%	7.47%	6.56%
4. Sales Workers	#	6	5	1		0									
	%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	17,863	15528	401	1613	321	61	20	9	49	22	39	27	72	22
	%	8.86%	8.47%	8.87%	13.12%	23.18%	28.24%	17.86%	10.34%	23.00%	27.85%	17.41%	31.76%	23.38%	36.07%
6. Craft Workers	#	27,263	25349	459	1307	148	42	16	6	9	1	20	17	33	4
	%	13.53%	13.83%	10.15%	10.63%	10.69%	19.44%	14.29%	6.90%	4.23%	1.27%	8.93%	20.00%	10.71%	6.56%
7. Operatives	#	5,382	4926	94	317	45	10	3	2	2	1	5	12	8	2
	%	2.67%	2.69%	2.08%	2.58%	3.25%	4.63%	2.68%	2.30%	0.94%	1.27%	2.23%	14.12%	2.60%	3.28%
8. Laborers and Helpers	#	699	613	13	47	26	5	1				2	15	3	
	%	0.35%	0.33%	0.29%	0.38%	1.88%	2.31%	0.89%	0.00%	0.00%	0.00%	0.89%	17.65%	0.97%	0.00%
9. Service Workers	#	10,144	9432	310	360	42	5	3		4	1	5	10	13	1
	%	5.03%	5.15%	6.86%	2.93%	3.03%	2.31%	2.68%	0.00%	1.88%	1.27%	2.23%	11.76%	4.22%	1.64%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100.00%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes DON AF employees only.

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

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS-1	#	103	99		3	1							1		
	%	100%	96.12%	0.00%	2.91%	0.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.97%	0.00%	0.00%
GS-2	#	201	188	1	11	1					1				
	%	100%	93.53%	0.50%	5.47%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%
GS-3	#	608	538	15	44	11	1	1		1	1	2	4	1	
	%	100%	88.49%	2.47%	7.24%	1.81%	0.16%	0.16%	0.00%	0.16%	0.16%	0.33%	0.66%	0.16%	0.00%
GS-4	#	2,857	2,512	60	224	61	14	1	2	16	2	7	5	12	2
	%	100%	87.92%	2.10%	7.84%	2.14%	0.49%	0.04%	0.07%	0.56%	0.07%	0.25%	0.18%	0.42%	0.07%
GS-5	#	7,712	6,764	152	657	139	23	11	3	21	13	15	6	40	7
	%	100%	87.71%	1.97%	8.52%	1.80%	0.30%	0.14%	0.04%	0.27%	0.17%	0.19%	0.08%	0.52%	0.09%
GS-6	#	5,091	4,511	140	394	46	6	1	1	8	2	6	3	15	4
	%	100%	88.61%	2.75%	7.74%	0.90%	0.12%	0.02%	0.02%	0.16%	0.04%	0.12%	0.06%	0.29%	0.08%
GS-7	#	10,644	9,602	241	726	75	12	9	1	10	4	10	1	20	8
	%	100%	90.21%	2.26%	6.82%	0.70%	0.11%	0.08%	0.01%	0.09%	0.04%	0.09%	0.01%	0.19%	0.08%
GS-8	#	2,089	1,901	45	132	11	2	1				3	1	4	
	%	100%	91.00%	2.15%	6.32%	0.53%	0.10%	0.05%	0.00%	0.00%	0.00%	0.14%	0.05%	0.19%	0.00%
GS-9	#	11,168	10,050	218	813	87	25	6	7	11	1	14	1	17	5
	%	100%	89.99%	1.95%	7.28%	0.78%	0.22%	0.05%	0.06%	0.10%	0.01%	0.13%	0.01%	0.15%	0.04%
GS-10	#	1,125	1,023	23	71	8	1			1		1		5	
	%	100%	90.93%	2.04%	6.31%	0.71%	0.09%	0.00%	0.00%	0.09%	0.00%	0.09%	0.00%	0.44%	0.00%
GS-11	#	18,713	16,890	374	1,321	128	15	9	12	26	9	18		30	9
	%	100%	90.26%	2.00%	7.06%	0.68%	0.08%	0.05%	0.06%	0.14%	0.05%	0.10%	0.00%	0.16%	0.05%
GS-12	#	27,862	25,338	557	1,806	161	9	15	18	40	16	31	1	25	6
	%	100%	90.94%	2.00%	6.48%	0.58%	0.03%	0.05%	0.06%	0.14%	0.06%	0.11%	0.00%	0.09%	0.02%
GS-13	#	18,179	16,480	548	1,081	70	4	5	10	10	8	15		13	5
	%	100%	90.65%	3.01%	5.95%	0.39%	0.02%	0.03%	0.06%	0.06%	0.04%	0.08%	0.00%	0.07%	0.03%
GS-14	#	6,698	6,021	258	391	28	1	3	2	7	1	7		6	1
	%	100%	89.89%	3.85%	5.84%	0.42%	0.01%	0.04%	0.03%	0.10%	0.01%	0.10%	0.00%	0.09%	0.01%
GS-15	#	3,467	3,117	161	180	9	1	3		1				3	1
	%	100%	89.90%	4.64%	5.19%	0.26%	0.03%	0.09%	0.00%	0.03%	0.00%	0.00%	0.00%	0.09%	0.03%
All other (unspecified GS)	#	10,059	9,454	205	366	34	3	4	3	4		9		11	
	%	100%	93.99%	2.04%	3.64%	0.34%	0.03%	0.04%	0.03%	0.04%	0.00%	0.09%	0.00%	0.11%	0.00%
Senior Ex. Service	#	1,646	1,543	38	60	5			1		1	1		2	
	%	100%	93.74%	2.31%	3.65%	0.30%	0.00%	0.00%	0.06%	0.00%	0.06%	0.06%	0.00%	0.12%	0.00%
Total GS	#	128,222	116,031	3,036	8,280	875	117	69	60	156	59	139	23	204	48
	%	100%	90.49%	2.37%	6.46%	0.68%	0.09%	0.05%	0.05%	0.12%	0.05%	0.11%	0.02%	0.16%	0.04%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes DON AF employees only.

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

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS-1	#	103	99		3	1							1		
	%	0.08%	0.09%	0.00%	0.04%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%
GS-2	#	201	188	1	11	1					1				
	%	0.16%	0.16%	0.03%	0.13%	0.11%	0.00%	0.00%	0.00%	0.00%	1.69%	0.00%	0.00%	0.00%	0.00%
GS-3	#	608	538	15	44	11	1	1		1	1	2	4	1	
	%	0.47%	0.46%	0.49%	0.53%	1.26%	0.85%	1.45%	0.00%	0.64%	1.69%	1.44%	17.39%	0.49%	0.00%
GS-4	#	2,857	2,512	60	224	61	14	1	2	16	2	7	5	12	2
	%	2.23%	2.16%	1.98%	2.71%	6.97%	11.97%	1.45%	3.33%	10.26%	3.39%	5.04%	21.74%	5.88%	4.17%
GS-5	#	7,712	6,764	152	657	139	23	11	3	21	13	15	6	40	7
	%	6.01%	5.83%	5.01%	7.93%	15.89%	19.66%	15.94%	5.00%	13.46%	22.03%	10.79%	26.09%	19.61%	14.58%
GS-6	#	5,091	4,511	140	394	46	6	1	1	8	2	6	3	15	4
	%	3.97%	3.89%	4.61%	4.76%	5.26%	5.13%	1.45%	1.67%	5.13%	3.39%	4.32%	13.04%	7.35%	8.33%
GS-7	#	10,644	9,602	241	726	75	12	9	1	10	4	10	1	20	8
	%	8.30%	8.28%	7.94%	8.77%	8.57%	10.26%	13.04%	1.67%	6.41%	6.78%	7.19%	4.35%	9.80%	16.67%
GS-8	#	2,089	1,901	45	132	11	2	1				3	1	4	
	%	1.63%	1.64%	1.48%	1.59%	1.26%	1.71%	1.45%	0.00%	0.00%	0.00%	2.16%	4.35%	1.96%	0.00%
GS-9	#	11,168	10,050	218	813	87	25	6	7	11	1	14	1	17	5
	%	8.71%	8.66%	7.18%	9.82%	9.94%	21.37%	8.70%	11.67%	7.05%	1.69%	10.07%	4.35%	8.33%	10.42%
GS-10	#	1,125	1,023	23	71	8	1			1		1		5	
	%	0.88%	0.88%	0.76%	0.86%	0.91%	0.85%	0.00%	0.00%	0.64%	0.00%	0.72%	0.00%	2.45%	0.00%
GS-11	#	18,713	16,890	374	1,321	128	15	9	12	26	9	18		30	9
	%	14.59%	14.56%	12.32%	15.95%	14.63%	12.82%	13.04%	20.00%	16.67%	15.25%	12.95%	0.00%	14.71%	18.75%
GS-12	#	27,862	25,338	557	1,806	161	9	15	18	40	16	31	1	25	6
	%	21.73%	21.84%	18.35%	21.81%	18.40%	7.69%	21.74%	30.00%	25.64%	27.12%	22.30%	4.35%	12.25%	12.50%
GS-13	#	18,179	16,480	548	1,081	70	4	5	10	10	8	15		13	5
	%	14.18%	14.20%	18.05%	13.06%	8.00%	3.42%	7.25%	16.67%	6.41%	13.56%	10.79%	0.00%	6.37%	10.42%
GS-14	#	6,698	6,021	258	391	28	1	3	2	7	1	7		6	1
	%	5.22%	5.19%	8.50%	4.72%	3.20%	0.85%	4.35%	3.33%	4.49%	1.69%	5.04%	0.00%	2.94%	2.08%
GS-15	#	3,467	3,117	161	180	9	1	3		1				3	1
	%	2.70%	2.69%	5.30%	2.17%	1.03%	0.85%	4.35%	0.00%	0.64%	0.00%	0.00%	0.00%	1.47%	2.08%
All Other (Unspecified GS)	#	10,059	9,454	205	366	34	3	4	3	4		9		11	
	%	7.84%	8.15%	6.75%	4.42%	3.89%	2.56%	5.80%	5.00%	2.56%	0.00%	6.47%	0.00%	5.39%	0.00%
Senior Executive Service	#	1,646	1,543	38	60	5			1		1	1		2	
	%	1.28%	1.33%	1.25%	0.72%	0.57%	0.00%	0.00%	1.67%	0.00%	1.69%	0.72%	0.00%	0.98%	0.00%
Total GS	#	128,222	116,031	3,036	8,280	875	117	69	60	156	59	139	23	204	48
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

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

YI-01	#	83	76	3	4	0									
	%	100%	91.57%	3.61%	4.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-02	#	31	29	0	2	0									
	%	100%	93.55%	0.00%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-03	#	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%
YJ-01	#	38	37		1	0	0	0	0	0	0	0	0	0	0
	%	100%	97.37%	0.00%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-02	#	215	201	4	8	2		1						1	
	%	100%	93.49%	1.86%	3.72%	0.93%	0.00%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.47%	0.00%
YJ-03	#	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%
YJ-04	#	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%
YK-01	#	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	#	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-03	#	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%	0.00%	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	#	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-03	#	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-04	#	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%	0.00%	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%	0.00%	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	#	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-02	#	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-03	#	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	#	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 NSPS Workforce	#	1,300	1,209	25	62	4	0	1	0	0	0	0	0	3	0
	%	100%	93.00%	1.92%	4.77%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes DON AF employees only.

YI-01	#	83	76	3	4	0	0	0	0	0	0	0	0	0	0
	%	6.38%	6.29%	11.11%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-02	#	31	29	2		0	0	0	0	0	0	0	0	0	0
	%	2.38%	2.40%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-03	#	1	1			0	0	0	0	0	0	0	0	0	0
	%	0.08%	0.08%	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	#	38	37		1	0	0	0	0	0	0	0	0	0	0
	%	2.92%	3.06%	0.00%	1.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-02	#	215	201	4	8	2		1					1		
	%	16.54%	16.63%	14.81%	13.33%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
YJ-03	#	4	4			0	0	0	0	0	0	0	0	0	0
	%	0.31%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-04	#	1	1			0	0	0	0	0	0	0	0	0	0
	%	0.08%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-01	#	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	#	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-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	#	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-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-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	#	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-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-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	#	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 NSPS Workforce	#	1300	1209	27	60	4	0	1	0	0	0	0	0	3	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

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

Table B4-1: DON PARTICIPATION RATES FOR NAVAIR STRL GRADES by Disability

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
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	#	68	66	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	97.06%	1.47%	1.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	83	74	0	8	1	0	0	0	0	0	1	0	0	0
	%	100%	89.16%	0.00%	9.64%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%
DG-03	#	65	58	0	6	1	0	0	0	0	0	0	0	1	0
	%	100%	89.23%	0.00%	9.23%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.54%	0.00%
DG-04	#	95	87	1	6	1	0	0	1	0	0	0	0	0	0
	%	100%	91.58%	1.05%	6.32%	1.05%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-05	#	34	30	1	3	0	0	0	0	0	0	0	0	0	0
	%	100%	88.24%	2.94%	8.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-06	#	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%
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	#	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%
DA-02	#	28	27	0	0	1	0	0	0	0	0	0	0	1	0
	%	100%	96.43%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%
DA-03	#	128	119	1	6	2	0	0	1	0	0	0	0	1	0
	%	100%	92.97%	0.78%	4.69%	1.56%	0.00%	0.00%	0.78%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
DA-04	#	350	308	6	32	4	0	0	0	2	0	1	0	1	0
	%	100%	88.00%	1.71%	9.14%	1.14%	0.00%	0.00%	0.00%	0.57%	0.00%	0.29%	0.00%	0.29%	0.00%
DA-05	#	280	251	2	23	4	0	1	0	0	2	1	0	0	0
	%	100%	89.64%	0.71%	8.21%	1.43%	0.00%	0.36%	0.00%	0.00%	0.71%	0.36%	0.00%	0.00%	0.00%
DA-06	#	315	287	2	26	0	0	0	0	0	0	0	0	0	0
	%	100%	91.11%	0.63%	8.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-01	#	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%
DS-02	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	72	62	2	7	1	0	0	0	0	0	0	0	1	0
	%	100%	86.11%	2.78%	9.72%	1.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.39%	0.00%
DS-04	#	221	199	2	18	2	0	0	1	0	0	0	0	1	0
	%	100%	90.05%	0.90%	8.14%	0.90%	0.00%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.45%	0.00%
DS-05	#	304	262	10	32	0	0	0	0	0	0	0	0	0	0
	%	100%	86.18%	3.29%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-06	#	115	105	1	9	0	0	0	0	0	0	0	0	0	0
	%	100%	91.30%	0.87%	7.83%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	0.00%	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	#	260	245	1	12	2	1	0	0	0	0	0	0	1	0
	%	100%	94.23%	0.38%	4.62%	0.77%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%
DT-02	#	23	20	0	2	1	0	0	0	0	0	1	0	0	0
	%	100%	86.96%	0.00%	8.70%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%
DT-03	#	55	49	1	4	1	0	0	0	0	1	0	0	0	0
	%	100%	89.09%	1.82%	7.27%	1.82%	0.00%	0.00%	0.00%	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%
DT-04	#	285	257	5	20	3	0	0	0	2	0	1	0	0	0
	%	100%	90.18%	1.75%	7.02%	1.05%	0.00%	0.00%	0.00%	0.70%	0.00%	0.35%	0.00%	0.00%	0.00%

DT-05	#	131	123	0	7	1	1	0	0	0	0	0	0	0	0
	%	100%	93.89%	0.00%	5.34%	0.76%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	45	40	0	5	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-02	#	345	325	1	13	6	0	0	0	0	0	1	0	5	0
	%	100%	94.20%	0.29%	3.77%	1.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%	0.00%	1.45%	0.00%
DP-03	#	526	500	2	19	5	1	0	0	0	0	0	0	2	2
	%	100%	95.06%	0.38%	3.61%	0.95%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.38%
DP-04	#	2,862	2,658	52	136	16	4	2	0	2	1	2	0	4	1
	%	100%	92.87%	1.82%	4.75%	0.56%	0.14%	0.07%	0.00%	0.07%	0.03%	0.07%	0.00%	0.14%	0.03%
NM-02	#	2	2	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%
NM-03	#	21	18		3	0	0	0	0	0	0		0		0
	%	100%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-04	#	269	245	2	21	1		1	0	0	0	0	0		
	%	100%	91.08%	0.74%	7.81%	0.37%	0.00%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-05	#	764	714	8	39	3			0			2	0		1
	%	100%	93.46%	1.05%	5.10%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%	0.13%
Total NAVAIR STRL	#	7764	7148	101	459	56	7	4	3	6	4	10	0	18	4
	%	100%	92.07%	1.30%	5.91%	0.72%	0.09%	0.05%	0.04%	0.08%	0.05%	0.13%	0.00%	0.23%	0.05%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100.00%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes NAVAIR STRL employees only.

DP-01	#	45	40	0	5	0	0	0	0	0	0	0	0	0	0
	%	0.67%	0.65%	0.00%	1.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	345	325	1	13	6	0	0	0	0	0	1	0	5	0
	%	5.14%	5.27%	1.10%	3.28%	11.54%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	27.78%	0.00%
DP-03	#	526	500	2	19	5	1	0	0	0	0	0	0	2	2
	%	7.84%	8.11%	2.20%	4.80%	9.62%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	66.67%
DP-04	#	2,862	2,658	52	136	16	4	2	0	2	1	2	0	4	1
	%	42.67%	43.09%	57.14%	34.34%	30.77%	57.14%	66.67%	0.00%	33.33%	25.00%	25.00%	0.00%	22.22%	33.33%
DP-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%
NM-02	#	2	2	0		0	0	0	0	0	0	0	0	0	0
	%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-03	#	21	18		3	0	0	0	0	0	0		0		0
	%	0.27%	0.25%	0.00%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-04	#	269	245	2	21	1		1	0	0	0	0	0		
	%	3.46%	3.43%	1.98%	4.58%	1.79%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-05	#	764	714	8	39	3			0			2	0		1
	%	9.84%	9.99%	7.92%	8.50%	5.36%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	25.00%
Total NAVAIR STRL	#	7764	7148	101	459	56	7	4	3	6	4	10	0	18	4
	%	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%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100.00%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes NAVAIR STRL employees only.

Table B4-1: DON PARTICIPATION RATES FOR NAVSEA STRL GRADES by Disability

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
NG-01	#	14	9	1	2	2					1		1		
	%	100%	64.29%	7.14%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	7.14%	0.00%	0.00%
NG-02	#	99	77	2	16	4	1			1			1		1
	%	100%	77.78%	2.02%	16.16%	4.04%	1.01%	0.00%	0.00%	1.01%	0.00%	0.00%	1.01%	0.00%	1.01%
NG-03	#	138	111		18	9	7			1		1			
	%	100%	80.43%	0.00%	13.04%	6.52%	5.07%	0.00%	0.72%	0.00%	0.00%	0.72%	0.00%	0.00%	0.00%
NG-04	#	39	35	1	3	0									
	%	100%	89.74%	2.56%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG-05	#	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%
N-T01	#	34	31		3	0				0	0	0	0	0	0
	%	100%	91.18%	0.00%	8.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-02	#	76	60	4	11	1			1						
	%	100%	78.95%	5.26%	14.47%	1.32%	0.00%	0.00%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-03	#	313	257	10	41	5	1		1	2		1			
	%	100%	82.11%	3.19%	13.10%	1.60%	0.32%	0.00%	0.32%	0.64%	0.00%	0.32%	0.00%	0.00%	0.00%
NT-04	#	1,705	1,514	49	124	18	2		1	5	1	2	1	5	1
	%	100%	88.80%	2.87%	7.27%	1.06%	0.12%	0.00%	0.06%	0.29%	0.06%	0.12%	0.06%	0.29%	0.06%
NT-05	#	1,923	1,707	77	131	8			1	3	2	2			
	%	100%	88.77%	4.00%	6.81%	0.42%	0.00%	0.00%	0.05%	0.16%	0.10%	0.10%	0.00%	0.00%	0.00%
NT-06	#	184	170	3	10	1					1				
	%	100%	92.39%	1.63%	5.43%	0.54%	0.00%	0.00%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%
ND-01	#	98	85	5	7	1		1							
	%	100%	86.73%	5.10%	7.14%	1.02%	0.00%	1.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-02	#	264	241	10	12	1	1								
	%	100%	91.29%	3.79%	4.55%	0.38%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-03	#	895	791	51	50	3	2							1	
	%	100%	88.38%	5.70%	5.59%	0.34%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%
ND-04	#	7,325	6,771	205	297	52	5	6	4	8	3	12		14	
	%	100%	92.44%	2.80%	4.05%	0.71%	0.07%	0.08%	0.05%	0.11%	0.04%	0.16%	0.00%	0.19%	0.00%
ND-05	#	1,840	1,729	52	51	8		3		1		2		2	
	%	100%	93.97%	2.83%	2.77%	0.43%	0.00%	0.16%	0.00%	0.05%	0.00%	0.11%	0.00%	0.11%	0.00%
NH-02	#	12	8	3	1	0									
	%	100%	66.67%	25.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-03	#	45	38	4	3	0									
	%	100%	84.44%	8.89%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-04	#	53	41	5	6	1				1					
	%	100%	77.36%	9.43%	11.32%	1.89%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%
Total NAVSEA STRL	#	15,061	13,679	482	786	114	19	10	9	21	8	20	3	22	2
	%	100%	90.82%	3.20%	5.22%	0.76%	0.13%	0.07%	0.06%	0.14%	0.05%	0.13%	0.02%	0.15%	0.01%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100.00%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes NAVSEA STRL employees only.

Table B4-2: FY 2009 DON PARTICIPATION RATES FOR NAVSEA STRL GRADES by Disability

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
NG-01	#	14	9	1	2	2					1		1		
	%	0.09%	0.07%	0.21%	0.25%	1.75%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	33.33%	0.00%	0.00%
NG-02	#	99	77	2	16	4	1			1		1		1	
	%	0.66%	0.56%	0.41%	2.04%	3.51%	5.26%	0.00%	0.00%	4.76%	0.00%	0.00%	33.33%	0.00%	50.00%
NG-03	#	138	111		18	9	7		1		1				
	%	0.92%	0.81%	0.00%	2.29%	7.89%	36.84%	0.00%	11.11%	0.00%	0.00%	5.00%	0.00%	0.00%	
NG-04	#	39	35	1	3	0									
	%	0.26%	0.26%	0.21%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NG-05	#	4	4											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%	
NT-01	#	34	31		3	0				0	0	0	0	0	
	%	0.23%	0.23%	0.00%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NT-02	#	76	60	4	11	1			1						
	%	0.50%	0.44%	0.83%	1.40%	0.88%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	
NT-03	#	313	257	10	41	5	1		1	2		1			
	%	2.08%	1.88%	2.07%	5.22%	4.39%	5.26%	0.00%	11.11%	9.52%	0.00%	5.00%	0.00%	0.00%	
NT-04	#	1,705	1,514	49	124	18	2		1	5	1	2	1	5	
	%	11.32%	11.07%	10.17%	15.78%	15.79%	10.53%	0.00%	11.11%	23.81%	12.50%	10.00%	33.33%	22.73%	
NT-05	#	1,923	1,707	77	131	8			1	3	2	2			
	%	12.77%	12.48%	15.98%	16.67%	7.02%	0.00%	0.00%	11.11%	14.29%	25.00%	10.00%	0.00%	0.00%	
NT-06	#	184	170	3	10	1					1				
	%	1.22%	1.24%	0.62%	1.27%	0.88%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	
ND-01	#	98	85	5	7	1		1							
	%	0.65%	0.62%	1.04%	0.89%	0.88%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
ND-02	#	264	241	10	12	1	1								
	%	1.75%	1.76%	2.07%	1.53%	0.88%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
ND-03	#	895	791	51	50	3	2						1		
	%	5.94%	5.78%	10.58%	6.36%	2.63%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%	0.00%	
ND-04	#	7,325	6,771	205	297	52	5	6	4	8	3	12	14		
	%	48.64%	49.50%	42.53%	37.79%	45.61%	26.32%	60.00%	44.44%	38.10%	37.50%	60.00%	0.00%	63.64%	
ND-05	#	1,840	1,729	52	51	8		3		1		2	2		
	%	12.22%	12.64%	10.79%	6.49%	7.02%	0.00%	30.00%	0.00%	4.76%	0.00%	10.00%	0.00%	9.09%	
NH-02	#	12	8	3	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%	
NH-03	#	45	38	4	3	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%	
NH-04	#	53	41	5	6	1				1					
	%	0.00%	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 NAVSEA STRL	#	15,061	13,679	482	786	114	19	10	9	21	8	20	3	22	
	%	99%	99%	98%	99%	99%	100%	100%	100%	95%	100%	100%	100%	100%	
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes NAVSEA STRL employees only.

Table B4-1: DON PARTICIPATION RATES FOR ONR STRL GRADES by Disability

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
NC-01	#	93	83	1	5	4	2				1		1		
	%	100%	89.25%	1.08%	5.38%	4.30%	2.15%	0.00%	0.00%	0.00%	1.08%	0.00%	1.08%	0.00%	0.00%
NC-02	#	213	184	6	18	5	1			1			3		0
	%	100%	86.38%	2.82%	8.45%	2.35%	0.47%	0.00%	0.00%	0.47%	0.00%	0.00%	1.41%	0.00%	0.00%
NC-03	#	34	34			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%
NO-01	#	3	3			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%
NO-02	#	155	142	2	9	2					1		1		
	%	100%	91.61%	1.29%	5.81%	1.29%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%	0.65%	0.00%	0.00%
NO-03	#	176	162	4	9	1		1							
	%	100%	92.05%	2.27%	5.11%	0.57%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-04	#	141	120	7	11	3				1		1		1	
	%	100%	85.11%	4.96%	7.80%	2.13%	0.00%	0.00%	0.00%	0.71%	0.00%	0.71%	0.00%	0.71%	0.00%
NO-05	#	150	139	5	5	1		1							
	%	100%	92.67%	3.33%	3.33%	0.67%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-01	#	34	32	0	2	0									
	%	100%	94.12%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-02	#	91	84	4	3	0									
	%	100%	92.31%	4.40%	3.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-03	#	850	792	24	32	2								2	
	%	100%	93.18%	2.82%	3.76%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%	0.00%
NP-04	#	809	756	20	28	5			1	2		2			
	%	100%	93.45%	2.47%	3.46%	0.62%	0.00%	0.00%	0.12%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%
NP-05	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-01	#	102	97	2	3	0	0	0	0	0	0	0	0	0	0
	%	100%	95.10%	1.96%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-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%
NR-03	#	17	15		2	0	0	0	0	0	0	0	0	0	0
	%	100%	88.24%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	67	60	5	2	0									
	%	100%	89.55%	7.46%	2.99%	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%	0.00%	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 ONR STRL	#	2953	2721	80	129	23	3	2	1	4	1	4	4	4	0
	%	100%	92.14%	2.71%	4.37%	0.78%	0.10%	0.07%	0.03%	0.14%	0.03%	0.14%	0.14%	0.14%	0.00%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes ONR STRL employees only.

Table B4-2: DON PARTICIPATION RATES FOR ONR STRL GRADES by Disability

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
NC-01	#	93	83	1	5	4	2				1		1		
	%	3.15%	3.05%	1.25%	3.88%	17.39%	66.67%	0.00%	0.00%	0.00%	100.00%	0.00%	25.00%	0.00%	0.00%
NC-02	#	213	184	6	18	5	1			1			3		0
	%	7.21%	6.76%	7.50%	13.95%	21.74%	33.33%	0.00%	0.00%	25.00%	0.00%	0.00%	75.00%	0.00%	0.00%
NC-03	#	34	34			0									0
	%	1.15%	1.25%	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	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.10%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	155	142	2	9	2					1		1		
	%	5.25%	5.22%	2.50%	6.98%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	25.00%	0.00%
NO-03	#	176	162	4	9	1		1							
	%	5.96%	5.95%	5.00%	6.98%	4.35%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-04	#	141	120	7	11	3			1		1		1		
	%	4.77%	4.41%	8.75%	8.53%	13.04%	0.00%	0.00%	0.00%	25.00%	0.00%	25.00%	0.00%	25.00%	0.00%
NO-05	#	150	139	5	5	1		1							
	%	5.08%	5.11%	6.25%	3.88%	4.35%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-01	#	34	32	0	2	0									
	%	1.15%	1.18%	0.00%	1.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-02	#	91	84	4	3	0									
	%	3.08%	3.09%	5.00%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-03	#	850	792	24	32	2								2	
	%	28.78%	29.11%	30.00%	24.81%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
NP-04	#	809	756	20	28	5			1	2		2			
	%	27.40%	27.78%	25.00%	21.71%	21.74%	0.00%	0.00%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%
NP-05	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.41%	0.44%	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	#	102	97	2	3	0	0	0	0	0	0	0	0	0	0
	%	3.45%	3.56%	2.50%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.20%	0.22%	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	#	17	15		2	0	0	0	0	0	0	0	0	0	0
	%	0.58%	0.55%	0.00%	1.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	67	60	5	2	0									
	%	2.27%	2.21%	6.25%	1.55%	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	#	2953	2721	80	129	23	3	2	1	4	1	4	4	4	0
	%	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%	0.00%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes ONR STRL employees only.

NO-01	#	17	16	1		0									
	%	100%	94.12%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	103	90	3	5	5					2		3		
	%	100%	87.38%	2.91%	4.85%	4.85%	0.00%	0.00%	0.00%	0.00%	1.94%	0.00%	2.91%	0.00%	
NO-03	#	249	221	4	21	3		1		1		1			
	%	100%	88.76%	1.61%	8.43%	1.20%	0.00%	0.40%	0.00%	0.40%	0.00%	0.40%	0.00%	0.00%	
NO-04	#	1262	1,134	14	105	9	4			1	2	2			
	%	100%	89.86%	1.11%	8.32%	0.71%	0.32%	0.00%	0.00%	0.08%	0.16%	0.16%	0.00%	0.00%	
NO-05	#	858	772	9	74	3				1		2			
	%	100%	89.98%	1.05%	8.62%	0.35%	0.00%	0.00%	0.00%	0.12%	0.00%	0.23%	0.00%	0.00%	
NO-06	#	154	133	4	16	1	1								
	%	100%	86.36%	2.60%	10.39%	0.65%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NR-01	#	56	54	1	1	0									
	%	100%	96.43%	1.79%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NR-02	#	27	23	2	2	0									
	%	100%	85.19%	7.41%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NR-03	#	29	28		1	0									
	%	100%	96.55%	0.00%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NR-04	#	429	384	7	37	1				1					
	%	100%	89.51%	1.63%	8.62%	0.23%	0.00%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	
NR-05	#	171	160	1	10	0									
	%	100%	93.57%	0.58%	5.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NM-03	#	1	1		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%	
NM-04	#	350	324	3	23	0		0	0	0	0	0	0		
	%	100%	92.57%	0.86%	6.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NM-05	#	253	236	2	14	1			0			1	0	0	
	%	100%	93.28%	0.79%	5.53%	0.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.40%	0.00%	0.00%	
Total SPAWAR STRL	#	8565	7854	110	550	51	9	3	1	9	3	15	1	9	
	%	100%	91.70%	1.28%	6.42%	0.60%	0.11%	0.04%	0.01%	0.11%	0.04%	0.18%	0.01%	0.11%	
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	
	%	100.00%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	

Note: This table includes SPAWAR STRL employees only.

Table B4-2: DON PARTICIPATION RATES FOR SPAWAR STRL GRADES by Disability

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
DG-00	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.05%	0.05%	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	#	1	1	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%
DG-02	#	9	7	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.11%	0.09%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-03	#	10	6	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.12%	0.08%	0.91%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-04	#	1	1	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%
DA-00	#	1	1	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%
DA-01	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.22%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	25	21	0	3	1	0	0	0	0	1	0	0	0	0
	%	0.29%	0.27%	0.00%	0.55%	1.96%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%
DA-03	#	68	63	1	3	1	0	0	1	0	0	0	0	0	0
	%	0.79%	0.80%	0.91%	0.55%	1.96%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	1	1	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%
DP-02	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.03%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-03	#	258	230	3	22	3	0	1	1	0	1	0	0	0	0
	%	3.01%	2.93%	2.73%	4.00%	5.88%	0.00%	33.33%	0.00%	11.11%	0.00%	6.67%	0.00%	0.00%	0.00%
DP-04	#	547	505	10	29	3	0	0	0	1	0	1	0	0	1
	%	6.39%	6.43%	9.09%	5.27%	5.88%	0.00%	0.00%	0.00%	11.11%	0.00%	6.67%	0.00%	0.00%	100.00%
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	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.07%	0.08%	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	#	49	45	0	2	2	0	1	1	0	0	0	0	0	0
	%	0.57%	0.57%	0.00%	0.36%	3.92%	0.00%	33.33%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-00	#	1	1	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%
ND-01	#	24	24	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.28%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-02	#	120	113	0	5	2	0	0	0	0	1	0	1	0	0
	%	1.40%	1.44%	0.00%	0.91%	3.92%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%	11.11%	0.00%	0.00%
ND-03	#	419	402	2	14	1	0	0	1	0	0	0	0	0	0
	%	4.89%	5.12%	1.82%	2.55%	1.96%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-04	#	2283	2,161	30	89	3	0	0	0	0	2	0	1	0	0
	%	26.65%	27.51%	27.27%	16.18%	5.88%	0.00%	0.00%	0.00%	0.00%	13.33%	0.00%	11.11%	0.00%	0.00%
ND-05	#	345	321	8	15	1	0	0	0	0	0	0	1	0	0
	%	4.03%	4.09%	7.27%	2.73%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%
NG-01	#	102	93	1	5	3	0	0	0	1	0	1	1	0	0
	%	1.19%	1.18%	0.91%	0.91%	5.88%	0.00%	0.00%	0.00%	33.33%	0.00%	100.00%	11.11%	0.00%	0.00%
NG-02	#	75	62	1	10	2	1	0	0	0	0	0	1	0	0
	%	0.88%	0.79%	0.91%	1.82%	3.92%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%

NG-03	#	196	158		32	6	3			1		1		1	
	%	2.29%	2.01%	0.00%	5.82%	11.76%	33.33%	0.00%	0.00%	11.11%	0.00%	6.67%	0.00%	11.11%	0.00%
NG-04	#	53	45	2	6	0									
	%	0.62%	0.57%	1.82%	1.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-01	#	17	16	1		0									
	%	0.20%	0.20%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	103	90	3	5	5					2		3		
	%	1.20%	1.15%	2.73%	0.91%	9.80%	0.00%	0.00%	0.00%	0.00%	0.00%	13.33%	0.00%	33.33%	0.00%
NO-03	#	249	221	4	21	3		1		1		1			
	%	2.91%	2.81%	3.64%	3.82%	5.88%	0.00%	33.33%	0.00%	11.11%	0.00%	6.67%	0.00%	0.00%	0.00%
NO-04	#	1262	1,134	14	105	9	4			1	2	2			
	%	14.73%	14.44%	12.73%	19.09%	17.65%	44.44%	0.00%	0.00%	11.11%	66.67%	13.33%	0.00%	0.00%	0.00%
NO-05	#	858	772	9	74	3				1		2			
	%	10.02%	9.83%	8.18%	13.45%	5.88%	0.00%	0.00%	0.00%	11.11%	0.00%	13.33%	0.00%	0.00%	0.00%
NO-06	#	154	133	4	16	1	1								
	%	1.80%	1.69%	3.64%	2.91%	1.96%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-01	#	56	54	1	1	0									
	%	0.65%	0.69%	0.91%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	27	23	2	2	0									
	%	0.32%	0.29%	1.82%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-03	#	29	28		1	0									
	%	0.34%	0.36%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	429	384	7	37	1				1					
	%	5.01%	4.89%	6.36%	6.73%	1.96%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-05	#	171	160	1	10	0									
	%	2.00%	2.04%	0.91%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-03	#	1	1		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%
NM-04	#	350	324	3	23	0		0	0	0	0	0	0		
	%	4.09%	4.13%	2.73%	4.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-05	#	253	236	2	14	1			0			1	0		0
	%	2.95%	3.00%	1.82%	2.55%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%
Total SPAWAR	#	8565	7854	110	550	51	9	3	1	9	3	15	1	9	1
	%	100.00%		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100.00%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes SPAWAR STRL employees only.

WS-01	#	3	3			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%
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%
WS-03	#	9	8			1	1								
	%	100%	88.89%	0.00%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-04	#	15	15			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%
WS-05	#	26	23	1	2	0									
	%	100%	88.46%	3.85%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-06	#	41	36		5	0									
	%	100%	87.80%	0.00%	12.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-07	#	59	55	1	3	0									
	%	100%	93.22%	1.69%	5.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-08	#	100	91	1	8	0									
	%	100%	91.00%	1.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-09	#	272	248	4	19	1					1				
	%	100%	91.18%	1.47%	6.99%	0.37%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%	0.00%	0.00%
WS-10	#	2,049	1,909	35	95	10		2	3	1	1	2		1	
	%	100%	93.17%	1.71%	4.64%	0.49%	0.00%	0.10%	0.15%	0.05%	0.05%	0.10%	0.00%	0.05%	0.00%
WS-11	#	354	324	7	22	1								1	
	%	100%	91.53%	1.98%	6.21%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%
WS-12	#	95	83	1	10	1					1				
	%	100%	87.37%	1.05%	10.53%	1.05%	0.00%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-13	#	82	78	1	3	0									
	%	100%	95.12%	1.22%	3.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-14	#	584	556	7	20	1								1	
	%	100%	95.21%	1.20%	3.42%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%	0.00%
WS-15	#	72	66	2	4	0									
	%	100%	91.67%	2.78%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-16	#	21	17	1	3	0									
	%	100%	80.95%	4.76%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-17	#	15	15			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%
WS-18	#	5	5			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-01	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-02	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-03	#	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%
WD-04	#	20	16	2	2	0									
	%	100%	80.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	18	17	0	1	0									
	%	100%	94.44%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-06	#	550	506	9	32	3					1		1		1
	%	100%	92.00%	1.64%	5.82%	0.55%	0.00%	0.00%	0.00%	0.18%	0.00%	0.18%	0.00%	0.00%	0.18%
WD-07	#	117	109	3	4	1							1		
	%	100%	93.16%	2.56%	3.42%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%	0.00%	0.00%	0.00%
WD-08	#	299	287	3	7	2	1	1							
	%	100%	95.99%	1.00%	2.34%	0.67%	0.33%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-09	#	11	10		1	0									
	%	100%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	1			1	0									
	%	100%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-04	#	10	10			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	39	33	2	4	0									
	%	100%	84.62%	5.13%	10.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,536	32,758	634	1,887	257	61	23	12	16	4	35	54	46	6
	%	100.00%	92.18%	1.78%	5.31%	0.72%	0.17%	0.06%	0.03%	0.05%	0.01%	0.10%	0.15%	0.13%	0.02%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes DON AF employees only.

WS-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%
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	8			1	1								
	%	0.03%	0.02%	0.00%	0.00%	0.39%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-04	#	15	15			0									
	%	0.04%	0.05%	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	#	26	23	1	2	0									
	%	0.07%	0.07%	0.16%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-06	#	41	36		5	0									
	%	0.12%	0.11%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-07	#	59	55	1	3	0									
	%	0.17%	0.17%	0.16%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-08	#	100	91	1	8	0									
	%	0.28%	0.28%	0.16%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-09	#	272	248	4	19	1				1					
	%	0.77%	0.76%	0.63%	1.01%	0.39%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%
WS-10	#	2,049	1,909	35	95	10		2	3	1	1	2		1	
	%	5.77%	5.83%	5.52%	5.03%	3.89%	0.00%	8.70%	25.00%	6.25%	25.00%	5.71%	0.00%	2.17%	0.00%
WS-11	#	354	324	7	22	1								1	
	%	1.00%	0.99%	1.10%	1.17%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%
WS-12	#	95	83	1	10	1				1					
	%	0.27%	0.25%	0.16%	0.53%	0.39%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-13	#	82	78	1	3	0									
	%	0.23%	0.24%	0.16%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-14	#	584	556	7	20	1								1	
	%	1.64%	1.70%	1.10%	1.06%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%
WS-15	#	72	66	2	4	0									
	%	0.20%	0.20%	0.32%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-16	#	21	17	1	3	0									
	%	0.06%	0.05%	0.16%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-17	#	15	15			0									
	%	0.04%	0.05%	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	#	2	2			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-02	#	2	2			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-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	#	20	16	2	2	0									
	%	0.06%	0.05%	0.32%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	18	17	0	1	0									
	%	0.05%	0.05%	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-06	#	550	506	9	32	3				1		1			1
	%	1.55%	1.54%	1.42%	1.70%	1.17%	0.00%	0.00%	0.00%	6.25%	0.00%	2.86%	0.00%	0.00%	16.67%
WD-07	#	117	109	3	4	1						1			
	%	0.33%	0.33%	0.47%	0.21%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%	0.00%	0.00%	0.00%
WD-08	#	299	287	3	7	2	1	1							
	%	0.84%	0.88%	0.47%	0.37%	0.78%	1.64%	4.35%	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	#	39	33	2	4	0									
	%	0.11%	0.10%	0.32%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Wage Grade	#	35,536	32,758	634	1,887	257	61	23	12	16	4	35	54	46	6
	%	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	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100.00%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

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

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

Job Title & Series		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
ManagementProgram Analysis - 0343	#	9,481	8,351	346	728	56	3	6	4	15	2	15		10	1
	%	100%	88.08%	3.65%	7.68%	0.59%	0.03%	0.06%	0.04%	0.16%	0.02%	0.16%	0.00%	0.11%	0.01%
Information Technology Mgmt - 2210	#	8,939	7,945	197	719	78	14	10	5	19	7	12		8	3
	%	100%	88.88%	2.20%	8.04%	0.87%	0.16%	0.11%	0.06%	0.21%	0.08%	0.13%	0.00%	0.09%	0.03%
Electronics Engineering - 0855	#	8,494	8,016	132	307	39		5	4	8	1	7		13	1
	%	100%	94.37%	1.55%	3.61%	0.46%	0.00%	0.06%	0.05%	0.09%	0.01%	0.08%	0.00%	0.15%	0.01%
Engineering Technician - 0802	#	7,062	6,413	135	474	40	7	4	7	5	3	3		9	2
	%	100%	90.81%	1.91%	6.71%	0.57%	0.10%	0.06%	0.10%	0.07%	0.04%	0.04%	0.00%	0.13%	0.03%
Mechanical Engineering - 0830	#	6,336	5,956	128	225	27	5	1		3	4	5		9	
	%	100%	94.00%	2.02%	3.55%	0.43%	0.08%	0.02%	0.00%	0.05%	0.06%	0.08%	0.00%	0.14%	0.00%
Financial Administration and Program - 0501	#	5,357	4,882	120	310	45	7	2	6	14	5	7		1	3
	%	100%	91.13%	2.24%	5.79%	0.84%	0.13%	0.04%	0.11%	0.26%	0.09%	0.13%	0.00%	0.02%	0.06%
Misc. Administration/Program - 0301	#	5,218	4,584	164	447	23		2	4	6	1	3		5	2
	%	100%	87.85%	3.14%	8.57%	0.44%	0.00%	0.04%	0.08%	0.11%	0.02%	0.06%	0.00%	0.10%	0.04%
Logistics Management - 0346	#	5,088	4,490	108	451	39	8	4	2	8	4	8		4	1
	%	100%	88.25%	2.12%	8.86%	0.77%	0.16%	0.08%	0.04%	0.16%	0.08%	0.16%	0.00%	0.08%	0.02%
General Engineering - 0801	#	4,793	4,408	156	212	17	1	1	1	2	1	6		2	3
	%	100%	91.97%	3.25%	4.42%	0.35%	0.02%	0.02%	0.02%	0.04%	0.02%	0.13%	0.00%	0.04%	0.06%
Contracting - 1102	#	4,679	4,288	93	264	34	2	5	4	2	3	7	1	10	
	%	100%	91.64%	1.99%	5.64%	0.73%	0.04%	0.11%	0.09%	0.04%	0.06%	0.15%	0.02%	0.21%	0.00%
Total Major Occupations	#	65,447	59,333	1,579	4,137	398	47	40	37	82	31	73	1	71	16
	%	100%	90.66%	2.41%	6.32%	0.61%	0.07%	0.06%	0.06%	0.13%	0.05%	0.11%	0.00%	0.11%	0.02%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

Note: This table includes DON AF employees only.

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

Type of Appointment		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Permanent	#	16,647	14655	957	957	78	15	4	3	11	1	11	1	29	3
	%	100%	88.03%	5.75%	5.75%	0.47%	0.09%	0.02%	0.02%	0.07%	0.01%	0.07%	0.01%	0.17%	0.02%
Temporary	#	3,830	3,344	228	233	25	3	3	3	1	1	2	0	12	0
	%	100%	87.31%	5.95%	6.08%	0.65%	0.08%	0.08%	0.08%	0.03%	0.03%	0.05%	0.00%	0.31%	0.00%
NonAppropriated Fund (NAF)	#	11,463	10380	494	547	42	6	10	0	2	1	5	0	16	2
	%	100%	90.55%	4.31%	4.77%	0.37%	0.05%	0.09%	0.00%	0.02%	0.01%	0.04%	0.00%	0.14%	0.02%
Total	#	31,940	28,379	1,679	1,737	145	24	17	6	14	3	18	1	57	5
	%	100%	88.85%	5.26%	5.44%	0.45%	0.08%	0.05%	0.02%	0.04%	0.01%	0.06%	0.00%	0.18%	0.02%
Prior Year	%	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%

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

Job Series	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Job Series:															
Total Applications Received	#	0				0									
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	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%
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%	0.00%
Relevant Applicant Pool	%														
Job Series:															
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%	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%	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%	0.00%
Relevant Applicant Pool	%														
Job Series:															
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%	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%	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%	0.00%
Relevant Applicant Pool	%														
Job Series:															
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%	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%	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%	0.00%
Relevant Applicant Pool	%														

The Department of Defense transitioned to the OPM USA Staffing tool in October 2011. It is anticipated this data will be available in FY 2012.

"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

Non-Competitive Promotions		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Total Employees in Career Ladder	#	77,270	71,463	1,709	3,577	521	72	39	31	34	10	85	4	229	17
	%	100.00%	92.48%	2.21%	4.63%	0.67%	0.09%	0.05%	0.04%	0.04%	0.01%	0.11%	0.01%	0.30%	0.02%
Time in Grade in excess of minimum															
1-12 months	#	25,787	24,088	552	1,029	118	21	11	14	6	3	9	1	52	1
	%	100.00%	93.41%	2.14%	3.99%	0.46%	0.08%	0.04%	0.05%	0.02%	0.01%	0.03%	0.00%	0.20%	0.00%
13-24 months	#	10,509	9,798	246	422	43	13	6	4	1	2	1	0	16	0
	%	100.00%	93.23%	2.34%	4.02%	0.41%	0.12%	0.06%	0.04%	0.01%	0.02%	0.01%	0.00%	0.15%	0.00%
25+ months	#	40,974	37,577	911	2,126	360	38	22	13	27	5	75	3	161	16
	%	100.00%	91.71%	2.22%	5.19%	0.88%	0.09%	0.05%	0.03%	0.07%	0.01%	0.18%	0.01%	0.39%	0.04%

Note: This table includes DON AF permanent employees only.

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

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

The Department of Defense transitioned to the OPM USA Staffing tool in October 2011. It is anticipated this data will be available in FY 2012.

"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

Career Development	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Career Development Programs for GS 5-12														
Slots	#													
Relevant Pool	%													0.00%
Applied		Data not available. Corporate tracking system under development.												0.00%
Participants	%	0.00%	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														
Slots	#													
Relevant Pool	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#													
	%	0.00%	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														
Slots	#													
Relevant Pool	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#													
	%	0.00%	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 by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	33,952	30,998	694	1,999	261	44	26	22	32	12	23	16	70	16
	%	100.00%	91.30%	2.04%	5.89%	0.77%	0.13%	0.08%	0.06%	0.09%	0.04%	0.07%	0.05%	0.21%	0.05%
Total Hours		215,560	196,751	4,478	12,626	1,705	293	185	133	207	79	158	112	422	116
Average Hours		6	6	6	6	7	7	7	6	6	7	7	7	6	8
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	18,197	16,482	368	1,219	128	12	8	17	30	4	15	7	25	10
	%	100.00%	90.58%	2.02%	6.70%	0.70%	0.07%	0.04%	0.09%	0.16%	0.02%	0.08%	0.04%	0.14%	0.05%
Total Hours		425,496	385,620	8,475	28,609	2,792	250	153	375	664	119	314	152	549	216
Average Hours		23	23	23	23	22	21	19	22	22	30	21	22	22	22
Cash Awards: \$100 - \$500															
Total Cash Awards Given	#	98,509	89,928	1,838	6,002	741	119	67	44	106	33	124	69	146	33
	%	100.00%	91.29%	1.87%	6.09%	0.75%	0.12%	0.07%	0.04%	0.11%	0.03%	0.13%	0.07%	0.15%	0.03%
Total Amount		\$30,081,154	\$27,476,713	\$596,540	\$1,778,024	\$229,877	\$35,857	\$19,474	\$14,788	\$36,636	\$10,483	\$36,950	\$18,196	\$45,685	\$11,808
Average Amount		305	306	325	296	310	301	291	336	346	318	298	264	313	358
Cash Awards: \$501+															
Total Cash Awards Given	#	100,133	91,709	2,084	5,763	577	68	57	51	92	37	110	20	105	37
	%	100.00%	91.59%	2.08%	5.76%	0.58%	0.07%	0.06%	0.05%	0.09%	0.04%	0.11%	0.02%	0.10%	0.04%
Total Amount		\$115,953,783	\$106,389,030	\$2,665,913	\$6,300,781	\$598,059	\$60,675	\$59,246	\$57,241	\$96,028	\$37,495	\$110,380	\$16,297	\$125,131	\$35,566
Average Amount		1158	1160	1279	1093	1036	892	1039	1122	1044	1013	1003	815	1192	961
Quality Step Increases:															
Total QSI Award	#	3,321	3,089	45	169	18	1	1	2	1	0	5	0	6	2
	%	100.00%	93.01%	1.36%	5.09%	0.54%	0.03%	0.03%	0.06%	0.03%	0.00%	0.15%	0.00%	0.02%	0.06%
Total Benefit															
Average Benefit															
<i>Note: This table includes DON AF employees only.</i>															

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

Type of Separation	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Voluntary	#	14,973	13,294	450	1,061	168	12	16	11	19	6	20	33	46	5
	%	100%	88.79%	3.01%	7.09%	1.12%	0.08%	0.11%	0.07%	0.13%	0.04%	0.13%	0.22%	0.31%	0.03%
Involuntary	#	3,339	3,008	117	185	29	5	4	0	1	1	3	2	13	0
	%	100%	90.09%	3.50%	5.54%	0.87%	0.15%	0.12%	0.00%	0.03%	0.03%	0.09%	0.06%	0.39%	0.00%
Total Separations	#	18,312	16,302	567	1,246	197	17	20	11	20	7	23	35	59	5
	%	100%	89.02%	3.10%	6.80%	1.08%	0.09%	0.11%	0.06%	0.11%	0.04%	0.13%	0.19%	0.32%	0.03%
Total Workforce	#	201,526	183,323	4,521	12,297	1,385	216	112	87	213	79	224	85	308	61
	%	100%	90.97%	2.24%	6.10%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%

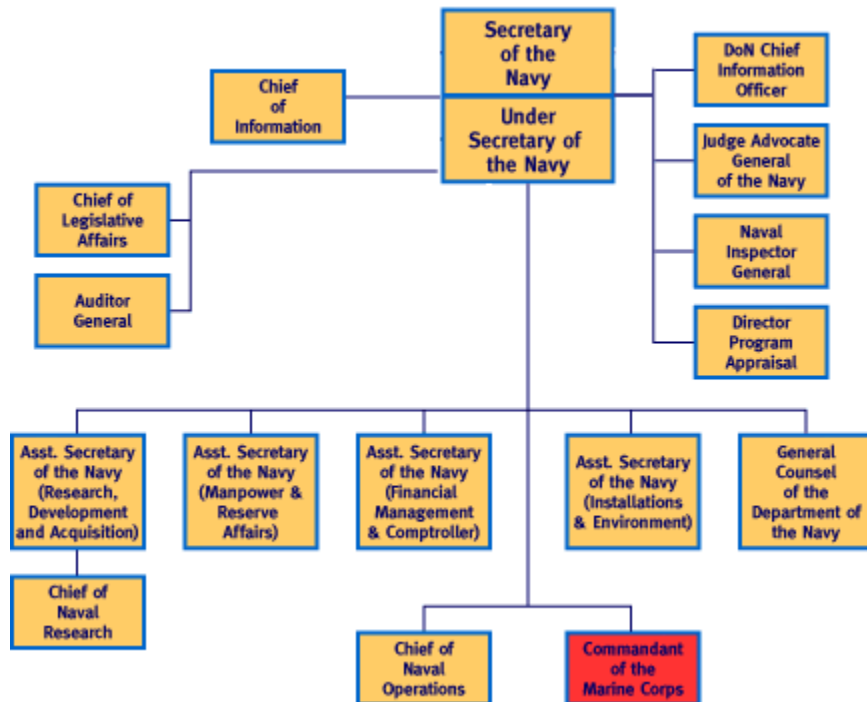
Note: This table includes DON AF employees only.



Department of Navy Organizational Charts

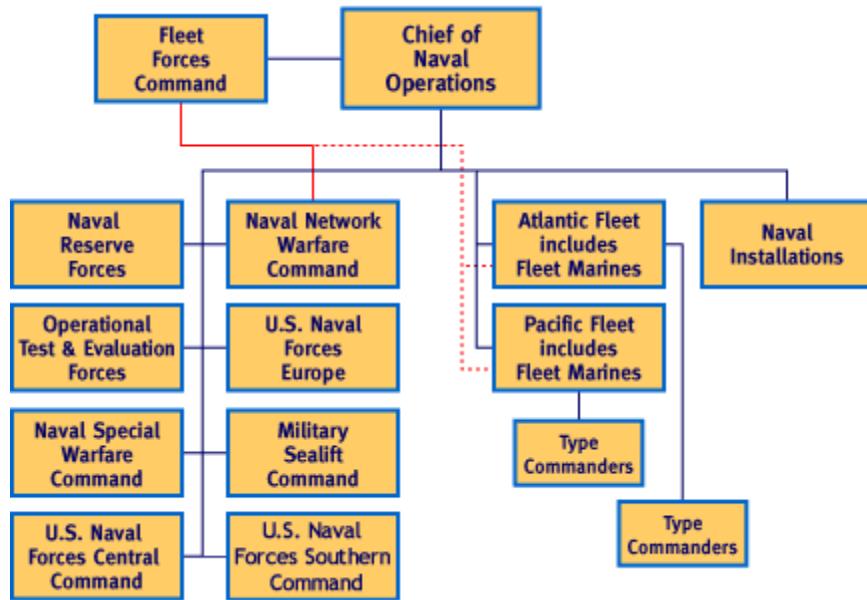
The Secretary of the Navy

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.

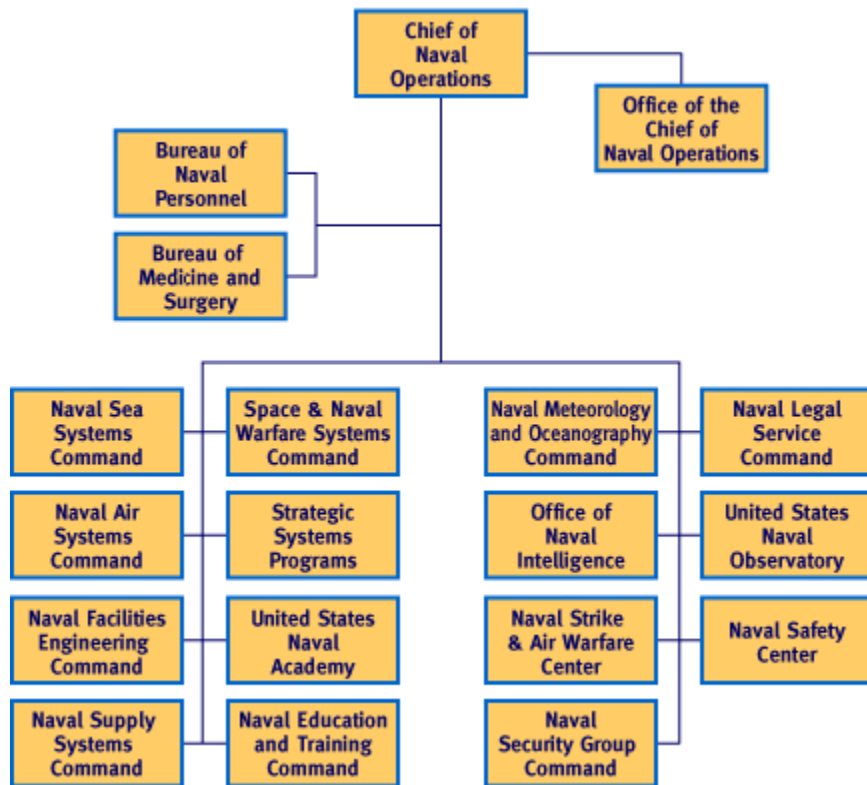


United States Navy

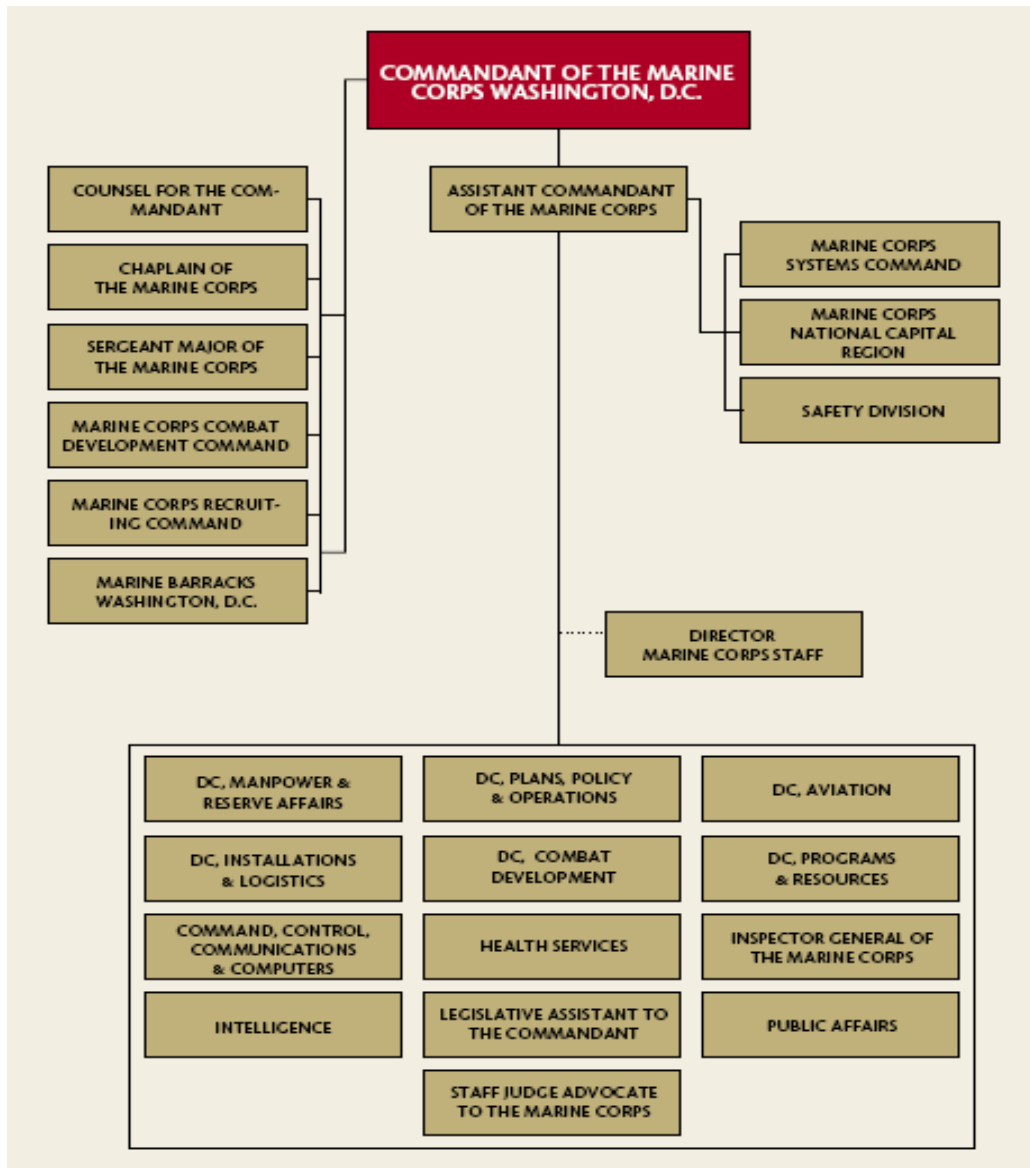
Operating Forces



Shore Establishment



United States Marine Corps





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.

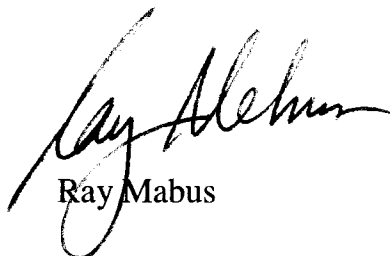
Diversity encompasses not only the familiar categories of race, religion, age, gender, and national origin, but also all the different characteristics and attributes of our Total Force – Active and Reserve Sailors, Marines, Government Civilians, and Contractors – that enhance the Department of the Navy's 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