



**US Army Corps
of Engineers®**

Wilmington District

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Equal Employment Opportunity Commission Management Directive 715

FY 2007
Reporting Period
1 October 2005 – 20 September 2006

US Army Corps of Engineers, Wilmington District
P. O. Box 1890
69 Darlington Street
Wilmington, North Carolina 28402-1890

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EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
For period covering October 1, 2005 to September 30, 2006

PART A Department or Agency Identifying Information	1. Agency		1. US Army Corps of Engineers, Headquarters 441 G Street, NW Washington, D. C. 20314	
	1.a. 2 nd level reporting component		US Army Corps of Engineers, South Atlantic 60 Forsyth Street, SW, Room 9M15 Atlanta, GA 30303-8801	
	1.b. 3 rd level reporting component		US Army Corps of Engineers, Wilmington District 69 Darlington Avenue Wilmington, NC 28402-1890	
	1.c. 4 th level reporting component			
	2. Address (Wilmington District)		2. 69 Darlington Avenue	
	3. City, State, Zip Code		3. Wilmington, NC 28402-1890	
	4. CPDF Code	5. FIPS code(s)	4. ARCE	9200 37129 3 New Hanover, NC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 388
	2. Enter total number of temporary employees			2. 34
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 422
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. John E. Pulliam District Engineer Colonel, US Army Corps of Engineers	
	2. Agency Head Designee		2. Patrick E. Tilque Deputy District Engineer Lieutenant Colonel US Army Corps of Engineers	
	3. Principal EEO Director/Official Official Title/series/grade		3. Renita W. McNeill Equal Employment Manager GS-0260-12	
	4. Title VII Affirmative EEO Program Official		4. Same as 3 above.	
	5. Section 501 Affirmative Action Program Official		5. Susan Dixon Human Resources Officer GS-0201-13	
	6. Complaint Processing Program Manager		6. Same as 3 above.	

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	7. Other Responsible EEO Staff		
	<i>Note: Special Emphasis Program Managers listed below assist the EEO Office in carrying out the District's EEO Program.</i>		
	SPECIAL EMPHASIS PROGRAM (SEP) MANAGERS:		
	Henry G. Heusinkveld	Asian American/Pacific American Program Manager	
	Gloristine S. Price	Black Employment Program Manager	
	Margaret W. Sedgwick	Federal Women's Program Manager	
	Gloria Cliff	Hispanic Employment Program Manager	
	John D. Edge	Individual With Disabilities Program Manager	
	Dan Emerson	Native American/Alaskan Native Employment Program Manager	
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	N/A		

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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 715-01 PART G]	
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 715-01 PART H] for each programmatic essential element requiring improvement To be completed by Agencies with over 1000 employees.	N/A
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 To be completed by Agencies with over 1000 employees.	N/A
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] Wilmington District employs less than 1,000 employees.	N/A
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. Wilmington District currently has no deficiencies in this area.	N/A
*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 Wilmington District rents 69 Darlington Avenue from the General Services Administration (GSA), therefore, this survey is not attached to this report.	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

EEOC FORM 715-01 PART E

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

FY 2007

US Army Corps of Engineers, Wilmington District
69 Darlington Avenue
Wilmington, NC 28402-1890

EXECUTIVE SUMMARY

MISSION STATEMENT

The US Army Corps of Engineers (USACE), Wilmington District is located in the City of Wilmington, North Carolina, and falls under the South Atlantic Division (SAD) of USACE Headquarters. The Wilmington District employs a total of 422 civil service employees, of whom 388 are permanent employees.

Our mission is to provide North Carolina and the Virginia Roanoke River Basin with water resource and navigation project development and integration; environmental remediation and restoration; regulatory permitting, enforcement, and coordination; and emergency response, recovery, and mitigation. In addition to the headquarters in Wilmington, the District operates four dredges and support vessels along the east coast and has an engineer maintenance facility in downtown Wilmington. The Wilmington District operates five dams and lakes in North Carolina and Virginia, two hydroelectric powerhouses in Virginia, and has field offices in four locations throughout North Carolina. Additionally, the District provides design and supervision of construction of major facilities, such as our locks and dams, hydroelectric power plants, channels, harbors, and recreational facilities in both North Carolina and Virginia. Some of our authorized studies and projects include the Currituck Sound, Dare County, Hatteras-Ocracoke Islands, John H. Kerr 216 Study, Morehead City Harbor Section 933, Neuse River Project, Princeville Flood Reduction Study and the Wilmington Harbor Deepening Project.

Enclosure 1: Wilmington District's strength report as of 30 September 2006. This report is provided to show employee disbursement throughout the US Army Corps of Engineers, Wilmington District.

Enclosure 2: Wilmington District Organizational Chart. This chart depicts the structure of the organization.

Enclosure 3: Wilmington District Commander's EEO Policy Statement and Sexual Harassment Policy Statement.

THE MODEL EEO PROGRAM

The Equal Employment Opportunity (EEO) Manager meets with the Commander and Chief of Staff on a regular basis to discuss EEO Program issues. In addition, Wilmington EEO statistics have been provided and briefed to the District staff, with additional organizational meetings scheduled to recommend courses of action and to address problem areas.

Data analyzed to produce EEO reports are derived from the Defense Civilian Personnel Data System (DCPDS) database. Business Objects Applications (BOA) was used to extract the data. The occupational series used in the Army and their associated census and standard occupational category codes are provided at <http://eeoa.army.pentagon.mil> and additional data tables are found at <http://www.eeoc.gov/stats/census/index.html> and are used to determine underrepresentation.

Wilmington District receives services from both the Civilian Personnel Office and the Office of Counsel. The EEO Manager meets with staff from Civilian Personnel and Office of Counsel. The three disciplines have joined forces to utilize a "three-legged stool" approach to problem solving. Managers, supervisors, and employees regularly seek advice and guidance from EEO on matters affecting the workforce.

The EEO Manager has adequate delegation of authority to promote the program. A budget for program management is in place with appropriate fiscal and monitoring controls. Access to the District and Deputy Engineer, Chief of Staff, and other management officials is sufficient to ensure a proactive and effective EEO program. The EEO Manager, HR Officer, Labor Counselor, managers and supervisors are involved in the effective implementation and management of the District's overall mission of the EEO program.

Leadership accountability in support of the Affirmative Employment Program (AEP) objectives is currently aligned to supervisory and managerial performance objectives.

The EEO Office has developed an EEO web page on the District's intranet which is available for all employees to review. Information such as EEO policies, guidance, processes and points of contact are included on this site. Additionally, while official EEO bulletin boards have been in place, they are being updated to meet applicable requirements.

The District utilizes iComplaints which is a web-based complaint tracking system to monitor the status of discrimination complaints. This system permits the District to identify the issue(s), basis(es), management official, ADR election, location, status, processing time, and other information necessary to analyze complaint activity, identify trends, and the disposition of each complaint.

INDIVIDUAL'S WITH DISABILITIES PROGRAM

Managers and supervisors receive guidance from Civilian Personnel as it pertains to the Individual's with Disabilities (IWD) Program. They are aware of the policy and procedures as they relate to reasonable accommodation. Civilian Personnel has developed a handout

outlining the procedures for requesting reasonable accommodation and a reasonable accommodation package to conform to the requirements of MD-715. These handouts are given to any employee requesting reasonable accommodation.

The Wilmington District headquarters building is rented and the General Services Administration (GSA) is responsible for building modifications. Any in-house accommodations under the control of the District are made in accordance with the Uniform Federal Accessibility Standards. Any major renovations are coordinated with GSA. Adequate parking spaces are allotted for disabled individuals. Building access, bathroom accessibility, workstations, and common areas are in compliance with the Uniform Federal Accessibility Standards.

Currently 4.04% (17 employees) of the Wilmington District's workforce is comprised of Individuals with Disabilities (IWD). This percentage is well above the Civilian Labor Force (CLF) requirements. Recruitment efforts will continue to achieve the goals and objectives outlined in EEOC Form 715-01, Part H. EEOC Form 715-01, Part J will be analyzed annually to determine accomplishments made in the IWD Program.

PREVENTION OF SEXUAL HARASSMENT

The District Commander's Sexual Harassment Policy Statement was drafted and issued in September 2005. It affirms the Army's goal of a work environment free of sexual harassment for all team members. The prevention of sexual harassment is a vital part of the EEO Program. All employees, including managers and supervisors, received training in the prevention of sexual harassment. Refresher training for all employees has provided. To date, all employees of the Wilmington District has been trained this area.

SPECIAL EMPHASIS PROGRAM

Wilmington District strives to maintain an active Special Emphasis Program (SEP). All SEP Program Managers have been appointed, including Asian American/Pacific American, Black Employment Program, Federal Women's Program, Hispanic Employment Program, Individuals with Disabilities, and Native American/Alaskan Native Employment Program Managers. All promote diversity in the workplace by coordinating special emphasis events, displays, and bulletin boards. Managers, supervisors, and employees show support in the EEO program by actively participating in SEP programs and events. The District will continue to work toward attaining a model EEO program by keeping managers, supervisors, and employees actively involved by participating in all SEP programs.

The following events are sponsored annually: January: Martin Luther King, Jr.'s Birthday, February: Black History Month, March: Women's History Month, April: Take Your Child To Work Day, May: Asian American/Pacific Islander Heritage Month, August: Woman's Equality Day, 15 September-15 October: Hispanic Heritage Month, October: National Disability Awareness Month, November: Native American/Alaskan Native Heritage Month.

MINORITY COLLEGE RELATIONS PROGRAM (MCRP) REPORTS

The utilization of outreach programs will be used to attract qualified disabled individuals to apply for positions at the Corps of Engineers, Wilmington District. Intern, OPM Delegated Examining Authorities, US Army Corps of Engineers, Advancing Minorities Interest in Engineering (AMIE) Program, temporary hiring authorities, Veteran Readjustment Authority, Outstanding Scholar Program, and student employment programs (i.e., Student Career Experience Program (SCEP) and Student Temporary Experience Program (STEP)) will be considered when filling vacant positions to achieve parity and hire targeted disabled individuals for employment.

SELF ANALYSIS CHECKLIST SUMMARY

The District's Commander's EEO policy statements have been drafted and issued in November 2005. Employees and supervisors have access to copies of all EEO policy statements, which are posted on bulletin boards and via computer.

The EEO Office has developed a web page for Wilmington District's local intranet and contains related information as it pertains to the EEO program.

Regarding prevention of sexual harassment (POSH) in the workplace, all employees, including managers and supervisors, receive training. They are aware of their responsibilities and behaviors that are inappropriate in the workplace and the consequences which may result in inappropriate behavior. Employees are informed on the avenues of redress available to them, if they experience any form of sexual harassment.

Reasonable accommodation procedures conform to MD-715; however, additional refresher information needs to be distributed to the work force. Managers, supervisors, and employees feel free to contact the Civilian Personnel Office for any guidance on the disability program as well as any reasonable accommodation issues which may arise. In order to maintain compliance with goals and objectives outlined in the EEO Plan for a model EEO Program, focus on the disability program will continue.

The EEO Manager is under the supervision of both the District Commander and the Chief of Staff. The Chief of Staff provides day-to-day supervision on administrative matters. There are adequate resources available to the EEO Office to administer a comprehensive EEO program for the District. Funding is available to implement programs and plans to improve the EEO program within the District.

The EEO Manager briefs senior and staff officials on the status of the EEO program, as needed, at monthly staff meetings. Special EEO meetings and briefings on specific areas are also conducted. Updated information on the policies and procedures regarding MD-715 has been and continues to be explained to staff officials.

The Civilian Personnel Office and EEO Manager continue to work together on personnel programs, policies, and procedures, recruitment strategies, outreach programs, goals and objectives found in the EEO Plan, etc. to ensure conformity with MD-715.

The Human Resources Office has rules, regulations, and a table of penalties which address prohibited personnel practices and discrimination. Any findings of discrimination are acted upon. The District complies with any Department of the Army findings of discrimination, Merit Systems Protection Board findings, court orders, etc.

The EEO Manager partners with Civilian Personnel and hiring officials in deliberations regarding recruitment strategies, vacancies, and selections. The EEO Office or designee is present, either in person or telephonically, during the selection process and interviews conducted.

During FY 2006, four new Special Emphasis Program (SEP) managers were designated. The SEP is fully staffed. The EEO Manager provide guidance and mentor the SEP managers. Formalized training will be provided to the new SEP managers. Updated EEO posters have been placed on most official bulletin boards throughout the District and copies sent to field offices. SEP managers attend meetings and are active participants in the District's SEP.

Managers and supervisors support the EEO program by resolving employee disputes informally; thus, resolving EEO complaints at the lowest level, eliminating the number of EEO complaints filed. During FY 2006 no formal EEO complaints were filed.

Managers and supervisors play an active role in the resolution of discrimination complaints and are active in the District's Alternative Dispute Resolution (ADR) Program. Managers and supervisors are aware of ADR as it pertains to mediation and complaint resolution. The EEO Office developed a handout for all employees outlining the policy and procedures of the ADR Program. ADR requests are expedited upon receipt; management officials are involved in the ADR process. The District's Labor Counselor is involved in the entire EEO and ADR process and has settlement authority. All settlement agreements are initiated and implemented in a timely manner. Focus will continue on the goal and objectives of the ADR Program to resolve workplace conflict and disputes informally.

The EEO Office complies with timelines outlined in EEOC's Management Directive (MD) 110 and Army Regulation (AR) 690-600. Counseling is conducted within the 30-day counseling period unless a unique situation arises. The Notice of Rights and Responsibilities is given to each complainant during the initial interview. The timeline for investigations and Administrative Judge (AJ) hearings vary depending on availability and schedules. Any delay in timeframes is not at the District's level. Normally, a Final Agency Decision (FAD) is issued within the required time frame. Any EEOC AJ decision is implemented and expedited upon receipt.

The EEO Office maintains adequate resources to implement MD-715. The EEO staff work together in collecting and analyzing personnel and census data, preparing AEP plans and accomplishment reports required by MD-715. Additionally, adequate resources are available by the Human Resources Office to address requests for reasonable accommodation and accessibility issues.

The EEO Office has access to current as well as historical statistical data through the use of the Army's personnel data base – Defense Civilian Personnel Database System (DCPDS) using Business Objects Applications (BOA) and data acquired by USACE HQ.

The District utilizes iComplaints which is a web-based complaint tracking system to monitor the status of discrimination complaints. This system permits the District to identify the issue(s), basis(es), management official, ADR election, location, status, length of time elapsed at each stage of the complaint, and other information necessary to analyze complaint activity, identify trends, and the disposition of each complaint.

Bi-monthly conference calls are conducted by South Atlantic Division (SAD) of which all the Districts within the region report. Discussion on best practices, the EEO program, issues and concerns are addressed during these conference calls.

Wilmington District has not received any EEOC orders, therefore, information regarding the compliance indicator - "Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC" are immeasurable.

SUMMARY ANALYSIS OF THE WORKFORCE

Wilmington District's Work Force Analysis include five (5) mainstream occupational groups with 100 or more employees Civil Engineers (series 0810), Park Rangers (series 0025), Lock and Dam Operators (series 5426) and Career Program (CP)-18, Engineers and Scientists, excluding Civil Engineers. The CP-18 Program in Wilmington District is comprised of 141 employees and includes the following occupational groups:

Series: 0801	General Engineer
0819	Environmental Engineer
0830	Mechanical Engineer
0850	Electrical Engineer
0855	Electronic Engineer
0893	Chemical Engineer
0193	Archeologist
0401	Biologist
0408	Ecologist
0430	Botanist
0486	Wildlife Biologist
1301	Physical Scientist
1320	Chemist
1350	Geologist

Other major occupations with less than 100 employees are: Construction Representative (series 0809), and combined administrative (clerical) occupations; i.e., File Clerk (series 0303), Secretary (series 0318), and Office Automation (series 0326).

Wilmington District vacancies are advertised nationally on the U. S. Army's Civilian Personnel On-line (CPOL) and on the Office of Personnel Management's (OPM) USAJOBS websites, which are located at <http://www.cpol.army.mil> and

<http://www.usajobs.gov>, respectively. Therefore, the national FIPS code was used in all EEO-1/FED 9 CLF comparisons.

The plan covers 388 permanent appointments in the Officials and Managers, Professional, Administrative Support, Technical, Craft Workers, Operatives, Laborers and Helpers, and Service Worker EEO-1/FED 9 occupational groups.

Reference the following enclosures:

Enclosure 4 – Workforce Tables
Wilmington District EEO Workforce Analysis

The following chart reflects the Wilmington District’s EEO-1/FED 9 categories:

Executives and Senior Managers

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
1	5	1	0	0	1	0	1	0	0	0	7	2

Mid-Level Managers and Officials

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
1	6	1	0	0	0	0	0	0	0	0	7	0

First-Level Officials and Managers

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
24	24	21	0	3	0	0	0	0	0	0	48	3

Other Officials and Managers

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
0	0	0	0	0	0	0	0	0	0	0	0	0

Note: Employees included in the EEO-1/FED 9 Officials and Managers categories on the previous page are not included in their applicable Professional, Craft, Operative, Laborers, and/or Service categories listed below. Also, please note that there are two GS-15 women: one listed in the Officials and Managers category, the other as Professional.

Professionals

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
31	128	30	2	1	2	0	2	0	1	0	166	8

Technicians

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
8	17	6	2	2	0	0	0	0	0	0	27	4

Administrative Support Workers

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
40	7	32	1	7	0	0	1	1	0	0	49	10

Craft Workers

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
0	31	0	2	0	0	0	0	0	0	0	33	2

Operatives

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
0	24	0	1	0	1	0	1	0	0	0	27	3

Laborers and Helpers

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
0	1	0	1	0	0	0	0	0	0	0	2	1

Service Workers

All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Native Am. Men	Native Am. Women	Total All	Total Minority
15	38	15	3	0	0	0	0	0	0	0	56	3

A breakdown of the overall District's gender/RNO demographics is as follows:

	All Women	White Men	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	Asian Men	Asian Women	Am. Men	Am. Women	Total All	Total Minority
	122	281	107	12	12	3	0	3	3	1	0	422	34
%->	29%	66.6%	25.4%	2.8%	2.8%	1.3%	0%	0.7%	0.7%	0.2%	0%		8.1%

Included in the Wilmington District's 422 employees are 35 (8.3%) full-time temporary employees. The District has no subordinate components and there are no employees paid from non-appropriated funds.

PLANNED OBJECTIVES

Short range: identify barriers to retention of women in clerical occupations and barriers to minorities, black and Hispanic men in the operative/wage grade positions. Long range: improve retention rate of women, black and Hispanic men, and minorities in these occupations.

Improve the representation of Hispanic men and women in the civilian work force to meet Department of the Army's goals and objectives. Outreach strategies to attract more Hispanic applicants will be utilized.

Improve the supervisory representation in the civilian work force of women, Hispanics, and Asians. Outreach strategies to attract women, Hispanic and Asian men applicants for supervisory/team leader positions will be utilized.

Performance evaluations, awards, selections for training, and promotions will be rated fairly and equitably without adverse impact on any EEO group.

Utilization of outreach programs (i.e., community, professional, private, state, academic, and nonprofit organizations) will be used to attract and recruit qualified individuals of underrepresented groups for employment at the Corps of Engineers, Wilmington District. Intern, student employment programs, OPM Delegated Examining Authorities, temporary hiring authorities, Veteran Readjustment Authority, Outstanding Scholar Program, and student employment programs will be considered when filling vacant positions.

Revisit and implement procedures for requesting reasonable accommodation to conform to the requirements of MD-715.

Develop a reasonable accommodation package to give employees when they request reasonable accommodation.

Update and reissue Individuals with Disabilities (IWD) Reasonable Accommodation Policy Statement.

Track the number of employees requesting reasonable accommodation.

Annually, conduct internal audits on all program objectives to review and monitor program status.

Reference Enclosure 5 – FY-2007 Strategic Affirmative Employment Plan.

SUMMARY OF ACCOMPLISHMENTS

Updated, compiled and presented workforce analysis, comparison data and district profile to District Staff to comply with MD-715 guidance in development of model agency--concentrating on actions to prevent discrimination.

Coordinated award efforts, organized and submitted nomination packages of which two employees are recipients of national awards: Mrs. Patricia Hargrove, Women of Color Award for Career Achievement, and Mr. Tony Carter, Black Engineer of the Year Award for Affirmative Action.

Planned, developed and implemented effective strategies to target barriers of underrepresented groups as depicted in the Affirmative Employment Plan by re-energizing the Recruitment Team, attended career fair, communicated with colleges/universities, local schools and community groups, reinstated the Advancement of Minorities in Engineering (AMIE) partnering agreement with NC A&T University.

Re-energized the Special Emphasis Program Team, provided guidance, direction, established goals and ensured diversity awareness of the Team to exhibit throughout the District.

Ensured personnel action and hiring practices are void of discrimination by advising staff of perceived biases, underrepresented groups; reviewed personnel actions prior to selection; advised selection panels.

Managed, ensured and conducted required EEO training. Coordinated annual EEO training for managers and supervisors.

EEOC FORM 715-01 PART F	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I,

Renita W. McNeill
Equal Employment Manager
GS-0260-12

am the

Principal EEO Director/Official for

US Army Corps of Engineers, Wilmington District
P. O. Box 1890, 69 Darlington Avenue
Wilmington, North Carolina 28402-1890

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

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

[Redacted Signature Line]

Renita W. McNeill
Chief, EEO Office
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

[Redacted Date Line]

Date

[Redacted Signature Line]

John E. Pulliam
Colonel, US Army Corps of Engineers
District Engineer

[Redacted Date Line]

Date

Strength Report

Last Exec: September 01/ 2006

US Army COE, Savannah D

Command	UIC	FT-PERM	PT-PER IM	Total	LWOP	Less LWOP
ARCE - U.S. Army Corps of Engineers (ARCE)	W07406	2		2	2	2
	W2SRC6	7	1	8	8	8
Total: CE		9	1	10	10	10
Total: US Army COE, Savannah District, Savannah GA		9	1	10	10	10

Strength Report

US Army COE, South Atlantic

Command	UIC	FT-PERM	Total	LWOP	Less LWOP
ARCE - U.S. Army Corps of Engineers (ARCE)	W2SR06	22	22	22	22
Total: CE		22	22	22	22

Total: US Army COE, South Atlantic Div, Atlanta GA

22	22	22
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Strength Report

US Army COE, Wilmington

Command	UIC	FT-PERM	FT-TEMP	INT-PER M	INT-TEMP P	PT-PER M	PT-TEMP	SEAS-PE RM	Total	LWOP	Less LWOP
ARCE - U.S. Army Corps of Engineers (ARCE)	W07406	6							6		6
	W2SR05	6							6		6
	W2SRC6	322	16	1	15	5	4	10	373	3	370
Total: CE		334	16	1	15	5	4	10	385	3	382
ARSB - Fid Operating Ofcs of Ofc of the Secretary of Army (ARSB)	W4CMAA	3							3		3
	W6D619	2							2		2
Total: SB		5							5		5
Total: US Army COE, Wilmington District, Wilmington NC		339	16	1	15	5	4	10	390	3	387

FT-PERM	FT-TEMP	INT-PER M	INT-TEMP	PT-PER M	PT-TEMP	SEAS-PE RM	Total	LWOP	Total w/o LWOP
370	16	1	15	6	4	10	422	3	419
FINAL TOTAL									

**U.S. ARMY ENGINEER DISTRICT
EXECUTIVE OFFICE, WILMINGTON, NC**

COL John E. Pulliam, Jr. Commander/District Engineer
 Ext 4501 CESAW-DE
 LTC Patrick Tilque Dep Cdr/Dep Dist Engr
 Ext 4502 CESAW-DD
 Christine Brayman * Dep Dist Engr/Prgm&Proj Mgmt
 Ext 4478 CESAW-DP
 George T. Burch Chief of Staff
 Ext 4623 CESAW-DX

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 STREET ADDRESS: 69 Darlington Avenue
 Wilmington, NC 28403
 TELEPHONE (COMM): (910) 251+ Extension
 FAX (MAILROOM): (910) 251-4653

**CIVILIAN PERSONNEL
ADVISORY CENTER (CPAC)**
 Susan Dixon, Chief Ext 4869
 Jackie Cook, HR Spec Ext 4874

USACE Finance Center (UFC)
 Memphis, Tennessee
 Financial Services

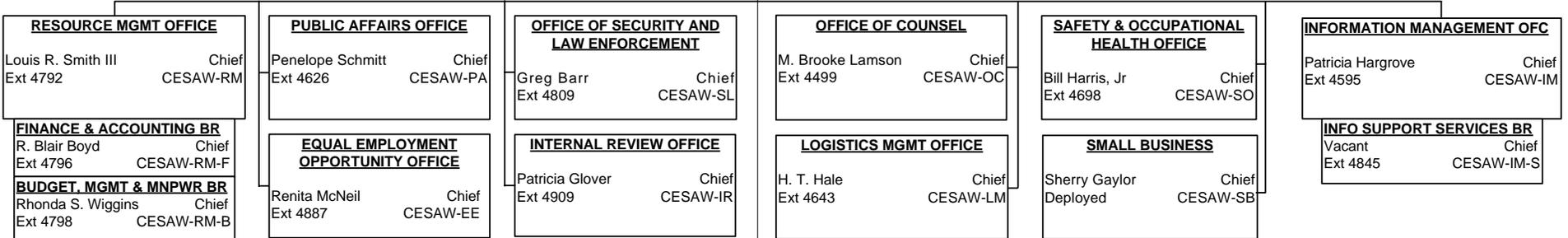
**Defense Finance & Accounting
Services (DFAS)**
 Denver, CO
 Payroll Support

SUPPORT BY OTHERS
 Savannah District
 Provides Real Estate Services
 Provides Contracting Services

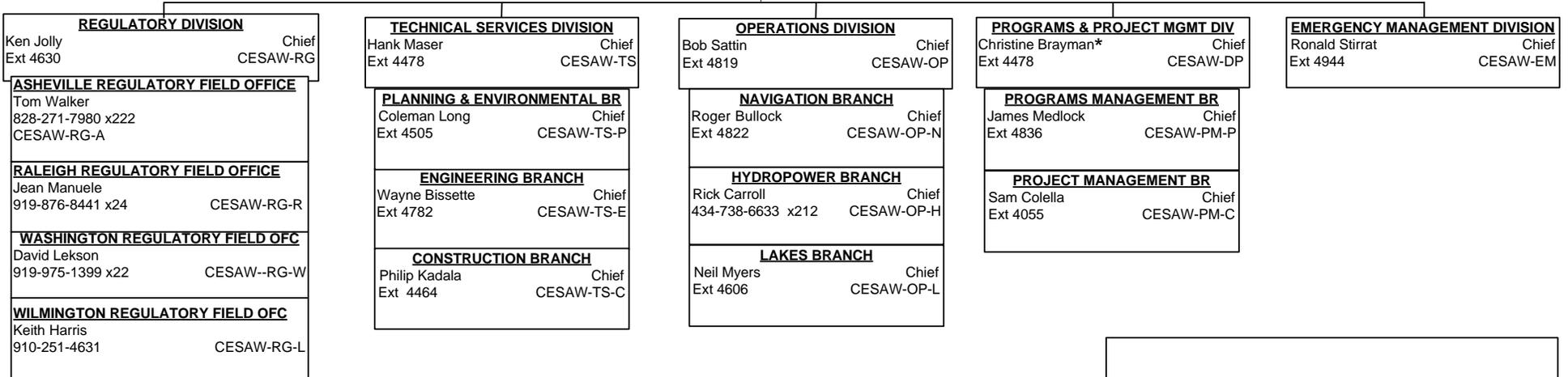
BOARDS AND COMMITTEES

A-E Responsibility Review Board	Incentive Awards Committee
A-E Selection Board	Project Review Board
Black Employment Prog Cmt	Program & Budget Advisory Cmt
Corporate Board	Quality Steering Group (QSG)
Dam Safety Committee	Recreation Committee
Equal Employment Oppor Cmt	Recruitment Committee
Federal Women's Program Cmt	Safety & Occu. Health Council
Grievance Review Team	Wkg. Program Budget Adv Cmt
	Wellness Committee

ADVISORY AND ADMINISTRATIVE STAFF



TECHNICAL STAFF

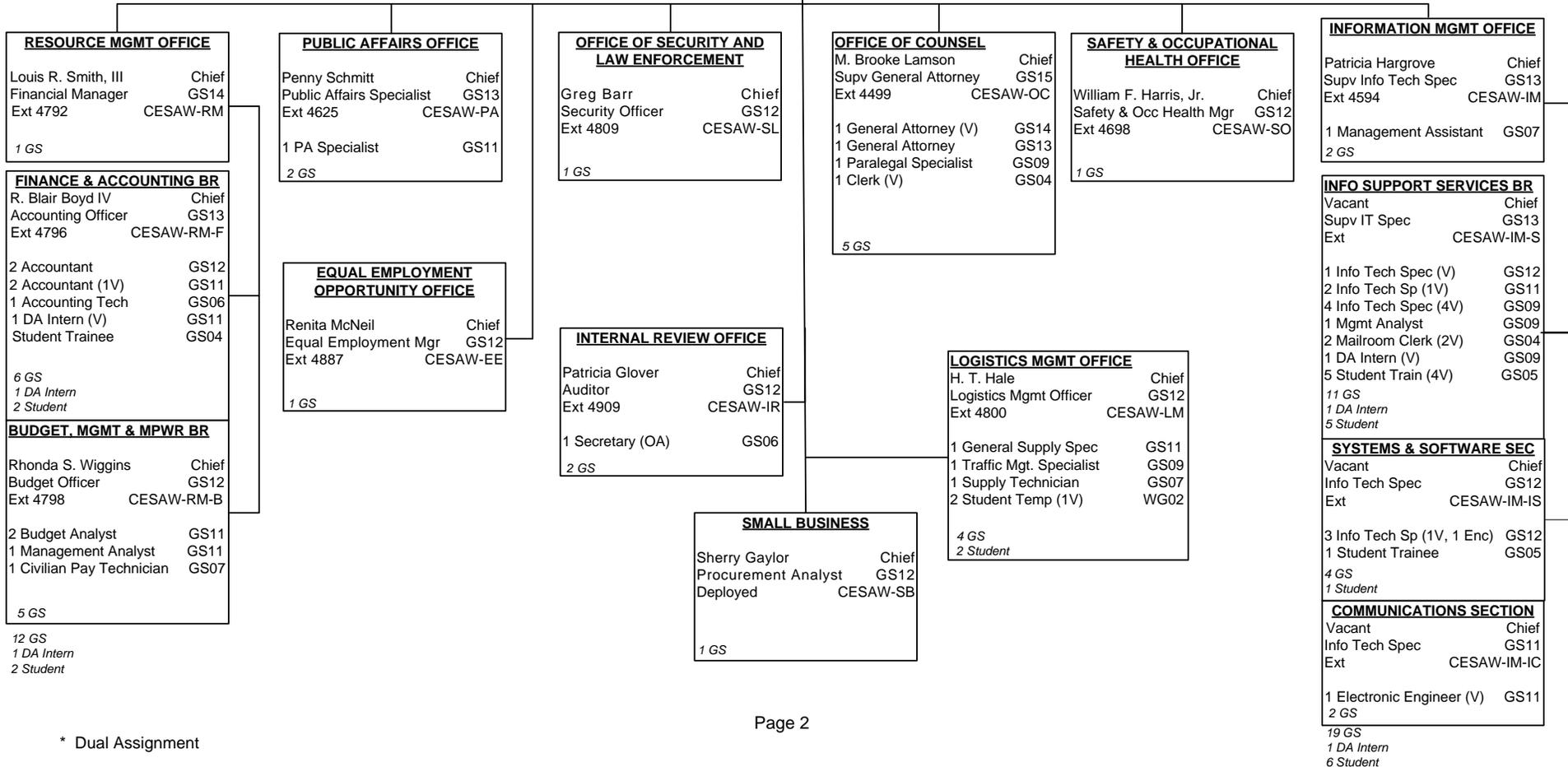


Approved: /s/
 John E. Pulliam, Jr.
 Colonel, EN
 Commanding

* Dual Assignment

U.S.ARMY ENGINEER DISTRICT, WILMINGTON, NC EXECUTIVE OFFICE	
COL John E. Pulliam, Jr. Ext 4501	Commander/District Engineer CESAW-DE
LTC Patrick Tilque Ext 4502	Dep Cdr/Dep Dist Engr CESAW-DD
Christine Brayman Ext 4478	GS15 CESAW-DP
Deputy Dist Eng for Proj & Proj Mgmt	
George T. Burch Ext 4623	GS13 CESAW-DX
1 Strategic Planner (V)	GS13
1 Workforce Specialist	GS11
1 Secretary (Steno/OA)	GS08
1 Administrative Support Asst	GS07
1 Secretary (OA)	GS07
2 MIL	
7 GS	

ADVISORY AND ADMINISTRATIVE STAFF



* Dual Assignment

**U.S.ARMY ENGINEER DISTRICT
WILMINGTON, NC
EXECUTIVE OFFICE**

PROGRAMS & PROJECT MGMT DIVISION

Christine Brayman*	Chief
Program Manager	GS15
Ext 4478	CESAW-DP

18 GS
1 MIL
1 DA Intern

PROGRAMS MANAGEMENT BRANCH

James Medlock	Chief
Program Manager	GS13
Ext 4836	CESAW-PM-P

1 Civil Engineer	GS12
1 Program Analyst	GS12
1 Community Planner	GS12
1 DA Intern (V)	GS11
1 Program Analyst	GS09

5 GS
1 DA Intern

PROJECT MANAGEMENT BRANCH

Samuel J. Colella	Chief
Program Manager	GS14
Ext 4055	CESAW-PM-C

2 Environmental Engineer	GS13
2 Civil Engineer	GS13
2 Civil Engineer	GS12
1 Geologist	GS12
1 Economist	GS12
1 Program Analyst	GS11
1 Program Assistant (OA)	GS07
1 Program Analyst (V)	GS09
1 OA Assistant Term	GS05
1 Project Manager	Maj Robert A Hilliard

13 GS
1 MIL

* Dual Assignment

**U.S.ARMY ENGINEER DISTRICT
WILMINGTON, NC
EXECUTIVE OFFICE**

REGULATORY DIVISION

Samuel K. Jolly	Chief
Supv Regulatory Project Manager	GS14
Ext 4630	CESAW-RG
1 Lead Regulatory Project Mgr	GS13
1 Physical Scientist (Reg Prj Mgr)	GS12
1 Regulatory Project Manager	GS12
1 Regulatory Prog Sup Asst	GS07
2 Regulatory Program Asst (OA)	GS06

7 GS

45 GS
1 DA Intern
4 Students

FIELD OFFICES

WILMINGTON REG FIELD OFFICE

Keith Harris	Manager
Supv Reg Prj Mgr	GS13
Ext 4631	CESAW-RG-L
5 Reg Project Mgr	GS12
3 Regulatory Specialist (1V)	GS11
2 Reg Program Asst	GS06
2 Student	GS05

11 GS
2 Student

ASHEVILLE REG FIELD OFFICE

Tom Walker	Manager
Supv Reg Prj Mgr	GS13
828-271-7980 x222	CESAW-RG-A
3 Regulatory Proj Mgr	GS12
2 Regulatory Spec (1V)	GS11
2 Regulatory Program Asst	GS06
1 Reg Spec DA Intern (V)	GS11

8 GS
1 DA Intern

WASHINGTON REG FIELD OFFICE

David M. Lekson	Manager
Supv Reg Prj Mgr	GS13
252-975-1616x22	CESAW-RG-W
4 Regulatory Project Mgr	GS12
3 Regulatory Specialist	GS11
2 Regulatory Program Asst	GS06
1 Student (V)	GS04

10 GS
1 Student

RALEIGH REG FIELD OFFICE

Jean Manuele	Manager
Supv Reg Prj Mgr	GS13
919-876-8441x24	CESAW-RG-R
4 Regulatory Proj Mgr	GS12
2 Regulatory Specialist (1V)	GS11
2 Reg Program Asst (OA)	GS06
1 Student	GS05

9 GS
1 Student

**U.S.ARMY ENGINEER DISTRICT
WILMINGTON, NC
EXECUTIVE OFFICE**

EMERGENCY MANAGEMENT DIVISION

Ron Stirrat	Chief
Emergency Programs Manager	GS13
Ext 4944	CESAW-EM
1 Emergency Mgmt Specialist	GS12
1 Emergency Mgmt Specialist	GS11
1 Emergency Mgmt Technician	GS07

4 GS

**U.S.ARMY ENGINEER DISTRICT
WILMINGTON, NC
EXECUTIVE OFFICE**

TECHNICAL SERVICES DIVISION

Hank Maser	Chief	
Supv Civil Engineer	GS15	
Ext 4039	CESAW-TS	128 GS 24 SAC 10 SAS 11 DA Interns (1 SAC) 1 Student 3 Co-ops 1 Term
1 Admin Officer (V)	GS11	
1 Workforce Mgmt Spec	GS11	
1 Program Analyst (V)	GS11	
1 Admin Asst (V)	GS07	
5 GS		

Engineering Branch

Wayne Bissette	Chief	
Supv Civil Engineer	GS14	
Ext 4782	CESAW-TS-E	65 GS 8 DA Intern 1 Student
1 Supv Hydraulic Engineer SAS	GS13	
1 Supv Civil Engineer SAC (V)	GS13	
1 Civil Engineer SAS	GS13	
1 Admin Support Asst (V)	GS07	
1 Admin Asst (V)	GS05	
6 GS		

Planning and Environmental Branch

Coleman Long	Chief	
Supv Landscape Architect	GS14	
Ext 4505	CESAW-TS-P	38 GS 3 DA Intern
1 Supv Economist SAC	GS13	
1 Writer-Editor	GS09	
1 Admin Supt Asst (OA)	GS07	
1 Office Automation Asst	GS05	
1 Admin Asst SAC (V)	GS05	
6 GS		

Construction Branch

Phil Kadala	Chief	
Supv Civil Engineer	GS13	
Ext 4464	CESAW-TS-C	20 GS 2 Term
1 Civil Engineer Tech	GS09	
1 Admin Asst	GS07	
3 GS		

Construction Management Section

Dennis Lynch	Chief	
Civil Engineer	GS13	
Ext 4642	CESAW-TS-CA	
2 Civil Engineer (1 V)	GS12	
2 Construction Rep (2 V)	GS11	
6 GS		

Wilmington Harbor Project Office

Jim Mullins	Chief	
Civil Engineer	GS13	
Ext 4816	CESAW-TS-CA-W	
2 Civil Engineer (1 obligated)	GS12	
1 Construction Inspector	GS07	
1 Office Automation (V)	GS06	
5 GS		

Coastal Hydrology & Hydraulics Sect

Greg Williams	Chief	
Supv Civil Engineer	GS13	
Ext 4767	CESAW-TS-EC	
1 Civil Engineer (V)	GS13	
6 Hydraulic Engineer 2 SAS/1 SAC	GS13	
3 Civil Engineer 1 SAS	GS12	
7 Hydraulic Eng 1V/1SAC/1SAS	GS12	
1 Hydrologist SAS	GS12	
1 Civil Engineer SAS	GS11	
2 Civil Engineer Tech 1 SAC	GS07	
5 DA Intern (5 V)	GS11	
22 GS		
5 DA Intern		

Geotech & Enviro Remediation Section

Greg Griffith	Chief	
Supv Civil Engineer	GS13	
Ext 4697	CESAW-TS-EG	
1 Civil Engineer (Geotech) SAC	GS13	
3 Civil Engineer 1 SAS	GS12	
1 Environmental Engineer	GS12	
1 Geologist	GS12	
1 Civil Engineer	GS11	
2 Civil Engineer Tech 1 SAC	GS11	
1 Geologist	GS11	
2 DA Intern (1V)	GS11	
1 Co-op (V)	GS04	
11 GS		
2 DA Intern		
1 Co-op		

Environmental Resources Section

Bill Adams	Chief	
Supv Biologist	GS13	
Ext 4748	CESAW-TS-PE	
1 Environmental Engineer SAC	GS13	
2 Biologist	GS13	
6 Biologist 3 SAC	GS12	
1 Archeologist	GS12	
1 Physical Scientist	GS12	
3 Biologist	GS11	
2 DA Intern (2V)	GS11	
15 GS		
2 DA Intern		

Plan Formulation and Econ Section

Noel Clay	Chief	
Supv Physical Scientist	GS13	
Ext 4706	CESAW-TS-PS	
1 Economist	GS13	
1 Community Planner (V)	GS13	
1 Civil Engineer	GS13	
3 Civil Engineer 1 SAC	GS12	
5 Economist 2 SAC (1 V)	GS12	
1 Archeologist	GS12	
1 Community Planner (obligated)	GS12	
2 Community Planner (1 V)	GS11	
1 General Biologist	GS11	
1 DA Intern SAC (V)	GS12	
17 GS		
1 DA Intern		

Kerr Resident Office

Matthew Folk	Chief	
General Engineer	GS13	
434-738-6386x270	CESAW-TS-CK	
1 Electrical Engineer	GS12	
1 Mechanical Engineer (V)	GS12	
1 Constr Representative (V)	GS11	
1 Constr Clerk OA Term	GS05	
4 GS		
1 Term		

Roanoke Project Office

Maksim Hromiak	Chief	
Civil Engineer	GS12	
540-344-3103	CESAW-TS-CK-R	
1 Construction Rep Term	GS11	
1 Const Clerk	GS05	
2 GS		
1 Term		

General Engineering Section

Don Carmen, Jr.	Chief	
Supv Civil Engineer	GS13	
Value Engineering Officer	Special Duty	
Ext 4656	CESAW-TS-EE	
1 Civil Engineering (Dredging) SAC	GS13	
2 Civil Engineer (1V)	GS12	
1 General Engineer SAC	GS12	
1 Civil Engineer Tech	GS12	
1 Geographer	GS11	
1 Electrical Engineer	GS11	
1 Civil Engineer Tech SAC	GS11	
1 GIS Specialist (V)	GS11	
2 Engineering Tech	GS09	
1 Civil Engineer Tech SAC	GS09	
1 Student CAD/GIS (V)	GS04	
13 GS		
1 Student		

Design Section

Carroll S. Niesen	Chief	
Supv Civil Engineer	GS13	
Ext 4714	CESAW-TS-ED	
1 Mechanical Engineer SAC	GS13	
6 Civil Engineer 2 SAC	GS12	
1 Structural Engineer SAS	GS12	
1 Electrical Engineer SAC	GS12	
1 Civil Engineer	GS11	
1 Engineer Technician	GS10	
1 Architecture Tech SAC	GS09	
1 DA Intern (V)	GS11	
2 Co-op (2V)	GS04	
13 GS		
1 DA Intern		
2 Co-op		

**U.S.ARMY ENGINEER DISTRICT
WILMINGTON, NC
EXECUTIVE OFFICE**

14 September 2006

Admin Support Branch

Marilyn Knowlton	Chief
Secretary (OA)	GS07
Ext 4814	CESAW-OP-A
1 Tech Project Coordinator	GS07
1 Admin Support Assistant	GS07
1 Office Automation Asst	GS05
4 GS	

Operations Division

Bob Sattin	Chief	GS14
Supv Civil Engineer		CESAW-OP
Ext 4819		
1 Civil Engineering Tech	GS13	
1 Administrative Officer	GS12	
1 Workforce Mgmt Support Spec	GS12	
1 Workforce Mgmt Support Spec	GS12	
1 Workforce Mgmt Support Asst	GS07	
6 GS		

94 GS 15 Temps
1 WS 5 Students
3 WY 11 Seasonal

LAKES BRANCH

Neil Myers	Chief	61 GS
Park Manager	GS13	3 WY
Ext 4606	CESAW-OP-L	11 Temps
1 GS		5 Students
		11 Seasonal

HYDROPOWER BRANCH

Richard Carroll	Chief	4 GS
Power Project Manager	GS13	22 WB
434-738-6633x212	CESAW-OP-H	1 Temp
1 Electrical Engineer	GS12	
2 GS		

NAVIGATION BRANCH

Roger Bullock	Chief	GS13
Supv Civil Engineer		CESAW-OP-N
Ext 4822		
1 Mechanical Engineer	GS12	
1 Civil Engineer	GS12	
1 Civil Engineering Tech	GS11	
2 Cartographer	GS11	
1 Civil Engineering Tech	GS09	
1 Cartographer Tech.	GS08	
8 GS		

Dredge Currituck

Walter Evans	Master	XH16
Dredge		CESAW-OP-NVC
Ext 919-620-2075		
1 Assist Master, Hopper Dredge (V)	XH15	
1 Chief Engineer, Diesel	XH15	
1 Assist Chief Engineer, Diesel	XH14	
2 Mate (Dredge Control Officer)	XH11	
1 Asst. Engineer, Diesel	XH11	
1 Second Mate (Dredge Control)	XH08	
1 Dragtender	XF08	
1 Marine Oiler	XF08	
2 Deckhands	XF06	
8 XH, 4 XF		

Operations Support Section

Daniel Brown	Park Manager	GS13
Park Ranger		CESAW-OP-LS
Ext 4832		
1 Conservation Spec	GS12	
1 Park Manager (V)	GS12	
1 Budget Analyst	GS11	
2 Budget Analyst	GS09	
1 Parks Program Coord	GS09	
7 GS		

B. Everett Jordan Project

VACANT	Park Manager	GS12
Park Ranger		CESAW-OP-LJ
Moncure, NC		
919-542-4501		
1 Park Manager	GS11	
2 Park Ranger	GS09	
1 Conservation Biologist (V)	GS09	
1 Park Ranger (OA)	GS07	
2 Students	GS05	
1 Summer Hire (Temp V)	GS05	
3 Maintenance Mechanic	WY10	
6 GS, 1 Temp, 2 Student, 3 WY		

Kerr Powerhouse

H.P. Thomas	Chief	GS11
Hydropower Supervisor		CESAW-OP-HK
Boydton, VA		
434-738-6386x270		
1 Pwr Plant Sr Electrician	WB00	
1 Pwr Plant Electronics Mech A	WB00	
1 Pwr Plant Electrician A	WB00	
1 Pwr Plant Sr Mech	WB00	
5 Pwr Plant Shift Operator	WB00	
6 Pwr Plant Mechanics A	WB00	
4 Pwr Plant Trainee I (1 V)	WB00	
1 Powerhouse Laborer Temp	WG02	
1 GS, 19 WB, 1 Temp		

Engineer Yard

Ken Bailey	Chief	WS11
Facilities Maint Supv		CESAW-OP-Y
Ext 4617		
1 Welder	WG11	
2 Supply Technician (OA)	GS06	
1 Tools and Parts Attendant	WG06	
1 Gen Industrial Equip Mech	WG10	
2 GS, 1 WS, 3 WG		

Dredge Fry

VACANT	Master	XH16
Dredge		CESAW-OP-NVF
Ext 910-617-3090		
1 Asst Master, Sidecast Dredge	XH15	
1 Chief Engineer Diesel	XH15	
1 Asst Chief Engineer Diesel	XH14	
2 Mate (Dredge Cntrl Off) (1V)	XH11	
1 Asst Engineer Diesel	XH11	
2 Second Mate 1 Temp	XH08	
1 Electrician	XF10	
5 Deckhand	XF06	
8 XH, 6 XF, 1 Temp		

Falls Lake Project

Tom Freeman	Park Manager	GS12
Park Manager		CESAW-OP-LF
Raleigh, NC		
919-846-9332x222		
1 Forester	GS11	
2 Park Ranger	GS09	
1 Park Ranger OA	GS07	
3 Student Trainees Park Rgr	GS05	
5 GS, 3 Student		

John H. Kerr Project

VACANT	Park Manager	GS12
Park Manager		CESAW-OP-LK
(804) 738-6101x104		
1 Park Manager	GS11	
3 Park Rangers	GS11	
1 Forester	GS11	
8 Park Rangers (2 V)	GS09	
1 Park Ranger Insp (V)	GS09	
1 Forester	GS09	
1 Conservation Biologist (V)	GS09	
1 Civil Engineering Tech	GS07	
2 Park Rangers	GS06	
1 Field Office Asst.	GS06	
1 Purchasing Agent Typing	GS05	
1 Shoreline Permits Clerk	GS05	
1 Office Automation Clerk	GS04	
4 Park Rangers Seasonal (1 V)	GS06	
5 Park Rangers Temp	GS05	
24 GS, 4 Seasonal, 5 Temp		

Philpott Powerhouse

VACANT	Chief	GS11
Power Project Manager		CESAW-OP-HP
Bassett, VA		
276-629-2128		
1 Power Plant Sr Electrician	WB00	
1 Power Plant Sr Mechanic	WB00	
1 Power Plant Mech A	WB00	
1 GS, 3 WB		

Survey Section

Marc Reavis	Chief	GS11
Supv Civil Engineer Tech		CESAW-OP-NS
Ext 4489		
1 Surveying Technician	GS09	
1 Surveying Technician	GS08	
5 Surveying Technician (1 V)	GS07	
5 Small Craft Operator (1 V)	XF11	
1 Deckhand	XF06	
8 GS, 6 XF		

Dredge Merritt

Raymond Bleam	Master	XH16
Sidecasting Dredge		CESAW-OP-NVM
Ext 910-617-3090		
1 Asst Master Sidecasting Dredge	XH15	
1 Chief Engineer Diesel	XH15	
1 Asst Chief Engineer Diesel	XH14	
2 Mate (Dredge Control Officer)	XH11	
2 Asst Engineer Diesel	XH11	
2 Second Mate (Dredge Control)	XH08	
1 Welder	XF10	
1 Dragtender	XF08	
2 Deckhand	XF06	
10 XH, 4 XF		

Philpott Project

Kevin McDaniels	Park Manager	GS12
Park Manager		CESAW-OP-LP
Bassett, VA		
276-629-4512x224		
1 Park Ranger	GS11	
4 Park Ranger (1 V)	GS09	
1 Conservation Biologist	GS09	
1 Office Administrator	GS07	
1 Civil Engineering Tech	GS07	
7 Park Rangers Seasonal	GS05	
9 GS, 7 Seasonal		

W. Kerr Scott Project

Terry Ramsey	Park Manager	GS12
Park Manager		CESAW-OP-LW
Wilkesboro, NC		
336-921-3390x102		
1 Park Ranger	GS11	
3 Park Ranger	GS09	
1 Civil Engineering Tech	GS07	
1 Park Ranger	GS07	
2 Park Ranger (1 V)	GS06	
5 Park Rangers Temp	GS05	
9 GS, 5 Temp		

Plant Section

Larry Calame	Chief	XH16
Master		CESAW-OP-NV
Ext 4983		
1 Mechanical Engineer	GS12	
1 GS, 1 XH		

Debris Boat Snell

William Cuthrell	Master	XH15
Debris Boat		CESAW-OP-NVS
Ext 910-617-5016		
1 Chief Engineer Diesel	XH14	
1 Deck Equipment Opr (Leader)	XF11	
1 Marine Oiler	XF08	
2 Timber Worker 2 Temp	XF07	
2 XH, 4 XF, 2 Temp		

1 GS, 29 XH 18 XF,
3 Temp

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Memorandum #2 – Equal Employment Opportunity

1. The commitment of our Wilmington District team is an essential ingredient in ensuring the Corps performs with the utmost excellence. We take pride in being the world's premier engineering organization—trained and ready to provide support anytime, anyplace. Each one of us bears two fundamental obligations: first, to do our own jobs to the best of our ability and, equally important, to ensure that our team members and those we supervise are given the respectful, supportive environment that allows them to do theirs.
2. We want to create an atmosphere where there is respect for the strength brought to our workforce when we have team members with a wide range of backgrounds and experiences. When any employee or applicant is denied equal opportunity on the basis of race, color, age, sex, religion, national origin, or disability, the work of the District suffers. Opportunities for achievement are lost, and the ability of employees to reach their full potential is jeopardized. Discrimination against any employee or applicant or harassment against any employee will not be tolerated.
3. The development and retention of a quality work force is critical to the future needs of the Wilmington District. Therefore, it is imperative that all employment actions and assignments to developmental opportunities be based solely on merit principles. I charge leaders at all levels to embrace and uphold the laws and regulations governing Equal Employment Opportunity.
4. Accordingly, I ask that each of us, as employees, supervisors, and managers, join in the work of building and maintaining a workplace in which everyone is given the equal opportunity to succeed and contribute.

JOHN E. PULLIAM, JR.
Colonel, EN
Commanding

Distribution:
DLL-SAW-D

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Memorandum # 10 - Support Statement for the Affirmative Action Program for Hiring, Placement, and Advancement of Individuals with Disabilities and the Affirmative Action Program for Disabled Veterans

1. Persons with disabilities make a significant contribution to accomplishment of the mission of the U.S. Army Corps of Engineers.
2. PL 93-112 requires that all Federal employers provide employment and promotion opportunities for individuals with disabilities. 38 U.S.C. 2014 and 5 U.S.C. 3112 require that agencies promote the employment and advancement of disabled veterans (especially those who are 30 percent or more disabled), in positions for which they are qualified.
3. Disability may not be used as the rationale for non-selection of a disabled individual who, with or without reasonable accommodations, is otherwise fully qualified for employment in a position. However, these policies do not permit preferential treatment in employment and advancement of individuals with disabilities (beyond any veterans' preference authorized for initial appointment to the competitive service). These policies do require that managers assess the program, seek out applicants with disabilities, including disabled veterans, and give them full consideration within applicable rules. Continuing consideration should be given to: 1) including the special handicapped and veteran appointing authorities in your recruiting strategies for vacancies, and/or 2) establishing and filling positions as upward mobility or intern positions to provide more promotion opportunities within the current workforce.
4. Managers and supervisors are responsible for assuring their workplace is accessible to persons with disabilities.
5. Any manager uncertain of the provisions of these programs should contact the Program Coordinator in the Civilian Personnel Advisory Center for information to assure a proper climate and environment for members of our workforce and to employ individuals with disabilities who qualify for employment within the Wilmington District.
6. I fully support this program and expect each manager and supervisor within the Wilmington District to do likewise.

CHARLES R. ALEXANDER, JR.
Colonel, EN
Commanding

Distribution:
DLL-SAW-D

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Memorandum # 3 - Prevention of Sexual Harassment

1. As Commanding Officer of the Wilmington District, I am committed to providing a workplace where all employees have an opportunity to reach their full potential and contribute to the success of our mission. To achieve this goal, it is essential that Wilmington District team members treat each other with dignity and respect.

2. Managers and supervisors must make special efforts to identify and eliminate any form of sexual harassment and to maintain an environment free of any conduct that could create a hostile or intimidating environment. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- (a) Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
- (b) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person;
- (c) Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

3. Sexual harassment violates acceptable standards of conduct required of all personnel, reduces mission effectiveness, and wastes valuable resources. Sexual harassment in any form is unacceptable and will not be tolerated.

4. Again, we will accomplish our critical mission only if we ensure that all employees are free to fully contribute their talents. Accordingly, I charge each team member with the responsibility of refraining from taking any actions, verbal, non-verbal, or physical, that might be perceived as sexual harassment.

JOHN E. PULLIAM, JR.
Colonel, EN
Commanding

Distribution:
DLL-SAW-D

MEMORANDUM FOR SEE DISTRIBUTION

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JOHN E. PULLIAM, JR.
Colonel, EN
Commanding

Distribution:
DLL-SAW-D

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex, FY06

Employment Tenure	Total Employees		Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)												
					White		Black or African American		Asian*		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Races		
					All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Prior FY#	394	277	117	3		254	99	13	17	3	1			3		1	
Total Prior FY%	100.0%	70.3%	29.7%	0.8%		64.5%	25.1%	3.3%	4.3%	0.8%	0.3%			0.8%		0.3%	
Total Current FY#	422	300	122	3		281	106	12	13	3	3			1			
Total Current FY%	100.0%	71.1%	28.9%	0.7%		66.6%	25.1%	2.8%	3.1%	0.7%	0.7%			0.2%			
General CLF% (2000)	100.00%	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 #	28	23	5			27	7	-1	-4		2			-2		-1	
Ratio Change%		0.79%	-0.79%	-0.05%		2.12%	-0.01%	-0.46%	-1.23%	-0.05%	0.46%			-0.52%		-0.25%	
Net Change - %	7.11%	8.30%	4.27%			10.63%	7.07%	-7.69%	-23.53%		200.00%			-66.67%		-100.00%	
Perm. Prior FY#	371	258	113	3		239	96	10	16	3	1			2		1	
Perm. Prior FY%	100.00%	69.54%	30.46%	0.81%		64.42%	25.88%	2.70%	4.31%	0.81%	0.27%			0.54%		0.27%	
Perm. Current FY#	388	274	114	3		257	98	10	13	3	3			1			
Perm. Current FY%	100.0%	70.6%	29.4%	0.8%		66.2%	25.3%	2.6%	3.4%	0.8%	0.8%			0.3%			
General CLF% (2000)	100.00%	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 #	17	16	1			18	2		-3		2			-1		-1	
Ratio Change%		1.08%	-1.08%	-0.04%		1.82%	-0.62%	-0.12%	-0.96%	-0.04%	0.50%			-0.28%		-0.27%	
Net Change - %	4.58%	6.20%	0.88%			7.53%	2.08%		-18.75%		200.00%			-50.00%		-100.00%	
Temp. Prior FY#	23	19	4			15	3	3	1					1			
Temp. Prior FY%	100.00%	82.61%	17.39%			65.22%	13.04%	13.04%	4.35%					4.35%			
Temp. Current FY#	35	26	9			24	9	2									
Temp. Current FY%	100.00%	74.29%	25.71%			68.57%	25.71%	5.71%									
General CLF% (2000)	100.00%	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 #	12	7	5			9	6	-1	-1					-1			
Ratio Change%		-8.32%	8.32%			3.35%	12.67%	-7.33%	-4.35%					-4.35%			
Net Change - %	52.17%	36.84%	125.00%			60.00%	200.00%	-33.33%	-100.00%					-100.00%			
NAF Prior FY#	0																
NAF Prior FY%																	
NAF Current FY#	0																
NAF Current FY%																	
General CLF% (2000)	100.00%	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 #																	
Ratio Change%																	
Net Change - %																	

* We have no way at this time to separate Hawaiians and Other Pacific Islanders from Asians. Both are included in the "Asian" column throughout.

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

Occupational Groups	Total Employees		Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)										Two or More Races			
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male	Female
Total		422	300	122	3		281	107	12	12	3	3			1			
Officials and Managers	#	62	36	26			35	23		3	1							
Professionals	#	166	133	33	2		128	31	2			2			1			
Technicians	#	27	19	8			17	6	2	2								
Sales Workers	#	None																
Admin Support Workers	#	49	9	40			7	32	1	7	1	1						
Craft Workers	#	33	33				31		2									
Operatives	#	27	27		1		24		1		1							
Laborers	#	2	2				1		1									
Service Workers	#	56	41	15			38	15	3									

Officials and Managers	%	100.0%	58.06%	41.94%			56.45%	37.10%		4.84%	1.61%							
CLF 2000	%	100.0%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.20%	1.40%			0.40%	0.30%	0.40%	0.30%
Professionals	%	100.0%	80.12%	19.88%	1.20%		77.11%	18.67%	1.20%			1.20%			0.60%			
CLF 2000	%	100.0%	46.30%	53.70%	2.30%	2.80%	37.10%	42.30%	2.70%	5.00%	3.30%	2.70%			0.30%	0.50%	0.40%	0.40%
Technicians	%	100.0%	70.37%	29.63%			62.96%	22.22%	7.41%	7.41%								
CLF 2000	%	100.0%	42.20%	57.80%	3.30%	3.40%	32.20%	43.20%	3.40%	7.70%	2.40%	2.50%			0.50%	0.60%	0.40%	0.40%
Sales Workers	%	None																
CLF 2000	%	100.0%	49.50%	50.50%	4.00%	4.90%	39.50%	37.00%	3.20%	5.60%	1.90%	2.00%			0.40%	0.50%	0.50%	0.50%
Admin Support Workers	%	100.0%	18.37%	81.63%			14.29%	65.31%	2.04%	14.29%	2.04%	2.04%						
CLF 2000	%	100.0%	49.50%	50.50%	4.00%	4.90%	39.50%	37.00%	3.20%	5.60%	1.90%	2.00%			0.40%	0.50%	0.50%	0.50%
Craft Workers	%	100.0%	100.00%				93.94%		6.06%									
CLF 2000	%	100.0%	94.50%	5.50%	11.90%	0.60%	72.50%	3.90%	6.30%	0.60%	1.70%	0.20%			1.30%	0.10%	0.70%	
Operatives	%	100.0%	100.00%		3.70%		88.89%		3.70%		3.70%							
CLF 2000	%	100.0%	71.80%	28.20%	10.80%	5.10%	48.40%	16.30%	9.00%	4.50%	2.20%	1.60%			0.80%	0.30%	0.60%	0.20%
Laborers	%	100.0%	100.00%				50.00%		50.00%									
CLF 2000	%	100.0%	85.10%	14.90%	21.50%	3.10%	50.20%	9.40%	10.10%	1.60%	1.40%	0.30%			1.30%	0.20%	0.70%	0.10%
Service Workers	%	100.0%	73.21%	26.79%			67.86%	26.79%	5.36%									
CLF 2000	%	100.0%	40.60%	59.40%	6.60%	7.90%	25.00%	38.00%	6.30%	9.70%	1.80%	2.10%			0.60%	0.90%	0.50%	0.60%
Total	%	100.0%	71.09%	28.91%	0.71%		66.59%	25.36%	2.84%	2.84%	0.71%	0.71%			0.24%			
General CLF 2000	%	100.0%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.80%	2.10%	1.90%			0.50%	0.50%	0.50%	0.40%

Table A3-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex (Cont'd)

Occupational Groups	Total Employees		Hispanic or Latino		RACE / H11ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Managers	%	14.69%	12.00%	21.31%			12.46%	21.50%		25.00%	33.33%						
Professionals	%	39.34%	44.33%	27.05%	66.67%		45.55%	28.97%	16.67%			66.67%			100.00%		
Technicians	%	6.40%	6.33%	6.56%			6.05%	5.61%	16.67%	16.67%							
Sales Workers	%																
Admin Support Workers	%	11.61%	3.00%	32.79%			2.49%	29.91%	8.33%	58.33%	33.33%	33.33%					
Craft Workers	%	7.82%	11.00%				11.03%		16.67%								
Operatives	%	6.40%	9.00%		33.33%		8.54%		8.33%		33.33%						
Laborers	%	0.47%	0.67%				0.36%		8.33%								
Service Workers	%	13.27%	13.67%	12.30%			13.52%	14.02%	25.00%								
Total	%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%		

Table A3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS -- Distribution by Race/Ethnicity and Sex

Occupational Groups		Total Employees		Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SENIOR AND EXECUTIVE PAY PLANS - TOTAL	#																
EA - ADMINISTRATIVE	#																
ED - EXPERT (APPT UNDER 5 USC 3109)	#																
EE - EXPERT OTHER	#																
EF - CONSULTANT(APPT 5 USC 3109)	#																
EG - CONSULTANT OTHER	#																
EH - ADVISORY COMMITTEE / 5 USC 3109	#																
EI - ADVISORY COMMITTEE OTHER	#																
EK - NATL DFNSE AUTHORIZATION 1955	#																
EP - DEF INTEL SENIOR EXEC SRV	#																
ES - SENIOR EXECUTIVE SERVICE	#																
IP - SR INTEL PROFESSIONAL (SIP)	#																
IE - SR INTEL EXEC SERVICE (SIES)	#																
SR - STATUTORY RATES	#																
ST - SCIENTIFIC & PROFESSIONAL	#																
DB-6 - PAY BANDED ABOVE GS-15	#																

Table A3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS -- Distribution by Race/Ethnicity and Sex (Cont'd)

Occupational Groups	Total Employees			Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CLF 2000 (OFFICIALS AND MANAGERS)																	
EA - ADMINISTRATIVE	%																
ED - EXPERT (APPT UNDER 5 USC 3109)	%																
EE - EXPERT OTHER	%																
EF - CONSULTANT(APPT 5 USC 3109)	%																
EG - CONSULTANT OTHER	%																
EH - ADVISORY COMMITTEE / 5 USC 3109	%																
EI - ADVISORY COMMITTEE OTHER	%																
EK - NATL DFNSE AUTHORIZATION 1955	%																
EP - DEF INTEL SENIOR EXEC SRV	%																
ES - SENIOR EXECUTIVE SERVICE	%																
IP - SR INTEL PROFESSIONAL (SIP)	%																
IE - SR INTEL EXEC SERVICE (SIES)	%																
SR - STATUTORY RATES	%																
ST - SCIENTIFIC & PROFESSIONAL	%																
DB-6 - PAY BANDED ABOVE GS-15	%																

Table A3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS -- Distribution by Race/Ethnicity and Sex (Cont'd)

Occupational Groups		Total Employees		Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
EA - ADMINISTRATIVE	%																
ED - EXPERT (APPT UNDER 5 USC 3109)	%																
EE - EXPERT OTHER	%																
EF - CONSULTANT(APPT 5 USC 3109)	%																
EG - CONSULTANT OTHER	%																
EH - ADVISORY COMMITTEE / 5 USC 3109	%																
EI - ADVISORY COMMITTEE OTHER	%																
EK - NATL DFNSE AUTHORIZATION 1955	%																
EP - DEF INTEL SENIOR EXEC SRV	%																
ES - SENIOR EXECUTIVE SERVICE	%																
IP - SR INTEL PROFESSIONAL (SIP)	%																
IE - SR INTEL EXEC SERVICE (SIES)	%																
SR - STATUTORY RATES	%																
ST - SCIENTIFIC & PROFESSIONAL	%																
ST - SCIENTIFIC & PROFESSIONAL	%																
DB-6 - PAY BANDED ABOVE GS-15	%																
TOTAL	%																

Table A3-3 DISTRIBUTION BY SUPERVISORY STATUS - Distribution by Race/Ethnicity and Sex

Supervisory Status		Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SUPERVISOR	#	44	38	6	1		36	5			1	1					
SECOND LEVEL SUPERVISOR	#																
MANAGER	#																
SUPERVISOR (CSRA)	#	10	7	3			6	3	1								
MANAGEMENT OFFICIAL (CSRA)	#	2	2				1		1								
LEADER	#	5	4	1			4	1									
TEAM LEADER (GS)	#																
TOTAL	#	61	51	10	1		47	9	2		1	1					

CLF 2000 (Officials and Managers)	%	100.0%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.20%	1.40%			0.40%	0.30%	0.40%	0.30%
SUPERVISOR	%	100.0%	86.36%	13.64%	2.27%		81.82%	11.36%			2.27%	2.27%						
SECOND LEVEL SUPERVISOR	%																	
MANAGER	%																	
SUPERVISOR (CSRA)	%	100.0%	70.00%	30.00%			60.00%	30.00%	10.00%									
MANAGEMENT OFFICIAL (CSRA)	%	100.0%	100.00%				50.00%		50.00%									
LEADER	%	100.0%	80.00%	20.00%			80.00%	20.00%										
TEAM LEADER (GS)	%																	
TOTAL	%	100.0%	83.61%	16.39%	1.64%		77.05%	14.75%	3.28%		1.64%	1.64%						

SUPERVISOR	%	72.13%	74.51%	60.00%	100.00%		76.60%	55.56%			100.00%	100.00%						
SECOND LEVEL SUPERVISOR	%																	
MANAGER	%																	
SUPERVISOR (CSRA)	%	16.39%	13.73%	30.00%			12.77%	33.33%	50.00%									
MANAGEMENT OFFICIAL (CSRA)	%	3.28%	3.92%				2.13%		50.00%									
LEADER	%	8.20%	7.84%	10.00%			8.51%	11.11%										
TEAM LEADER (GS)	%																	
TOTAL	%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%		100.0%	100.0%						

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

GS/GM, SES, and Related Grades		Total Employees			Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total GS/GM/GG	#	340	217	123	2		206	107	7	13	1	3			1			
GS-01	#																	
GS-02	#																	
GS-03	#	1		1				1										
GS-04	#	9	4	5			3	3	1	2								
GS-05	#	37	19	18			18	17		1	1							
GS-06	#	22	7	15			5	11	2	4								
GS-07	#	28	14	14			14	11		2		1						
GS-08	#	3	2	1			2	1										
GS-09	#	39	16	23			16	22		1								
GS-10	#	1	1				1											
GS-11	#	44	28	16			27	13	1	2		1						
GS-12	#	98	78	20	1		73	19	3	1				1				
GS-13	#	49	41	8	1		40	7				1						
GS-14	#	6	6				6											
GS-15	#	3	1	2			1	2										
AD	#																	
All Other (Unspecified GS)	#																	
NAF	#																	
Total Pay Bands	#																	
DB/DJ-1	#																	
DB/DJ-2	#																	
DB/DJ-3	#																	
DB/DJ-4	#																	
DB/DJ-5	#																	
DB/DJ-6	#																	
DE-1	#																	
DE-2	#																	
DE-3	#																	
DE-4	#																	
DK-1	#																	
DK-2	#																	
DK-3	#																	
DK-4	#																	
Total Non Wage Grade Pay Bands	#	340	217	123	2		206	107	7	13	1	3			1			

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

GS/GM, SES, and Related Grades		Total Employees			Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
General CLF% (2000)	%	100.00%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.8%	2.1%	1.9%			0.5%	0.5%	0.5%	0.4%
GS-01	%																	
GS-02	%																	
GS-03	%	100.00%		100.00%				100.00%										
GS-04	%	100.00%	44.44%	55.56%			33.33%	33.33%	11.11%	22.22%								
GS-05	%	100.00%	51.35%	48.65%			48.65%	45.95%		2.70%	2.70%							
GS-06	%	100.00%	31.82%	68.18%			22.73%	50.00%	9.09%	18.18%								
GS-07	%	100.00%	50.00%	50.00%			50.00%	39.29%		7.14%		3.57%						
GS-08	%	100.00%	66.67%	33.33%			66.67%	33.33%										
GS-09	%	100.00%	41.03%	58.97%			41.03%	56.41%		2.56%								
GS-10	%	100.00%	100.00%				100.00%											
GS-11	%	100.00%	63.64%	36.36%			61.36%	29.55%	2.27%	4.55%		2.27%						
GS-12	%	100.00%	79.59%	20.41%	1.02%		74.49%	19.39%	3.06%	1.02%				1.02%				
GS-13	%	100.00%	83.67%	16.33%	2.04%		81.63%	14.29%				2.04%						
GS-14	%	100.00%	100.00%				100.00%											
GS-15	%	100.00%	33.33%	66.67%			33.33%	66.67%										
AD	%																	
All Other (Unspecified GS)	%																	
NAF	%																	
Total Pay Bands	%																	
DB/DJ-1	%																	
DB/DJ-2	%																	
DB/DJ-3	%																	
DB/DJ-4	%																	
DB/DJ-5	%																	
DB/DJ-6	%																	
DE-1	%																	
DE-2	%																	
DE-3	%																	
DE-4	%																	
DK-1	%																	
DK-2	%																	
DK-3	%																	
DK-4	%																	
Total Non Wage Grade Pay Bands	%	100.00%	63.82%	36.18%	0.59%		60.59%	31.47%	2.06%	3.82%	0.29%	0.88%			0.29%			

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

GS/GM, SES, and Related Grades		Total Employees			Hispanic or Latino		RACE / ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total GS/GM/GG	%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%			
GS-01	%																	
GS-02	%																	
GS-03	%	0.29%		0.81%					0.93%									
GS-04	%	2.65%	1.84%	4.07%			1.46%	2.80%	14.29%	15.38%								
GS-05	%	10.88%	8.76%	14.63%			8.74%	15.89%		7.69%	100.00%							
GS-06	%	6.47%	3.23%	12.20%			2.43%	10.28%	28.57%	30.77%								
GS-07	%	8.24%	6.45%	11.38%			6.80%	10.28%		15.38%		33.33%						
GS-08	%	0.88%	0.92%	0.81%			0.97%	0.93%										
GS-09	%	11.47%	7.37%	18.70%			7.77%	20.56%		7.69%								
GS-10	%	0.29%	0.46%				0.49%											
GS-11	%	12.94%	12.90%	13.01%			13.11%	12.15%	14.29%	15.38%		33.33%				#REF!		
GS-12	%	28.82%	35.94%	16.26%	50.00%		35.44%	17.76%	42.86%	7.69%				100.00%				
GS-13	%	14.41%	18.89%	6.50%	50.00%		19.42%	6.54%				33.33%						
GS-14	%	1.76%	2.76%				2.91%											
GS-15	%	0.88%	0.46%	1.63%			0.49%	1.87%										
AD	%			#VALUE!														
All Other (Unspecified GS)	%																	
NAF	%																	
Total Pay Bands	%																	
DB/DJ-1	%																	
DB/DJ-2	%																	
DB/DJ-3	%																	
DB/DJ-4	%																	
DB/DJ-5	%																	
DB/DJ-6	%																	
DE-1	%																	
DE-2	%																	
DE-3	%																	
DE-4	%																	
DK-1	%																	
DK-2	%																	
DK-3	%																	
DK-4	%																	
Total Non Wage Grade Pay Bands	%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%			

Table A5-1: PARTICIPATION RATES ACROSS WG & EQUIVALENT GRADES by Race/Ethnicity and Sex

WG, WK, WY, and XF Pay Plans		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	#																	
Grade 02	#	2	2				1		1									
Grade 03	#																	
Grade 04	#																	
Grade 05	#																	
Grade 06	#	13	13				12		1									
Grade 07	#	2	2				2											
Grade 08	#	5	5				5											
Grade 09	#																	
Grade 10	#	6	6				6											
Grade 11	#	6	6				6											
Grade 12	#																	
Grade 13	#																	
Grade 14	#																	
Grade 15	#																	
Grade 16	#																	
Grade 17	#																	
Grade 18	#																	
Ungraded	#																	
All Other	#																	
TOTAL	#	34	34				32		2									

Table A5-1: PARTICIPATION RATES ACROSS WG & EQUIVALENT GRADES by Race/Ethnicity and Sex

WG, WK, WY, and XF Pay Plans		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	%																	
Grade 02	%	100.00%	100.00%				50.00%		50.00%									
Grade 03	%																	
Grade 04	%																	
Grade 05	%																	
Grade 06	%	100.00%	100.00%				92.31%		7.69%									
Grade 07	%	100.00%	100.00%				100.00%											
Grade 08	%	100.00%	100.00%				100.00%											
Grade 09	%																	
Grade 10	%	100.00%	100.00%				100.00%											
Grade 11	%	100.00%	100.00%				100.00%											
Grade 12	%																	
Grade 13	%																	
Grade 14	%																	
Grade 15	%																	
Grade 16	%																	
Grade 17	%																	
Grade 18	%																	
Ungraded	%																	
All Other	%																	
TOTAL	%	100.00%	100.00%				94.12%		5.88%									

Table A5-1: PARTICIPATION RATES ACROSS WG & EQUIVALENT GRADES by Race/Ethnicity and Sex

WG, WK, WY, and XF Pay Plans	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	%																
Grade 02	%	5.88%	5.88%			3.13%		50.00%									
Grade 03	%																
Grade 04	%																
Grade 05	%																
Grade 06	%	38.24%	38.24%			37.50%		50.00%									
Grade 07	%	5.88%	5.88%			6.25%											
Grade 08	%	14.71%	14.71%			15.63%											
Grade 09	%																
Grade 10	%	17.65%	17.65%			18.75%											
Grade 11	%	17.65%	17.65%			18.75%											
Grade 12	%																
Grade 13	%																
Grade 14	%																
Grade 15	%																
Grade 16	%																
Grade 17	%																
Grade 18	%																
Ungraded	%																
All Other	%																
TOTAL	%	100.00%	100.00%			100.00%		100.00%									

Table A5-2: PARTICIPATION RATES ACROSS WL/WS & EQUIVALENT GRADES by Race/Ethnicity and Sex

WA, WL, WO, WS, XG and XL Pay Plans		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	#																	
Grade 02	#																	
Grade 03	#																	
Grade 04	#																	
Grade 05	#																	
Grade 06	#																	
Grade 07	#																	
Grade 08	#																	
Grade 09	#																	
Grade 10	#																	
Grade 11	#	1	1				1											
Grade 12	#																	
Grade 13	#																	
Grade 14	#																	
Grade 15	#																	
Grade 16	#																	
Grade 17	#																	
Grade 18	#																	
Ungraded	#																	
All Other	#																	
TOTAL	#	1	1				1											

Table A5-2: PARTICIPATION RATES ACROSS WL/WS AND EQUIVALENT PAY PLANS by Race/Ethnicity and Sex (Cont'd)

WA, WL, WO, WS, XG and XL Pay Plans		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade 01	%																	
Grade 02	%																	
Grade 03	%																	
Grade 04	%																	
Grade 05	%																	
Grade 06	%																	
Grade 07	%																	
Grade 08	%																	
Grade 09	%																	
Grade 10	%																	
Grade 11	%	100.00%	100.00%				100.00%											
Grade 12	%																	
Grade 13	%																	
Grade 14	%																	
Grade 15	%																	
Grade 16	%																	
Grade 17	%																	
Grade 18	%																	
Ungraded	%																	
All Other	%																	
TOTAL	%	100.00%	100.00%				100.00%											

Table A5-2: PARTICIPATION RATES ACROSS WL/WS AND EQUIVALENT PAY PLANS by Race/Ethnicity and Sex (Cont'd)

WA, WL, WO, WS, XG and XL Pay Plans	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male
Grade 01	%																	
Grade 02	%																	
Grade 03	%																	
Grade 04	%																	
Grade 05	%																	
Grade 06	%																	
Grade 07	%																	
Grade 08	%																	
Grade 09	%																	
Grade 10	%																	
Grade 11	%	100.00%	100.00%				100.00%											
Grade 12	%																	
Grade 13	%																	
Grade 14	%																	
Grade 15	%																	
Grade 16	%																	
Grade 17	%																	
Grade 18	%																	
Ungraded	%																	
All Other	%																	
TOTAL	%	100.00%	100.00%				100.00%											

Table A5-3: PARTICIPATION RATES ACROSS THE WB PAY PLAN by Race/Ethnicity and Sex

WB Pay Plan		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	#																	
Grade 02	#																	
Grade 03	#																	
Grade 04	#																	
Grade 05	#																	
Grade 06	#																	
Grade 07	#																	
Grade 08	#																	
Grade 09	#																	
Grade 10	#																	
Grade 11	#																	
Grade 12	#																	
Grade 13	#																	
Grade 14	#																	
Grade 15	#																	
Grade 16	#																	
Grade 17	#																	
Grade 18	#																	
Ungraded	#																	
All Other	#	21	21				19		2									
TOTAL	#	21	21				19		2									

Table A5-3: PARTICIPATION RATES ACROSS THE WB PAY PLAN by Race/Ethnicity and Sex

WB Pay Plan		Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade 01	%																
Grade 02	%																
Grade 03	%																
Grade 04	%																
Grade 05	%																
Grade 06	%																
Grade 07	%																
Grade 08	%																
Grade 09	%																
Grade 10	%																
Grade 11	%																
Grade 12	%																
Grade 13	%																
Grade 14	%																
Grade 15	%																
Grade 16	%																
Grade 17	%																
Grade 18	%																
Ungraded	%																
All Other	%	100.00%	100.00%				90.48%		9.52%								
TOTAL	%	100.00%	100.00%				90.48%		9.52%								

Table A5-3: PARTICIPATION RATES ACROSS THE WB PAY PLAN by Race/Ethnicity and Sex

WB Pay Plan		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male
Grade 01	%																		
Grade 02	%																		
Grade 03	%																		
Grade 04	%																		
Grade 05	%																		
Grade 06	%																		
Grade 07	%																		
Grade 08	%																		
Grade 09	%																		
Grade 10	%																		
Grade 11	%																		
Grade 12	%																		
Grade 13	%																		
Grade 14	%																		
Grade 15	%																		
Grade 16	%																		
Grade 17	%																		
Grade 18	%																		
Ungraded	%																		
All Other	%	100.00%	100.00%				100.00%		100.00%										
TOTAL	%	100.00%	100.00%				100.00%		100.00%										

Table A5-4: PARTICIPATION RATES ACROSS THE XH PAY PLAN by Race/Ethnicity and Sex

XH Pay Plan		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	#																	
Grade 02	#																	
Grade 03	#																	
Grade 04	#																	
Grade 05	#																	
Grade 06	#																	
Grade 07	#																	
Grade 08	#	4	4				4											
Grade 09	#																	
Grade 10	#																	
Grade 11	#	9	9				9											
Grade 12	#																	
Grade 13	#																	
Grade 14	#	4	4		1		3											
Grade 15	#	6	6				5			1								
Grade 16	#	3	3				2			1								
Grade 17	#																	
Grade 18	#																	
Ungraded	#																	
All Other	#																	
TOTAL	#	26	26		1		23			2								

Table A5-4: PARTICIPATION RATES ACROSS THE XH PAY PLAN by Race/Ethnicity and Sex

XH Pay Plan		Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade 01	%																
Grade 02	%																
Grade 03	%																
Grade 04	%																
Grade 05	%																
Grade 06	%																
Grade 07	%																
Grade 08	%	100.00%	100.00%				100.00%										
Grade 09	%																
Grade 10	%																
Grade 11	%	100.00%	100.00%				100.00%										
Grade 12	%																
Grade 13	%																
Grade 14	%	100.00%	100.00%		25.00%		75.00%										
Grade 15	%	100.00%	100.00%				83.33%				16.67%						
Grade 16	%	100.00%	100.00%				66.67%				33.33%						
Grade 17	%																
Grade 18	%																
Ungraded	%																
All Other	%																
TOTAL	%	100.00%	100.00%		3.85%		88.46%				7.69%						

Table A5-4: PARTICIPATION RATES ACROSS THE XH PAY PLAN by Race/Ethnicity and Sex

XH Pay Plan		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	%																	
Grade 02	%																	
Grade 03	%																	
Grade 04	%																	
Grade 05	%																	
Grade 06	%																	
Grade 07	%																	
Grade 08	%	15.38%	15.38%					17.39%										
Grade 09	%																	
Grade 10	%																	
Grade 11	%	34.62%	34.62%					39.13%										
Grade 12	%																	
Grade 13	%																	
Grade 14	%	15.38%	15.38%		100.00%			13.04%										
Grade 15	%	23.08%	23.08%					21.74%			50.00%							
Grade 16	%	11.54%	11.54%					8.70%			50.00%							
Grade 17	%																	
Grade 18	%																	
Ungraded	%																	
All Other	%																	
TOTAL	%	100.00%	100.00%		100.00%			100.00%			100.00%							

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

Job Series / Title		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0810, Civil Engineer	#	59	51	8	2		46	7	2			1			1			
0401, Biologist General	#	40	35	5			35	5										
0802, Engineering Technician	#	19	11	8			10	6	1	2								
0018, Safety/Occup Health	#	1	1						1									
0025, Park Manager/Ranger	#	56	41	15			38	15	3									
0301, Admin/Prog Mgmt	#	10	4	6			4	6										
0809, Construction Control	#	3	3				3											
0830, Mechanical Engineer	#	4	3	1			3	1										
0819, Environmental Engineer	#	4	3	1			3	1										
0850, Electrical Engineer	#	3	2	1			2	1										
1301, Physical Scientist General	#	7	4	3			4	3										
5407, Power Plant Operator	#	8	8				7		1									
	#																	
	#																	
	#																	

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Cont'd)

Job Series / Title		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian *		Native Hawaiian Or Other Pacific Islander		American Indian or Alaskan Native			
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
0810, Civil Engineer	%	100.00%	86.44%	13.56%	3.39%		77.97%	11.86%	3.39%			1.69%			1.69%			
SOC 17-2051 FIPS 11-001	CLF	100.00%	89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.4%	1.1%	0.0%	0.0%	0.3%	0.1%	1.3%	0.2%
0401, Biologist General	%	100.00%	87.50%	12.50%			87.50%	12.50%										
SOC 19-1020 FIPS 11-001	CLF	100.00%	55.9%	44.0%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.6%
0802, Engineering Technician	%	100.00%	57.89%	42.11%			52.63%	31.58%	5.26%	10.53%								
SOC 17-3020 FIPS 11-001	CLF	100.00%	80.9%	19.1%	6.1%	1.6%	62.3%	13.0%	5.7%	2.2%	5.1%	1.8%	0.1%	0.0%	0.4%	0.1%	1.1%	0.4%
0018, Safety/Occup Health	%	100.00%	100.00%						100.00%									
SOC 53-60XX FIPS 11-001	CLF	100.0%	86.2%	13.8%	9.6%	1.5%	59.3%	9.3%	11.6%	2.3%	3.2%	0.1%	0.5%	0.0%	0.4%	0.2%	1.6%	0.2%
0025, Park Manager/Ranger	%	100.00%	73.21%	26.79%			67.86%	26.79%	5.36%									
SOC 19-1030 FIPS 11-001	CLF	100.00%	85.3%	14.7%	1.4%	0.5%	79.5%	13.2%	1.8%	0.2%	0.3%	0.2%	0.0%	0.0%	1.3%	0.3%	0.9%	0.2%
0301, Admin/Prog Mgmt	%	100.00%	40.00%	60.00%			40.00%	60.00%										
SOC 11-3061 FIPS 11-001	CLF	100.00%	59.8%	40.2%	2.70%	2.30%	52.00%	32.50%	2.70%	3.50%	1.60%	1.10%	0.00%	0.10%	0.20%	0.20%	0.50%	0.60%
0809, Construction Control	%	100.00%	100.00%				100.00%											
SOC 11-9021 FIPS 11-001	CLF	100.00%	93.2%	6.8%	5.3%	0.4%	82.3%	5.7%	2.6%	0.4%	1.2%	0.2%	0.1%	0.0%	0.5%	0.0%	1.1%	0.0%
0830, Mechanical Engineer	%	100.00%	75.00%	25.00%			75.00%	25.00%										
SOC 17-2141 FIPS 11-001	CLF	100.00%	93.5%	6.5%	3.1%	0.2%	79.0%	5.1%	3.0%	0.5%	6.8%	0.6%	0.1%	0.0%	0.2%	0.0%	1.1%	0.1%
0819, Environmental Engineer	%	100.00%	75.00%	25.00%			75.00%	25.00%										
SOC 11-9141 FIPS 11-001	CLF	100.00%	48.6%	51.4%	3.50%	4.20%	39.80%	40.90%	3.10%	4.10%	1.20%	0.90%	0.10%	0.00%	0.20%	0.40%	0.70%	0.90%
0850, Electrical Engineer	%	100.00%	66.67%	33.33%			66.67%	33.33%										
SOC 17-2070 FIPS 11-001	CLF	100.00%	91.3%	8.7%	3.6%	0.4%	72.1%	5.5%	3.5%	0.9%	10.5%	1.6%	0.1%	0.0%	0.2%	0.0%	1.2%	0.1%

Table A7-1: APPLICANT FLOW DATA (EOD Agency) FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0810, Civil Engineer	Unk																
0401, Biologist General	Unk																
0802, Engineering Technician	Unk																
0018, Safety/Occup Health	Unk																
0025, Park Manager/ Ranger	Unk																
0301, Admin/Prog Mgmt	Unk																
0809, Construction Control	Unk																
0830, Mechanical Engineer	Unk																
0819, Environmental Engineer	Unk																
0850, Electrical Engineer	Unk																
1301, Physical Scientist General	Unk																
5407, Power Plant Operator	Unk																
	Unk																
	Unk																
	Unk																
	Unk																

Table A7-1: APPLICANT FLOW DATA (EOD Agency) FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0810, Civil Engineer	Unk																
SOC 17-2051 FIPS 11-001	Unk																
0401, Biologist General	Unk																
SOC 19-1020 FIPS 11-001	Unk																
0802, Engineering Technician	Unk																
SOC 17-3020 FIPS 11-001	Unk																
0018, Safety/Occup Health	Unk																
SOC 53-60XX FIPS 11-001	Unk																
0025, Park Manager/ Ranger	Unk																
SOC 19-1030 FIPS 11-001	Unk																
0301, Admin/Prog Mgmt	Unk																
SOC 11-3061 FIPS 11-001	Unk																
0809, Construction Control	Unk																
SOC 11-9021 FIPS 11-001	Unk																
0830, Mechanical Engineer	Unk																
SOC 17-2141 FIPS 11-001	Unk																

Table A7-1: APPLICANT FLOW DATA (EOD Agency) FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0301, Admin/Prog Mgmt	Unk																
SOC 11-3061 FIPS 11-001	Unk																
0819, Environmental Engineer	Unk																
SOC 11-9141 FIPS 11-001	Unk																
0018, Safety/Occup Health	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																
#REF!	Unk																

Table A7-2: Internal Accession (Date Arrived Servicing CCPO) PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

Job Title/Series		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0810, Civil Engineer	#	18	15	3			14	2	1			1						
0401, Biologist General	#	3	3				3											
0802, Engineering Technician	#	5	2	3			2	3										
0018, Safety/Occup Health	#																	
0025, Park Manager/Ranger	#																	
0301, Admin/Prog Mgmt	#																	
0809, Construction Control	#																	
0830, Mechanical Engineer	#	1	1				1											
0819, Environmental Engineer	#	1	1				1											
0850, Electrical Engineer	#	2	1	1			1	1										
1301, Physical Scientist General	#																	
5407, Power Plant Operator	#																	
	#																	
	#																	
	#																	

Table A7-2: Internal Accession (Date Arrived Servicing CCPO) PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Cont'd)

Job Title/Series		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0810, Civil Engineer	%	100.00%	83.33%	16.67%			77.78%	11.11%	5.56%			5.56%						
SOC 17-2051 FIPS 11-001	CLF	100.0%	89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.4%	1.1%	0.0%	0.0%	0.3%	0.1%	1.3%	0.2%
0401, Biologist General	%	100.00%	100.00%				100.00%											
SOC 19-1020 FIPS 11-001	CLF	100.0%	55.9%	44.0%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	#REF!	0.6%
0802, Engineering Technician	%	100.00%	40.00%	60.00%			40.00%	60.00%										
SOC 17-3020 FIPS 11-001	CLF	100.0%	80.9%	19.1%	6.1%	1.6%	62.3%	13.0%	5.7%	2.2%	5.1%	1.8%	0.1%	0.0%	0.4%	0.1%	1.1%	0.4%
0018, Safety/Occup Health	%																	
SOC 53-60XX FIPS 11-001	CLF	100.0%	86.2%	13.8%	9.6%	1.5%	59.3%	9.3%	11.6%	2.3%	3.2%	0.1%	0.5%	0.0%	0.4%	0.2%	1.6%	0.2%
0025, Park Manager/ Ranger	%																	
SOC 19-1030 FIPS 11-001	CLF	100.0%	85.3%	14.7%	1.4%	0.5%	79.5%	13.2%	1.8%	0.2%	0.3%	0.2%	0.0%	0.0%	1.3%	0.3%	0.9%	0.2%
0301, Admin/Prog Mgmt	%																	
SOC 11-3061 FIPS 11-001	CLF	100.0%	59.80%	40.20%	2.70%	2.30%	52.00%	32.50%	2.70%	3.50%	1.60%	1.10%	0.00%	0.10%	0.20%	0.20%	0.50%	0.60%
0809, Construction Control	%																	
SOC 11-9021 FIPS 11-001	CLF	100.0%	93.20%	6.80%	5.30%	0.40%	82.30%	5.70%	2.60%	0.40%	1.20%	0.20%	0.10%	0.00%	0.50%	0.00%	1.10%	0.00%
0830, Mechanical Engineer	%	100.00%	100.00%				100.00%											
SOC 17-2141 FIPS 11-001	CLF	100.0%	93.20%	6.80%	5.30%	0.40%	82.30%	5.70%	2.60%	0.40%	1.20%	0.20%	0.10%	0.00%	0.50%	0.00%	1.10%	0.00%
0819, Environmental Engineer	%	100.00%	100.00%				100.00%											
SOC 11-9141 FIPS 11-001	CLF	100.00%	48.60%	51.40%	3.50%	4.20%	39.80%	40.90%	3.10%	4.10%	1.20%	0.90%	0.10%	0.00%	0.20%	0.40%	0.70%	0.90%
0850, Electrical Engineer	%	100.00%	50.00%	50.00%			50.00%	50.00%										
SOC 17-2070 FIPS 11-001	CLF	100.0%	93.5%	6.5%	3.1%	0.2%	79.0%	5.1%	3.0%	0.5%	6.8%	0.6%	0.1%	0.0%	0.2%	0.0%	1.1%	0.1%

Table A8: NEW HIRES (EOD Agency) - Distribution by Race/Ethnicity and Sex

Type of Appointment		Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	#																	
Temporary	#																	
NAF	#																	
Total	#																	

Permanent	%																	
Temporary	%																	
NAF	%																	
Total	%																	

Permanent	%																	
Temporary	%																	
NAF	%																	
Total	%																	

Table A9: NEW HIRES (Date Arrived Svc CCPO) - Distribution by Race/Ethnicity and Sex

Type of Appointment	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Permanent	#	21	12	9			12	8			1							
Temporary	#	19	11	8		1	9	6	2			1						
NAF	#																	
Total	#	40	23	17		1	21	14	2	1		1						

Permanent	%	100.00%	57.14%	42.86%			57.14%	38.10%		4.76%								
Temporary	%	100.00%	57.89%	42.11%		5.26%	47.37%	31.58%	10.53%			5.26%						
NAF	%																	
Total	%	100.00%	57.50%	42.50%		2.50%	52.50%	35.00%	5.00%	2.50%		2.50%						

Table A10-1: CAREER LADDER (LEGAL AUTHORITY N6M) PROMOTIONS - All Types with Time in Grade Race and Sex

Career Ladder Promotions (i.e 9-11-12)	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male
Total Career Ladder Promotions	#	3	2	1			2	1										
Time in Grade in Excess of Minimum																		
1-12 months	#																	
13-24 months	#	3	2	1			2	1										
25+ months	#																	
Time in Grade in Excess of Minimum																		
1-12 months	%																	
13-24 months	%	100.00%	66.67%	33.33%			66.67%	33.33%										
25+ months	%																	

Table A10-2: CAREER PROGRAMS PROMOTIONS - All Types with Time in Grade Race and Sex

		RACE/ETHNICITY (Non-Hispanic or Latino)																
		Total Employees			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees in Career Program	#																	
Number of Employees Promoted in the Career Programs by Number of Months Since Date Last Promotion																		
1-12 months	#																	
13-24 months	#																	
25- 36 months	#																	
37 - 48 Months	#																	
48+ Months	#																	
Total Employees in Career Program	%																	
Number of Employees Promoted in the Career Programs by Number of Months Since Date Last Promotion																		
1-12 months	%																	
13-24 months	%																	
25- 36 months	%																	
37 - 48 Months	%																	
48+ Months	%																	

A-11 (Cont'd): POOL FOR PROMOTIONS TO SENIOR LEVEL POSITIONS

	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaskan Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SES, DB-6 AND EQUIV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS/GG/GM-15	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0
DB/DJ-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS/GG/GM-14	49	41	8	1	0	40	7	0	0	0	1	0	0	0	0	0	0
DB/DJ-4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS/GG/GM-13	98	78	20	1	0	73	19	3	1	0	0	0	0	1	0	0	0
DB/DJ-3 & DE-4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS/GG 12	44	28	16	0	0	27	13	1	2	0	1	0	0	0	0	0	0

SES, DB-6 AND EQUIV	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG/GM-15	100.00%	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%	0.00%
DB/DJ-5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG/GM-14	100.00%	83.67%	16.33%	2.04%	0.00%	81.63%	14.29%	0.00%	0.00%	0.00%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DB/DJ-4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG/GM-13	100.00%	79.59%	20.41%	1.02%	0.00%	74.49%	19.39%	3.06%	1.02%	0.00%	0.00%	0.00%	0.00%	1.02%	0.00%	0.00%	0.00%
DB/DJ-3 & DE-4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG 12	100.00%	63.64%	36.36%	0.00%	0.00%	61.36%	29.55%	2.27%	4.55%	0.00%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SES, DB-6 AND EQUIV	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG/GM-15	3.05%	3.92%	0.00%	0.00%	0.00%	4.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DB/DJ-5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG/GM-14	24.87%	26.80%	18.18%	50.00%	0.00%	27.40%	17.95%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DB/DJ-4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG/GM-13	49.75%	50.98%	45.45%	50.00%	0.00%	50.00%	48.72%	75.00%	33.33%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
DB/DJ-3 & DE-4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GG 12	22.34%	18.30%	36.36%	0.00%	0.00%	18.49%	33.33%	25.00%	66.67%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%

Table A12-1: PARTICIPATION IN CAREER PROGRAMS by Race/Ethnicity and Sex

Code	Career Program Name	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
00	NOT IN CAREER PROGRAM																	
10	CIVILIAN PERSONNEL ADMIN																	
11	COMPTROLLER	14	4	10			4	9		1								
12	SAFETY MANAGEMENT	1	1						1									
13	SUPPLY MANAGEMENT	1	1				1											
14	CONTRACT & ACQUISITION MGT																	
15	QUALITY/RELIABILITY ASSURAN																	
16	ENGINRS & SCITSTS (NON-CONS	13	11	2			11	2										
17	MATERIEL MAINTENANCE MGT	4	3	1			3			1								
18	ENGRS & SCIENTISTS RES & CO	167	135	32	2		124	30	7	1	1	1			1			
19	SECURITY	1	1				1											
20	QUALITY ASSURANCE SPEC. AMM																	
21	LIBRARIAN																	
22	PUBLIC AFFAIRS & COMM MEDIA	2	1	1			1	1										
24	TRANSPORTATION MANAGEMENT	1		1				1										
25	COMMUNICATIONS	1		1				1										
26	MANPOWER & FORCE MANAGEMENT	1		1						1								
27	HOUSING MANAGEMENT																	
28	EQUAL EMPLOYMENT OPPORTUNITY																	
29	COMMISSARY MANAGEMENT																	
30	RECORDS MANAGEMENT																	
31	EDUCATION SERVICES																	
32	TRAINING																	
33	AMMUNITION MANAGMENT																	
34	INFORMATION MISSION AREA (I	4	1	3			1	2				1						
35	INTELLIGENCE EXCEPTED SVC O																	
50	MILITARY PERSONNEL MANAGEMENT																	
56	LAW	2	1	1			1	1										
61	ATTORNEY (AMC & COE ONLY)																	
	TOTALS	212	159	53	2		147	47	8	4	1	2			1			

Table A12-1: PARTICIPATION IN CAREER PROGRAMS by Race/Ethnicity and Sex

Code	Career Program Name	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races			
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male			Female	Male
00	NOT IN CAREER PROGRAM																		
10	CIVILIAN PERSONNEL ADMIN																		
11	COMPTROLLER	100.0%	28.6%	71.4%			28.6%	64.3%		7.1%									
12	SAFETY MANAGEMENT	100.0%	100.0%						100.0%										
13	SUPPLY MANAGEMENT	100.0%	100.0%				100.0%												
14	CONTRACT & ACQUISITION MGT																		
15	QUALITY/RELIABILITY ASSURAN																		
16	ENGINRS & SCITSTS (NON-CONS	100.0%	84.6%	15.4%			84.6%	15.4%											
17	MATERIEL MAINTENANCE MGT	100.0%	75.0%	25.0%			75.0%		25.0%										
18	ENGRS & SCIENTISTS RES & CO	100.0%	80.8%	19.2%	1.2%		74.3%	18.0%	4.2%	0.6%	0.6%	0.6%			0.6%				
19	SECURITY	100.0%	100.0%				100.0%												
20	QUALITY ASSURANCE SPEC. AMM																		
21	LIBRARIAN																		
22	PUBLIC AFFAIRS & COMM MEDIA	100.0%	50.0%	50.0%			50.0%	50.0%											
24	TRANSPORTATION MANAGEMENT	100.0%		100.0%				100.0%											
25	COMMUNICATIONS	100.0%		100.0%				100.0%											
26	MANPOWER & FORCE MANAGEMENT	100.0%		100.0%						100.0%									
27	HOUSING MANAGEMENT																		
28	EQUAL EMPLOYMENT OPPORTUNITY																		
29	COMMISSARY MANAGEMENT																		
30	RECORDS MANAGEMENT																		
31	EDUCATION SERVICES																		
32	TRAINING																		
33	AMMUNITION MANAGMENT																		
34	INFORMATION MISSION AREA (I	100.0%	25.0%	75.0%			25.0%	50.0%				25.0%							
35	INTELLIGENCE EXCEPTED SVC O																		
50	MILITARY PERSONNEL MANAGEMENT																		
56	LAW	100.0%	50.0%	50.0%			50.0%	50.0%											
61	ATTORNEY (AMC & COE ONLY)																		

Table A12-1: PARTICIPATION IN CAREER PROGRAMS by Race/Ethnicity and Sex

Code	Career Program Name	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male
00	NOT IN CAREER PROGRAM																	
10	CIVILIAN PERSONNEL ADMIN																	
11	COMPROLLER	6.60%	2.52%	18.87%			2.72%	19.15%		25.00%								
12	SAFETY MANAGEMENT	0.47%	0.63%						12.50%									
13	SUPPLY MANAGEMENT	0.47%	0.63%				0.68%											
14	CONTRACT & ACQUISITION MGT																	
15	QUALITY/RELIABILITY ASSURAN																	
16	ENGINRS & SCITSTS (NON-CONS	6.13%	6.92%	3.77%			7.48%	4.26%										
17	MATERIEL MAINTENANCE MGT	1.89%	1.89%	1.89%			2.04%		25.00%									
18	ENGRS & SCIENTISTS RES & CO	78.77%	84.91%	60.38%	100.00%		84.35%	63.83%	87.50%	25.00%	100.00%	50.00%			100.00%			
19	SECURITY	0.47%	0.63%				0.68%											
20	QUALITY ASSURANCE SPEC. AMM																	
21	LIBRARIAN																	
22	PUBLIC AFFAIRS & COMM MEDIA	0.94%	0.63%	1.89%			0.68%	2.13%										
24	TRANSPORTATION MANAGEMENT	0.47%		1.89%				2.13%										
25	COMMUNICATIONS	0.47%		1.89%				2.13%										
26	MANPOWER & FORCE MANAGEMENT	0.47%		1.89%					25.00%									
27	HOUSING MANAGEMENT																	
28	EQUAL EMPLOYMENT OPPORTUNITY																	
29	COMMISSARY MANAGEMENT																	
30	RECORDS MANAGEMENT																	
31	EDUCATION SERVICES																	
32	TRAINING																	
33	AMMUNITION MANAGMENT																	
34	INFORMATION MISSION AREA (I	1.89%	0.63%	5.66%			0.68%	4.26%			50.00%							
35	INTELLIGENCE EXCEPTED SVC O																	
50	MILITARY PERSONNEL MANAGEMENT																	
56	LAW	0.94%	0.63%	1.89%			0.68%	2.13%										
61	ATTORNEY (AMC & COE ONLY)																	
	TOTALS	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%			

Table A12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS GS GRADES 14-15 AND DB/DJ GRADES 04-06 BY RACE/ETHNICITY AND SE

Grade	Career SES Development Programs	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male			Female
Totals	Population	9	7	2			7	2										
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	
GS-15	Population	3	1	2			1	2										
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	
GS-14	Population	6	6				6											
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	

Table A12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS GRADES 14-15 PayBands 4-5-6 by Race/Ethnicity and Sex (Cont'd)

Grade	Career SES Development Programs	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races			
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male			Female	Male
Pay Band DB/DJ-6	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		
Pay Band DB/DJ-5	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		
Pay Band DB/DJ-4	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		

Table A12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS GRADES 14-15 PayBands 4-5-6 by Race/Ethnicity and Sex (Cont'd)

Grade	Career SES Development Programs	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male			Female
Totals	Population	100.0%	77.78%	22.22%			77.78%	22.22%										
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	
GS-15	Population	100.0%	33.33%	66.67%			33.33%	66.67%										
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	
GS-14	Population	100.0%	100.00%				100.00%											
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	

Table A12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS GRADES 14-15 PayBands 4-5-6 by Race/Ethnicity and Sex

Grade	Career SES Development Programs	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Pay Band DB/DJ-6	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		
Pay Band DB/DJ-5	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		
Pay Band DB/DJ-4	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		

Table A12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS GRADES 14-15 PayBands 4-5-6 by Race/Ethnicity and Sex

Grade	Career SES Development Programs	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male
Totals	Population	100.00%	77.78%	22.22%			77.78%	22.22%										
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	
GS-15	Population	100.00%	33.33%	66.67%			33.33%	66.67%										
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	
GS-14	Population	100.00%	100.00%				100.00%											
	DLAMP	Unk																
	SUSTAINING BASE LDRSHIP PRGM	Unk																
	OPM SES DEVELOPMENT PRGM	Unk																
	FEDERAL EXECUTIVE INSTITUTE	Unk																
	SES SEMINARS (ALL TYPES)	Unk																
	Subtotals																	

Table A12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS GRADES 14-15 PayBands 4-5-6 by Race/Ethnicity and Sex

Grade	Career SES Development Programs	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races			
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male			Female	Male
Pay Band DB/DJ-6	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		
Pay Band DB/DJ-5	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		
Pay Band DB/DJ-4	Population																		
	DLAMP	Unk																	
	SUSTAINING BASE LDRSHIP PRGM	Unk																	
	OPM SES DEVELOPMENT PRGM	Unk																	
	FEDERAL EXECUTIVE INSTITUTE	Unk																	
	SES SEMINARS (ALL TYPES)	Unk																	
	Subtotals																		

Table A13-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Awards		Total		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Time-Off Awards, 1-9 Hours	#	1		1			1										
Total Hours		9		9			9										
Average Hours		9		9			9.00										
Time-Off Awards, Over 9 Hours	#	1	1			1											
Total Hours		100	100			100											
Average Hours		100	100			100.00											
Cash Awards*: \$500 / Less	#	126	99	27	1	90	23	4	3	4	1						
Total Dollars																	
Average Dollars																	
Cash Awards*: Over \$500	#	193	139	54	3	123	42	8	11	3	1			2			
Total Dollars																	
Average Dollars																	
Quality Step Increases	#																

* Excludes Separation Incentives

Time-Off Awards, 1-9 Hours	%	100.0%		100.00%			100.00%										
Time-Off Awards, Over 9 Hours	%	100.0%	100.00%			100.00%											
Cash Awards*: \$500 / Less	%	100.0%	78.57%	21.43%	0.79%	71.43%	18.25%	3.17%	2.38%	3.17%	0.79%						
Cash Awards*: Over \$500	%	100.0%	72.02%	27.98%	1.55%	63.73%	21.76%	4.15%	5.70%	1.55%	0.52%			1.04%			
Quality Step Increases	%																
Work Force	%	100.0%	71.09%	28.91%	0.71%	66.59%	25.12%	2.84%	3.08%	0.71%	0.71%			0.24%			
Average Cash Award / Employee	\$																

Table A13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Race/Ethnicity and Sex

Awards	Total			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Code	AwardType																
9L	Performance	224	168	56	3		151	43	10	12	3	1			1		
8B	On-the-Spot Cash	70	54	16	1		48	14	1	1	4	1					
6	Special Act or Service	22	15	7			13	6	1	1				1			
80	Time Off	2	1	1			1	1									
7	Quality Step Increase	9	5	4			4	4						1			
43	Safety	3	1	2			1	2									
60	Suggestion Cash																
3	Invention Cash																
34	Superior Civilian Service																
45	Other Cash Recognition																
66	SES Bonus																
67	SES Meritor Rank																
68	SES Distinguished Rank																
8C	OTS/Special Act Cash																
93	Separation Incentive	4	2	2			2			2							
9B	USUHS Exceptional Svc																
EO	Cdrs Awd for Civ Svc																
QV	Patent Cash																
	Total Recipients	334	246	88	4		220	70	12	16	7	2		3			

Table A13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Race/Ethnicity and Sex

Awards		Total		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Code	AwardType	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
9L	Performance	100.00%	75.00%	25.00%	1.34%		67.41%	19.20%	4.46%	5.36%	1.34%	0.45%			0.45%		
8B	On-the-Spot Cash	100.00%	77.14%	22.86%	1.43%		68.57%	20.00%	1.43%	1.43%	5.71%	1.43%					
6	Special Act or Service	100.00%	68.18%	31.82%			59.09%	27.27%	4.55%	4.55%					4.55%		
80	Time Off	100.00%	50.00%	50.00%			50.00%	50.00%									
7	Quality Step Increase	100.00%	55.56%	44.44%			44.44%	44.44%							11.11%		
43	Safety	100.00%	33.33%	66.67%			33.33%	66.67%									
60	Suggestion Cash																
3	Invention Cash																
34	Superior Civilian Service																
45	Other Cash Recognition																
66	SES Bonus																
67	SES Meritor Rank																
68	SES Distinguished Rank																
8C	OTS/Special Act Cash																
93	Separation Incentive	100.00%	50.00%	50.00%			50.00%			50.00%							
9B	USUHS Exceptional Svc																
EO	Cdrs Awd for Civ Svc																
QV	Patent Cash																
	Total Recipients	100.00%	73.65%	26.35%	1.20%		65.87%	20.96%	3.59%	4.79%	2.10%	0.60%			0.90%		

Table A13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Race/Ethnicity and Sex

Awards		Total		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Code	AwardType	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
9L	Performance Award	67.07%	68.29%	63.64%	75.00%		68.64%	61.43%	83.33%	75.00%	42.86%	50.00%			33.33%		
8B	On-the-Spot Cash	20.96%	21.95%	18.18%	25.00%		21.82%	20.00%	8.33%	6.25%	57.14%	50.00%					
6	Special Act or Service	6.59%	6.10%	7.95%			5.91%	8.57%	8.33%	6.25%					33.33%		
80	Time Off	0.60%	0.41%	1.14%			0.45%	1.43%									
7	Quality Step Increase	2.69%	2.03%	4.55%			1.82%	5.71%							33.33%		
43	Safety	0.90%	0.41%	2.27%			0.45%	2.86%									
60	Suggestion Cash																
3	Invention Cash																
34	Superior Civilian Service																
45	Other Cash Recognition																
66	SES Bonus																
67	SES Meritor Rank																
68	SES Distinguished Rank																
8C	OTS/Special Act Cash																
93	Separation Incentive	1.20%	0.81%	2.27%			0.91%			12.50%							
9B	USUHS Exceptional Svc																
EO	Cdrs Awd for Civ Svc																
QV	Patent Cash																
	Total Recipients	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%		

Table A13-3: EMPLOYEE RECOGNITION AND PERFORMANCE AWARDS BY PERFORMANCE RATING - Distribution by Race/Ethnicity and Sex

Performance Awards (9L) By Performance Rating		Totals			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
Code / Rating		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
NOT APPLICABLE	#																	
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
5 EXCEPTIONAL	#	300	215	85	3		197	73	10	11	4	1			1			
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
4 HIGHLY SUCCESSFUL	#	38	27	11			25	10	2			1						
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
INELIG MERIT INCR	#																	
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
3 FULLY SUCCESSFUL	#	15	13	2			12	2	1									
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
2 MARGINAL / MINIM SAT	#																	
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
1 UNSATIS'TORY	#																	
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
0 NOT RATED	#	18	10	8			10	7		1								
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
Z EXCLUSION	#																	
Total Awd Amount	\$																	
Avg Awd Amount	\$																	
Total	#	371	265	106	3		244	92	13	12	4	2			1			

Table A13-3: EMPLOYEE RECOGNITION AND AWARDS BY PERFORMANCE RATING - Distribution by Race/Ethnicity and Sex

Performance Awards (9L) By Performance Rating		Totals			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
Code / Rating		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	NOT APPLICABLE	%																
5	EXCEPTIONAL	%	100.0%	71.67%	28.33%	1.00%		65.67%	24.33%	3.33%	3.67%	1.33%	0.33%			0.33%		
4	HIGHLY SUCCESSFUL	%	100.0%	71.05%	28.95%			65.79%	26.32%	5.26%			2.63%					
	INELIG MERIT INCR	%																
3	FULLY SUCCESSFUL	%	100.0%	86.67%	13.33%			80.00%	13.33%	6.67%								
2	MARGINAL / MINIM SAT	%																
1	UNSATIS'TORY	%																
0	NOT RATED	%	100.0%	55.56%	44.44%			55.56%	38.89%		5.56%							
Z	EXCLUSION	%																

Table A13-3: EMPLOYEE RECOGNITION AND AWARDS BY PERFORMANCE RATING - Distribution by Race/Ethnicity and Sex

Performance Awards (9L) By Performance Rating		Totals			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
Code / Rating		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	NOT APPLICABLE	%																
5	EXCEPTIONAL	%	80.86%	81.13%	80.19%	100.00%		80.74%	79.35%	76.92%	91.67%	100.00%	50.00%			100.00%		
4	HIGHLY SUCCESSFUL	%	10.24%	10.19%	10.38%			10.25%	10.87%	15.38%			50.00%					
	INELIG MERIT INCR	%																
3	FULLY SUCCESSFUL	%	4.04%	4.91%	1.89%			4.92%	2.17%	7.69%								
2	MARGINAL / MINIM SAT	%																
1	UNSATIS'TORY	%																
0	NOT RATED	%	4.85%	3.77%	7.55%			4.10%	7.61%		8.33%							
Z	EXCLUSION	%																
TOTAL		%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%			100.0%			

Table A14: SEPARATIONS - Distribution by Race/Ethnicity and Sex

Type of Separation		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Voluntary	#	35	18	17			18	15		2									
Involuntary	#																		
Total Separations	#	35	18	17			18	15		2									
Total Workforce	#	422	300	122	3		281	107	12	12	3	3					1		

Voluntary	%	100.00%	51.43%	48.57%			51.43%	42.86%		5.71%									
Involuntary	%																		
Total Separations	%	100.00%	51.43%	48.57%			51.43%	42.86%		5.71%									
Total Workforce	%	100.0%	71.09%	28.91%	0.71%		66.59%	25.36%	2.84%	2.84%	0.71%	0.71%					0.24%		

Table B1: TOTAL WORKFORCE - Distribution by Disability and Veteran's Status by FY

Employment Tenure	Total Employees	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total Prior FY#	417	381	15	21	0	0	0	0	0	0	0	0	0	0
Total Prior FY%	100.00%	91.37%	3.60%	5.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Current FY#	405	374	16	15	0	0	0	0	0	0	0	0	0	0
Total Current FY%	100.00%	92.35%	3.95%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High					2.27%									
Difference #	-12	-7	1	-6	0	0	0	0	0	0	0	0	0	0
Ratio Change - %		0.98%	0.35%	-1.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	-2.88%	-1.84%	6.67%	-28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Perm. Prior FY#	394	361	15	18	0									
Perm. Prior FY%	100.00%	91.62%	3.81%	4.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Perm. Current FY#	371	341	15	15	0									
Perm. Current FY%	100.00%	91.91%	4.04%	4.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High					2.27%									
Difference #	-23	-20	0	-3	0	0	0	0	0	0	0	0	0	0
Ratio Change - %		0.29%	0.24%	-0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	-5.84%	-5.54%	0.00%	-16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp. Prior FY#	23	20		3	0									
Temp. Prior FY%	100.00%	86.96%	0.00%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp. Current FY#	34	33	1		0									
Temp. Current FY%	100.00%	97.06%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High					2.27%									
Difference #	11	13	1	-3	0	0	0	0	0	0	0	0	0	0
Ratio Change - %		10.10%	2.94%	-13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	47.83%	65.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAF Prior FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Prior FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAF Current FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Current FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High					2.27%									
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change - %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table B1: TOTAL WORKFORCE - Distribution by Disability and Veteran's Status by FY (Cont'd)

Employment Tenure	Detail for Veterans						Details for Veterans Preference							
	Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total Veterans Preference	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Total Prior FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Prior FY%	0.00%	0.00%	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 Current FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Current FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High														
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Perm. Prior FY#	0						0							
Perm. Prior FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Perm. Current FY#	0						0							
Perm. Current FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High														
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Temp. Prior FY#	0						0							
Temp. Prior FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp. Current FY#	0						0							
Temp. Current FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High														
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

NAF Prior FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Prior FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAF Current FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Current FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal High														
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change - %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table B3-1: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability and Veterans Status by FY

Occupational Groups	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total	# 419	389	13	17										
Officials and Managers	# 62	54	4	4										
Professionals	# 166	153	7	6										
Technicians	# 27	22	2	3										
Sales Workers	#													
Admin Support Workers	# 49	47		2										
Craft Workers	# 33	31		2										
Operatives	# 27	27												
Laborers	# 2	2												
Service Workers	# 53	53												

Federal High					2.27%									
Officials and Managers	% 100.00%	87.10%	6.45%	6.45%										
Professionals	% 100.00%	92.17%	4.22%	3.61%										
Technicians	% 100.00%	81.48%	7.41%	11.11%										
Sales Workers	%													
Admin Support Workers	% 100.00%	95.92%		4.08%										
Craft Workers	% 100.00%	93.94%		6.06%										
Operatives	% 100.00%	100.00%												
Laborers	% 100.00%	100.00%												
Service Workers	% 100.00%	100.00%												
Total	% 100.00%	92.84%	3.10%	4.06%		-								

Officials and Managers	% 14.80%	13.88%	30.77%	23.53%										
Professionals	% 39.62%	39.33%	53.85%	35.29%										
Technicians	% 6.44%	5.66%	15.38%	17.65%										
Sales Workers	%													
Admin Support Workers	%													
Craft Workers	% 7.88%	7.97%		11.76%										
Operatives	% 6.44%	6.94%												
Laborers	% 0.48%	0.51%												
Service Workers	% 12.65%	13.62%												
Total	% 100.00%	100.00%	100.00%	100.00%										

Table B3-1: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability and Veterans Status by FY (Cont'd)

Occupational Groups	Detail for Veterans Status						Detail for Veteran's Preference							
	Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total Veterans Preference	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Total	#													
Officials and Managers	#													
Professionals	#													
Technicians	#													
Sales Workers	#													
Admin Support Workers	#													
Craft Workers	#													
Operatives	#													
Laborers	#													
Service Workers	#													

Officials and Managers	%													
Professionals	%													
Technicians	%													
Sales Workers	%													
Admin Support Workers	%													
Craft Workers	%													
Operatives	%													
Laborers	%													
Service Workers	%													
Total	%													

Officials and Managers	%													
Professionals	%													
Technicians	%													
Sales Workers	%													
Admin Support Workers	%													
Craft Workers	%													
Operatives	%													
Laborers	%													
Service Workers	%													
Total	%													

Table B3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS - Permanent Workforce - Distribution by Disability

Occupational Groups	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
SENIOR AND EXECUTIVE PAY PLANS - TOTAL	#													
EA - ADMINISTRATIVE	#													
ED - EXPERT (APPT UNDER 5 USC 3109)	#													
EE - EXPERT OTHER	#													
EF - CONSULTANT (APPT 5 USC 3109)	#													
EG - CONSULTANT OTHER	#													
EH - ADVISORY COMMITTEE / 5 USC 3109	#													
EI - ADVISORY COMMITTEE OTHER	#													
EK - NATIONAL DEFENSE AUTHORIZATION 1955	#													
EP - DEF INTEL SENIOR EXEC SERVICE	#													
ES - SENIOR EXECUTIVE SERVICE	#													
IP - SR INTEL PROFESSIONAL (SIP)	#													
IE - SR INTEL EXEC SERVICE (SIES)	#													
SR - STATUTORY RATES	#													
ST - SCIENTIFIC & PROFESSIONAL	#													
DB-6 - PAY BANDED ABOVE GS-15	#													

Table B3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS - Permanent Workforce - Distribution by Disability (Cont'd)

Occupational Groups	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Federal High				2.27%										
SENIOR AND EXECUTIVE PAY PLANS - TOTAL	%													
EA - ADMINISTRATIVE	%													
ED - EXPERT (APPT UNDER 5 USC 3109)	%													
EE - EXPERT OTHER	%													
EF - CONSULTANT (APPT 5 USC 3109)	%													
EG - CONSULTANT OTHER	%													
EH - ADVISORY COMMITTEE / 5 USC 3109	%													
EI - ADVISORY COMMITTEE OTHER	%													
EK - NATIONAL DEFENSE AUTHORIZATION 1955	%													
EP - DEF INTEL SENIOR EXEC SERVICE	%													
ES - SENIOR EXECUTIVE SERVICE	%													
IP - SR INTEL PROFESSIONAL (SIP)	%													
IE - SR INTEL EXEC SERVICE (SIES)	%													
SR - STATUTORY RATES	%													
ST - SCIENTIFIC & PROFESSIONAL	%													
DB-6 - PAY BANDED ABOVE GS-15	%													

Table B3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS - Permanent Workforce - Distribution by Disability (Cont'd)

Occupational Groups	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Federal High				2.27%										
SENIOR AND EXECUTIVE PAY PLANS - TOTAL	%													
EA - ADMINISTRATIVE	%													
ED - EXPERT (APPT UNDER 5 USC 3109)	%													
EE - EXPERT OTHER	%													
EF - CONSULTANT (APPT 5 USC 3109)	%													
EG - CONSULTANT OTHER	%													
EH - ADVISORY COMMITTEE / 5 USC 3109	%													
EI - ADVISORY COMMITTEE OTHER	%													
EK - NATIONAL DEFENSE AUTHORIZATION 1955	%													
EP - DEF INTEL SENIOR EXEC SERVICE	%													
ES - SENIOR EXECUTIVE SERVICE	%													
IP - SR INTEL PROFESSIONAL (SIP)	%													
IE - SR INTEL EXEC SERVICE (SIES)	%													
SR - STATUTORY RATES	%													
ST - SCIENTIFIC & PROFESSIONAL	%													
DB-6 - PAY BANDED ABOVE GS-15	%													

Table B3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS - Permanent Workforce - Distribution by Veterans Status & Preference

Occupational Groups		Detail for Veterans Status						Detail for Veterans Preference						
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total Veterans Preference	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other
SENIOR AND EXECUTIVE PAY PLANS - TOTAL	#													
EA - ADMINISTRATIVE	#													
ED - EXPERT (APPT UNDER 5 USC 3109)	#													
EE - EXPERT OTHER	#													
EF - CONSULTANT (APPT 5 USC 3109)	#													
EG - CONSULTANT OTHER	#													
EH - ADVISORY COMMITTEE / 5 USC 3109	#													
EI - ADVISORY COMMITTEE OTHER	#													
EK - NATIONAL DEFENSE AUTHORIZATION 1955	#													
EP - DEF INTEL SENIOR EXEC SERVICE	#													
ES - SENIOR EXECUTIVE SERVICE	#													
IP - SR INTEL PROFESSIONAL (SIP)	#													
IE - SR INTEL EXEC SERVICE (SIES)	#													
SR - STATUTORY RATES	#													
ST - SCIENTIFIC & PROFESSIONAL	#													
DB-6 - PAY BANDED ABOVE GS-15	#													

Table B3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS - Permanent Workforce - Distribution by Veterans Status & Preference

Occupational Groups	Detail for Veterans Status						Detail for Veterans Preference							
	Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total Veterans Preference	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
SENIOR AND EXECUTIVE PAY PLANS - TOTAL	%													
EA - ADMINISTRATIVE	%													
ED - EXPERT (APPT UNDER 5 USC 3109)	%													
EE - EXPERT OTHER	%													
EF - CONSULTANT (APPT 5 USC 3109)	%													
EG - CONSULTANT OTHER	%													
EH - ADVISORY COMMITTEE / 5 USC 3109	%													
EI - ADVISORY COMMITTEE OTHER	%													
EK - NATIONAL DEFENSE AUTHORIZATION 1955	%													
EP - DEF INTEL SENIOR EXEC SERVICE	%													
ES - SENIOR EXECUTIVE SERVICE	%													
IP - SR INTEL PROFESSIONAL (SIP)	%													
IE - SR INTEL EXEC SERVICE (SIES)	%													
SR - STATUTORY RATES	%													
ST - SCIENTIFIC & PROFESSIONAL	%													
DB-6 - PAY BANDED ABOVE GS-15	%													

Table B3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS - Permanent Workforce - Distribution by Veterans Status & Preference

Occupational Groups	Detail for Veterans Status						Detail for Veterans Preference							
	Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total Veterans Preference	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
SENIOR AND EXECUTIVE PAY PLANS - TOTAL	%													
EA - ADMINISTRATIVE	%													
ED - EXPERT (APPT UNDER 5 USC 3109)	%													
EE - EXPERT OTHER	%													
EF - CONSULTANT (APPT 5 USC 3109)	%													
EG - CONSULTANT OTHER	%													
EH - ADVISORY COMMITTEE / 5 USC 3109	%													
EI - ADVISORY COMMITTEE OTHER	%													
EK - NATIONAL DEFENSE AUTHORIZATION 1955	%													
EP - DEF INTEL SENIOR EXEC SERVICE	%													
ES - SENIOR EXECUTIVE SERVICE	%													
IP - SR INTEL PROFESSIONAL (SIP)	%													
IE - SR INTEL EXEC SERVICE (SIES)	%													
SR - STATUTORY RATES	%													
ST - SCIENTIFIC & PROFESSIONAL	%													
DB-6 - PAY BANDED ABOVE GS-15	%													

Table B3-3: SUPERVISORS - PERMANENT WORK FORCE - Distribution by Disability

Supervisory Status	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
SUPERVISOR	#	44	43		1	1				1				
SECOND LEVEL SUPERVISOR	#													
MANAGER	#													
SUPERVISOR (CSRA)	#	10	9		1									
MANAGEMENT OFFICIAL (CSRA)	#	2	2											
LEADER	#	5	5											
TEAM LEADER (GS)	#													
TOTAL	#	61	59		2	1				1				

Federal High					2.27%									
SUPERVISOR	%	100.00%	97.73%		2.27%					2.27%				
SECOND LEVEL SUPERVISOR	%													
MANAGER	%													
SUPERVISOR (CSRA)	%	100.00%	90.00%		10.00%									
MANAGEMENT OFFICIAL (CSRA)	%	100.00%	100.00%											
LEADER	%	100.00%	100.00%											
TEAM LEADER (GS)	%													
TOTAL	%	100.00%	96.72%		3.28%	1.64%				1.64%				

Federal High					2.27%									
SUPERVISOR	%	72.13%	72.88%		50.00%	100.00%				100.00%				
SECOND LEVEL SUPERVISOR	%													
MANAGER	%													
SUPERVISOR (CSRA)	%	16.39%	15.25%		50.00%									
MANAGEMENT OFFICIAL (CSRA)	%	3.28%	3.39%											
LEADER	%	8.20%	8.47%											
TEAM LEADER (GS)	##													
TOTAL	##	100.00%	100.00%		100.00%	100.00%				100.00%				

Table B3-3: SUPERVISORS - PERMANENT WORK FORCE - Distribution by Veterans Status and Preference

Supervisory Status		Detail by Veterans Status						Detail by Veterans Preference							
		Total Veterans	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total Veterans Preference	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
SUPERVISOR	#														
SECOND LEVEL SUPERVISOR	#														
MANAGER	#														
SUPERVISOR (CSRA)	#														
MANAGEMENT OFFICIAL (CSRA)	#														
LEADER	#														
TEAM LEADER (GS)	#														
TOTAL	#														

SUPERVISOR	%														
SECOND LEVEL SUPERVISOR	%														
MANAGER	%														
SUPERVISOR (CSRA)	%														
MANAGEMENT OFFICIAL (CSRA)	%														
LEADER	%														
TEAM LEADER (GS)	%														
TOTAL	%														

SUPERVISOR	%														
SECOND LEVEL SUPERVISOR	%														
MANAGER	%														
SUPERVISOR (CSRA)	%														
MANAGEMENT OFFICIAL (CSRA)	%														
LEADER	%														
TEAM LEADER (GS)	%														
TOTAL	%														

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability & Veteran's Status (Cont'd)

GS/GM, SES, and Related Grades	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total GS/GM/GG	#	300	272	14	14	3				3				
GS-01	#													
GS-02	#													
GS-03	#													
GS-04	#	6	6											
GS-05	#	21	21											
GS-06	#	19	17		2	2			2					
GS-07	#	27	27											
GS-08	#	3	2		1									
GS-09	#	35	24	9	2									
GS-10	#	1	1											
GS-11	#	40	36	2	2									
GS-12	#	90	83	3	4	1			1					
GS-13	#	49	46		3									
GS-14	#	6	6											
GS-15	#	3	3											
AD	#													
All Other (Unspecified GS)	#													
NAF	%													
Pay Bands	%													
DB/DJ-1	%													
DB/DJ-2	%													
DB/DJ-3	%													
DB/DJ-4	%													
DB/DJ-5	%													
DB/DJ-6	%													
DE-1	%													
DE-2	%													
DE-3	%													
DE-4	%													
DK-1	%													
DK-2	%													
DK-3	%													
DK-4	%													
Total Non Wage Grade Pay Bands	%	300	272	14	14	3				3				

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability & Veteran's Status (Cont'd)

GS/GM, SES, and Related Grades		Total	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Total GS/GM/GG	#	100.00%	90.67%	4.67%	4.67%	1.00%				1.00%				
GS-01	#													
GS-02	#													
GS-03	#													
GS-04	#	100.00%	100.00%											
GS-05	#	100.00%	100.00%											
GS-06	#	100.00%	89.47%		10.53%	10.53%			10.53%					
GS-07	#	100.00%	100.00%											
GS-08	#	100.00%	66.67%		33.33%									
GS-09	#	100.00%	68.57%	25.71%	5.71%									
GS-10	#	100.00%	100.00%											
GS-11	#	100.00%	90.00%	5.00%	5.00%									
GS-12	#	100.00%	92.22%	3.33%	4.44%	1.11%			1.11%					
GS-13	#	100.00%	93.88%		6.12%									
GS-14	#	100.00%	100.00%											
GS-15	#	100.00%	100.00%											
AD	#													
All Other (Unspecified GS)	#													
NAF	%													
Pay Bands	%													
DB/DJ-1	%													
DB/DJ-2	%													
DB/DJ-3	%													
DB/DJ-4	%													
DB/DJ-5	%													
DB/DJ-6	%													
DE-1	%													
DE-2	%													
DE-3	%													
DE-4	%													
DK-1	%													
DK-2	%													
DK-3	%													
DK-4	%													
Total Non Wage Grade Pay Bands	%	100.00%	90.67%	4.67%	4.67%	1.00%				1.00%				

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability & Veteran's Status (Cont'd)

GS/GM, SES, and Related Grades	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total GS/GM/GG	#	100.00%	100.00%	100.00%	100.00%	100.00%				100.00%				
GS-01	#													
GS-02	#													
GS-03	#													
GS-04	#	2.00%	2.21%											
GS-05	#	7.00%	7.72%											
GS-06	#	6.33%	6.25%		14.29%	66.67%			66.67%					
GS-07	#	9.00%	9.93%											
GS-08	#	1.00%	0.74%		7.14%									
GS-09	#	11.67%	8.82%	64.29%	14.29%									
GS-10	#	0.33%	0.37%											
GS-11	#	13.33%	13.24%	14.29%	14.29%									
GS-12	#	30.00%	30.51%	21.43%	28.57%	33.33%			33.33%					
GS-13	#	16.33%	16.91%		21.43%									
GS-14	#	2.00%	2.21%											
GS-15	#	1.00%	1.10%											
AD	#													
All Other (Unspecified GS)	#													
NAF	%													
Pay Bands	%													
DB/DJ-1	%													
DB/DJ-2	%													
DB/DJ-3	%													
DB/DJ-4	%													
DB/DJ-5	%													
DB/DJ-6	%													
DE-1	%													
DE-2	%													
DE-3	%													
DE-4	%													
DK-1	%													
DK-2	%													
DK-3	%													
DK-4	%													
Total Non Wage Grade Pay Bands	%	100.00%	100.00%	100.00%	100.00%	100.00%			100.00%					

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability & Veteran's Status (Cont'd)

GS/GM, SES, and Related Grades		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Total GS/GM/GG	#														
GS-01	#														
GS-02	#														
GS-03	#														
GS-04	#														
GS-05	#														
GS-06	#														
GS-07	#														
GS-08	#														
GS-09	#														
GS-10	#														
GS-11	#														
GS-12	#														
GS-13	#														
GS-14	#														
GS-15	#														
AD	#														
All Other (Unspecified GS)	#														
NAF	%														
Pay Bands	%														
DB/DJ-1	%														
DB/DJ-2	%														
DB/DJ-3	%														
DB/DJ-4	%														
DB/DJ-5	%														
DB/DJ-6	%														
DE-1	%														
DE-2	%														
DE-3	%														
DE-4	%														
DK-1	%														
DK-2	%														
DK-3	%														
DK-4	%														
Total Non Wage Grade Pay Bands	%														

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability & Veteran's Status (Cont'd)

GS/GM, SES, and Related Grades		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Total GS/GM/GG	#														
GS-01	#														
GS-02	#														
GS-03	#														
GS-04	#														
GS-05	#														
GS-06	#														
GS-07	#														
GS-08	#														
GS-09	#														
GS-10	#														
GS-11	#														
GS-12	#														
GS-13	#														
GS-14	#														
GS-15	#														
AD	#														
All Other (Unspecified GS)	#														
NAF	%														
Pay Bands	%														
DB/DJ-1	%														
DB/DJ-2	%														
DB/DJ-3	%														
DB/DJ-4	%														
DB/DJ-5	%														
DB/DJ-6	%														
DE-1	%														
DE-2	%														
DE-3	%														
DE-4	%														
DK-1	%														
DK-2	%														
DK-3	%														
DK-4	%														
Total Non Wage Grade Pay Bands	%														

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability & Veteran's Status (Cont'd)

GS/GM, SES, and Related Grades		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Total GS/GM/GG	#														
GS-01	#														
GS-02	#														
GS-03	#														
GS-04	#														
GS-05	#														
GS-06	#														
GS-07	#														
GS-08	#														
GS-09	#														
GS-10	#														
GS-11	#														
GS-12	#														
GS-13	#														
GS-14	#														
GS-15	#														
AD	#														
All Other (Unspecified GS)	#														
NAF	%														
Pay Bands	%														
DB/DJ-1	%														
DB/DJ-2	%														
DB/DJ-3	%														
DB/DJ-4	%														
DB/DJ-5	%														
DB/DJ-6	%														
DE-1	%														
DE-2	%														
DE-3	%														
DE-4	%														
DK-1	%														
DK-2	%														
DK-3	%														
DK-4	%														
Total Non Wage Grade Pay Bands	%														

Table B5-1: PARTICIPATION RATES ACROSS WG AND EQUIVALENT GRADES by Disability & Veteran's Status

WG, WK, WY and XF Pay Plans		TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Grade 01	#													
Grade 02	#													
Grade 03	#													
Grade 04	#													
Grade 05	#													
Grade 06	#	8	8											
Grade 07	#													
Grade 08	#	4	3		1									
Grade 09	#													
Grade 10	#	6	6											
Grade 11	#	6	6											
Grade 12	#													
Grade 13	#													
Grade 14	#													
Grade 15	#													
Grade 16	#													
Grade 17	#													
Grade 18	#													
Ungraded	#													
All Other	#													
TOTAL	#	24	23		1									

Table B5-1: PARTICIPATION RATES ACROSS WG AND EQUIVALENT GRADES by Disability & Veteran's Status

WG, WK, WY and XF Pay Plans	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%	100.00%	100.00%											
Grade 07	%													
Grade 08	%	100.00%	75.00%	25.00%										
Grade 09	%													
Grade 10	%	100.00%	100.00%											
Grade 11	%	100.00%	100.00%											
Grade 12	%													
Grade 13	%													
Grade 14	%													
Grade 15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%	100.00%	95.83%	4.17%										

Table B5: PARTICIPATION RATES ACROSS WAGE SYSTEM GRADES by Disability & Veteran's Status (Cont'd)

WG, WK, WY and XF Pay Plans	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%	33.33%	34.78%											
Grade 07	%													
Grade 08	%	16.67%	13.04%	100.00%										
Grade 09	%													
Grade 10	%	25.00%	26.09%											
Grade 11	%	25.00%	26.09%											
Grade 12	%													
Grade 13	%													
Grade 14	%													
Grade 15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%	100.00%	100.00%	100.00%										

Table B5-1: PARTICIPATION RATES ACROSS WG AND EQUIVALENT GRADES by Disability & Veteran's Status

WG, WK, WY and XF Pay Plans		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Grade 01	#														
Grade 02	#														
Grade 03	#														
Grade 04	#														
Grade 05	#														
Grade 06	#														
Grade 07	#														
Grade 08	#														
Grade 09	#														
Grade 10	#														
Grade 11	#														
Grade 12	#														
Grade 13	#														
Grade 14	#														
Grade 15	#														
Grade 16	#														
Grade 17	#														
Grade 18	#														
Ungraded	#														
All Other	#														
TOTAL	#														

Table B5-1: PARTICIPATION RATES ACROSS WG AND EQUIVALENT GRADES by Disability & Veteran's Status

WG, WK, WY and XF Pay Plans		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
Grade 01	%														
Grade 02	%														
Grade 03	%														
Grade 04	%														
Grade 05	%														
Grade 06	%														
Grade 07	%														
Grade 08	%														
Grade 09	%														
Grade 10	%														
Grade 11	%														
Grade 12	%														
Grade 13	%														
Grade 14	%														
Grade 15	%														
Grade 16	%														
Grade 17	%														
Grade 18	%														
Ungraded	%														
All Other	%														
TOTAL	%														

Table B5: PARTICIPATION RATES ACROSS WAGE SYSTEM GRADES by Disability & Veteran's Status (Cont'd)

WG, WK, WY and XF Pay Plans		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Grade 01	%														
Grade 02	%														
Grade 03	%														
Grade 04	%														
Grade 05	%														
Grade 06	%														
Grade 07	%														
Grade 08	%														
Grade 09	%														
Grade 10	%														
Grade 11	%														
Grade 12	%														
Grade 13	%														
Grade 14	%														
Grade 15	%														
Grade 16	%														
Grade 17	%														
Grade 18	%														
Ungraded	%														
All Other	%														
TOTAL	%														

Table B5-2: PARTICIPATION RATES ACROSS WL/WS & EQUIVALENT GRADES by Disability & Veteran's Status

WA, WL, WO, WS, XG, and XL Pay Plans		TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Grade 01	#													
Grade 02	#													
Grade 03	#													
Grade 04	#													
Grade 05	#													
Grade 06	#													
Grade 07	#													
Grade 08	#	4	4											
Grade 09	#													
Grade 10	#													
Grade 11	#	10	10											
Grade 12	#													
Grade 13	#													
Grade 14	#	3	3											
Grade 15	#	6	6											
Grade 16	#	3	3											
Grade 17	#													
Grade 18	#													
Ungraded	#													
All Other	#													
TOTAL	#	26	26											

Table B5-2: PARTICIPATION RATES ACROSS WL/WS & EQUIVALENT GRADES by Disability & Veteran's Status

WA, WL, WO, WS, XG, and XL Pay Plans	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%													
Grade 07	%													
Grade 08	%	100.00%	100.00%											
Grade 09	%													
Grade 10	%													
Grade 11	%	100.00%	100.00%											
Grade 12	%													
Grade 13	%													
Grade 14	%	100.00%	100.00%											
Grade 15	%	100.00%	100.00%											
Grade 16	%	100.00%	100.00%											
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%	100.00%	100.00%											

Table B5: PARTICIPATION RATES ACROSS WAGE SYSTEM GRADES by Disability & Veteran's Status (Cont'd)

WA, WL, WO, WS, XG, and XL Pay Plans	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%													
Grade 07	%													
Grade 08	%	15.38%	15.38%											
Grade 09	%													
Grade 10	%													
Grade 11	%	38.46%	38.46%											
Grade 12	%													
Grade 13	%													
Grade 14	%	11.54%	11.54%											
Grade 15	%	23.08%	23.08%											
Grade 16	%	11.54%	11.54%											
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%	100.00%	100.00%											

Table B5-2: PARTICIPATION RATES ACROSS WL/WS & EQUIVALENT GRADES by Disability & Veteran's Status

WA, WL, WO, WS, XG, and XL Pay Plans		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Grade 01	#														
Grade 02	#														
Grade 03	#														
Grade 04	#														
Grade 05	#														
Grade 06	#														
Grade 07	#														
Grade 08	#														
Grade 09	#														
Grade 10	#														
Grade 11	#														
Grade 12	#														
Grade 13	#														
Grade 14	#														
Grade 15	#														
Grade 16	#														
Grade 17	#														
Grade 18	#														
Ungraded	#														
All Other	#														
TOTAL	#														

Table B5-2: PARTICIPATION RATES ACROSS WL/WS & EQUIVALENT GRADES by Disability & Veteran's Status

WA, WL, WO, WS, XG, and XL Pay Plans		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Grade 01	%														
Grade 02	%														
Grade 03	%														
Grade 04	%														
Grade 05	%														
Grade 06	%														
Grade 07	%														
Grade 08	%														
Grade 09	%														
Grade 10	%														
Grade 11	%														
Grade 12	%														
Grade 13	%														
Grade 14	%														
Grade 15	%														
Grade 16	%														
Grade 17	%														
Grade 18	%														
Ungraded	%														
All Other	%														
TOTAL	%														

Table B5: PARTICIPATION RATES ACROSS WAGE SYSTEM GRADES by Disability & Veteran's Status (Cont'd)

WA, WL, WO, WS, XG, and XL Pay Plans		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Grade 01	%														
Grade 02	%														
Grade 03	%														
Grade 04	%														
Grade 05	%														
Grade 06	%														
Grade 07	%														
Grade 08	%														
Grade 09	%														
Grade 10	%														
Grade 11	%														
Grade 12	%														
Grade 13	%														
Grade 14	%														
Grade 15	%														
Grade 16	%														
Grade 17	%														
Grade 18	%														
Ungraded	%														
All Other	%														
TOTAL	%														

Table B5-3: PARTICIPATION RATES IN THE WB PAY PLAN by Disability & Veteran's Status

WB Pay Plan		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	#														
Grade 02	#														
Grade 03	#														
Grade 04	#														
Grade 05	#														
Grade 06	#														
Grade 07	#														
Grade 08	#														
Grade 09	#														
Grade 10	#														
Grade 11	#														
Grade 12	#														
Grade 13	#														
Grade 14	#														
Grade 15	#														
Grade 16	#														
Grade 17	#														
Grade 18	#														
Ungraded	#														
All Other	#	21	20		1										
TOTAL	#	21	20		1										

Table B5-3: PARTICIPATION RATES IN THE WB PAY PLAN by Disability & Veteran's Status

WB Pay Plan	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%													
Grade 07	%													
Grade 08	%													
Grade 09	%													
Grade 10	%													
Grade 11	%													
Grade 12	%													
Grade 13	%													
Grade 14	%													
Grade 15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%	100.00%	95.24%		4.76%									
TOTAL	%	100.00%	95.24%		4.76%									

Table B5-3: PARTICIPATION RATES IN THE WB PAY PLAN by Disability & Veteran's Status

WB Pay Plan	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%													
Grade 07	%													
Grade 08	%													
Grade 09	%													
Grade 10	%													
Grade 11	%													
Grade 12	%													
Grade 13	%													
Grade 14	%													
Grade 15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%	100.00%	100.00%		100.00%									
TOTAL	%	100.00%	100.00%		100.00%									

Table B5-3: PARTICIPATION RATES IN THE WB PAY PLAN by Disability & Veteran's Status

WB Pay Plan		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
Grade -01	#														
Grade -02	#														
Grade -03	#														
Grade -04	#														
Grade -05	#														
Grade -06	#														
Grade -07	#														
Grade -08	#														
Grade -09	#														
Grade -10	#														
Grade -11	#														
Grade -12	#														
Grade -13	#														
Grade -14	#														
Grade -15	#														
Grade 16	#														
Grade 17	#														
Grade 18	#														
Ungraded	#														
All Other	#														
TOTAL	#														

Table B5-3: PARTICIPATION RATES IN THE WB PAY PLAN by Disability & Veteran's Status

WB Pay Plan	Detail by Veterans Status						Detail by Veterans Preference							
	Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
Grade -01	%													
Grade -02	%													
Grade -03	%													
Grade -04	%													
Grade -05	%													
Grade -06	%													
Grade -07	%													
Grade -08	%													
Grade -09	%													
Grade -10	%													
Grade -11	%													
Grade -12	%													
Grade -13	%													
Grade -14	%													
Grade -15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%													

Table B5-3: PARTICIPATION RATES IN THE WB PAY PLAN by Disability & Veteran's Status

WB Pay Plan	Detail by Veterans Status						Detail by Veterans Preference							
	Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
Grade -01	%													
Grade -02	%													
Grade -03	%													
Grade -04	%													
Grade -05	%													
Grade -06	%													
Grade -07	%													
Grade -08	%													
Grade -09	%													
Grade -10	%													
Grade -11	%													
Grade -12	%													
Grade -13	%													
Grade -14	%													
Grade -15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%													

Table B5-4: PARTICIPATION RATES ACROSS WJ PAY PLAN GRADES by Disability & Veteran's Status

WY Pay Plan		TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Grade 01	#													
Grade 02	#													
Grade 03	#													
Grade 04	#													
Grade 05	#													
Grade 06	#													
Grade 07	#													
Grade 08	#													
Grade 09	#													
Grade 10	#													
Grade 11	#													
Grade 12	#													
Grade 13	#													
Grade 14	#													
Grade 15	#													
Grade 16	#													
Grade 17	#													
Grade 18	#													
Ungraded	#													
All Other	#													
TOTAL	#													

Table B5-4: PARTICIPATION RATES ACROSS WJ PAY PLAN GRADES by Disability & Veteran's Status

WY Pay Plan	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%													
Grade 07	%													
Grade 08	%													
Grade 09	%													
Grade 10	%													
Grade 11	%													
Grade 12	%													
Grade 13	%													
Grade 14	%													
Grade 15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%													

Table B5-4: PARTICIPATION RATES ACROSS WJ PAY PLAN GRADES by Disability & Veteran's Status

WY Pay Plan	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Grade 01	%													
Grade 02	%													
Grade 03	%													
Grade 04	%													
Grade 05	%													
Grade 06	%													
Grade 07	%													
Grade 08	%													
Grade 09	%													
Grade 10	%													
Grade 11	%													
Grade 12	%													
Grade 13	%													
Grade 14	%													
Grade 15	%													
Grade 16	%													
Grade 17	%													
Grade 18	%													
Ungraded	%													
All Other	%													
TOTAL	%													

Table B5-4: PARTICIPATION RATES ACROSS WJ PAY PLAN GRADES by Disability & Veteran's Status

WY Pay Plan		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Grade 01	#														
Grade 02	#														
Grade 03	#														
Grade 04	#														
Grade 05	#														
Grade 06	#														
Grade 07	#														
Grade 08	#														
Grade 09	#														
Grade 10	#														
Grade 11	#														
Grade 12	#														
Grade 13	#														
Grade 14	#														
Grade 15	#														
Grade 16	#														
Grade 17	#														
Grade 18	#														
Ungraded	#														
All Other	#														
TOTAL	#														

Table B5-4: PARTICIPATION RATES ACROSS WJ PAY PLAN GRADES by Disability & Veteran's Status

WY Pay Plan		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
Grade 01	%														
Grade 02	%														
Grade 03	%														
Grade 04	%														
Grade 05	%														
Grade 06	%														
Grade 07	%														
Grade 08	%														
Grade 09	%														
Grade 10	%														
Grade 11	%														
Grade 12	%														
Grade 13	%														
Grade 14	%														
Grade 15	%														
Grade 16	%														
Grade 17	%														
Grade 18	%														
Ungraded	%														
All Other	%														
TOTAL	%														

Table B5-4: PARTICIPATION RATES ACROSS WJ PAY PLAN GRADES by Disability & Veteran's Status

WY Pay Plan		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Grade 01	%														
Grade 02	%														
Grade 03	%														
Grade 04	%														
Grade 05	%														
Grade 06	%														
Grade 07	%														
Grade 08	%														
Grade 09	%														
Grade 10	%														
Grade 11	%														
Grade 12	%														
Grade 13	%														
Grade 14	%														
Grade 15	%														
Grade 16	%														
Grade 17	%														
Grade 18	%														
Ungraded	%														
All Other	%														
TOTAL	%														

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability & Veteran's Status

Job Series/Title		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
0810, Civil Engineer	#	57	55		2										
0401, Biologist General	#	43	39	3	1										
0802, Engineering Technician	#	19	15	2	2										
0018, Safety/Occup Health	#	1	1												
0025, Park Manager/ Ranger	#	39	38	1											
0301, Admin/Prog Mgmt	#	10	9		1										
0809, Construction Control	#	1	1												
0830, Mechanical Engineer	#	4	3	1											
0819, Environmental Engineer	#	4	4												
0850, Electrical Engineer	#	3	2		1										
1301, Physical Scientist General	#	7	7												
5407, Power Plant Operator	#	8	8												
	#														
	#														
	#														

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability & Veteran's Status

Job Series/Title	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
0810, Civil Engineer	% 100.0%	96.5%		3.5%										
0401, Biologist General	% 100.0%	90.7%	7.0%	2.3%										
0802, Engineering Technician	% 100.0%	78.9%	10.5%	10.5%										
0018, Safety/Occup Health	% 100.0%	100.0%												
0025, Park Manager/ Ranger	% 100.0%	97.4%	2.6%											
0301, Admin/Prog Mgmt	% 100.0%	90.0%		10.0%										
0809, Construction Control	% 100.0%	100.0%												
0830, Mechanical Engineer	% 100.0%	75.0%	25.0%											
0819, Environmental Engineer	% 100.0%	100.0%												
0850, Electrical Engineer	% 100.0%	66.7%		33.3%										
1301, Physical Scientist General	% 100.0%	100.0%												
5407, Power Plant Operator	% 100.0%	100.0%												
	%													
	%													
	%													

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability & Veteran's Status (Cont'd)

Job Series/Title		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
0810, Civil Engineer	#														
0401, Biologist General	#														
0802, Engineering Technician	#														
0018, Safety/Occup Health	#														
0025, Park Manager/ Ranger	#														
0301, Admin/Prog Mgmt	#														
0809, Construction Control	#														
0830, Mechanical Engineer	#														
0819, Environmental Engineer	#														
0850, Electrical Engineer	#														
1301, Physical Scientist General	#														
5407, Power Plant Operator	#														
	#														
	#														
	#														

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability & Veteran's Status (Cont'd)

Job Series/Title		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
0810, Civil Engineer	%														
0401, Biologist General	%														
0802, Engineering Technician	%														
0018, Safety/Occup Health	%														
0025, Park Manager/ Ranger	%														
0301, Admin/Prog Mgmt	%														
0809, Construction Control	%														
0830, Mechanical Engineer	%														
0819, Environmental Engineer	%														
0850, Electrical Engineer	%														
1301, Physical Scientist General	%														
5407, Power Plant Operator	%														
	%														
	%														
	%														

Table B7-1: APPLICANT FLOW DATA (EOD Agency) FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Series/Title	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
0810, Civil Engineer	# Unk				Unk									
0401, Biologist General	# Unk				Unk									
0802, Engineering Technician	# Unk				Unk									
5426, Lock & Dam Operator	# Unk				Unk									
0025, Park Manager/ Ranger	# Unk				Unk									
1102, Contracting	# Unk				Unk									
0809, Construction Control	# Unk				Unk									
0830, Mechanical Engineer	# Unk				Unk									
1170, Realty	# Unk				Unk									
0850, Electrical Engineer	#													
	#													
	#													
	#													
	#													
	#													

Table B7-1: APPLICANT FLOW DATA (EOD Agency) FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Series/Title	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
0810, Civil Engineer	%	Unk			Unk									
0401, Biologist General	%	Unk			Unk									
0802, Engineering Technician	%	Unk			Unk									
5426, Lock & Dam Operator	%	Unk			Unk									
0025, Park Manager/ Ranger	%	Unk			Unk									
1102, Contracting	%	Unk			Unk									
0809, Construction Control	%	Unk			Unk									
0830, Mechanical Engineer	%	Unk			Unk									
1170, Realty	%	Unk			Unk									
0850, Electrical Engineer	%	Unk			Unk									
	%													
	%													
	%													
	%													
	%													
	%													

Table B7-1: APPLICANT FLOW DATA (EOD Agency) FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Series/Title		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
0810, Civil Engineer	#	Unk					Unk								
0401, Biologist General	#	Unk					Unk								
0802, Engineering Technician	#	Unk					Unk								
5426, Lock & Dam Operator	#	Unk					Unk								
0025, Park Manager/ Ranger	#	Unk					Unk								
1102, Contracting	#	Unk					Unk								
0809, Construction Control	#	Unk					Unk								
0830, Mechanical Engineer	#	Unk					Unk								
1170, Realty	#	Unk					Unk								
0850, Electrical Engineer	#	Unk					Unk								
	#	Unk					Unk								
	#	Unk					Unk								
	#	Unk					Unk								
	#	Unk					Unk								
	#	Unk					Unk								
	#	Unk					Unk								

Table B7-1: APPLICANT FLOW DATA (EOD Agency) FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Series/Title		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
0810, Civil Engineer	##	Unk					Unk								
0401, Biologist General		Unk					Unk								
0802, Engineering Technician		Unk					Unk								
5426, Lock & Dam Operator		Unk					Unk								
0025, Park Manager/ Ranger		Unk					Unk								
1102, Contracting		Unk					Unk								
0809, Construction Control		Unk					Unk								
0830, Mechanical Engineer		Unk					Unk								
1170, Realty		Unk					Unk								
0850, Electrical Engineer		Unk					Unk								
		Unk					Unk								
		Unk					Unk								
		Unk					Unk								
		Unk					Unk								
		Unk					Unk								
		Unk					Unk								

Table B7-2: Internal Accession (Date Arrived Servicing CCPO) PARTICIPATION RATES FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
0810, Civil Engineer	# 18	17		1										
0401, Biologist General	# 3	3												
0802, Engineering Technician	# 5	3	1	1										
0819, Environmental Engineer	# 1	1												
0830, Mechanical Engineer	# 1	1												
0850, Electrical Engineer	# 2	1		1										
	#													
	#													
	#													
	#													
	#													
	#													
	#													
	#													
	#													

Table B7-2: Internal Accession (Date Arrived Servicing CCPO) PARTICIPATION RATES FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
0810, Civil Engineer	% 100.0%	94.4%		5.6%										
0401, Biologist General	% 100.0%	100.0%												
0802, Engineering Technician	% 100.0%	60.0%	20.0%	20.0%										
0819, Environmental Engineer	% 100.0%	100.0%												
0830, Mechanical Engineer	% 100.0%	100.0%												
0850, Electrical Engineer	% 100.0%	50.0%		50.0%										
	%													
	%													
	%													
	%													
	%													
	%													
	%													
	%													

Table B7-2: Internal Accession (Date Arrived Servicing CCPO) PARTICIPATION RATES FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Series/Title		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
0810, Civil Engineer	##														
0401, Biologist General	##														
0802, Engineering Technician	##														
0819, Environmental Engineer	##														
0830, Mechanical Engineer	##														
0850, Electrical Engineer	##														
	##														
	##														
	##														
	##														
	##														
	##														
	##														
	##														
	##														

Table B7-2: Internal Accession (Date Arrived Servicing CCPO) PARTICIPATION RATES FOR MAJOR OCCUPATIONS by Disability & Veteran's Status

Job Series/Title		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
0810, Civil Engineer	##														
0401, Biologist General	##														
0802, Engineering Technician	##														
0819, Environmental Engineer	##														
0830, Mechanical Engineer	##														
0850, Electrical Engineer	##														
	##														
	##														
	##														
	##														
	##														
	##														
	##														
	##														
	##														

Table B8: NEW HIRES (EOD Agency) - Distribution by Disability

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

Permanent	%													
Temporary	%													
NAF	%													
Total	%													

Table B8: NEW HIRES (EOD Agency) - Distribution by Veteran's Status

Type of Appointment	Total	Detail by Veterans Status					Detail by Veterans Preference							
		Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/ Disability	10-Point/ Compensable	10-Point/ Other	10-Point Compensable/ 30%
Permanent	#													
Temporary	#													
NAF	#													
Total	#													

Permanent	%													
Temporary	%													
NAF	%													
Total	%													

Table B9: NEW HIRES (Date Arrived Svc CCPO) - Distribution by Disability

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Permanent	#	21	21												
Temporary	#	19	18		1										
NAF	#	0				0									
Total	#	40	39	0	1	0	0	0	0	0	0	0	0	0	0

Permanent	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Temporary	%	100.0%	94.7%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NAF	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	%	100.0%	97.5%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Table B9: NEW HIRES (Date Arrived Svc CCPO) - Distribution by Veteran's Status

Type of Appointment	Total	Detail by Veterans Status					Detail by Veterans Preference								
		Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%	
Permanent	#	0													
Temporary	#	0													
NAF	#	0													
Total	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Permanent	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Temporary	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NAF	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Table B10-1: CAREER LADDER (LEGAL AUTHORITY N6M) PROMOTIONS - All Types with Time in Grade by Disability

Employees in Career Ladder Programs (i.e 9-11-12)	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total Career Ladder Promotions	3	2		1										
Time in Grade in Excess of Minimum														
1-12 months	#													
13-24 months	#	3	2	1										
25+ months	#													
Time in Grade in Excess of Minimum					2.27%									
1-12 months	%													
13-24 months	%	100.00%	66.67%	33.33%										
25+ months	%													

Table B10-1: CAREER LADDER (LEGAL AUTHORITY N6M) PROMOTIONS - All Types with Time in Grade by Veteran's Status

Career Ladder Promotions (i.e 9-11-12)	Detail by Veterans Status						Detail by Veterans Preference							
	Total	Pre-Vietnam Era Vet (B)	Not a Vietnam-Era Vet (N)	Post-Vietnam-Era Vet (P)	Vietnam-Era Vet (V)	Not a Veteran (X)	Total	Preference (NAF Only)	None (1)	5-Point (2)	10-Point/Disability (3)	10-Point/Compensable (4)	10-Point/Other (5)	10-Point/Compensable/30% (6)
Total Career Ladder Promotions														
Time in Grade in Excess of Minimum														
1-12 months	#													
13-24 months	#													
25+ months	#													
Time in Grade in Excess of Minimum														
1-12 months	%													
13-24 months	%													
25+ months	%													

Table B10-2: CAREER PROGRAMS PROMOTIONS - All Types with Time in Grade by Disability

Promotions of Career Program Employees by Number of Months Since Date Last Promotion	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total Employees in Career Program	#				0									
Time in Grade														
1-12 months	#				0									
13-24 months	#				0									
25- 36 months	#				0									
37 - 48 Months	#				0									
48+ Months	#				0									

Total Employees in Career Program	%				#DIV/0!									
Time in Grade														
1-12 months	%				#DIV/0!									
13-24 months	%				#DIV/0!									
25- 36 months	%				#DIV/0!									
37 - 48 Months	%				#DIV/0!									
48+ Months	%				#DIV/0!									

Table B10-2: CAREER PROGRAMS PROMOTIONS - All Types with Time in Grade by Veteran's Status

Promotions of Career Program Employees by Number of Months Since Date Last Promotion		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Total Employees in Career Program	#	17882	44	8091	997	1743	7007	17882		14782	2468	87	278	27	240
Time in Grade		#REF!	#REF!	#REF!	#REF!										
1-12 months	#														
13-24 months	#														
25- 36 months	#														
37 - 48 Months	#														
48+ Months	#														

Total Employees in Career Program	%	100.00%	0.25%	45.25%	5.58%	9.75%	39.18%	100.00%		82.66%	13.80%	0.49%	1.55%	0.15%	1.34%
Time in Grade		100.00%	0.25%	45.25%	5.58%										
1-12 months	%														
13-24 months	%														
25- 36 months	%														
37 - 48 Months	%														
48+ Months	%														

Table B11: PROMOTIONS/SELECTIONS (Date Last Promotion) FOR SENIOR LEVEL POSITIONS (GS 13-14, GS 15-SES) by Disability Status

Grades	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
CAREER SES AND EQUIV														
GS/GG/GM 15														
GS/GG/GM 14														
GS/GG/GM 13														
GS/GG 12														
TOTAL														

CAREER SES AND EQUIV														
Relevant Employee Pool From Grade 14-15	100.00%	100.00%												
GS/GG/GM 15														
Relevant Employee Pool From Grade 14	100.00%	100.00%												
GS/GG/GM 14														
Relevant Employee Pool From Grade 13	100.00%	93.88%		6.12%										
GS/GG/GM 13														
Relevant Employee Pool From Grade 12	100.00%	92.22%	3.33%	4.44%	1.11%				1.11%					
GS/GG 12														
Relevant Employee Pool 11	100.00%	100.00%	100.00%	100.00%	100.00%				100.00%					

TABLE B11: POOL FOR PROMOTIONS TO SENIOR LEVEL POSITIONS

Groups	Total Employees	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
CAREER SES AND EQUIV														
GS/GG/GM 15	3	3												
GS/GG/GM 14	6	6												
GS/GG/GM 13	49	46		3										
GS/GG 12	90	83	3	4	1				1					
GS/GG 11	40	36	2	2										
TOTAL	148	138	3	7	1				1					

CAREER SES AND EQUIV														
GS/GG/GM 15	100.00%	100.00%												
GS/GG/GM 14	100.00%	100.00%												
GS/GG/GM 13	100.00%	93.88%		6.12%										
GS/GG 12	100.00%	92.22%	3.33%	4.44%	1.11%				1.11%					
GS/GG 11	100.00%	90.00%	5.00%	5.00%										
TOTAL	100.00%	93.24%	2.03%	4.73%	0.68%				0.68%					

CAREER SES AND EQUIV														
GS/GG/GM 15	2.03%	2.17%												
GS/GG/GM 14	4.05%	4.35%												
GS/GG/GM 13	33.11%	33.33%		42.86%										
GS/GG 12	60.81%	60.14%	100.00%	57.14%	100.00%				100.00%					
GS/GG 11	27.03%	26.09%	66.67%	28.57%										
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%				100.00%					

Table B11: PROMOTIONS/SELECTIONS (Date Last Promotion) FOR SENIOR LEVEL POSITIONS (GS 13-14, GS 15-SES) by Veterans Status

Grades	Detail by Veterans Status						Detail by Veterans Preference							
	Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
CAREER SES AND EQUIV														
GS/GG/GM 15														
GS/GG/GM 14														
GS/GG/GM 13														
GS/GG 12														
Total														

CAREER SES AND EQUIV														
Relevant Employee Pool From Grade 14-15														
GS/GG/GM 15														
Relevant Employee Pool From Grade 14														
GS/GG/GM 14														
Relevant Employee Pool From Grade 13														
GS/GG/GM 13														
Relevant Employee Pool From Grade 12														
GS/GG 12														
Relevant Employee Pool 11														

TABLE B11: POOL FOR PROMOTIONS TO SENIOR LEVEL POSITIONS

Groups	Detail by Veterans Status						Detail by Veterans Preference							
	Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
CAREER SES AND EQUIV														
GS/GG/GM 15														
GS/GG/GM 14														
GS/GG/GM 13														
GS/GG 12														
GS/GG 11														
TOTAL														

CAREER SES AND EQUIV														
GS/GG/GM 15														
GS/GG/GM 14														
GS/GG/GM 13														
GS/GG 12														
GS/GG 11														
TOTAL														

CAREER SES AND EQUIV														
GS/GG/GM 15														
GS/GG/GM 14														
GS/GG/GM 13														
GS/GG 12														
GS/GG 11														
TOTAL														

Table B12-1: PARTICIPATION IN CAREER PROGRAMS by Disability Status

Code	Career Program Name	Total	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
00	NOT IN CAREER PROGRAM													
10	CIVILIAN PERSONNEL ADMIN													
11	COMPTROLLER	14	12	1	1									
12	SAFETY MANAGEMENT	1	1											
13	SUPPLY MANAGEMENT	1			1	1				1				
14	CONTRACT & ACQUISITION MGT													
15	QUALITY/RELIABILITY ASSUR													
16	ENGRS & SCITSTS (NON-CONS)	13	11	2										
17	MATERIEL MAINTENANCE MGT	4	4											
18	ENGRS & SCITSTS (RES & CONST)	167	156	5	6									
19	SECURITY	1	1											
20	QUALITY ASSUR SPEC. AMMO													
21	LIBRARIAN													
22	PUBLIC AFFAIRS & COMM MEDIA	2	2											
24	TRANSPORTATION MGMT	1	1											
25	COMMUNICATIONS													
26	MANPOWER & FORCE MGMT	1	1											
27	HOUSING MANAGEMENT													
28	EQUAL EMPLOYMENT OPPTY	1	1											
29	COMMISSARY MANAGEMENT													
30	RECORDS MANAGEMENT													
31	EDUCATION SERVICES													
32	TRAINING													
33	AMMUNITION MANAGMENT													
34	INFORMATION MISSION AREA	4	3	1										
35	INTELLIGENCE EXCEPTED SVC													
50	MILITARY PERSONNEL MGMT													
56	LAW	2	2											
61	ATTORNEY (AMC & COE ONLY)													
	TOTALS	212	195	9	8	1				1				

Table B12-1: PARTICIPATION IN CAREER PROGRAMS by Disability Status

Code	Career Program Name	Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
00	NOT IN CAREER PROGRAM														
10	CIVILIAN PERSONNEL ADMIN														
11	COMPROLLER	100.0%	85.7%	7.1%	7.1%										
12	SAFETY MANAGEMENT	100.0%	100.0%												
13	SUPPLY MANAGEMENT	100.0%			100.0%	100.0%				100.0%					
14	CONTRACT & ACQUISITION MGT														
15	QUALITY/RELIABILITY ASSUR														
16	ENGRS & SCITSTS (NON-CONS)	100.0%	84.6%	15.4%											
17	MATERIEL MAINTENANCE MGT	100.0%	100.0%												
18	ENGRS & SCITSTS (RES & CONS)	100.0%	93.4%	3.0%	3.6%										
19	SECURITY	100.0%	100.0%												
20	QUALITY ASSUR SPEC. AMMO														
21	LIBRARIAN														
22	PUBLIC AFFAIRS & COMM MEDIA	100.0%	100.0%												
24	TRANSPORTATION MGMT	100.0%	100.0%												
25	COMMUNICATIONS														
26	MANPOWER & FORCE MGMT	100.0%	100.0%												
27	HOUSING MANAGEMENT														
28	EQUAL EMPLOYMENT OPP'TY	100.0%	100.0%												
29	COMMISSARY MANAGEMENT														
30	RECORDS MANAGEMENT														
31	EDUCATION SERVICES														
32	TRAINING														
33	AMMUNITION MANAGMENT														
34	INFORMATION MISSION AREA	100.0%	75.0%	25.0%											
35	INTELLIGENCE EXCEPTED SVC														
50	MILITARY PERSONNEL MGMT														
56	LAW	100.0%	100.0%												
61	ATTORNEY (AMC & COE ONLY)														

Table B12-1: PARTICIPATION IN CAREER PROGRAMS by Veterans' Status

Code	Career Program Name	Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/ Disability	10-Point/ Compen- sable	10-Point/ Other	10-Point Compen- sable/ 30%
00	NOT IN CAREER PROGRAM														
10	CIVILIAN PERSONNEL ADMIN														
11	COMPTROLLER														
12	SAFETY MANAGEMENT														
13	SUPPLY MANAGEMENT														
14	CONTRACT & ACQUISITION MGT														
15	QUALITY/RELIABILITY ASSUR														
16	ENGRS & SCITSTS (NON-CONS)														
17	MATERIEL MAINTENANCE MGT														
18	ENGRS & SCITSTS (RES & CONST)														
19	SECURITY														
20	QUALITY ASSUR SPEC. AMMO														
21	LIBRARIAN														
22	PUBLIC AFFAIRS & COMM MEDIA														
24	TRANSPORTATION MGMT														
25	COMMUNICATIONS														
26	MANPOWER & FORCE MGMT														
27	HOUSING MANAGEMENT														
28	EQUAL EMPLOYMENT OPP'TY														
29	COMMISSARY MANAGEMENT														
30	RECORDS MANAGEMENT														
31	EDUCATION SERVICES														
32	TRAINING														
33	AMMUNITION MANAGMENT														
34	INFORMATION MISSION AREA														
35	INTELLIGENCE EXCEPTED SVC														
50	MILITARY PERSONNEL MGMT														
56	LAW														
61	ATTORNEY (AMC & COE ONLY)														
	TOTALS														

Table B12-1: PARTICIPATION IN CAREER PROGRAMS by Veterans' Status

Code	Career Program Name	Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/ Disability	10-Point/ Compen- sable	10-Point/ Other	10-Point Compen- sable/ 30%
00	NOT IN CAREER PROGRAM														
10	CIVILIAN PERSONNEL ADMIN														
11	COMPTRROLLER														
12	SAFETY MANAGEMENT														
13	SUPPLY MANAGEMENT														
14	CONTRACT & ACQUISITION MGT														
15	QUALITY/RELIABILITY ASSUR														
16	ENGRS & SCITSTS (NON-CONS)														
17	MATERIEL MAINTENANCE MGT														
18	ENGRS & SCITSTS (RES & CONS)														
19	SECURITY														
20	QUALITY ASSUR SPEC. AMMO														
21	LIBRARIAN														
22	PUBLIC AFFAIRS & COMM MEDIA														
24	TRANSPORTATION MGMT														
25	COMMUNICATIONS														
26	MANPOWER & FORCE MGMT														
27	HOUSING MANAGEMENT														
28	EQUAL EMPLOYMENT OPPTY														
29	COMMISSARY MANAGEMENT														
30	RECORDS MANAGEMENT														
31	EDUCATION SERVICES														
32	TRAINING														
33	AMMUNITION MANAGMENT														
34	INFORMATION MISSION AREA														
35	INTELLIGENCE EXCEPTED SVC														
50	MILITARY PERSONNEL MGMT														
56	LAW														
61	ATTORNEY (AMC & COE ONLY)														

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Totals	Population	9	9												
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
GS-15	Population	3	3												
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
GS-14	Population	6	6												
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Pay Band DB/DJ-6	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-5	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-4	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Totals	Population	100.00%	100.00%												
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
Subtotals															
GS-15	Population	100.00%	100.00%												
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
Subtotals															
GS-14	Population	100.00%	100.00%												
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
Subtotals															

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Pay Band DB/DJ-6	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-5	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-4	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/ Disability	10-Point/ Compen- sable	10-Point/ Other	10-Point Compen- sable/ 30%
Totals	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PROGRAM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
GS-15	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
GS-14	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Pay Band DB/DJ-6	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-5	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-4	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/ Disability	10-Point/ Compensable	10-Point/ Other	10-Point Compensable/ 30%
Totals	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
GS-15	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
GS-14	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														

Table B12-2: PARTICIPATION IN CAREER SES DEVELOPMENT PROGRAMS by Disability and Veterans's Status

Grade	Career SES Development Programs	Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/ Disability	10-Point/ Compensable	10-Point/ Other	10-Point Compensable/ 30%
Pay Band DB/DJ-6	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-5	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														
Pay Band DB/DJ-4	Population														
	DLAMP														
	SUSTAINING BASE LDRSHIP PRGM														
	OPM SES DEVELOPMENT PRGM														
	FEDERAL EXECUTIVE INSTITUTE														
	SES SEMINARS (ALL TYPES)														
	Subtotals														

Table B13-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability Status

Awards	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Time-Off Awds 1-9 Hrs	#	1												
Total Hours		9												
Average Hours		9.0												
Time-Off Awds, 10+ Hrs	#	1												
Total Hours		100												
Average Hours		100.0												
Cash Awds* : \$500 / Less	#	126	120	3	3	1			1					
Total Amount														
Average Amount														
Cash Awards* Over \$500	#													
Total Amount														
Average Amount														
Quality Step Increases	#													

* Cash Awards Exclude Separation Incentives

Time-Off Awds 1-9 Hrs	%	100.00%	100.00%											
Time-Off Awds, 10+ Hrs	%	100.00%	100.00%											
Cash Awds* : \$500 / Less	%	97.62%	95.24%	2.38%	2.38%	0.79%			100.00%					
Cash Awards* Over \$500	%													
Quality Step Increases	%													

Table B13-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Veteran's Status

Awards		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point Compensable/ 30%
Time-Off Awds 1-9 hrs	#														
Total Hours															
Average Hours															
Time-Off Awds, 10+ hrs	#														
Total Hours															
Average Hours															
Cash Awds: \$500/less	#														
Total Amount															
Average Amount															
Cash Awards Over \$500	#														
Total Amount															
Average Amount															
Quality Step Increases	#														

Time-Off Awds 1-9 hrs	%														
Time-Off Awds, 10+ hrs	%														
Cash Awds: \$500/less	%														
Cash Awards Over \$500	%														
Quality Step Increases	%														

Table B13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Disability and Veteran's Status

Awards		Total	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Code	Award Type													
9L	Performance Award	224	208	10	6									
8B	On-the-Spot-Cash-Award	70	66	3	1	1			1					
6	Special/Act/Service Award	22	21	1										
80	Time Off Award	2	2											
7	Quality Step Increase	9	9											
43	Safety Award	3	3											
60	Suggestion Cash Award													
3	Invention Cash Award													
34	Superior Civ Svc Award													
45	Other Cash Recog													
66	SES Bonus Award													
67	SES Meritor Rank Award													
68	SES Disting Rank Award													
8C	OTS/Spec Act Cash Award													
93	Separation Incentive	4	4											
9B	USUHS Excep SVC Medal													
EO	CDRS AWD For Civ Svc													
QV	Patent Cash Award													
	Total Recipients	334	313	14	7	1			1					

Table B13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Disability and Veteran's Status

Awards		Total	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Code	AwardType													
9L	Performance Award	100.00%	92.86%	4.46%	2.68%									
8B	On-the-Spot-Cash-Award	100.00%	94.29%	4.29%	1.43%	1.43%				100.00%				
6	Special/Act/Service Award	100.00%	95.45%	4.55%										
80	Time Off Award	100.00%	100.00%											
7	Quality Step Increase	100.00%	100.00%											
43	Safety Award	100.00%	100.00%											
60	Suggestion Cash Award													
3	Invention Cash Award													
34	Superior Civ Svc Award													
45	Other Cash Recog													
66	SES Bonus Award													
67	SES Meritor Rank Award													
68	SES Disting Rank Award													
8C	OTS/Spec Act Cash Award													
93	Separation Incentive	100.00%	100.00%											
9B	USUHS Excep SVC Medal													
EO	CDRS AWD For Civ Svc													
QV	Patent Cash Award													
	Total Recipients	100.00%	93.71%	4.19%	2.10%	0.30%				0.30%				

Table B13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Disability and Veteran's Status

Awards		Total	Total by Disability Status				Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Code	AwardType													
9L	Performance Award	67.07%	66.45%	71.43%	85.71%									
8B	On-the-Spot-Cash-Award	20.96%	21.09%	21.43%	14.29%	100.00%				100.00%				
6	Special/Act/Service Award	6.59%	6.71%	7.14%										
80	Time Off Award	0.60%	0.64%											
7	Quality Step Increase	2.69%	2.88%											
43	Safety Award	0.90%	0.96%											
60	Suggestion Cash Award													
3	Invention Cash Award													
34	Superior Civ Svc Award													
45	Other Cash Recog													
66	SES Bonus Award													
67	SES Meritor Rank Award													
68	SES Disting Rank Award													
8C	OTS/Spec Act Cash Award													
93	Separation Incentive	1.20%	1.28%											
9B	USUHS Excep SVC Medal													
EO	CDRS AWD For Civ Svc													
QV	Patent Cash Award													
	Total Recipients	100.00%	100.00%	100.00%	100.00%	100.00%				100.00%				

Table B13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Disability and Veteran's Status

Awards		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Code	AwardType														
9L	Performance Award														
8B	On-the-Spot-Cash-Award														
6	Special/Act/Service Award														
80	Time Off Award														
7	Quality Step Increase														
43	Safety Award														
60	Suggestion Cash Award														
3	Invention Cash Award														
34	Superior Civ Svc Award														
45	Other Cash Recog														
66	SES Bonus Award														
67	SES Meritor Rank Award														
68	SES Disting Rank Award														
8C	OTS/Spec Act Cash Award														
93	Separation Incentive														
9B	USUHS Excep SVC Medal														
EO	CDRS AWD For Civ Svc														
QV	Patent Cash Award														
	Total Recipients														

Table B13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Disability and Veteran's Status

Awards		Detail by Veterans Status						Detail by Veterans Preference							
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Code	AwardType														
9L	Performance Award														
8B	On-the-Spot-Cash-Award														
6	Special/Act/Service Award														
80	Time Off Award														
7	Quality Step Increase														
43	Safety Award														
60	Suggestion Cash Award														
3	Invention Cash Award														
34	Superior Civ Svc Award														
45	Other Cash Recog														
66	SES Bonus Award														
67	SES Meritor Rank Award														
68	SES Disting Rank Award														
8C	OTS/Spec Act Cash Award														
93	Separation Incentive														
9B	USUHS Excep SVC Medal														
EO	CDRS AWD For Civ Svc														
QV	Patent Cash Award														
	Total Recipients														

Table B13-2: EMPLOYEE RECOGNITION AND AWARDS BY TYPE - Distribution by Disability and Veteran's Status

Awards		Detail by Veterans Status					Detail by Veterans Preference								
		Total	Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/ 30%
Code	AwardType														
9L	Performance Award														
8B	On-the-Spot-Cash-Award														
6	Special/Act/Service Award														
80	Time Off Award														
7	Quality Step Increase														
43	Safety Award														
60	Suggestion Cash Award														
3	Invention Cash Award														
34	Superior Civ Svc Award														
45	Other Cash Recog														
66	SES Bonus Award														
67	SES Meritor Rank Award														
68	SES Disting Rank Award														
8C	OTS/Spec Act Cash Award														
93	Separation Incentive														
9B	USUHS Excep SVC Medal														
EO	CDRS AWD For Civ Svc														
QV	Patent Cash Award														
	Total Recipients														

Table B14: SEPARATIONS - Distribution by Disability

Type of Separation	Total Employees	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Voluntary	#	35	32	2	1									
Involuntary	#													
Total Separations	#	35	32	2	1									
Total Workforce	#	419	389	13	17									

Voluntary	%	100.0%	91.4%	5.7%	2.9%									
Involuntary	%													
Total Separations	%	100.0%	91.4%	5.7%	2.9%									
Total Workforce	%	100.0%	92.8%	3.1%	4.1%									

Table B14: SEPARATIONS - Distribution by Veterans Status and Veterans Preference

Type of Separation	Total Employees	Detail by Veterans Status					Detail by Veterans Preference							
		Pre-Vietnam-Era Veteran	Not a Vietnam-Era Veteran	Post-Vietnam-Era Veteran	Vietnam-Era Veteran	Not a Veteran	Total	Preference (NAF Only)	None	5-Point	10-Point/Disability	10-Point/Compensable	10-Point/Other	10-Point/Compensable/30%
Voluntary	#													
Involuntary	#													
Total Separations	#													
Total Workforce	#													

Voluntary	%													
Involuntary	%													
Total Separations	%													
Total Workforce	%													

Table B15: Disability by Race and National Origin - Distribution by Race/Ethnicity and Sex

Disability	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
(05) No Disability	#	365	268	97	3	1	245	82	15	11	4	3			1			
(01) Not Identified	#	15	7	8			6	7	1	1								
(06-94) Disability	#	16	14	2			14	1		1								
Targeted Disability	#																	
(16, 17) Deafness	#																	
(23, 25) Blindness	#																	
(28, 32-38) Missing Limbs	#																	
(64-68) Partial Paralysis	#																	
(71-78) Total Paralysis	#																	
(82) Convulsive Disorder	#																	
(90) Mental Retardation	#																	
(91) Mental Illness	#																	
(92) Distortion of Limb/Spine	#																	
Totals		396	289	107	3	1	265	90	16	13	4	3			1			

Table B15: Disability by Race and National Origin - Distribution by Race/Ethnicity and Sex

Disability	RACE/ETHNICITY (Non-Hispanic or Latino)																
	Total Employees			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
(05) No Disability	% 100.0%	73.42%	26.58%	0.82%	0.27%	67.12%	22.47%	4.11%	3.01%	1.10%	0.82%			0.27%			
(01) Not Identified	% 100.0%	46.67%	53.33%			40.00%	46.67%	6.67%	6.67%								
(06-94) Disability	% 100.0%	87.50%	12.50%			87.50%	6.25%		6.25%								
Targeted Disability	%																
(16, 17) Deafness	%																
(23, 25) Blindness	%																
(28, 32-38) Missing Limbs	%																
(64-68) Partial Paralysis	%																
(71-78) Total Paralysis	%																
(82) Convulsive Disorder	%																
(90) Mental Retardation	%																
(91) Mental Illness	%																
(92) Distortion of Limb/Spine	%																
Totals	% 100.0%	72.98%	27.02%	0.76%	0.25%	66.92%	22.73%	4.04%	3.28%	1.01%	0.76%			0.25%			

(05) No Disability	% 92.17%	92.73%	90.65%	100.00%	100.00%	92.45%	91.11%	93.75%	84.62%	100.00%	100.00%			100.00%			
(01) Not Identified	% 3.79%	2.42%	7.48%			2.26%	7.78%	6.25%	7.69%								
(06-94) Disability	% 4.04%	4.84%	1.87%			5.28%	1.11%		7.69%								
Targeted Disability	%																
(16, 17) Deafness	%																
(23, 25) Blindness	%																
(28, 32-38) Missing Limbs	%																
(64-68) Partial Paralysis	%																
(71-78) Total Paralysis	%																
(82) Convulsive Disorder	%																
(90) Mental Retardation	%																
(91) Mental Illness	%																
(92) Distortion of Limb/Spine	%																
Totals	% 100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%			

Wilmington District Army Corps of Engineers FY 2007 Strategic Affirmative Employment Plan

I. Introduction

The Wilmington District is part of a premier engineering organization and a vital part of the Department of the Army. Our ability to respond and meet the needs of our Nation rests squarely on our team of dedicated and hard-working employees. It is critical that we position ourselves to attract, develop, and retain a quality workforce that can deliver the results our customers expect and deserve.

Equal Opportunity is the key for accomplishing this goal. In order to develop a competitive, highly qualified Wilmington team, it is imperative that we fully utilize all our employees' talents, without regard to race, color, religion, national origin, age, sex, or disability. Together, we must promote workplace practices that provide a fair and level playing field and ensure that all our employees have the opportunity to achieve their fullest potential. Appropriate steps must be taken to ensure that all our employment decisions are free from discrimination.

II. Equal Employment Opportunity Commission Management Directive 715

Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD – 715) provides guidance and standards for establishing and maintaining an effective affirmative employment program. The primary objective of this Directive is to ensure that all employees and applicants for employment are provided equality of opportunity in the Federal workplace regardless of race, sex, color, national origin, age, religion, disability or reprisal for engaging in prior protected activity.

MD-715 provides a blueprint for creating a model Equal Employment Opportunity (EEO) Program, as required by Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended. To ensure success and compliance with MD-715, our District model EEO program design should include a structure for effective management, accountability, and self-analysis. There are six broad categories that make up the essential elements of a model EEO program, which include the following:

- **Demonstrated commitment from agency leadership;**
- **Integration of EEO into the agency's strategic mission;**
- **Management and program accountability;**
- **Proactive prevention of unlawful discrimination;**
- **Efficiency; and**
- **Responsiveness and legal compliance.**

These six elements are our foundation to build on. In particular, two of these, demonstrated commitment and management and program accountability, are vital to recruit and hire the most talented individuals.

Demonstrated commitment from agency leadership requires that our senior management demonstrate firm affirmation and support of equality of opportunity for all employees and applicants for employment. Even the best policies and procedures will fall short if they are not trusted, respected and vigorously enforced. The principles of equal opportunity must be practiced every day by our leaders and communicated throughout the District.

Management and program accountability must be a team effort throughout the Wilmington District. Managers, supervisors, EEO, and Civilian Personnel are all accountable for the effective implementation and management of a successful model EEO program. To ensure accountability, the following will be done:

- Regular internal audits to assess the effectiveness of the Wilmington District EEO program will be conducted by the EEO Manager to determine our progress/successes/improvement in identifying and removing barriers to equality in the workplace.
- All managers and supervisors will be evaluated on their efforts to provide equality of opportunity for all employees.
- All managers and supervisors will consistently apply and fairly implement personnel policies, selection and promotion procedures, evaluation procedures, rules of conduct, and training. Both EEO and Civilian Personnel will partner closely with managers and supervisors in these areas.
- The Commander, EEO, Civilian Personnel, and Legal will review any finding of discrimination closely to determine the appropriateness of taking disciplinary action against any manager or supervisor involved in the matter.

III. Assessment and Analysis of the Wilmington District Workforce

As part of our ongoing obligation to eliminate barriers that impede free and open competition in our District, EEO conducted an assessment that looked at the racial, national origin, and gender profile of relevant occupational categories in the Wilmington workforce. This “snapshot” is a starting point for us in this FY and provides current race, national origin, and gender data. The statistical data collected during the first step of this assessment identifies areas of under representation to help us focus on areas of improvement. Our main goal during FY 2007 is to analyze our Total Workforce data, identify meaningful race, national origin, and/or gender disparities in each of our components (Administration, Operations, Program Management, Regulatory, and Technical Services), and develop and implement an initial plan of action.

Total Workforce Data Analysis Overview

Attachment 1 is an overview of the Total Wilmington Workforce by Race Ethnicity, and Gender. Each individual Component will also be provided an analysis of their work group.

As of 30 September 2006, the Wilmington District employed a total of 422 employees. Of this, 300 (71.1%) are male, and 122 (28.9%) are female. White males make up 66.6% of Wilmington's workforce.

Further analysis of our overall workforce shows 12 (2.8%) black males, 12 (2.8%) black females, 3 (0.7%) Hispanic males, no Hispanic females, 3 (0.7%) Asian males, and 3 (0.7%) Asian female, 1 (0.2%) American Indian male, no American Indian females.

Compared with the relevant civilian labor force statistics, females, blacks, and Hispanics are significantly underrepresented in the Wilmington District, as a whole, as well as in all occupational categories.

Since females, blacks, and Hispanics are significantly underrepresented, and in some area, virtually absent from the workforce, our initial efforts need to be focused in all recruitment and hiring to correct the statistical disparities.

A closer look at the Occupational Categories in the District by Race, Ethnicity, and Gender (Attachment 2) shows that males occupy 36 (58.1%) of the 62 Official and Manager positions (this includes SES and GS-15; Mid-Level GS-13 and 14; First-Level GS-12; and Other). Of these 36 males, 97.2% are white. Females occupy 26 or 41.9 % of these positions. Closer examination in the Officials/Managers category shows no black males and 3 black females; 1 Hispanic male and no Hispanic females; and 1 Asian male and no Asian females.

Similar statistics in the Professional Occupational Category revealed 81.33% males and 18.67% females. 128 white males make up 77.11% of the total employees in these positions, along with 2 Hispanic males, 2 black males, and 1 black female, 2 Asian males and 1 American Indian male. Additional statistical analysis of the remaining Occupational Categories, Technicians, Administrative Support Workers, Craft Workers, Operatives, Laborers and Helpers, and Service Workers shows that females, blacks, and Hispanics are all underrepresented.

Plan of Action/Strategies

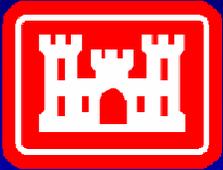
Again, developing strategies and plans to address our District's underrepresentation of females, blacks, and Hispanics must be a team effort, with managers, supervisors, EEO, and Civilian Personnel all working together. To be successful, it is imperative that our action plan and strategies be embraced and implemented. Please remember that a plan is nothing more than pieces of paper, if it is not implemented.

Civilian Personnel developed a Strategic Staffing Plan in FY05, which is a comprehensive roadmap that provides sound guidance for recruitment, staffing, and workforce planning. This EEO Plan of Action includes Civilian Personnel's Strategic Staffing Plan Strategies, along with some additional action items.

The District's recruitment team has been reenergized and is actively working on recruitment strategies for the underrepresented groups. During FY2006, we have obtained a partnership with one minority university and is currently pursuing partnering other historically minority colleges and universities.

Action Items to Address Underrepresentation

- Develop, implement, monitor, and update individualized office plans to include diversity goals. Consider goals for recruitment actions.
- Look for and be available to local community, civic, and other groups interested in enhancing equal employment opportunity, concentrating on underrepresented groups.
- Develop innovative outreach strategies to attract female and minority candidates to increase the diversity in our workforce. Share ideas with others who are involved in recruitment and hiring.
- Develop and expand Student Trainee and Volunteer Programs to meet diversity goals and future needs.
- Identify recruitment fair contacts and develop a calendar to plan for attendance.
- Identify and partner with other minority colleges and universities to advertise existing and future vacancies.



**US Army Corps
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***Wilmington District
Equal Employment Opportunity
Workforce Analysis
(EEO)***



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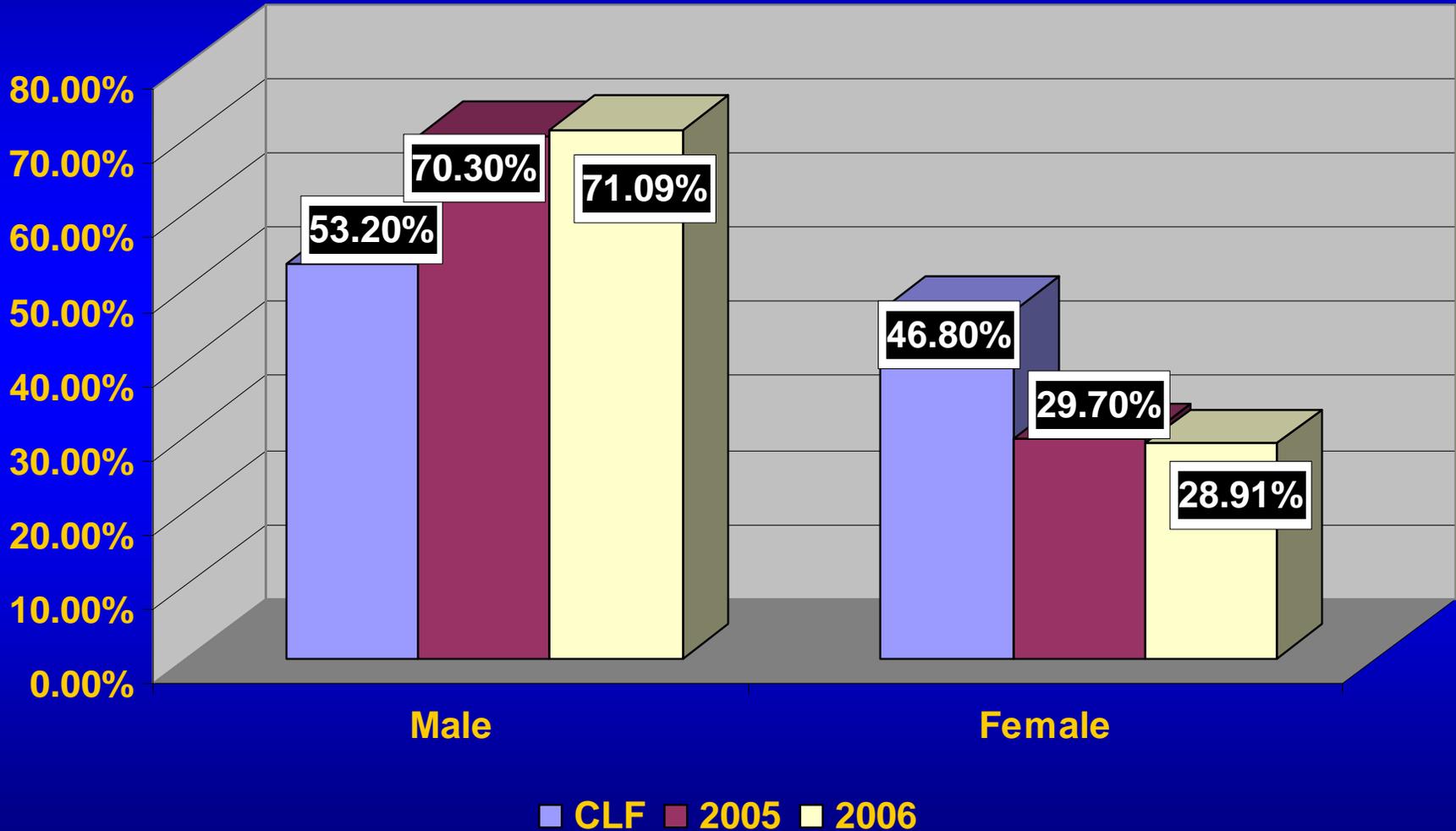
EEO

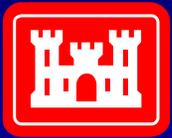
***"Dedicated to Promoting Equality in
Our Workforce"***



2005/2006 SAW compared to the Civilian Labor Workforce (CLF)

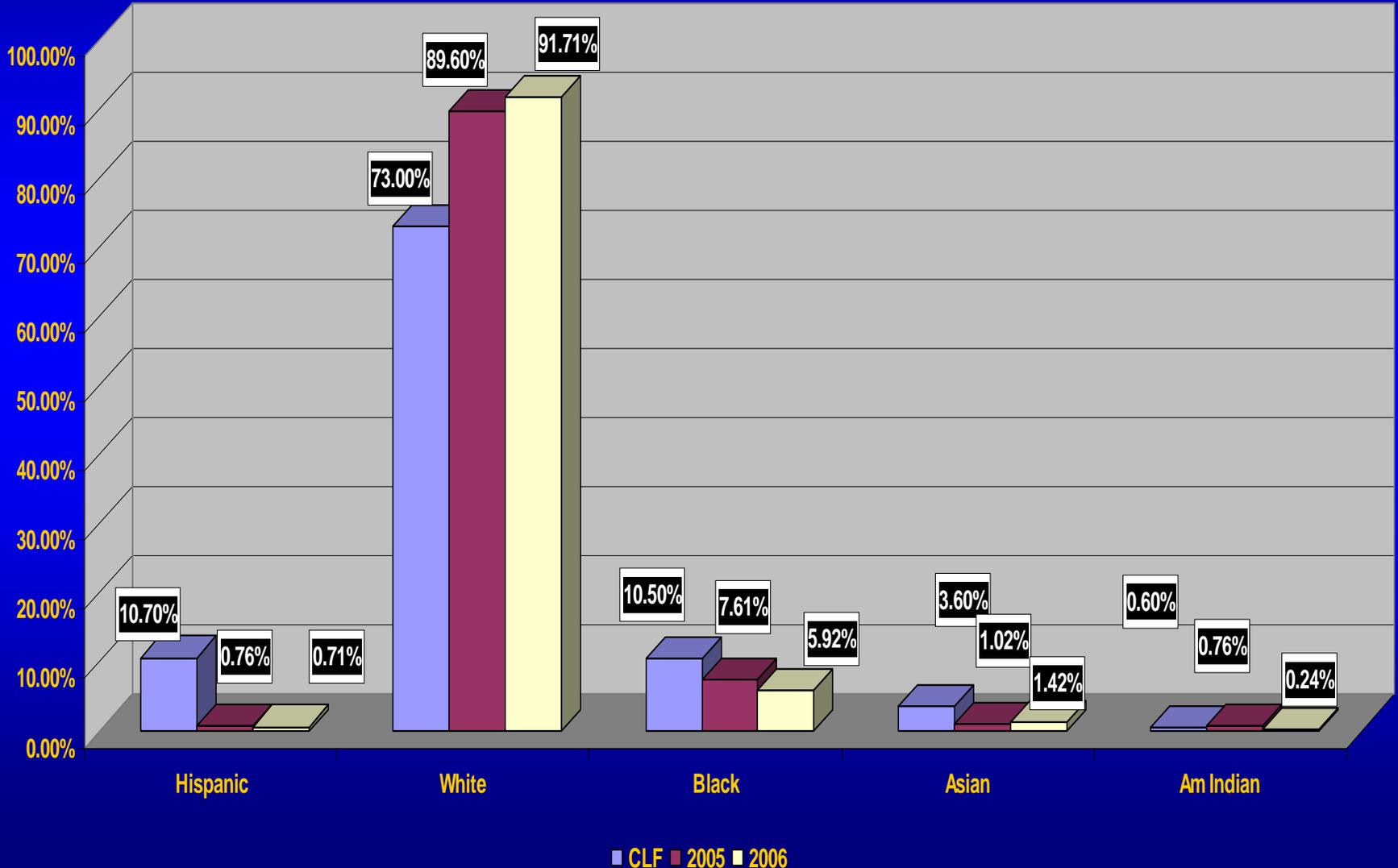
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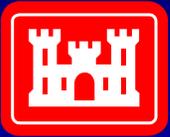




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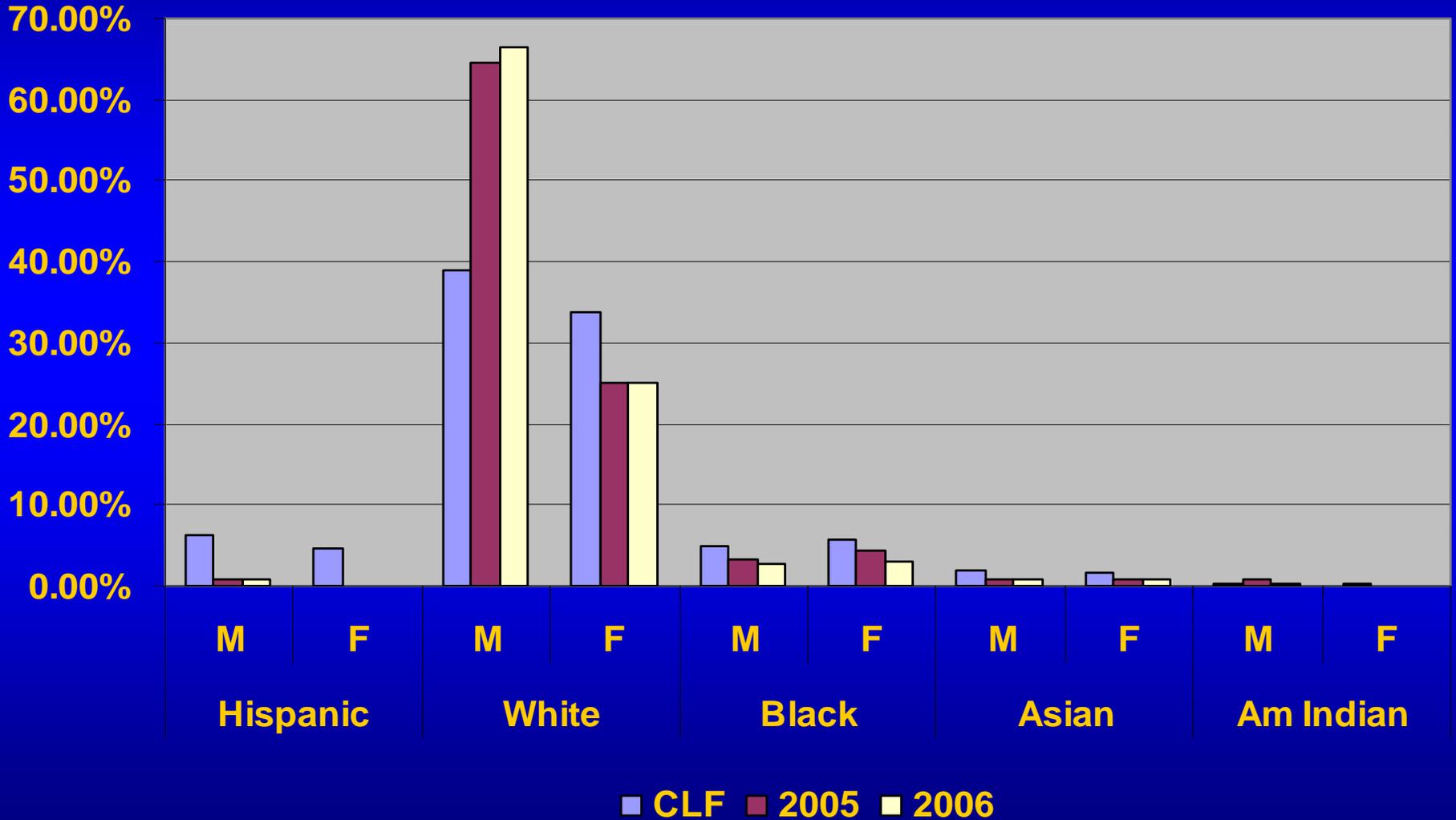
Workforce Distribution by Race/National Origin (RNO)





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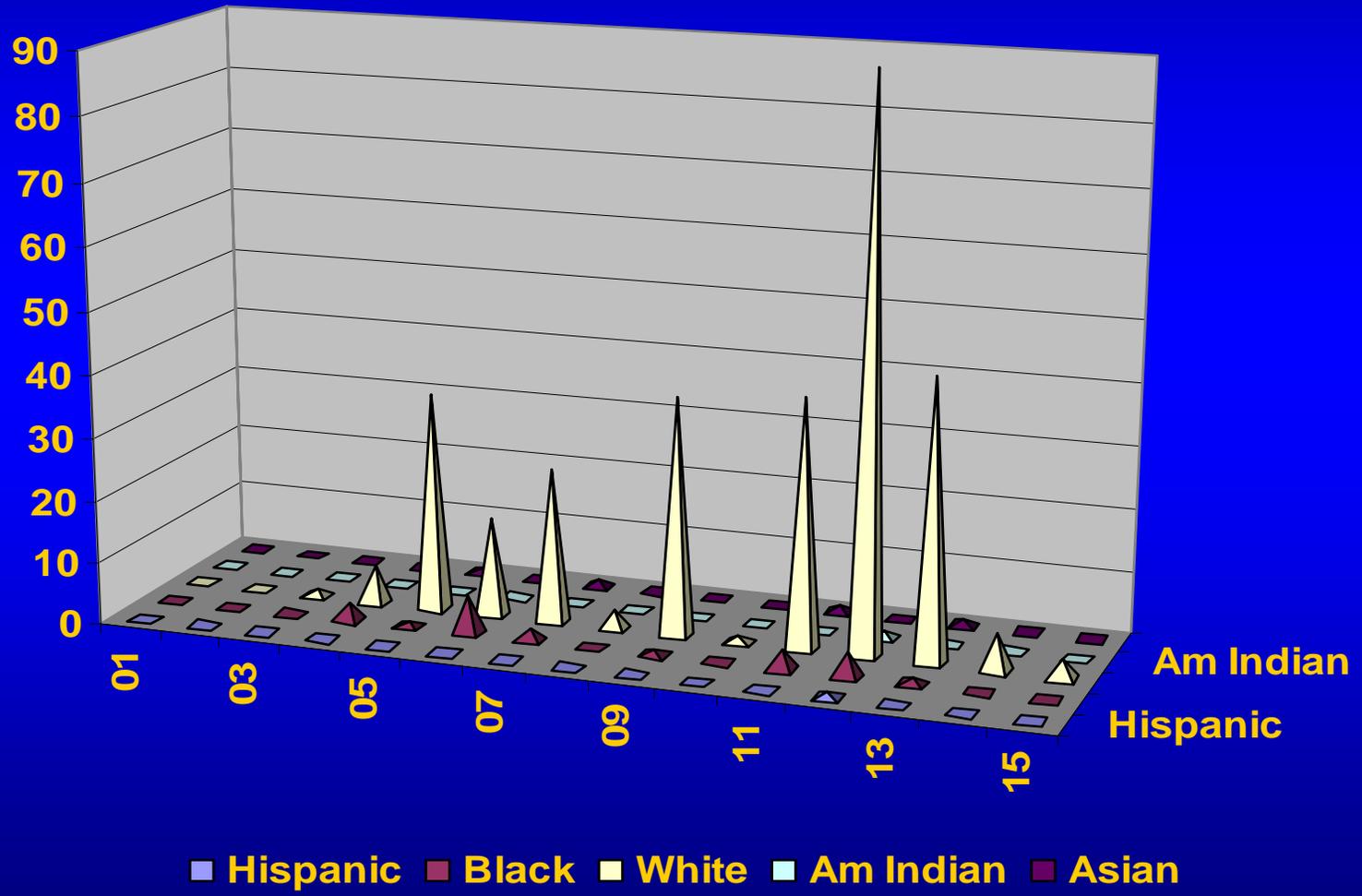
Workforce Distribution by RNO & Gender



Distribution of GS Employees by RNO and Grade



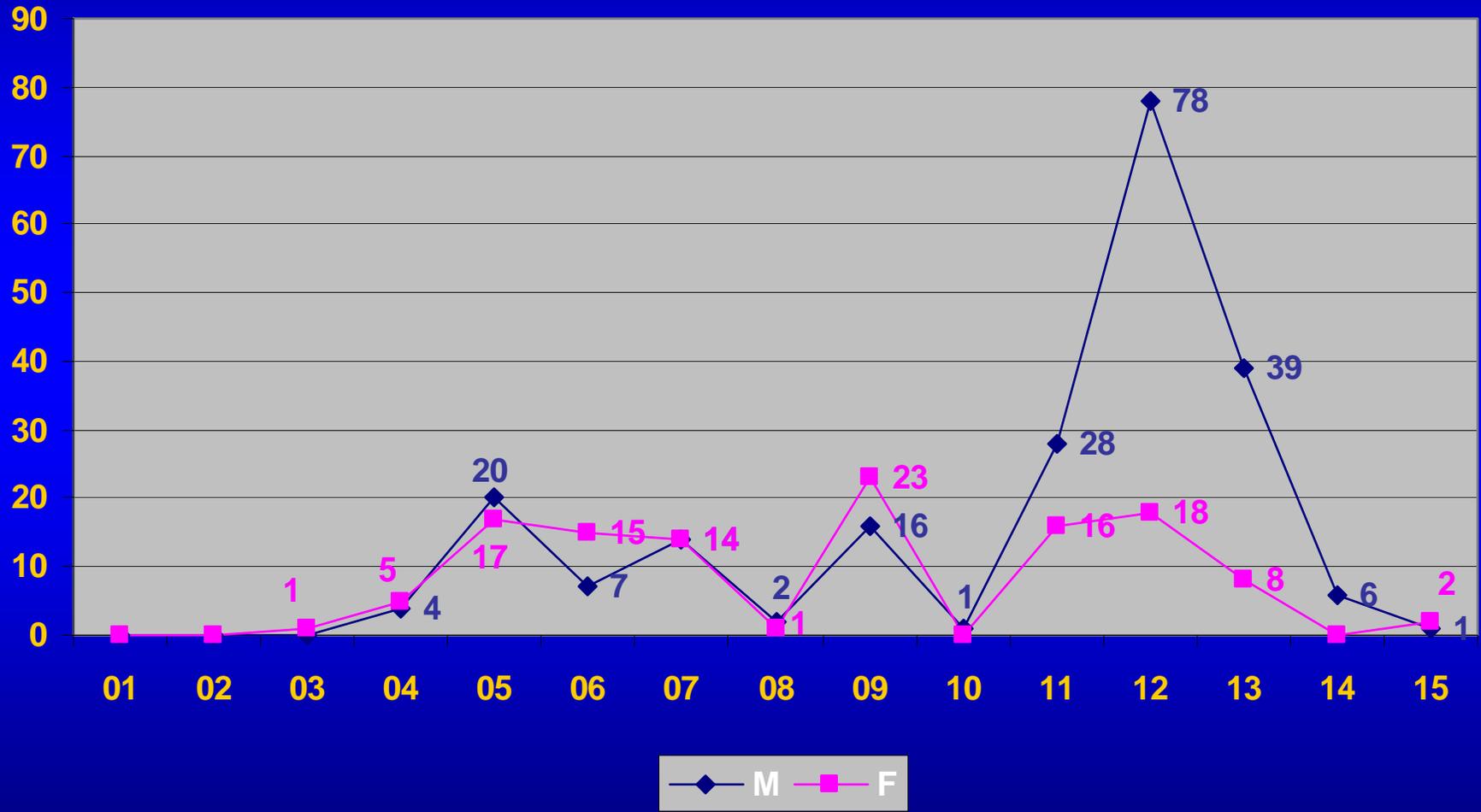
U.S. Army Corps of Engineers

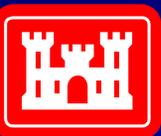




Distribution of GS Employees by Grade and Gender

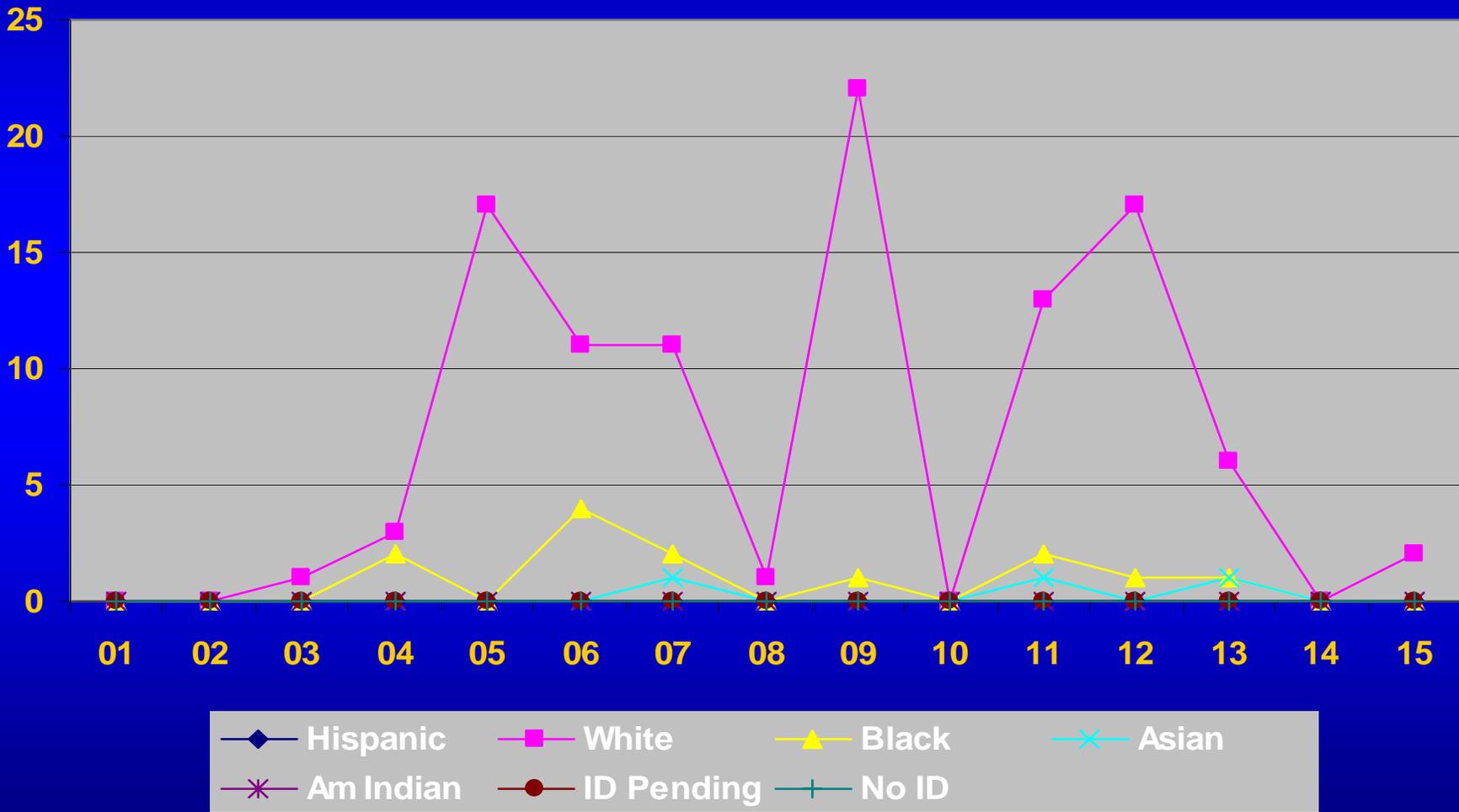
U.S. Army Corps of Engineers

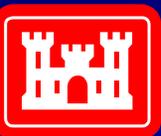




Distribution of Female GS Employees by RNO and Grade

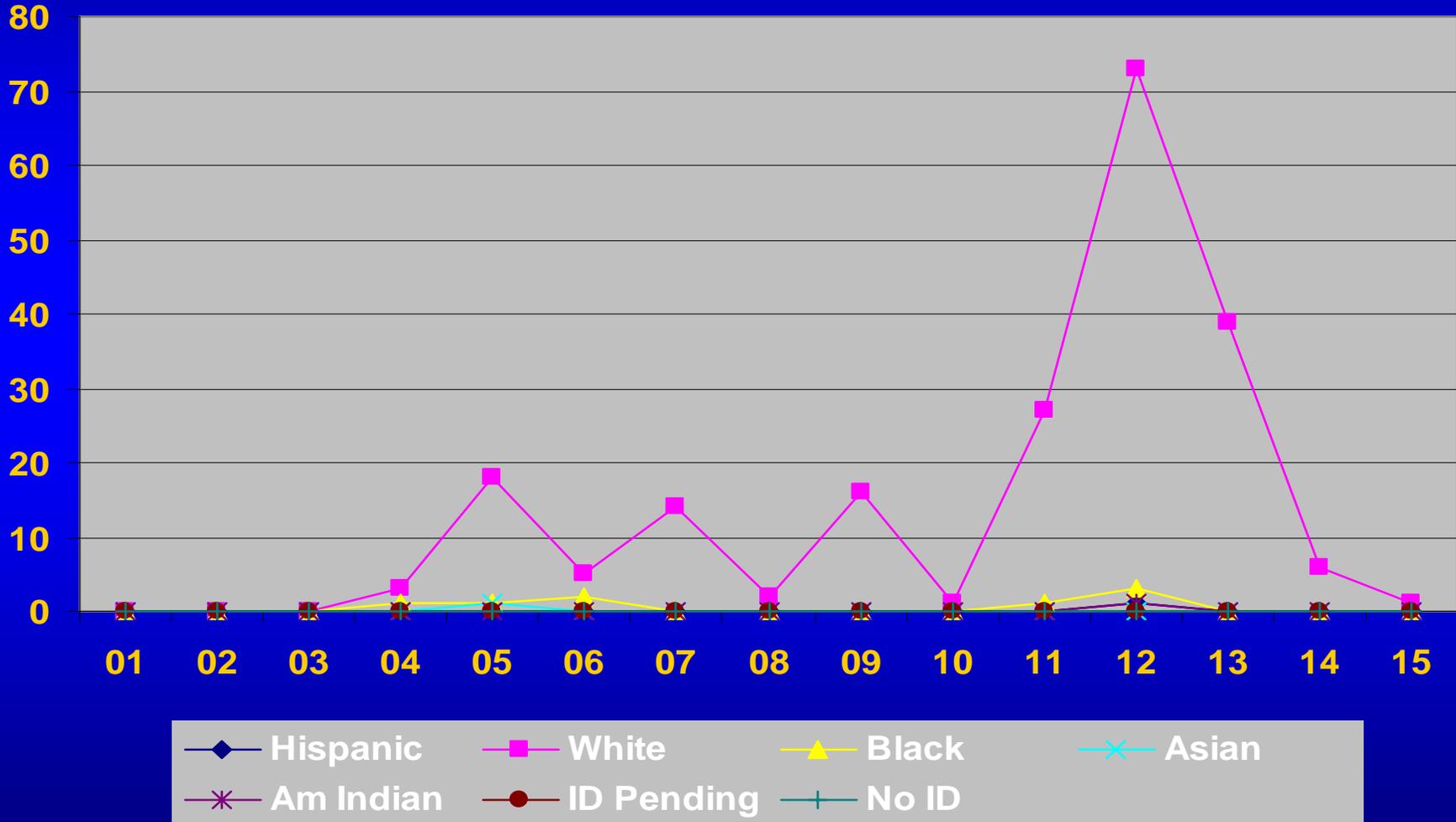
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Distribution of Male GS Employees by RNO and Grade

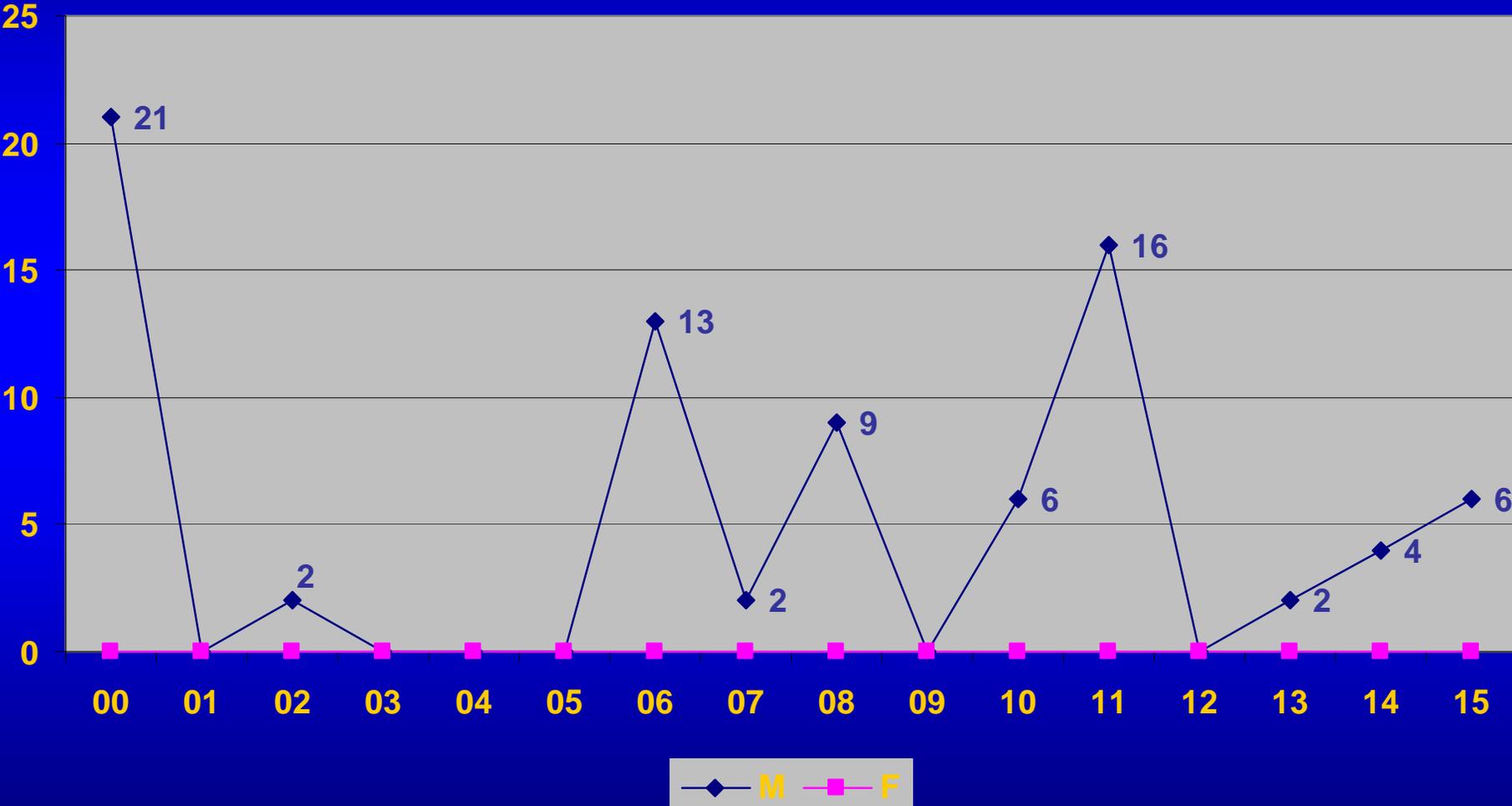
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Distribution of Wage Grade Employees by Grade

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Action Items

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- *Attentive to recruitment actions with regards to areas of under-representation.*
- *Develop, implement, monitor and continually update individualized office plans to include workforce diversity goals based on changes in operational reality.*
- *Developing innovative outreach strategies to attract more underrepresented candidates to increase the diversity of our workforce.*
- *Partner with CPAC staff and other similar officials at colleges and universities as well as other similar external organizations/associations.*
- *Reenergized the District Recruitment Team.*

