

Securing Our Homeland

EEO Program Status Report

MD 715

FY 2004

Office for Civil Rights and Civil Liberties



Homeland
Security

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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, 2003 to September 30, 2004				
PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of Homeland Security	
	1.a. 2nd level reporting component			
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	2. Address		2.	
	3. City, State, Zip Code		3. Washington, DC 20528	
	4. CPDF Code	5. FIPS code(s)	4. HS	5. 7000
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 132,117	
	2. Enter total number of temporary employees		2. 28,647	
	3. Enter total number employees paid from non-appropriated funds		3.	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 160,764	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Michael Chertoff, Secretary U.S. Department of Homeland Security	
	2. Agency Head Designee		2. Daniel W. Sutherland, Officer for Civil Rights and Civil Liberties	
	3. Principal EEO Director/Official Official Title/series/grade		3. Carmen H. Walker Director, EEO Programs, ES-260	
	4. Title VII Affirmative EEO Program Official		4. Sandi Quash	
	5. Section 501 Affirmative Action Program Official		5. Tanya Cantrell	
	6. Complaint Processing Program Manager		6. Karen Gibbs	
	7. Other Responsible EEO Staff			

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
<p style="text-align: center;">PART D</p> <p style="text-align: center;">List of Subordinate Components Covered in This Report</p> <p>*DHS Headquarters is comprised of:</p> <p>Immediate Office of the Secretary (HSAA/7002) Office of the Inspector General (HSAE/7004) Office of the Under Secretary for Border and Transportation Security (HSBA/7011) Office of the Under Secretary for Management (HSEA/7051) Office of the Under Secretary for Science and Technology (HSFA/7041) Office of the Under Secretary for Information Analysis and Infrastructure Protection (HSDA/7031)</p>	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	DHS Headquarters*		
	Federal Emergency Management Agency	HSCB	7022
	Federal Law Enforcement Training Center	HSBE	7015
	Transportation and Security Administration	HSBC	7013
	U.S. Coast Guard	HSAC	7008
	U.S. Customs and Border Protection	HSBD	7014
	U.S. Citizenship and Immigration Services	HSAB	7003
	U.S. Immigration and Customs Enforcement	HSBB	7012
	U.S. Secret Service	HSAD	7009
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions	✓	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	✓	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	✓	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	✓	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished		*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	✓	*Organizational Chart	

U.S. Department of Homeland Security

For period covering October 1, 2003 to September 30, 2004

EXECUTIVE SUMMARY

On March 1, 2003, the U.S. Department of Homeland Security (DHS) became the Nation's 15th and newest Cabinet Department, unifying 22 disparate agencies with their own missions, organizational cultures, legacy systems, and over 180,000 employees. The Department has a unique mission of protecting America while preserving our way of life. DHS employees analyze threats and intelligence, guard our borders and airports, protect our critical infrastructure, coordinate the national response to emergencies, and implement other security measures. DHS is also committed to enhancing public services such as natural disaster assistance.

To accomplish this unique mission, DHS is organized into five directorates:

- The ***Border and Transportation Security (BTS) Directorate*** maintains and secures the Nation's borders and transportation systems, including the 7,500 miles of land border with Mexico and Canada. BTS includes the following Organizational Elements (OEs):
 - U.S. Customs and Border Protection (CBP),
 - U.S. Immigration and Customs Enforcement (ICE),
 - Transportation Security Administration (TSA), and
 - Federal Law Enforcement Training Center (FLETC).
- The ***Information Analysis and Infrastructure Protection (IAIP) Directorate*** identifies and assesses a broad range of intelligence information concerning threats to the homeland, issues timely warnings and takes appropriate preventive and protective actions. IAIP's efforts contribute to the protection of our critical infrastructure, including the cyber infrastructure.
- The ***Emergency Preparedness and Response (EP&R) Directorate*** ensures that the Nation is prepared for, and able to recover from, terrorist attacks and natural disasters.
- The ***Science and Technology (S&T) Directorate*** provides federal, state and local operators with the technology and capabilities needed to protect the Nation from catastrophic terrorist attacks, including threats from weapons of mass destruction.
- The ***Management Directorate*** oversees the budget and expenditure of funds, financial management, procurement, human resources, information technology systems, facilities, property, equipment and other material resources, and identifies and tracks performance measures aligned with the Department's mission.

Other critical components of the Department include:

- The ***U.S. Coast Guard (USCG)*** ensures maritime safety, mobility and security, protects our natural marine resources, and provides national defense as one of the five U.S. Armed Services.

- The *U.S. Secret Service (USSS)* protects designated individuals and facilities, provides security for designated events, and investigates violations of laws related to counterfeiting and financial crimes, including computer fraud and computer-based attacks on the Nation's financial, banking and telecommunications infrastructure.
- The *U.S. Citizenship and Immigration Services (CIS)* promotes citizenship values and provides immigration services to ensure that America continues to welcome visitors and those who seek opportunity within our shores while excluding terrorists and their supporters.
- The *Office of State and Local Government Coordination and Preparedness (SLGCP)* serves as a single point of contact for facilitation and coordination of departmental programs that impact state, local, territorial and tribal governments.
- The *Office of Inspector General (OIG)* serves as an independent and objective inspection, audit and investigative body to promote effectiveness, efficiency and economy in the Department's programs and operations.

The Officer for Civil Rights and Civil Liberties, a unique position among cabinet agencies, is responsible for DHS Equal Employment Opportunity (EEO) Programs. The Officer reports directly to the Secretary and is responsible for issues that relate to the intersection of traditional civil rights protections and 21st century civil liberties questions. The Director, DHS EEO Programs, a member of the Senior Executive Service, is delegated responsibility for several program areas and reports directly to the Officer.

Before turning to the critical self-assessment aspects of the MD 715, commentary on significant achievements by DHS and its OEs is important to underscore the collective commitment of all DHS OEs to develop, implement and execute effective affirmative programs of equal employment opportunity. The Department's newly established EEO database, which includes a system for complaint tracking and monitoring and a system for collecting and analyzing personnel transactions, provided the primary framework and foundation for this first annual EEO Program Status Report. The magnitude of the effort to develop this enterprise-wide EEO database was daunting. Two incompatible payroll systems, frequently erroneous race/national origin (RNO) and disability coding, and a myriad of other issues ranging from different internal interpretations and definitions for counting employees to personnel processes not yet established greatly challenged the ability of the Office for Civil Rights and Civil Liberties (CRCL) to deliver this database in the time needed to fulfill all the requirements of EEOC Management Directive (MD) 715. CRCL worked closely with the staffs of the Chief Human Capital Officer (CHCO) as well as the USCG and TSA to deliver the first phase of the database to the desktops of the DHS OE EEO and Civil Rights (CR) Directors. The system for collecting and analyzing personnel transactions is 80 percent complete. The target date for completion and deployment of this system, excluding transactions with applicant flow implications, is September 30, 2005.

Through internships, recruitment initiatives, partnerships, and numerous outreach activities—by way of partial example—the Department has demonstrated its commitment to building a high-quality diverse workforce at all levels throughout the organization. Of particular note are the Department's outreach efforts to the Arab-American and Muslim-American communities, disabled veterans returning from Iraq, and our efforts to increase the employment of people with disabilities.

The Officer for Civil Rights and Civil Liberties has been featured on several 508 compliance web casts, Al Arabia TV and other Arab-language programs and publications. The DHS Headquarters (HQ) EEO Officer accompanied three HQ officials to Walter Reed Hospital to meet with critically wounded veterans and to assist the veterans in exploring opportunities for retraining, mentoring and future employment opportunities with DHS. Follow-up meetings have been scheduled. In February 2004, a special initiative to increase the employment of people with disabilities was started. As a result of this initiative, all DHS OEs have a Selective Placement Coordinator; over 4,000 managers DHS-wide were trained on disability issues; 38 interns with disabilities were hired; and the percentage of individuals with disabilities employed by DHS HQ increased by more than 36 percent through the time period covered by this report. DHS received the Computer/Electronic Accommodation Program's (CAP) 2004 *Real Solutions for Real Needs Award* for a large agency in recognition of its efforts under the CAP partnership. Highlights of some of the other initiatives pursued by DHS OEs during FY 2004 follow.

- CBP signed a Memorandum of Understanding with the Howard University School of Law to provide law students meaningful legal work experience for academic credit and to expose the students to the challenges and benefits of pursuing employment with their organization.
- The USCG signed an agreement with the Hispanic Engineering National Achievement Awards Corporation, adding to their existing agreements with the Hispanic Association of Colleges and Universities, the National Association for the Advancement of Colored People, and the National Association for Equal Opportunity in Higher Education.
- TSA held a meeting with external stakeholders from minority, female and disability rights organizations to enhance recruitment for senior-level positions.
- The DHS HQ EEO Office increased the number of organizations on its List Serve to further expand its weekly outreach efforts to over 1,000 universities and associations. DHS HQ also contracted with ADNET to access the untapped workforce of qualified individuals with disabilities at the GS-12 level and above.
- New partnerships were forged with a number of organizations and federal agencies to build on their expertise and best practices in diversity programs and recruitment. These new partners include the Department of Labor, the Department of Interior, Career One Stop, the Employee Assistance Referral Network, the Department of Defense Workforce Recruitment Program for College Students with Disabilities, and the American Association of Persons with Disabilities.

Guided by MD 715, CRCL conducted the self-assessment for structuring a Model EEO Program as required under both Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e *et seq.*, and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 *et seq.* We also conducted the self-assessment for identifying and eliminating barriers to equal opportunity in employment.

The self-assessment of the six essential elements required for structuring a Model EEO Program involved approximately 122 separate measures. The DHS EEO Program achieved a tremendous amount of success in this assessment, having identified only 25 program deficiencies against the 122 measures. Problems associated with the DHS-wide EEO database, the reporting relationships of the OE EEO/CR, the sufficiency of EEO resources to conduct program functions, management's responsibility and accountability for barrier identification and elimination, and compliance with EEOC complaint processing timelines were identified as Title VII EEO Program deficiencies. One

program deficiency was identified under the Rehabilitation Act—timely funding for major renovations under the Uniform Federal Accessibility Standards.

In examining our workforce profiles, it is worth noting that DHS is still in its infancy. As such, our FY 2004 employment profiles reflect, in large part, the recruitment/hiring activities and the organizational cultures of the 22 disparate agencies that merged to create the Department. To address the human capital (HC) challenges of this merger, and in recognizing that the success of this new Department in accomplishing its unique mission is inextricably linked to how successfully we address our HC issues, the Office of the CHCO developed the first DHS Human Capital Strategic Plan (HCSP). The HCSP is inspired by the President's Management Agenda and incorporates the key principles and values of the Department outlined in the Departmental Strategic Plan. CRCL is collaborating closely with the Office of the CHCO to link strategic EEO and diversity objectives, critical to positioning DHS as a model employer, to the DHS HCSP. CRCL will also partner with the CHCO's office on many of the barrier identification activities outlined in Part I of this EEO Status Report.

The analysis of the Department's workforce profiles using the compulsory Workforce Tables required by MD 715 (see Appendix C) resulted in the identification of numerous *triggers* that could lead to barriers. In many cases, the triggers identified at the Departmental level were mirrored across the DHS OEs. In conducting the analyses, we faced numerous challenges. We were unable to establish data for 8 of the 28 compulsory workforce data tables because the applicant flow processes associated with these tables had not been established. Erroneous RNO coding problems associated with several key positions at TSA also impacted our ability to complete some workforce tables as well as our ability to accurately portray some employment profiles. Approximately 30 percent of these positions are in higher pay bands and are currently being reported as "Two or More/Other Races." TSA is currently resurveying these positions. The number of employees reported in the compulsory Workforce Tables excluded USCG military personnel and non-appropriated fund employees. These tables also excluded Federal Air Marshals (the staffing number is classified), and several appointment types in the Senior Executive Service. The examination of our workforce profiles did not include a net change analysis as EEOC granted the Department a waiver. FY 2004 will provide baseline data for the Department for MD 715 purposes.

The *triggers* that were identified under Title VII indicate consistent issues with regard to the employment of females (collectively) and most individual female employee groups in many of the compulsory workforce tables examined. In addition, the most noteworthy *triggers* showed that:

- in the General Schedule (GS) pay plan at the 13, 14, 15, and SES levels, all employee groups, except White males, had participation rates below their availability in the DHS permanent workforce;
- females (collectively) were employed at rates below their respective availability rates in 8 of the 12 DHS Cross-Cutting, High-Profile Occupations;
- females (collectively) in the Border Patrol Agent occupation accounted for only 5.66 percent of the agents;
- females (collectively) and females across all individual employee groups, except Black females, were hired in DHS permanent appointments at rates below their availability in the National Civilian Labor Force;
- resignations accounted for approximately 56 percent of all voluntary separations; and

- Black males were involuntarily separated at a rate greater than twice their employment rate in the DHS permanent workforce.

Triggers identified under the Rehabilitation Act included low participation rates of people with targeted disabilities in the total, permanent, and temporary workforces; low participation rates in the Cross-Cutting, High-Profile Occupations; the lack of physical accessibility studies; and separation rates that exceeded employment participation rates.

DHS will be cutting new ground in identifying the barriers associated with the triggers identified above. We will be establishing cross-functional teams, consisting of EEO officials, HC officials, and officials from other areas of Departmental management, to identify the actual barriers and to make recommended solutions. Several of the key tools needed to fully understand what factors might be at play in limiting employment opportunities will have to be developed, e.g., an enterprise-wide applicant flow process and recruitment plan. Indeed, the implementation of the HSCP and the new DHS human resources system, MAX^{HR}, are expected to positively impact how we find, hire, develop and retain people.

The DHS objectives and action plans pertaining to the program deficiencies (Part H) and the activities noted to identify the barriers (Part I) will be guided by five of the six Department's *Guiding Principles*—Integrate Our Actions, Build Coalitions and Partnerships, Develop Human Capital, Innovate, and Be Accountable. All incremental/final action plans and policy direction issued by CRCL will be in keeping with these guiding principles and aimed at furthering the Department's Strategic Goal of Organizational Excellence (*Value our most important resource, our people. Create a culture that promotes a common identity, innovation, mutual respect, accountability and teamwork to achieve efficiencies, effectiveness and operational synergies*).

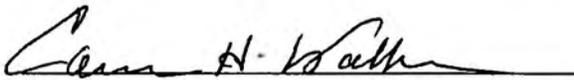
**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

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

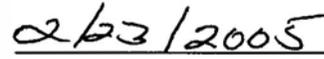
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for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

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

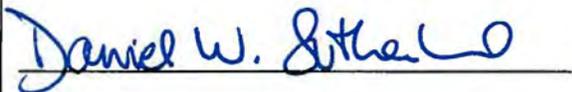
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



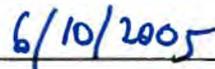
Signature of Principal EEO Director/Official
Carmen H. Walker
Director, DHS EEO Programs
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.



Date



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



Date

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element A: Demonstrated Commitment & Leadership - FY 2004</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	A2: Are new employees provided a copy of the EEO policy statement during orientation?	
OBJECTIVE:	Issue the EEO policy statement to all new employees during employee orientation and ensure that all existing employees have a current copy.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs and OE EEO/Civil Rights Directors	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	August 1, 2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
CRCL will draft policy requiring the DHS EEO/CR Directors to ensure that the agency's EEO policy statement is distributed to new employees at new employee orientation and to ensure that all employees receive a copy of the EEO policy statement issued annually. CRCL will require EEO/CR Directors to report their implementation plan to CRCL within 30 days of receipt of the new policy.	May 31, 2005	
Finalize and issue CRCL policy relative to EEO policy statements.	June 30, 2005	
Confirm OE's compliance with CRCL policy.	July 15, 2005	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
<i>U.S. Department of Homeland Security</i>	<i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission - FY 2004</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>B1: Is the EEO Director under the direct supervision of the agency head?</p> <p>B8: Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?</p> <p>B8a: Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?</p> <p>B8b: Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants?</p> <p>B10: Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality and opportunity?</p>
OBJECTIVE:	To link strategic EEO and diversity objectives to the Department's Strategic Plan and HSCP.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; DHS CHCO
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>B1: At the Departmental level, the Officer for Civil Rights and Civil Liberties, who is responsible for the DHS EEO Program, reports directly to the Secretary. In keeping with the Department's commitment to create a unified 21st century department, CRCL will develop a plan to align the EEO function to execute and communicate as a team that will constitute excellence in governance.</p>	June 1, 2005
<p>B8, B8a, B8b: The Director, DHS EEO Programs will begin attending the Secretary's Chief of Staff daily staff meeting.</p>	February 2, 2005
<p>B8, B8a, B8b: CRCL will initiate quarterly meetings between the OE EEO/CR Directors and the HC Officers.</p>	April 29, 2005
<p>B8, B8a, B8b: At the Departmental level, CRCL/EEO works closely with the Office of the CHCO on these matters. CRCL will issue additional policy direction to address the joint responsibility of EEO and HC in the DHS OEs for these functions.</p>	June 1, 2005
<p>B8, B8a, B8b: Establish a reporting/monitoring mechanism to ensure compliance with these business functions.</p>	June 1, 2005
<p>B10: CRCL will look for centers of excellence and opportunities for efficiencies and shared services across program functions.</p>	March 31, 2006
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p><i>B8, B8a, B8b re Daily Meetings with the Secretary's Chief of Staff.</i> The Director, DHS EEO Programs started attending the Secretary's Chief of Staff daily staff meeting on February 2, 2005.</p>	

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

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

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element D: Proactive Prevention FY 2004</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>D1: Do senior managers meet with and assist the EEO director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?</p> <p>D2: When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO Office, an agency EEO Action Plan to eliminate said barriers?</p> <p>D3: Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?</p>	
OBJECTIVE:	Develop EEO leadership training model in partnership with the CHCO's DHS Leadership Model.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; CHCO	
DATE OBJECTIVE INITIATED:	February 1, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	November 1, 2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
In keeping with the Department's Strategic Goal of Organizational Excellence, CRCL will develop an EEO leadership model that embraces the concept of dual accountability and that provides strategies for managers to fulfill their commitment to the proactive prevention of unlawful discrimination.	June 29, 2005	

Develop EEO standards for assessing senior managers' performance in a pay-for-performance environment.	July 31, 2005
Develop measures and evaluation methodologies for the EEO leadership model	September 30, 2005
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	

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

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>With not quite 2 years of history as a Department, DHS is just establishing baseline workforce data using the data tables established for this Annual EEO Program Status Report. As such, analysis for trends is premature.</p> <p>CRCL will develop and issue policy requiring the EEO/CR Directors to conduct pattern/trend analyses by the MD 715-specified variables beginning with the FY 2005 Annual EEO Program Status Report.</p>	August 1, 2005
Resolve outstanding issues, including RNO and disability coding anomalies, with the USCG and TSA data.	May 31, 2005
Finalize programming for formatting for reports and submit for posting to DHS Interactive	August 31, 2005
Deploy via DHS Interactive	September 30, 2005
CRCL will partner with the CHCO's office to finalize the contracting vehicle to procure a DHS-wide applicant flow process from the Office of Personnel Management (OPM).	August 1, 2005
CRCL will partner with the CHCO's office and OPM to resolve requirements and specifications issues, including any career development information that has changed because of MAX ^{HR} .	November 1, 2005
Develop interim programming to format workforce tables with applicant flow implications (A/B7, A/B9, A/B11, and A/B12 (see appendix).	January 15, 2006
Conduct first official test of system (applicant flow)	February 1, 2006
Finalize programming format for workforce tables A/B7, A/B9, A/B11, and A/B 12.	March 1, 2006
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E: Efficiency FY 2004</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E3: Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehab Act?	
OBJECTIVE:	Leverage the Department's EEO resources and maximize program efficiencies through shared resources.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	June 1, 2005	
Establish CRCL policy and action plan for conducting EEO Program evaluations of the OEs.	July 1, 2005	
Begin OE audits.	October 1, 2005	
Analyze results; propose and implement improvements.	February 1, 2006	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E: Efficiency FY 2004</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E11c: Does the agency complete the investigations within the applicable prescribed time frame?	
OBJECTIVE:	To complete investigations within the applicable prescribed time frame.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 31, 2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Examine MD 715 and 462 OE submissions to identify possible centers of excellence for conducting investigations.	May 30, 2005	
Develop and issue new complaint investigation policy and procedures.	August 1, 2005	
Implement new policy.	September 30, 2005	
Assess and revise policy/procedure as appropriate.	January 31, 2006	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E: Efficiency FY 2004</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E11d: When a complainant requests a FAD, does the agency issue the decision within 60 days of the request?	
OBJECTIVE:	To acquire sufficient resources to enable the Department to meet EEOC complaint processing timeframes.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	September 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 1, 2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Complete staffing requirements.	January 28, 2005 (completed)	
Obtain security clearances for above personnel.	April 1, 2005	
New employees will participate in proper orientation and training, and begin to reduce backlog of complaints, beginning with oldest complaints. Goal is to eliminate backlog by 80 percent.	March 1, 2006	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p><i>Complete staffing requirements.</i> The search for contractors and full-time personnel began in August 2004. CRCL made a total of eight hires as a result of this staffing initiative—seven are currently onboard. The length of the overall personnel security process severely impacts the time it takes to bring an employee onboard.</p> <p>As of September 2004, the Department had reduced the complaint inventory inherited from the incoming OEs from 2,000 to 850. The Department receives approximately 1,200 complaints a year, or 100 per month.</p>		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E: Efficiency FY 2004</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E11g: Does the agency ensure timely compliance with EEOC AJ decisions which are not subject of an appeal by the agency?	
OBJECTIVE:	To ensure timely compliance with EEOC AJ decisions at the Department level and throughout the components.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs	
DATE OBJECTIVE INITIATED:	December 15, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 1, 2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Hire a Complaints Manager.	January 28, 2005 (completed)	
CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	June 1, 2005	
Complete security clearance process for Complains Manager.	April 1, 2005	
After clearance is complete, the Complaints Manager will work with EEO staff to ensure timely compliance with all cases.	January 1, 2006	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<i>Hire a new Complaints Manager.</i> The search for a new Complaints Manager began in November 2004. Part of the Complaints Manager's responsibilities will be to monitor compliance with AJ decisions. An employee hired in September 2004 has responsibility for monitoring Office of Federal Operations compliance cases.		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element F: Responsiveness and Legal Compliance - FY 2004</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	F3: Is compliance with EEOC orders encompassed in the performance standards of any agency employees? F4: Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	
OBJECTIVE:	Develop EEO leadership training model in partnership with the CHCO's DHS Leadership Model.	
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; CHCO	
DATE OBJECTIVE INITIATED:	February 1, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	November 1, 2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
In keeping with the Department's Strategic Goal of Organizational Excellence, CRCL will develop an EEO leadership model that embraces the concept of dual accountability and that encourages managers and employees to communicate and execute as a team.	June 29, 2005	
Develop measures and evaluation methodologies for the EEO leadership model.	September 30, 2005	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		

U.S. Department of Homeland Security

Total Workforce - FY 2004

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

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

An examination of Workforce Tables A-1 and A-2 found that females (collectively) were employed in the DHS permanent workforce at rates below their availability in the National Civilian Labor Force (NCLF). This picture was mirrored across each DHS Organizational Element (OE), except the U.S. Citizenship and Immigration Services (CIS). White females, Asian females, and American Indian/Alaskan Native females followed this employment pattern from the Departmental view and across most DHS OEs. A similar profile existed for Hispanic females in six of the nine DHS OEs.

The participation rates for Hispanic males, Asian males, and males identified as "Two or More/Other Races" in the permanent workforce were below their respective availability rates in the NCLF.

Similar disparities existed at this aggregate Departmental level in the *temporary* workforce, i.e., females (collectively), White females, Asian females, and females identified as "Two or More/Other Races" were employed at rates below their respective availability rates in the NCLF.

The participation rates for Hispanic males, Black males, and males identified as "Two or More/Other Races" were below their expected NCLF availability in most DHS OEs.

BARRIER ANALYSIS:

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

FY 2004 DHS employment profiles reflect, for the most part, the recruitment and hiring activities of the 22 separate agencies that merged to create the Department. Analysis of the Department's hiring activity (Workforce Table A8) was inconclusive in the absence of an enterprise-wide applicant flow process and

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

DHS Plan To Eliminate Identified Barrier (Continued)

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish cross-functional teams comprised of members from the EEO and HC communities, and managers from applicable mission areas to examine the triggers and established processes and policies that might be impeding employment opportunities.	May 16, 2005
Report team findings to Director, DHS EEO Programs.	August 30, 2005
Design and conduct a study to assess the attitudes of managers relative to equal employment opportunity.	July 31, 2005
Report results to Director, DHS EEO Programs.	August 30, 2005
Develop interim plan to eliminate probable barriers based on results of cross-functional teams and attitudinal survey.	September 30, 2005
Complete plans to establish DHS-wide applicant flow process, implement, and assess.	March 31, 2006
Finalize plan, including procedures to monitor progress, to eliminate identified barriers.	May 30, 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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

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

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; Director, Office of Civil Rights (TSA) – RNO Coding</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005</p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>Coordinate with TSA on the development of an action plan to resurvey the workforce to correct RNO coding problems. Establish target date for re-examining DHS employment profiles in this occupational category based on resurvey.</p>	<p>April 30, 2005</p>
<p>Coordinate with the cross-functional teams examining the triggers and established policies/procedures that might be impeding equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.</p>	<p>May 16, 2005</p>
<p>Complete analysis of the employee distributions for the two data streams that comprise the “Officials and Managers” category and report results to the Director, DHS EEO Programs.</p>	<p>June 30, 2005</p>
<p>Develop plan to eliminate probable barriers, including procedures to monitor progress.</p>	<p>September 30, 2005</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	

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

DHS Plan to Eliminate Identified Barrier

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

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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

RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; DHS CHCO	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005	
DHS Plan to Eliminate Identified Barrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.	May 16, 2005	
Report findings to the Director, DHS EEO Programs.	August 30, 2005	
Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant-flow process. Include procedures and schedule to monitor progress.	September 30, 2005	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

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

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

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>General Schedule Grades - FY 2004</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		<p>In the General Schedule (GS) pay plan at the 13, 14, 15, and SES levels, all employee groups, except White males, had participation rates below their availability in the DHS permanent workforce. For White females, the disparity existed only at the GS-13 grade level.</p> <p>With few exceptions, the disparities at the GS-13, 14, 15, and SES levels were mirrored across the DHS OEs.</p>
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		<p>Workforce Table A4-1 provided the primary source document for analysis of this employment category.</p> <p>Several data points were noteworthy during the analysis of Workforce Table A4-1. In CIS, the only OE where females comprise the largest percentage of the workforce (approximately 62 percent), the employment pattern for women at the GS-13, 14, 15, and SES grade levels was the same pattern as other females in the Department. White females were the exception—their participation rates at the GS-14 and 15 grade levels exceeded their availability in the CIS workforce. However, in CBP, where females made up approximately 26 percent of the permanent workforce, the participation rates for females (collectively) and White females exceeded their availability in the CBP workforce. For Black females, the disparity only existed at the SES level. These employment patterns point to an examination of grades within occupations to help understand the processes at work.</p> <p>Data needed to conduct a more detailed assessment of the possible contributors to these</p>

<p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>employment profiles was not available in time for this report submission. Enhancements to the DHS MD 715 database are underway to provide queries on demand, e.g., distributions of occupations by grades 13, 14, 15, and SES and hiring and separation data by grades within occupations.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005</p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barrier(s) relative to the conditions at issue in this employment category. Additional focus needed by the team on high visibility assignments, training, and career development procedures/policies.</p>	<p>May 16, 2005</p>
<p>Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005</p>
<p>Develop an interim action plan to eliminate probable barrier(s) pending completion of the DHS-wide applicant flow process. Include procedures/schedule to monitor progress.</p>	<p>September 30, 2005</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	

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

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

practice to be implemented to correct the undesired condition.	a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; OE EEO Directors
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barriers relative to the conditions at issue in this employment category. Focus on possible contributors to the disparities among the employee groups, particularly in the law enforcement occupations.	May 16, 2005
Report findings to the Director, DHS EEO Programs.	August 30, 2005
Benchmark law enforcement agencies that have documented successes in recruiting, hiring, promoting, and retaining a diverse workforce.	July 31, 2005
Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant flow process. Include procedures and schedule to monitor progress.	September 30, 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

<p>EEOC FORM 715-01 PART I</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p align="center"><i>U.S. Department of Homeland Security</i></p>		<p align="center"><i>New Hires by Type of Appointment - FY 2004</i></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>		<p>Females (collectively) and females across all individual groups, except Black females, were hired in DHS permanent appointments at rates below their availability in the NCLF.</p> <p>This employment profile continued for females (collectively), White females, Asian females, and females identified as “Two or More/Other Races” in <i>temporary</i> appointments.</p> <p>Males identified as “Two or More/Other Races” were also hired at rates below their availability in the DHS permanent workforce.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>		<p>Workforce Table A8 served as the primary document for analyzing this employment category. We used a report detailing the Nature of Action Codes (NOACs) and corresponding hiring authorities to supplement Table A8. The DHS Federal Equal Opportunity Recruitment Program (FEORP) Annual Report and input from the OEs regarding their recruitment activities provided additional information.</p> <p>As noted in the barrier analysis discussion of the Total Workforce, six NOACs accounted for 97 percent of the FY 2004 permanent new hires. The deficit of women among the DHS new hires (permanent and temporary) in light of the targeted recruitment activities undertaken by the Department as well as several OEs dictates the need for further analysis to determine exactly what impediments are contributing to this condition. Indeed, the absence of a DHS-wide applicant flow process severely handicaps our ability to accurately assess this situation.</p>

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The identification of barriers is inconclusive.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify the barriers to the employment of females and other employee groups and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barriers relative to the conditions at issue in this employment category.	May 16, 2005
Report team findings to the Director, DHS EEO Programs.	August 30, 2005
Collaborate with the Office of the CHCO on projects that support the Department's strategic goal of <i>Organizational Excellence</i> .	July 31, 2005
Benchmark best practices of federal agencies that have documented successes in creating a workforce that draws from the diversity of America.	July 31, 2005
Finalize plans in partnership with the CHCO to establish a DHS-wide applicant flow process.	August 1, 2005
Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant flow process. Include procedures and schedule to monitor progress.	September 30, 2005

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity for assistance in identifying the probable barrier.	May 16, 2005
Report findings to the Director, DHS EEO Programs	August 30, 2005
Develop action plan to eliminate the probable barrier.	September 30, 2005
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS OF OBJECTIVE	

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

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

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
Report findings to the Director, DHS EEO Programs.	August 30, 2005
Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress.	September 30, 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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

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

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

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

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

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>More information is needed to understand what factors might be contributing to the conditions at issue; identification of barriers is inconclusive.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To identify the barriers impeding employment opportunities for individuals with disabilities.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, DHS EEO Programs; CHCO</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>March 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2005</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>	
<p>Increase use of the Workforce Recruitment Program (WRP) as one way to increase the participation rate of employees with targeted disabilities.</p> <p>Expand DHS participation in referral services, including the VA, EARN, state rehabilitation offices, and independent living centers, nationwide.</p> <p>Identify applicant resources to target recruitment of qualified applicants with disabilities for mission critical positions at all levels.</p> <p>Provide Windmills training to recruiters, selective placement program managers, human resource specialists, and managers and others who interact with potential candidates with disabilities.</p> <p>Incorporate the recruitment of people with disabilities into existing recruitment efforts.</p>	<p>March 2005</p>	<p>June 2005</p>
	<p>May 2005</p>	
	<p>May 2005</p>	
	<p>September 2006</p>	
<p>Conduct analysis of current expedited hiring practices among organizational elements to fill mission critical occupations.</p>	<p>May 2005</p>	
<p>Review mission critical vacancy announcements for inclusion of special hiring authority statements, noting eligibility of people with disabilities to apply outside of the area of consideration.</p>	<p>May 2005</p>	
<p>Track the number of individuals with targeted disabilities hired and placed.</p>	<p>June 2005, then quarterly</p>	
<p>Present draft report to EEO Program Director</p>	<p>July 2005</p>	

Produce directive to implement uniform DHS wide procedures for using Schedule A to hire people with disabilities.	August 2005
Meet with educational institutions, for example the California State University, Northridge, Gallaudet University, and Rochester Institute of Technology to identify ways of better equipping students with disabilities to compete for DHS careers.	August 2005
Include in the strategic plan strategies to improve DHS career programs on selected campuses, and methods to market DHS's careers among students at all levels, especially the graduate level.	September 2005
Provide managers and supervisors with updated DHS Toolkit for Increasing Employment of People with Disabilities. Post the Toolkit on DHS website.	September 2005
Evaluate results and make appropriate changes to meet objectives.	September 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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

EEOC FORM 715-01 PART I	DHS EEO Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Meet with management and facilities staff to define problem and explore issues.	May 2005	
Provide training to facility management staff.	June 2005	
Complete plan to survey the facilities.	June 2005	
Conduct the survey	November 2005	
Review survey results	December 2005	
Develop plan for ensuring all DHS facilities are in compliance with federal standards.	December 2005	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
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EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Separations - FY 2004</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Separation data for FY 2004 indicates that people with targeted disabilities are leaving DHS at a higher rate than their participation in the workforce. Overall, employees with disabilities are involuntarily separated at 9 percent. However, their participation rate is 4.74 percent of the total workforce. Employees with a targeted disability are involuntarily separated at 0.9 percent though this group constitutes only 0.48 percent of the total workforce. People with targeted disabilities separated at much higher rates during their probationary period 0.77 percent, and due to removals 1.36 percent. Non-disabled employees accounted for 93.66 of the workforce, yet their rate of separation during probationary period was 90.90, and due to removals was 88.86 percent
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		Analysis of Workforce Table B14 Total Separations. The higher separation rate indicates a probable barrier. DHS lacks an exit interview tool and other tools to conduct an analysis and identify root causes of why people with disabilities are leaving at a higher rate than their participation in the workforce.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		More information is needed to identify whether a barrier to retention exists.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Identify barriers to employment condition identified above. Develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:		Director, DHS EEO Programs; CHCO
DATE OBJECTIVE INITIATED:		June 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:		December 2006

EEOC FORM 715-01 PART I	DHS EEO Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Develop exit and post exit interview questionnaires to be administered to all employees leaving DHS.	June 2005	
Collect information and analyze the data to determine the reasons why employees with disabilities are leaving DHS.	December 2005	
Develop a "Plan of Action" to eliminate the barriers identified.	January 2006	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Empty space for report of accomplishments and modifications		

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

EEOC FORM 715-01 PART I	DHS EEO Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Conduct analysis of current practices for promoting employees eligible for non-competitive promotions, noting time-in-grade, and competitive promotions.	December 2005	
Monitor and evaluate time promotion data, including time-in grade by disability status.	June 2005	
Develop plan to eliminate any identified barriers and ensure qualified employees are treated equitably.	September 2006	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Empty space for report content		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
<i>U.S. Department of Homeland Security</i>	<i>Reasonable Accommodations FY 2004</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The Department's Procedures to Facilitate the Provision of Reasonable Accommodations were issued February 2004. DHS has not provided training on the new procedures.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Lack of training about reasonable accommodations and the DoD's Computer/Electronic Accommodation Program (CAP) partnership program is a probable barrier. In absence of this information, selecting officials are unaware of how some applicants with disabilities could perform the essential functions of a job, or how to maximize an employee's potential to contribute toward DHS's mission.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Insufficient training and awareness of policies and procedures for providing reasonable accommodations for persons with disabilities.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Managers and supervisors receive training about reasonable accommodations, what they are and how to facilitate requests for them.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; CHCO
DATE OBJECTIVE INITIATED:	July 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005

EEOC FORM 715-01 PART I	DHS EEO Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Develop reasonable accommodation training policy.	December 2005	
Develop an automated system to track and report requests for reasonable accommodation.	June 2005	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE		
Empty space for report of accomplishments and modifications		

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

EEOC FORM 715-01 PART I	DHS EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Conduct analysis of the use of temporary hiring procedures to determine what if any impact they have on people with disabilities compared to non-disabled.	September 2005	
Ensure that management and human resources training include the importance of using temporary employment as a gateway to permanent hires of people with disabilities.	September 2005	
Develop plan with action items to eliminate any identified barriers and ensure people with disabilities are fully utilizing career development programs.	December 2005	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Empty space for report content		

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities									
PART I Department or Agency Information	1. Agency		1. U.S. Department of Homeland Security							
	1.a. 2 nd Level Component									
	1.b. 3 rd Level or lower									
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY 2004		... end of FY 2004		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force				132,117	100				
	Reportable Disability				6,274	4.74				
	Targeted Disability*				640	.48				
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						Data unavailable			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						Data unavailable				
PART III Participation Rates In Agency Employment Programs										
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	3,192	98	3.07	17	.53	39	122	3055	95.70	
4. Non-Competitive Promotions	14,962	342	2.28	34	.22	81	.54	14,539	97.17	
5. Employee Career Development Programs	--	--	--	--	-	--	-	--	--	
5.a. Grades 5 – 12	--	--	--	--	-	--	-	--	--	
5.b. Grades 13 – 14	--	--	--	--	-	--	-	--	--	
5.c. Grade 15/SES	--	--	--	--	-	--	-	--	--	
6. Employee Recognition and Awards										
6.a. Time-Off Awards (Total hrs awarded)	288,529	14,062	4.87	1,725	.59	4,540	1.57	269,927	93.55	
6.b. Cash Awards (total \$\$\$ awarded)	59,189,483	2,403,145	4.06	261,110	.44	830,732	1.40	55,955,606	94.53	
6.c. Quality-Step Increase	2,161	54	2.49	4	.18	29	1.34	2,078	96.15	

<p align="center">EEOC FORM 715-01 Part J</p>	<p align="center">Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p align="center">Part IV</p> <p>Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p align="center">Part V</p> <p>Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

Part V: Goals for Employees with Targeted Disabilities

The Department of Homeland Security (DHS) is committed to becoming a model employer of people with disabilities. During mid-FY 2004, DHS launched a major initiative to increase the employment of people with disabilities throughout the workforce, including internships and mentoring programs. We sought out new opportunities and resources to support the recruitment initiative. Management disability awareness training programs were launched throughout DHS to ensure selecting officials clearly understood their roles and responsibilities in recruiting, hiring, developing and promoting people with disabilities.

The Department monitored, reviewed, and evaluated the initiative's progress. Over 4,000 managers nationwide received training on disability issues. DHS hired 38 interns with disabilities. On National Disability Mentoring Day, DHS employees mentored over 43 students with disabilities in the Washington D.C. metropolitan area in addition to the 75 students with disabilities in the region. Upon completion of their internships at DHS, two of the four Microsoft/American Association of People with Disabilities IT Scholars who received summer internship with DHS obtained permanent positions with DHS. The number of assistive devices requested from our partnership with DoD's Computer/Electronic Accommodation Program (CAP) to accommodate employees with disabilities increased dramatically after the management training programs which featured demonstrations of the various devices. In recognition for our efforts, DHS received CAP's 2004 Annual *Real Solutions for Real Needs* Award for a Large Agency.

We understand much work remains to be done as we strive to become a model employer of people with disabilities. Individuals with targeted disabilities comprised 0.46 percent of the total DHS workforce; 0.48 percent of the DHS permanent workforce, and 0.38 percent of the temporary workforce. While the percent of those with targeted disabilities exceeds the percent in the permanent workforce, temporary appointments are an important gateway to permanent hires for people with disabilities. Therefore, this low participation rate will be further explored. If any barriers are identified, we will develop proactive plans to eliminate them.

Of 12,885 permanent new hires for FY 2004 DHS hired 29 persons with targeted disabilities, only 0.22 percent of permanent hires. Additionally, 67 permanent employees with targeted disabilities, 0.56 percent separated from DHS, resulting in a net loss for DHS in FY 04 of -38 employees with targeted disabilities. People with targeted disabilities were absent from a third of DHS's Mission Critical Occupations, with low rates of participation in most of the remaining occupations. However, it should be noted that people with targeted disabilities comprised 2.40 percent of Immigration Status Verifiers and 2.34 percent of Contact Representatives at Citizenship and Immigration Service.

Building on the foundation laid by the Department's FY 2004 Disability Employment Initiative, DHS's hiring goal for FY 2005 is 1 percent. To achieve this goal, DHS recruitment strategies will include:

- Develop targeted recruitment efforts to recruit qualified people with targeted disabilities at all grade levels throughout the Department.
- Establish partnerships with professional organizations and associations, disability resource centers and advocacy groups, colleges and universities with high percentage of students with disabilities.
- Expand participation in existing recruitment resources including but not limited to:
 - DOL and DOD co-sponsored Workforce Recruitment Program College Students with Disabilities. Many of these students are at the MA or PhD level.
 - Employment Assistance Referral Network
 - Career Blazers, which places people with disabilities certified to work in numerous Microsoft IT careers, such as on a helpdesk.
 - Nationwide independent living centers, state rehabilitation offices, and the VA's vocational rehabilitation and employment offices.
- Develop methods to market DHS's careers among students at all levels, especially at the graduate level.
- Enlist assistance of students and employees who are alumni in recruitment and outreach efforts.
- Incorporate recruiting people with disabilities into established recruitment programs.
- Provide Windmills training to recruiters and human resources staff that interact with candidates with disabilities. This training will also be provided to managers and supervisors to increase the ability of managers and supervisors to discuss with employees with disabilities career development and advancement opportunities.
- Ensure vacancy announcements include clear application directions for people with disabilities.
- Identify publications and websites that target people with disabilities. Post the vacancies on their websites, and place advertisements in the publications.
- Review DHS application and selection procedures to identify specific barriers within the hiring process. Once the specific barriers to hiring people with disabilities have been identified, alternative policies and procedures will be established.
- DHS will also further examine more data and information to determine any other barriers to recruitment, selection, career development, and promotion of otherwise qualified employees with disabilities throughout DHS mission critical occupations and pay levels. If any barriers are identified, a specific plan will be developed to eliminate them and incorporated into a strategic plan.



**Homeland
Security**

**EQUAL EMPLOYMENT OPPORTUNITY AND
SEXUAL HARASSMENT POLICY STATEMENT**

October 9, 2003

As Secretary of the Department of Homeland Security, I am personally committed to making the Department a model employer with a diverse and effective workforce. To achieve this goal it is essential that managers and supervisors maintain an atmosphere where employees and applicants for employment are judged solely on the basis of merit or ability. We want to create an atmosphere where there is respect for the strength brought to our workforce when we have employees with a wide range of background and experiences. We must strive to ensure that all employees have an opportunity to reach their full potential and to contribute to the success of the Department.

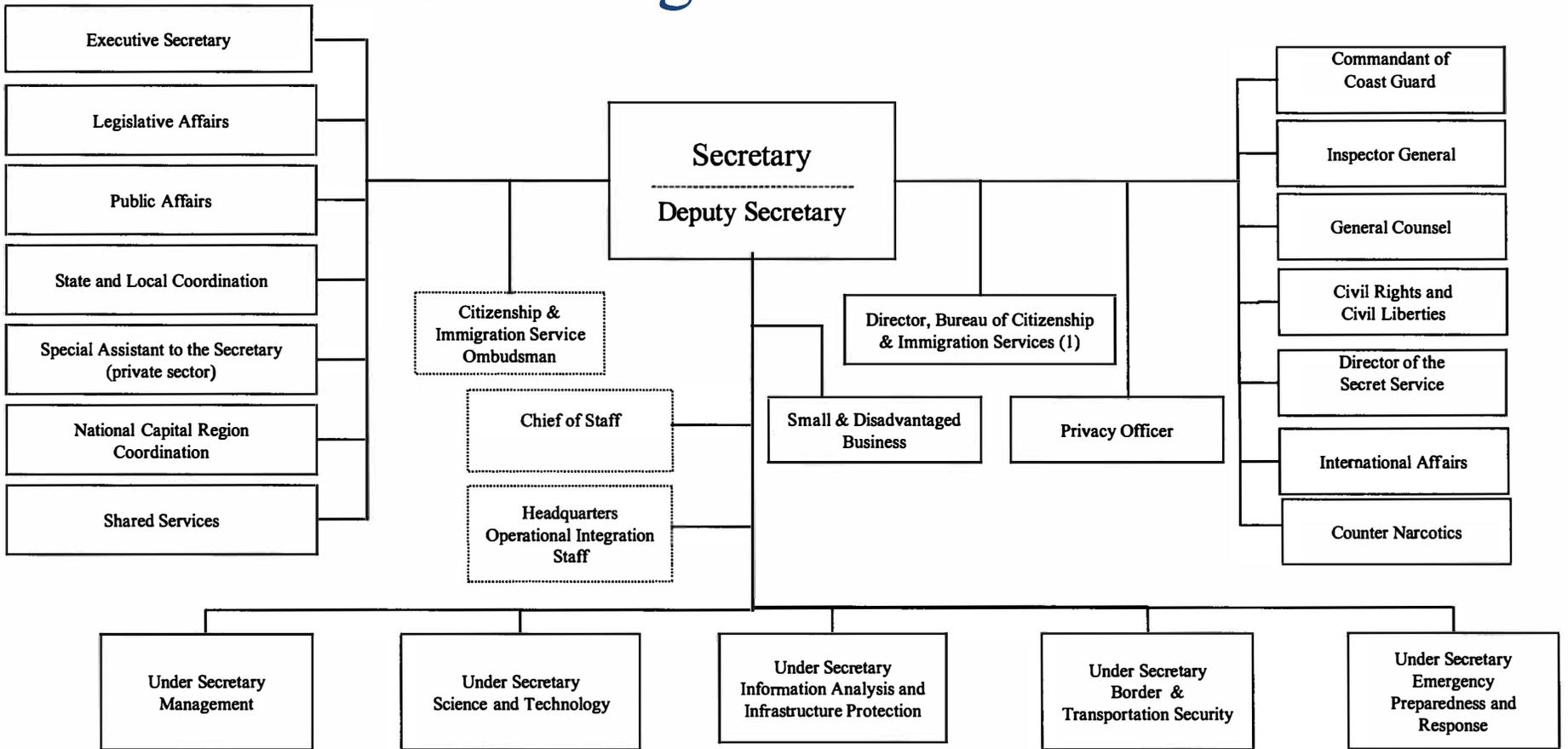
To this end I ask all managers and supervisors to take two steps. First, please ensure that you advertise job openings as widely as possible. It is critical that we take advantage of the talents of the broadest possible range of Americans as we carry out our critical work. Second, please make special effort to reasonably accommodate the needs of employees and applicants for employment who have physical or mental disabilities.

Let me be clear about a related point: discrimination against or harassment of any employee cannot be tolerated. 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 – physical or verbal – that could create a hostile or intimidating environment. I emphasize again that we will accomplish our critical mission only if we ensure that all employees are free to fully contribute their talents.

As in all phases of our mission, we must strive for excellence. I challenge supervisors, managers and employees to join me in making DHS a leader in equal employment opportunity.


Tom Ridge

DHS Organizational Chart



APPENDIX A DEFINITIONS

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

Applicant – A person who applies for employment.

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

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

Cross-Cutting, High-Profile Occupation – DHS mission critical occupations that reside in multiple DHS Organizational Elements comprise the Cross-Cutting occupations; DHS mission critical occupations that are highly populated or have high public visibility comprise the High-Profile occupations.

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

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

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

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

Reasonable Accommodation – Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1620.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

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

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

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

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

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

APPENDIX B ACRONYMS

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

APPENDIX C – MD 715 COMPULSORY WORKFORCE TABLES

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

* DHS Cross-Cutting, High-Profile Occupations

[♦] Applicant flow-related processes involved; workforce tables not available for FY 2004

APPENDIX C – MD 715 COMPULSORY WORKFORCE TABLES
(Continued)

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

* DHS Cross-Cutting, High-Profile Occupations

♦ Applicant flow-related processes involved; workforce tables not available for FY 2004

APPENDIX D
DHS CROSS-CUTTING, HIGH-PROFILE OCCUPATIONS

Cross-Cutting¹

Security (0080)

Police (0083)

Intelligence Research Specialist (0132)

Engineers (0800 Family)

Attorneys (0905)

Contract Specialists (1102)

Information Technology Specialists (2210)

Criminal Investigators (1811)

High-Profile²

Transportation Security Screeners (0019)

Adjudications Officers (1801)

Customs and Border Protection Officers
(1895)

Border Patrol Agents (1896)

¹ Exist in more than one DHS Organizational Element

² Highly populated and/or high public visibility

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL																		
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY																		
	#	160764	105135	55629	19197	7766	66608	31479	11247	12168	4453	2366	0	0	620	485	2810	1367
	%	100	65.39	34.60	11.94	4.83	41.43	19.58	6.99	7.56	2.76	1.47	0.00	0.00	0.51	0.30	1.74	0.65
CLF (2000)																		
	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8
Difference																		
	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERMANENT																		

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

This table is for All Agencies

Employment Tenure	Total Employees		Race/Ethnicity															
			Hispanic or Latino				Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#	132117	86480	43837	17797	8454	53274	23036	10124	10522	3933	1942	0	0	646	365	2706	1318
	%	100	66.97	33.02	13.47	4.88	40.32	17.43	7.66	7.96	2.97	1.46	0.00	0.00	0.48	0.27	2.04	0.99
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEMPORARY																		
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Current FY	#	28647	16655	11992	1400	1312	13334	6443	1123	1644	520	424	0	0	174	120	104	49
	%	100	58.13	41.86	4.88	4.57	48.54	29.47	3.92	5.73	1.81	1.48	0.00	0.00	0.60	0.41	0.38	0.17
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-APPROPRIATED																		
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL FY	132117	88480	43637	17797	6454	53274	23036	10124	10522	3933	1942	0	0	846	365	2706	1318
#																	
%	100	66.97	33.02	13.47	4.88	40.32	17.43	7.66	7.96	2.97	1.46	0.00	0.00	0.48	0.27	2.04	0.99
CLF (2000)	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8
DHS Headquarters	1497	880	617	55	34	722	390	71	172	24	19	0	0	7	2	1	0
#																	
%	100	58.78	41.21	3.67	2.27	48.22	26.05	4.74	11.48	1.60	1.26	0.00	0.00	0.46	0.13	0.06	0.00
Federal Emergency Management Agency	2349	1411	938	31	33	1223	594	124	286	25	18	0	0	8	7	0	0
#																	

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	100	60.06	39.93	1.31	1.40	52.06	25.28	5.27	12.17	1.08	0.76	0.00	0.00	0.34	0.29	0.00	0.00	
Federal Law Enforcement Training Center	#	839	544	295	18	11	475	234	34	39	6	7	0	0	11	4	0	0
	%	100	64.83	35.16	2.14	1.31	56.61	27.89	4.05	4.64	0.71	0.83	0.00	0.00	1.31	0.47	0.00	0.00
Transportation Security Administration	#	54795	35408	19389	4630	2227	19658	9645	6406	5347	1942	764	0	0	302	206	2468	1180
	%	100	64.81	35.36	8.44	4.06	35.67	17.60	11.69	9.75	3.54	1.43	0.00	0.00	0.55	0.37	4.50	2.15
U.S. Citizenship and Immigration Services	#	6587	2511	4076	338	659	1633	2066	278	987	245	317	0	0	13	33	4	14
	%	100	38.12	61.87	5.13	10.00	24.79	31.36	4.22	14.98	3.71	4.81	0.00	0.00	0.19	0.50	0.06	0.21

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
U.S. Coast Guard	#	6477	4122	2355	184	106	3336	1490	413	639	155	105	0	0	31	15	1	0
	%	100	63.64	36.35	2.84	1.63	51.53	23.00	6.37	9.86	2.39	1.62	0.00	0.00	0.47	0.23	0.01	0.00
U.S. Customs and Border Protection	#	40317	29893	10424	10182	2484	16703	5551	1488	1714	1201	505	0	0	178	65	161	105
	%	100	74.14	25.85	25.20	6.16	41.42	13.78	3.69	4.25	2.97	1.25	0.00	0.00	0.44	0.18	0.39	0.28
U.S. Immigration and Customs Enforcement	#	14630	10405	4225	2196	794	6922	2332	884	913	265	148	0	0	72	25	66	13
	%	100	71.12	28.87	15.01	5.42	47.31	15.93	6.04	6.24	1.81	1.01	0.00	0.00	0.49	0.17	0.45	0.08
U.S. Secret Service	#	4626	3308	1316	183	106	2600	734	426	425	70	39	0	0	24	8	5	6
	%	100	71.50	28.49	3.95	2.29	56.20	15.86	9.20	9.18	1.51	0.84	0.00	0.00	0.51	0.17	0.10	0.12

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	2044	1477	567	93	30	1287	446	68	75	18	12	0	0	7	3	4	1
	%	100	72.26	27.73	4.54	1.46	62.96	21.81	3.32	3.66	0.88	0.58	0.00	0.00	0.34	0.14	0.19	0.04
- Mid-Level (Grades 13-14)	#	6371	4658	1713	656	217	3541	1068	298	340	119	70	0	0	33	9	11	9
	%	100	73.11	26.88	10.29	3.40	55.57	16.76	4.67	5.33	1.86	1.09	0.00	0.00	0.51	0.14	0.17	0.14
- First-Level (Grades 12 and Below)	#	4694	3520	1174	1116	272	2025	607	240	234	98	44	0	0	25	6	16	11
	%	100	74.98	25.01	23.77	5.79	43.14	12.93	5.11	4.98	2.08	0.93	0.00	0.00	0.53	0.12	0.34	0.23

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Other	#	33753	22746	11007	4904	1800	13918	6020	1730	2261	1080	491	0	0	144	80	970	355
	%	100	67.38	32.81	14.52	5.33	41.23	17.83	5.12	6.89	3.19	1.45	0.00	0.00	0.42	0.23	2.87	1.05
Officials and Managers Total	#	46862	32401	14461	8789	2319	20771	8141	2338	2910	1315	617	0	0	209	98	1001	376
	%	100	69.14	30.85	14.44	4.94	44.32	17.37	4.98	6.20	2.80	1.31	0.00	0.00	0.44	0.20	2.13	0.80
Officials and Managers RCLF	%	100	61.19	38.5	3.3	2.4	52.1	30.6	2.8	3.5	2.09	1.3	0.0	0.0	0.2	0.2	0.7	0.5
2. Professionals	#	8180	4841	3339	543	367	3419	2012	390	621	277	189	0	0	19	15	193	135
	%	100	59.18	40.81	6.63	4.48	41.79	24.59	4.76	7.59	3.38	2.31	0.00	0.00	0.23	0.18	2.35	1.65
Professionals RCLF	%	100	46.09	53.7	2.3	2.8	37.09	42.3	2.7	4.9	3.2	2.6	0.0	0.0	0.2	0.3	0.6	0.8

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
3. Technicians	#	50067	32609	17456	4546	2168	18294	8722	6158	4978	1882	748	0	0	289	192	1440	650
	%	100	65.13	34.86	9.08	4.33	36.53	17.42	12.29	9.94	3.75	1.49	0.00	0.00	0.57	0.38	2.87	1.29
Technicians RCLF	%	100	42.2	57.9	3.3	3.4	32.2	43.2	3.4	7.6	2.3	2.4	0.0	0.0	0.3	0.4	0.7	0.9
4. Sales Workers	#	8	2	6	0	2	2	3	0	1	0	0	0	0	0	0	0	0
	%	100	25.00	75.00	0.00	25.00	25.00	37.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sales Workers RCLF	%	100	49.5	50.5	4.0	4.9	39.5	37.0	3.1	5.5	1.8	1.9	0.0	0.0	0.2	0.3	0.9	0.9
5. Administrative Support Workers	#	6618	1487	5131	230	735	822	2476	277	1473	127	272	0	0	14	36	17	139
	%	100	22.46	77.53	3.47	11.10	12.42	37.41	4.18	22.25	1.91	4.11	0.00	0.00	0.21	0.54	0.25	2.10

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Administrative Support Workers RCLF	%	100	24.2	75.68	2.9	6.7	16.5	56.3	3.3	8.89	1.0	2.09	0.0	0.0	0.1	0.5	0.4	1.2
6. Craft Workers	#	1440	1428	12	239	1	993	10	139	0	44	1	0	0	13	0	0	0
	%	100	99.16	0.83	16.59	0.08	66.95	0.69	9.65	0.00	3.05	0.08	0.00	0.00	0.90	0.00	0.00	0.00
Craft Workers RCLF	%	100	94.4	5.4	11.9	0.6	72.5	3.9	6.2	0.6	1.6	0.2	0.0	0.0	0.8	0.1	1.4	0.0
7. Operatives	#	281	272	9	19	0	184	4	57	5	11	0	0	0	1	0	0	0
	%	100	96.79	3.20	6.76	0.00	65.48	1.42	20.28	1.77	3.91	0.00	0.00	0.00	0.35	0.00	0.00	0.00
Operatives RCLF	%	100	71.78	27.99	10.8	5.1	48.4	16.29	8.89	4.5	2.09	1.6	0.0	0.0	0.5	0.2	1.1	0.3
8. Laborers and Helpers	#	39	26	13	1	0	22	13	0	0	2	0	0	0	1	0	0	0
	%	100	66.66	33.33	2.56	0.00	56.41	33.33	0.00	0.00	5.12	0.00	0.00	0.00	2.56	0.00	0.00	0.00

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Laborers and Helpers RCLF	%	100	85.2	14.69	21.5	3.1	50.2	9.39	10.0	1.6	1.3	0.3	0.0	0.0	0.8	0.1	1.4	0.2
9. Service Workers	#	18546	15340	3206	5445	862	8709	1654	759	533	274	115	0	0	100	24	53	18
	%	100	82.71	17.28	29.35	4.64	48.95	8.91	4.09	2.87	1.47	0.62	0.00	0.00	0.53	0.12	0.28	0.09
Service Workers RCLF	%	100	40.8	59.2	6.6	7.9	25.0	38.0	6.2	9.6	1.7	2.0	0.0	0.0	0.4	0.5	0.9	1.2

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	2044	1477	567	93	30	1287	446	68	75	18	12	0	0	7	3	4	1
	%	1.54	1.67	1.29	0.52	0.46	2.41	1.93	0.67	0.71	0.45	0.61	-	-	1.08	0.82	0.14	0.07
- Mid-Level (Grades 13-14)	#	6371	4658	1713	858	217	3541	1068	298	340	119	70	0	0	33	9	11	9
	%	4.82	5.26	3.92	3.68	3.36	6.65	4.63	2.94	3.23	3.02	3.60	-	-	5.10	2.48	0.40	0.88
- First-Level (Grades 12 and Below)	#	4694	3520	1174	1116	272	2025	607	240	234	98	44	0	0	25	6	16	11
	%	3.55	3.98	2.69	6.27	4.21	3.80	2.63	2.37	2.22	2.49	2.26	-	-	3.86	1.64	0.59	0.83

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Other	#	33753	22746	11007	4904	1800	13918	6020	1730	2261	1060	491	0	0	144	80	970	355
	%	25.56	25.72	25.22	27.55	27.88	26.15	26.13	17.10	21.49	27.46	25.28	-	-	22.29	21.91	35.67	26.93
Officials and Managers Total	#	46862	32401	14461	6769	2319	20771	8141	2336	2910	1315	617	0	0	209	98	1001	376
	%	35.47	36.63	33.12	38.02	35.91	39.01	35.32	23.08	27.65	33.42	31.75	-	-	32.33	26.83	37.00	28.51
2. Professionals	#	8180	4841	3339	543	387	3419	2012	390	621	277	169	0	0	19	15	193	135
	%	6.19	5.47	7.65	3.05	5.66	6.42	8.73	3.85	5.90	7.04	9.73	-	-	2.94	4.10	7.13	10.24
3. Technicians	#	50067	32609	17458	4548	2168	18294	6722	6156	4978	1882	746	0	0	289	192	1440	650
	%	37.91	36.68	40.00	25.55	33.59	34.37	37.86	60.86	47.31	47.86	36.51	-	-	44.73	52.60	53.25	49.31

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
4. Sales Workers	#	8	2	6	0	2	2	3	0	1	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.01	0.00	0.03	0.00	0.01	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	6618	1487	5131	230	735	822	2476	277	1473	127	272	0	0	14	36	17	139
	%	5.01	1.66	11.75	1.29	11.36	1.54	10.74	2.73	14.00	3.22	14.00	-	-	2.16	9.66	0.62	10.54
6. Craft Workers	#	1440	1428	12	239	1	993	10	139	0	44	1	0	0	13	0	0	0
	%	1.09	1.61	0.02	1.34	0.01	1.86	0.04	1.37	0.00	1.11	0.05	-	-	2.01	0.00	0.00	0.00
7. Operatives	#	281	272	9	19	0	184	4	57	5	11	0	0	0	1	0	0	0
	%	0.21	0.30	0.02	0.10	0.00	0.34	0.01	0.56	0.04	0.27	0.00	-	-	0.15	0.00	0.00	0.00
8. Laborers and Helpers	#	39	26	13	1	0	22	13	0	0	2	0	0	0	1	0	0	0

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.02	0.02	0.02	0.00	0.00	0.04	0.05	0.00	0.00	0.05	0.00	-	-	0.15	0.00	0.00	0.00
9. Service Workers #	18546	15340	3206	5445	862	8709	1654	759	533	274	115	0	0	100	24	53	18
%	14.04	17.35	7.34	30.60	13.35	16.36	7.18	7.50	5.06	6.96	5.92	-	-	15.47	6.57	1.96	1.36
TOTAL WORKFORCE #	132041	88406	43835	17794	6454	53216	23035	10114	10521	3932	1942	0	0	646	365	2704	1318
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-01	#	9	2	7	1	2	0	4	0	0	1	1	0	0	0	0	0	0
	%	100	22.22	77.77	11.11	22.22	0.00	44.44	0.00	0.00	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	20	10	10	3	4	4	4	2	2	1	0	0	0	0	0	0	0
	%	100	50.00	50.00	15.00	20.00	20.00	20.00	10.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	67	32	35	6	6	21	17	4	9	1	2	0	0	0	0	0	1
	%	100	47.76	52.23	8.95	8.95	31.34	25.37	5.97	13.43	1.49	2.98	0.00	0.00	0.00	0.00	0.00	1.49
GS/GG/GH/GM-04	#	345	109	236	28	40	54	119	19	68	6	9	0	0	2	1	0	1
	%	100	31.59	68.40	8.11	11.59	15.65	34.49	5.50	19.13	1.73	2.60	0.00	0.00	0.57	0.28	0.00	0.28

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-05	#	2953	1528	1427	404	313	869	680	113	308	125	108	0	0	11	16	4	2
	%	100	51.87	48.32	13.68	10.59	29.42	23.02	3.82	10.43	4.23	3.65	0.00	0.00	0.37	0.54	0.13	0.08
GS/GG/GH/GM-06	#	1370	414	956	68	164	250	495	65	245	23	44	0	0	3	6	5	2
	%	100	30.21	69.78	4.98	11.97	18.24	38.13	4.74	17.88	1.67	3.21	0.00	0.00	0.21	0.43	0.38	0.14
GS/GG/GH/GM-07	#	9973	5704	4289	1739	882	3137	2113	437	1007	323	233	0	0	45	34	23	20
	%	100	57.19	42.80	17.43	8.64	31.45	21.18	4.38	10.09	3.23	2.33	0.00	0.00	0.45	0.34	0.23	0.20
GS/GG/GH/GM-08	#	1533	514	1019	88	144	278	491	118	325	26	49	0	0	2	6	2	4
	%	100	33.52	68.47	5.74	9.39	18.13	32.02	7.69	21.20	1.69	3.19	0.00	0.00	0.13	0.39	0.13	0.28
GS/GG/GH/GM-09	#	7558	5232	2328	1800	499	2745	1193	381	483	276	118	0	0	27	15	23	18
	%	100	89.22	30.77	23.81	8.80	36.31	15.78	4.77	6.39	3.85	1.58	0.00	0.00	0.35	0.19	0.30	0.23

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-10 #	307	153	154	25	28	95	87	29	32	3	5	0	0	1	1	0	1	
GS/GG/GH/GM-10 %	100	49.83	50.16	8.14	9.12	30.94	28.33	9.44	10.42	0.97	1.62	0.00	0.00	0.32	0.32	0.00	0.32	
GS/GG/GH/GM-11 #	19993	15423	4570	5501	1059	8423	2395	819	831	476	204	0	0	93	29	111	52	
GS/GG/GH/GM-11 %	100	77.14	22.85	27.51	5.29	42.12	11.97	4.09	4.15	2.38	1.02	0.00	0.00	0.46	0.14	0.55	0.26	
GS/GG/GH/GM-12 #	10990	7329	3661	1575	566	4877	2090	508	799	297	169	0	0	48	17	24	20	
GS/GG/GH/GM-12 %	100	66.68	33.31	14.33	5.15	44.37	19.01	4.62	7.27	2.70	1.53	0.00	0.00	0.43	0.15	0.21	0.18	
GS/GG/GH/GM-13 #	11619	8521	3098	1135	366	6450	1920	592	639	249	140	0	0	60	18	35	15	
GS/GG/GH/GM-13 %	100	73.33	26.66	9.76	3.15	55.51	16.52	5.09	5.49	2.14	1.20	0.00	0.00	0.51	0.15	0.30	0.12	
GS/GG/GH/GM-14 #	5378	3734	1644	352	128	3024	1137	233	313	90	52	0	0	28	13	7	1	

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	100	69.43	30.56	6.54	2.38	56.22	21.14	4.33	5.82	1.67	0.96	0.00	0.00	0.52	0.24	0.13	0.01	
GS/GG/GH/GM-15	#	2103	1449	654	86	40	1272	513	63	79	19	18	0	0	6	3	3	1
%	100	68.90	31.09	4.08	1.90	60.48	24.39	2.99	3.75	0.90	0.85	0.00	0.00	0.28	0.14	0.14	0.04	
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	278	219	59	13	1	191	51	10	6	3	1	0	0	1	0	1	0
%	100	78.77	21.22	4.67	0.35	68.70	18.34	3.59	2.15	1.07	0.35	0.00	0.00	0.35	0.00	0.35	0.00	
ST	#	7	5	2	0	0	5	1	0	0	0	1	0	0	0	0	0	0
%	100	71.42	28.57	0.00	0.00	71.42	14.28	0.00	0.00	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	

TABLE A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex																	
This table is for All Agencies																	
GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

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*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
LE-01	#	419	389	30	19	2	290	16	76	12	3	0	0	0	1	0	0	0
	%	100	92.84	7.15	4.53	0.47	69.21	3.81	18.13	2.86	0.71	0.00	0.00	0.00	0.23	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	163	149	14	7	0	124	7	18	8	0	1	0	0	0	0	0	0
	%	100	91.41	8.58	4.29	0.00	76.07	4.29	11.04	3.68	0.00	0.61	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
LE-05	#	56	48	8	3	0	37	1	8	7	0	0	0	0	0	0	0	0
	%	100	85.71	14.28	5.35	0.00	66.07	1.78	14.28	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	22	21	1	0	0	18	1	3	0	0	0	0	0	0	0	0	0
	%	100	95.45	4.54	0.00	0.00	81.81	4.54	13.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-08	#	11	11	0	0	0	9	0	2	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	81.81	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-09	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	33.33	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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

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

This table is for All Agencies

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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV/SW-01	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV/SW-02	#	20	17	3	0	1	12	2	4	0	1	0	0	0	0	0	0	0	0
	%	100	85.00	15.00	0.00	5.00	60.00	10.00	20.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV/SW-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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

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

This table is for All Agencies

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

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

This table is for All Agencies

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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent
The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Jan 28, 2005

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-01	#	9	2	7	1	2	0	4	0	0	1	1	0	0	0	0	0	0
	%	0.01	0.00	0.02	0.00	0.04	0.00	0.03	0.00	0.00	0.05	0.08	-	-	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	20	10	10	3	4	4	4	2	2	1	0	0	0	0	0	0	0
	%	0.02	0.01	0.04	0.02	0.09	0.01	0.03	0.05	0.03	0.05	0.00	-	-	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	67	32	35	6	6	21	17	4	9	1	2	0	0	0	0	0	1
	%	0.08	0.08	0.14	0.04	0.14	0.06	0.12	0.11	0.17	0.05	0.17	-	-	0.00	0.00	0.00	0.72
GS/GG/GH/GM-04	#	345	109	236	28	40	54	119	19	66	6	9	0	0	2	1	0	1
	%	0.46	0.21	0.97	0.21	0.94	0.17	0.89	0.56	1.28	0.31	0.77	-	-	0.61	0.62	0.00	0.72

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-05	#	2953	1526	1427	404	313	869	680	113	308	125	108	0	0	11	16	4	2
	%	3.96	3.02	5.91	3.15	7.41	2.74	5.10	3.35	5.98	6.51	9.35	-	-	3.36	10.06	1.68	1.44
GS/GG/GH/GM-06	#	1370	414	956	68	164	250	495	65	245	23	44	0	0	3	6	5	2
	%	1.83	0.82	3.96	0.53	3.88	0.78	3.71	1.92	4.76	1.19	3.81	-	-	0.91	3.77	2.10	1.44
GS/GG/GH/GM-07	#	9973	5704	4269	1739	862	3137	2113	437	1007	323	233	0	0	45	34	23	20
	%	13.38	11.32	17.69	13.56	20.41	9.89	15.87	12.95	19.57	16.83	20.19	-	-	13.76	21.38	9.66	14.49
GS/GG/GH/GM-08	#	1533	514	1019	88	144	278	491	118	325	26	49	0	0	2	6	2	4
	%	2.05	1.02	4.22	0.68	3.41	0.87	3.68	3.49	6.31	1.35	4.24	-	-	0.61	3.77	0.84	2.89
GS/GG/GH/GM-09	#	7558	5232	2326	1800	499	2745	1193	361	483	276	118	0	0	27	15	23	18
	%	10.14	10.38	9.64	14.03	11.81	8.66	8.96	10.70	9.38	14.36	10.22	-	-	8.25	9.43	9.66	13.04

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM-10 #	307	153	154	25	28	95	87	29	32	3	5	0	0	1	1	0	1
GS/GG/GH/GM-10 %	0.41	0.30	0.63	0.19	0.66	0.29	0.65	0.85	0.62	0.15	0.43	-	-	0.30	0.62	0.00	0.72
GS/GG/GH/GM-11 #	19993	15423	4570	5501	1059	8423	2395	819	831	476	204	0	0	93	29	111	52
GS/GG/GH/GM-11 %	26.83	30.61	18.94	42.89	25.08	26.57	17.99	24.28	16.15	24.80	17.67	-	-	28.44	18.23	46.63	37.68
GS/GG/GH/GM-12 #	10990	7329	3661	1575	568	4877	2090	508	799	297	189	0	0	48	17	24	20
GS/GG/GH/GM-12 %	14.75	14.54	15.17	12.28	13.40	15.38	15.70	15.08	15.53	15.47	14.64	-	-	14.67	10.69	10.08	14.49
GS/GG/GH/GM-13 #	11619	8521	3098	1135	368	6450	1920	592	639	249	140	0	0	60	18	35	15
GS/GG/GH/GM-13 %	15.59	16.91	12.84	6.65	8.66	20.35	14.42	17.55	12.42	12.97	12.13	-	-	18.34	11.32	14.70	10.86
GS/GG/GH/GM-14 #	5378	3734	1644	352	128	3024	1137	233	313	90	52	0	0	28	13	7	1

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non-Hispanic or Latino											
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	7.21	7.41	6.81	2.74	3.03	9.54	8.54	8.90	6.08	4.68	4.50	-	-	8.56	8.17	2.94	0.72
GS/GG/GH/GM-15 #	2103	1449	654	86	40	1272	513	63	79	19	18	0	0	6	3	3	1
%	2.82	2.87	2.71	0.67	0.94	4.01	3.85	1.86	1.53	0.99	1.55	-	-	1.83	1.88	1.26	0.72
All Other (Unspecified GS) #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE) #	278	219	59	13	1	191	51	10	6	3	1	0	0	1	0	1	0
%	0.37	0.43	0.24	0.10	0.02	0.60	0.38	0.29	0.11	0.15	0.08	-	-	0.30	0.00	0.42	0.00
ST #	7	5	2	0	0	5	1	0	0	0	1	0	0	0			

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	74503	50376	24127	12824	4222	31695	13310	3373	5144	1919	1154	0	0	327	159	238	138
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
LE-01	#	419	389	30	19	2	290	16	76	12	3	0	0	0	1	0	0	0
	%	61.98	62.43	56.60	65.51	100	60.41	64.00	69.09	48.00	100	0.00	-	-	100	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-04	#	163	149	14	7	0	124	7	18	6	0	1	0	0	0	0	0	0
	%	24.11	23.91	26.41	24.13	0.00	25.83	28.00	16.36	24.00	0.00	100	-	-	0.00	-	-	-

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

This table is for All Agencies

LE and Related Grade	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non-Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
LE-05	#	56	48	8	3	0	37	1	8	7	0	0	0	0	0	0	0	0
	%	8.28	7.70	15.09	10.34	0.00	7.70	4.00	7.27	28.00	0.00	0.00	-	-	0.00	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-07	#	22	21	1	0	0	18	1	3	0	0	0	0	0	0	0	0	0
	%	3.25	3.37	1.88	0.00	0.00	3.75	4.00	2.72	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-08	#	11	11	0	0	0	9	0	2	0	0	0	0	0	0	0	0	0
	%	1.62	1.76	0.00	0.00	0.00	1.87	0.00	1.81	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-09	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	0.44	0.48	0.00	0.00	0.00	0.20	0.00	1.81	0.00	0.00	0.00	-	-	0.00	-	-	-

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.14	0.16	0.00	0.00	0.00	0.20	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-
LE-11	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.14	0.16	0.00	0.00	0.00	0.00	0.00	0.90	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	676	623	53	29	2	480	25	110	25	3	1	0	0	1	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV/SW-01	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	13.04	15.00	0.00	-	0.00	20.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-
SV/SW-02	#	20	17	3	0	1	12	2	4	0	1	0	0	0	0	0	0	0	0
	%	86.95	85.00	100	-	100	80.00	100	100	-	100	-	-	-	-	-	-	-	-
SV/SW-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-
SV/SW-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV/SW-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-
SV/SW-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-
SV/SW-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-
SV/SW-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-
SV/SW-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-

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

This table is for All Agencies

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

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-
SV/SW-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-
All Other (Unspecified SV/SW)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	23	20	3	0	1	15	2	4	0	1	0	0	0	0	0	0	
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

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

This table is for All Agencies

WD/WG, WLWS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	8	6	2	0	0	5	2	1	0	0	0	0	0	0	0	0	0
	%	100	75.00	25.00	0.00	0.00	62.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	75.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	30	29	1	0	0	26	1	1	0	1	0	0	0	1	0	0	0
	%	100	96.66	3.33	0.00	0.00	86.66	3.33	3.33	0.00	3.33	0.00	0.00	0.00	3.33	0.00	0.00	0.00
Grade-04	#	19	9	10	1	0	7	10	1	0	0	0	0	0	0	0	0	0
	%	100	47.36	52.63	5.26	0.00	36.84	52.63	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	83	73	10	7	0	46	7	14	1	4	2	0	0	2	0	0	0
	%	100	87.95	12.04	8.43	0.00	55.42	6.43	16.86	1.20	4.81	2.40	0.00	0.00	2.40	0.00	0.00	0.00
Grade-06	#	127	117	10	20	0	64	9	25	1	7	0	0	0	1	0	0	0
	%	100	92.12	7.87	15.74	0.00	50.39	7.08	19.68	0.78	5.51	0.00	0.00	0.00	0.78	0.00	0.00	0.00
Grade-07	#	53	53	0	6	0	29	0	15	0	2	0	0	0	1	0	0	0
	%	100	100	0.00	11.32	0.00	54.71	0.00	28.30	0.00	3.77	0.00	0.00	0.00	1.88	0.00	0.00	0.00
Grade-08	#	244	232	12	42	1	149	10	29	1	9	0	0	0	3	0	0	0
	%	100	95.08	4.91	17.21	0.40	61.06	4.09	11.88	0.40	3.68	0.00	0.00	0.00	1.22	0.00	0.00	0.00
Grade-09	#	165	161	4	13	1	119	2	25	1	4	0	0	0	0	0	0	0
	%	100	97.57	2.42	7.87	0.60	72.12	1.21	15.15	0.60	2.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-10	#	1052	1045	7	209	0	697	4	94	2	37	1	0	0	8	0	0	0
	%	100	99.33	0.88	19.88	0.00	66.25	0.38	8.93	0.19	3.51	0.09	0.00	0.00	0.78	0.00	0.00	0.00
Grade-11	#	209	208	1	11	0	173	1	21	0	3	0	0	0	0	0	0	0
	%	100	99.52	0.47	5.28	0.00	82.77	0.47	10.04	0.00	1.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	78	78	0	1	0	71	0	6	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	1.28	0.00	91.02	0.00	7.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	8	8	0	0	0	8	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	8	8	0	1	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	12.50	0.00	75.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Racea			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	0.00	12.50	0.00	75.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	7	7	0	0	6	0	1	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	4	0	0	3	0	1	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

WD/WG, WLWS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	8	6	2	0	0	5	2	1	0	0	0	0	0	0	0	0	0
	%	0.38	0.29	3.50	0.00	0.00	0.35	4.34	0.42	0.00	0.00	0.00	-	-	0.00	-	-	-
Grade-02	#	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
	%	0.19	0.19	0.00	0.00	0.00	0.21	0.00	0.00	0.00	1.47	0.00	-	-	0.00	-	-	-
Grade-03	#	30	29	1	0	0	26	1	1	0	1	0	0	0	1	0	0	0
	%	1.42	1.42	1.75	0.00	0.00	1.84	2.17	0.42	0.00	1.47	0.00	-	-	6.25	-	-	-
Grade-04	#	19	9	10	1	0	7	10	1	0	0	0	0	0	0	0	0	0
	%	0.90	0.44	17.54	0.32	0.00	0.49	21.73	0.42	0.00	0.00	0.00	-	-	0.00	-	-	-

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander ^a		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-05	#	83	73	10	7	0	48	7	14	1	4	2	0	0	2	0	0	0
	%	3.95	3.57	17.54	2.25	0.00	3.25	15.21	5.95	16.66	5.88	66.66	-	-	12.50	-	-	-
Grade-06	#	127	117	10	20	0	64	9	25	1	7	0	0	0	1	0	0	0
	%	8.05	5.72	17.54	6.43	0.00	4.53	19.56	10.63	16.66	10.29	0.00	-	-	6.25	-	-	-
Grade-07	#	53	53	0	6	0	29	0	15	0	2	0	0	0	1	0	0	0
	%	2.52	2.59	0.00	1.92	0.00	2.05	0.00	6.38	0.00	2.94	0.00	-	-	6.25	-	-	-
Grade-08	#	244	232	12	42	1	149	10	29	1	9	0	0	0	3	0	0	0
	%	11.62	11.36	21.05	13.50	50.00	10.55	21.73	12.34	16.66	13.23	0.00	-	-	18.75	-	-	-
Grade-09	#	185	161	4	13	1	119	2	25	1	4	0	0	0	0	0	0	0
	%	7.86	7.88	7.01	4.18	50.00	6.42	4.34	10.63	16.66	5.88	0.00	-	-	0.00	-	-	-

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

This table is for All Agencies

WDWG, WLWS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-10	#	1052	1045	7	209	0	697	4	94	2	37	1	0	0	8	0	0	0
	%	50.11	51.17	12.28	67.20	0.00	49.36	8.89	40.00	33.33	54.41	33.33	-	-	50.00	-	-	-
Grade-11	#	209	208	1	11	0	173	1	21	0	3	0	0	0	0	0	0	0
	%	9.95	10.18	1.75	3.53	0.00	12.25	2.17	8.93	0.00	4.41	0.00	-	-	0.00	-	-	-
Grade-12	#	78	78	0	1	0	71	0	6	0	0	0	0	0	0	0	0	0
	%	3.71	3.81	0.00	0.32	0.00	5.02	0.00	2.55	0.00	0.00	0.00	-	-	0.00	-	-	-
Grade-13	#	8	8	0	0	0	8	0	0	0	0	0	0	0	0	0	0	0
	%	0.38	0.39	0.00	0.00	0.00	0.56	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
Grade-14	#	8	8	0	1	0	6	0	1	0	0	0	0	0	0	0	0	0
	%																	

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

This table is for All Agencies

WDWG, WLWS & Other Wage Grades	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
					All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	0.38	0.39	0.00	0.32	0.00	0.42	0.00	0.42	0.00	0.00	0.00	-	-	0.00	-	-	-	
Grade-15	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
%	0.33	0.34	0.00	0.00	0.00	0.42	0.00	0.42	0.00	0.00	0.00	-	-	0.00	-	-	-	
All Other Wage Grades	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
%	0.19	0.19	0.00	0.00	0.00	0.21	0.00	0.42	0.00	0.00	0.00	-	-	0.00	-	-	-	
TOTAL	#	2099	2042	57	311	2	1412	46	235	6	68	3	0	0	16	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Mission Critical Jobs																		
0019	#	49093	31806	17287	4433	2134	17718	8626	6101	4956	1836	730	0	0	279	191	1439	650
	%	100	64.78	35.21	9.02	4.34	36.09	17.57	12.42	10.09	3.73	1.48	0.00	0.00	0.56	0.38	2.93	1.32
Occupational CLF	%	100	63.4	36.7	3.6	1.8	50.7	28.5	5.7	4.1	1.8	1.3	0.0	0.0	0.6	0.3	1.0	0.7
0080 - Security Administration	#	1063	846	217	84	11	619	109	133	90	13	5	0	0	11	0	6	2
	%	100	79.58	20.41	6.02	1.03	58.23	10.25	12.51	8.46	1.22	0.47	0.00	0.00	1.03	0.00	0.56	0.18
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9
0083 - Police Series	#	1089	1005	84	67	5	685	39	238	39	9	1	0	0	6	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees		Race/Ethnicity															
			Hispanic or Latino				Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	100	92.28	7.71	6.15	0.45	62.90	3.58	21.85	3.58	0.82	0.09	0.00	0.00	0.55	0.00	0.00	0.00	
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.2	0.1	0.0	0.0	0.7	0.1	1.3	0.2	
0132 - Intelligence #	804	478	326	75	51	355	220	25	47	10	6	0	0	4	0	9	2	
%	100	59.45	40.54	9.32	6.34	44.15	27.36	3.10	5.84	1.24	0.74	0.00	0.00	0.49	0.00	1.11	0.24	
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
0201 - HUMAN RESOURCES SPECIALIST #	959	236	723	16	60	131	326	48	230	5	25	0	0	1	2	35	80	
%	100	24.60	75.39	1.66	6.25	13.66	33.99	5.00	23.98	0.52	2.60	0.00	0.00	0.10	0.20	3.64	8.34	
Occupational CLF %	100	33.2	66.5	2.7	5.0	25.5	49.9	3.6	8.5	0.8	1.8	0.0	0.0	0.2	0.4	0.4	0.9	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0301 - Miscellaneous Administration and Program Series	#	3832	1695	2137	97	166	1326	1311	141	554	38	47	0	0	8	12	85	47
	%	100	44.23	55.76	2.53	4.33	34.60	34.21	3.67	14.45	0.99	1.22	0.00	0.00	0.20	0.31	2.21	1.22
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9
0303 - IMMIGRATN STATUS VERFYR	#	1707	328	1379	48	192	182	682	60	416	31	67	0	0	4	11	3	11
	%	100	19.21	80.78	2.81	11.24	10.66	39.95	3.51	24.37	1.81	3.92	0.00	0.00	0.23	0.64	0.17	0.64
Occupational CLF	%	100	26.5	73.5	2.3	5.8	19.7	54.7	2.8	8.9	1.1	2.4	0.0	0.0	0.2	0.5	0.4	1.2

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0340 - Program Management Series #	587	462	125	31	14	306	81	23	15	12	3	0	0	4	1	86	11
%	100	78.70	21.29	5.28	2.38	52.12	13.79	3.91	2.55	2.04	0.51	0.00	0.00	0.68	0.17	14.65	1.87
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9
0343 - Management and Program Analysis Series #	2181	918	1263	42	74	664	712	107	403	31	35	0	0	8	8	46	31
%	100	42.09	57.90	1.92	3.39	31.36	32.64	4.90	18.47	1.42	1.60	0.00	0.00	0.36	0.36	2.10	1.42
Occupational CLF %	100	61.3	38.5	2.0	1.6	52.5	31.1	2.5	3.3	3.4	1.9	0.0	0.0	0.1	0.1	0.8	0.5
0391 - TELECOMMUNICATIONS SPECIALIST #	340	301	39	22	2	244	28	25	9	5	0	0	0	4	0	1	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	88.52	11.47	6.47	0.58	71.76	8.23	7.35	2.64	1.47	0.00	0.00	0.00	1.17	0.00	0.29	0.00
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0401 - BIOLOGIST #	1463	1001	462	294	113	503	252	101	50	76	30	0	0	2	1	25	16
%	100	68.42	31.57	20.09	7.72	34.38	17.22	6.90	3.41	5.19	2.05	0.00	0.00	0.13	0.06	1.70	1.09
Occupational CLF %	100	55.8	44.0	1.9	2.1	47.3	35.0	1.2	1.8	4.1	4.3	0.0	0.0	0.4	0.2	0.9	0.6
0403 - SUPVRY MICRBIOL #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	55.8	44.0	1.9	2.1	47.3	35.0	1.2	1.8	4.1	4.3	0.0	0.0	0.4	0.2	0.9	0.6

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0405 - SUPVRY PHARMACOL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	54.3	45.6	2.0	1.8	33.3	29.5	1.6	1.8	16.4	11.7	0.0	0.0	0.1	0.1	0.9	0.7
0511 - AUDITOR	#	539	302	237	25	20	209	131	32	58	34	27	0	0	2	1	0	0
	%	100	56.02	43.97	4.63	3.71	38.77	24.30	5.93	10.76	6.30	5.00	0.00	0.00	0.37	0.18	0.00	0.00
Occupational CLF	%	100	42.9	57.0	2.0	3.1	35.0	42.8	2.6	5.3	2.7	4.8	0.0	0.0	0.1	0.3	0.5	0.7
0660 - BUDGET ANALYST	#	206	69	137	1	12	49	72	14	49	4	4	0	0	0	0	1	0
	%	100	33.49	66.50	0.48	5.82	23.78	34.95	6.79	23.78	1.94	1.94	0.00	0.00	0.00	0.00	0.48	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	37.5	62.7	1.7	3.6	29.3	45.1	3.6	9.5	2.2	3.3	0.0	0.0	0.2	0.5	0.5	0.7
0801 - General Engineer #	187	172	15	3	3	149	8	4	2	16	2	0	0	0	0	0	0
%	100	91.97	8.02	1.80	1.60	79.67	4.27	2.13	1.06	8.55	1.08	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	10.0	1.6	0.0	0.0	0.2	0.0	1.4	0.2
0830 - Mechanical Engineer #	63	59	4	2	0	45	3	1	1	11	0	0	0	0	0	0	0
%	100	93.65	6.34	3.17	0.00	71.42	4.76	1.58	1.58	17.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.9	0.6	0.0	0.0	0.2	0.0	1.1	0.1

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0854 - COMPUTER ENGINEER #	6	5	1	0	0	5	1	0	0	0	0	0	0	0	0	0	0
%	100	83.33	16.66	0.00	0.00	83.33	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	83.8	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - Electronics Engineer #	93	86	7	3	0	73	5	1	2	8	0	0	0	1	0	0	0
%	100	92.47	7.52	3.22	0.00	78.49	5.37	1.07	2.15	8.60	0.00	0.00	0.00	1.07	0.00	0.00	0.00
Occupational CLF %	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.6	1.6	0.0	0.0	0.2	0.0	1.2	0.1
0861 #	5	5	0	0	0	3	0	0	0	2	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	60.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	8.4	1.2	0.0	0.0	0.2	0.0	1.4	0.1
0896 #	28	26	2	1	0	6	0	1	0	0	0	0	0	0	0	16	2
%	100	92.85	7.14	3.57	0.00	21.42	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.28	7.14
Occupational CLF %	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
08XX #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - General Attorney Series #	1216	651	565	43	56	540	412	30	58	25	29	0	0	0	2	13	8

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	53.53	46.46	3.53	4.60	44.40	33.88	2.46	4.76	2.05	2.38	0.00	0.00	0.00	0.16	1.06	0.65
Occupational CLF %	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4
0930 - ASYLUM OFFCR #	372	185	187	18	40	138	104	17	30	12	12	0	0	0	1	0	0
%	100	49.73	50.26	4.83	10.75	37.09	27.95	4.56	8.06	3.22	3.22	0.00	0.00	0.00	0.28	0.00	0.00
Occupational CLF %	100	62.6	37.4	2.5	2.1	54.3	28.8	3.9	4.9	1.1	0.7	0.0	0.0	0.4	0.4	0.4	0.5
0962 - CONTACT REPR #	219	64	155	9	35	34	58	14	49	6	12	0	0	1	1	0	0
%	100	29.22	70.77	4.10	15.98	15.52	26.48	6.39	22.37	2.73	5.47	0.00	0.00	0.45	0.45	0.00	0.00
Occupational CLF %	100	18.8	81.3	3.4	13.6	11.2	46.0	2.5	16.7	1.4	2.9	0.0	0.0	0.1	0.9	0.2	1.2

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1102 - Contract Specialist	#	611	237	374	7	16	194	239	23	94	7	16	0	0	2	6	4	3
	%	100	38.78	61.21	1.14	2.61	31.75	39.11	3.76	15.36	1.14	2.61	0.00	0.00	0.32	0.96	0.65	0.49
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.4	0.0	0.0	0.2	0.3	0.4	0.8
1163 - INSURANCE EXAMINER	#	25	15	10	0	0	10	7	4	3	1	0	0	0	0	0	0	0
	%	100	60.00	40.00	0.00	0.00	40.00	28.00	16.00	12.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.7	2.7	0.0	0.0	0.2	0.2	0.7	0.7
1301 - General Physical Science	#	52	36	16	0	1	33	13	0	1	3	1	0	0	0	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees		Race/Ethnicity															
			Hispanic or Latino				Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	100	69.23	30.78	0.00	1.92	63.46	25.00	0.00	1.92	5.78	1.92	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	65.4	34.5	2.2	1.7	45.4	22.9	1.6	1.4	15.3	7.8	0.0	0.0	0.1	0.1	0.8	0.6	
1310 - PHYSICIST #	5	4	1	0	0	4	1	0	0	0	0	0	0	0	0	0	0	
%	100	80.00	20.00	0.00	0.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	86.1	13.9	1.9	0.4	74.6	10.7	1.1	0.5	7.2	2.2	0.0	0.0	0.1	0.0	1.2	0.1	
1320 - Chemist #	136	89	47	8	2	58	25	4	7	19	12	0	0	0	1	0	0	
%	100	85.44	34.55	5.88	1.47	42.64	18.38	2.94	5.14	13.97	8.82	0.00	0.00	0.00	0.73	0.00	0.00	
Occupational CLF %	100	67.7	32.3	2.3	1.6	52.4	21.5	4.2	2.2	7.9	6.3	0.0	0.0	0.2	0.1	0.7	0.6	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1550 - COMPUTER SCIENTIST #	9	6	3	0	0	3	2	2	1	1	0	0	0	0	0	0	0
%	100	66.66	33.33	0.00	0.00	33.33	22.22	22.22	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.5	2.9	0.0	0.0	0.2	0.1	1.2	0.4
1712 - TRAINING SPECIALIST #	249	175	74	4	2	116	47	9	7	3	0	0	0	0	1	43	17
%	100	70.28	29.71	1.60	0.80	46.58	18.87	3.61	2.81	1.20	0.00	0.00	0.00	0.00	0.40	17.26	6.82
Occupational CLF %	100	33.1	66.8	2.7	4.5	24.6	51.7	3.0	6.0	1.7	2.8	0.0	0.0	0.3	0.5	0.8	1.3
1801 - General Inspection, Investigation, and Compliance #	10234	7232	3002	1377	521	4385	1628	576	518	301	168	0	0	51	15	542	152

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	70.66	29.33	13.45	5.09	42.84	15.90	5.62	5.06	2.94	1.84	0.00	0.00	0.49	0.14	5.29	1.46
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.8	1.4	0.0	0.0	0.4	0.4	0.8	0.6
1802 - Compliance Inspection and Support #	2720	858	1862	170	427	496	910	135	416	48	87	0	0	5	14	4	8
%	100	31.54	68.45	6.25	15.69	18.23	33.45	4.96	15.29	1.76	3.19	0.00	0.00	0.18	0.51	0.14	0.29
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	1.0	0.9	0.0	0.0	0.4	0.5	1.0	1.0
1811 - Criminal Investigator #	7645	6625	1020	989	175	4973	698	409	104	151	28	0	0	52	5	51	10
%	100	86.65	13.34	12.93	2.28	65.04	9.13	5.34	1.36	1.97	0.36	0.00	0.00	0.68	0.06	0.66	0.13

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.1	0.3	0.0	0.0	0.5	0.1	1.0	0.4
1889 - IMPORT SPECIALIST #	1050	424	626	42	64	328	403	33	106	20	23	0	0	0	7	1	3
%	100	40.38	59.61	4.00	6.00	31.23	38.38	3.14	10.09	1.90	2.19	0.00	0.00	0.00	0.66	0.09	0.28
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.8	1.4	0.0	0.0	0.4	0.4	0.8	0.6
1895 - CBP OFFICER #	18028	14118	3910	3938	1107	8385	2034	842	477	752	208	0	0	90	31	111	53
%	100	78.31	21.68	21.64	6.14	48.51	11.28	4.67	2.64	4.17	1.15	0.00	0.00	0.49	0.17	0.61	0.29
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1896 - BORDER PATROL AGENT	#	10838	10224	614	5115	347	4811	249	136	9	108	5	0	0	48	4	6	0
	%	100	94.33	5.66	47.19	3.20	44.39	2.29	1.25	0.06	0.99	0.04	0.00	0.00	0.44	0.03	0.05	0.00
Occupational CLF	%	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.1	0.3	0.0	0.0	0.5	0.1	1.0	0.4
2181 - AIRCR PILOT	#	566	556	10	58	2	476	7	4	0	2	1	0	0	3	0	13	0
	%	100	98.23	1.76	10.24	0.35	84.09	1.23	0.70	0.00	0.35	0.17	0.00	0.00	0.53	0.00	2.29	0.00
Occupational CLF	%	100	96.0	3.8	2.8	0.1	89.3	3.6	1.5	0.1	1.0	0.0	0.0	0.0	0.3	0.0	1.1	0.0
2186	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8
2210 - Information Technology Management Series #	1566	1047	519	56	19	801	333	124	122	54	36	0	0	6	4	6	3
%	100	66.85	33.14	3.57	1.21	51.14	21.26	7.91	7.79	3.44	2.42	0.00	0.00	0.38	0.25	0.38	0.19
Occupational CLF %	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.5	2.9	0.0	0.0	0.2	0.1	1.2	0.4
TOTAL #	119788	82348	37440	17058	5691	49079	19776	9417	8923	3654	1622	0	0	592	319	2548	1109

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Type of Appointment	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent	#	12885	8753	4132	1373	480	5948	2462	1056	1035	293	117	0	0	65	34	18	4
	%	100	67.93	32.06	10.65	3.72	46.16	19.10	8.19	8.03	2.27	0.90	0.00	0.00	0.50	0.26	0.13	0.03
Temporary	#	16260	9763	6497	1117	759	6648	3869	1459	1564	358	189	0	0	138	100	43	16
	%	100	60.04	39.95	6.86	4.66	40.68	23.79	8.97	9.61	2.20	1.16	0.00	0.00	0.84	0.61	0.26	0.09
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	29145	18516	10629	2490	1239	12596	6331	2515	2599	651	306	0	0	203	134	61	20
	%	100	63.53	36.46	8.54	4.25	43.21	21.72	8.62	8.91	2.23	1.04	0.00	0.00	0.69	0.45	0.20	0.06

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

This table is for All Agencies

Type of Appointment	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Job Series:																	
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The applicant flow process required for this table has not been established for FY 2004 MD 715 reporting purposes.

Report generated on Jan 28, 2005

TABLE A 10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Employees	4085	2983	1102	905	282	1703	553	204	189	135	86	0	0	17	5	19	7	
Eligible for Career Ladder Promotions																		
%	100	73.02	28.97	22.15	8.90	41.88	13.53	4.99	4.82	3.30	1.81	0.00	0.00	0.41	0.12	0.46	0.17	
Time in grade in excess of minimum																		
1-12 months	#	3850	2722	928	848	253	1548	461	171	145	126	59	0	0	15	4	16	6
%		100	74.57	25.42	23.23	6.93	42.35	12.63	4.88	3.97	3.45	1.61	0.00	0.00	0.41	0.10	0.43	0.16
13-24 months	#	187	104	63	22	10	65	34	11	18	4	2	0	0	1	0	1	1
%		100	62.27	37.72	13.17	5.98	38.92	20.35	6.58	9.58	2.39	1.19	0.00	0.00	0.59	0.00	0.59	0.59
25+ months	#	268	157	111	35	19	92	58	22	28	5	5	0	0	1	1	2	0

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TABLE A 10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	58.58	41.41	13.05	7.08	34.32	21.84	8.20	10.44	1.86	1.86	0.00	0.00	0.37	0.37	0.74	0.00

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*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	Whita		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	11082	6941	4141	1157	625	4308	2078	1052	1214	338	157	0	0	33	33	53	34
	%	100	62.63	37.36	10.44	5.63	38.87	18.75	9.49	10.95	3.04	1.41	0.00	0.00	0.29	0.29	0.47	0.30
Total Hours	H	80701.0	50535.0	30166.0	8490.0	4597.0	31500.0	15153.0	7536.0	8769.0	2456.0	1190.0	0.0	0.0	229.0	241.0	324.0	216.0
Average Hours	H	7.3	7.3	7.3	7.3	7.4	7.3	7.3	7.2	7.2	7.3	7.6	-	-	6.9	7.3	6.1	6.4
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	8849	5155	3694	827	419	3633	2156	479	930	162	132	0	0	28	30	26	27
	%	100	58.25	41.74	9.34	4.73	41.05	24.36	5.41	10.50	1.83	1.49	0.00	0.00	0.31	0.33	0.29	0.30
Total Hours	H	208546.0	119405.0	89141.0	19911.0	10346.0	84811.0	51878.0	10307.0	22541.0	3284.0	3007.0	0.0	0.0	574.0	745.0	518.0	624.0

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

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Average Hours	23.6	23.2	24.1	24.1	24.7	23.3	24.1	21.5	24.2	20.3	22.8	-	-	20.5	24.8	19.9	23.1	
Cash Awards - \$100-\$500																		
Total Cash Awards Given	#	46609	30352	16257	4932	2246	19676	9269	3833	3739	1393	633	0	0	247	134	271	214
	%	100	65.12	34.87	10.58	4.82	42.21	19.92	8.22	8.02	2.98	1.35	0.00	0.00	0.52	0.28	0.58	0.45
Total Amount	\$	15,230,729	9,948,479	5,282,250	1,615,887	747,950	6,460,192	3,001,653	1,255,696	1,213,414	449,948	208,093	0	0	81,102	40,460	85,654	70,480
Average Amount	\$	327	328	325	328	333	328	323	328	325	323	329	-	-	328	302	318	329
Cash Awards - \$501+																		
Total Cash Awards Given	#	37326	24425	12901	3984	1755	17133	7750	2143	2691	841	513	0	0	155	89	169	103
	%	100	65.43	34.56	10.67	4.70	45.90	20.76	5.74	7.20	2.25	1.37	0.00	0.00	0.41	0.23	0.45	0.27

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

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
					All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total Amount \$	44,157,759	29,009,525	15,148,234	4,862,803	1,933,179	20,602,861	9,327,421	2,315,805	3,122,875	917,241	588,883	0	0	172,352	91,184	138,463	84,692	
Average Amount \$	1,183	1,188	1,174	1,221	1,102	1,203	1,204	1,081	1,160	1,091	1,148	-	-	1,112	1,025	819	822	
Quality Step Increases:																		
Total QSIs Awarded #	2161	1345	816	337	134	891	475	59	150	49	47	0	0	7	7	2	3	
%	100	62.23	37.76	15.59	6.20	41.23	21.98	2.73	6.94	2.26	2.17	0.00	0.00	0.32	0.32	0.09	0.13	
Total Benefit \$	5,482,758	3,213,211	2,269,547	704,002	231,742	2,280,639	1,343,785	113,263	466,058	95,645	211,429	0	0	15,857	12,529	3,805	4,004	
Average Benefit \$	2,537	2,389	2,781	2,089	1,729	2,560	2,829	1,920	3,107	1,952	4,498	-	-	2,265	1,790	1,903	1,335	

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Voluntary	#	10020	6719	3301	821	354	4809	2129	749	668	219	92	0	0	69	28	52	30
	%	100	67.05	32.94	8.19	3.53	47.99	21.24	7.47	6.66	2.18	0.91	0.00	0.00	0.68	0.27	0.51	0.29
Involuntary	#	1771	1229	542	176	59	669	270	326	187	37	13	0	0	13	7	8	6
	%	100	69.39	30.60	9.93	3.33	37.77	15.24	18.40	10.55	2.08	0.73	0.00	0.00	0.73	0.39	0.45	0.33
Reductions-In-Force	#	193	123	70	15	6	98	53	5	7	4	3	0	0	1	1	0	0
	%	100	63.73	36.26	7.77	3.10	50.77	27.46	2.59	3.62	2.07	1.55	0.00	0.00	0.51	0.51	0.00	0.00
Total Separations	#	11984	8071	3913	1012	419	5576	2452	1080	862	260	108	0	0	83	36	60	36
	%	100	67.34	32.65	8.44	3.49	46.52	20.46	9.01	7.19	2.16	0.90	0.00	0.00	0.69	0.30	0.50	0.30

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

This table is for All Agencies

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Work Force	#	132117	88480	43637	17797	6454	53274	23036	10124	10522	3933	1942	0	0	646	365	2706	1318
	%	100	66.97	33.02	13.47	4.88	40.32	17.43	7.66	7.96	2.97	1.46	0.00	0.00	0.48	0.27	2.04	0.99

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 200401, 200402, 200403, 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-01 #	31	10	21	2	8	6	5	2	7	0	3	0	0	0	0	0	0
%	100	32.25	87.74	8.45	19.35	19.35	16.12	6.45	22.58	0.00	9.67	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02 #	157	67	90	12	16	36	38	18	34	1	2	0	0	0	1	0	1
%	100	42.67	57.32	7.84	10.19	22.92	22.92	11.46	21.65	0.63	1.27	0.00	0.00	0.00	0.63	0.00	0.63
GS/GG/GH/GM-03 #	394	150	244	29	44	75	139	27	51	16	6	0	0	1	0	0	4
%	100	38.07	61.92	7.36	11.16	19.03	35.27	6.85	12.94	4.56	1.52	0.00	0.00	0.25	0.00	0.00	1.01
GS/GG/GH/GM-04 #	713	266	447	69	126	140	191	35	109	18	18	0	0	3	3	1	0
%	100	37.30	62.69	9.67	17.67	19.83	26.76	4.90	15.28	2.52	2.52	0.00	0.00	0.42	0.42	0.14	0.00
GS/GG/GH/GM-05 #	1518	758	758	70	107	584	494	41	80	55	71	0	0	7	6	1	0

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	50.00	50.00	4.61	7.05	38.52	32.58	2.70	5.27	3.62	4.68	0.00	0.00	0.46	0.39	0.06	0.00
GS/GG/GH/GM-06 #	491	297	194	21	12	254	157	11	14	8	8	0	0	3	2	0	1
%	100	60.48	39.51	4.27	2.44	51.73	31.97	2.24	2.85	1.62	1.62	0.00	0.00	0.61	0.40	0.00	0.20
GS/GG/GH/GM-07 #	3412	2062	1350	176	106	1715	1056	75	101	73	78	0	0	18	8	5	1
%	100	60.43	39.56	5.15	3.10	50.26	30.94	2.19	2.96	2.13	2.28	0.00	0.00	0.52	0.23	0.14	0.02
GS/GG/GH/GM-08 #	225	130	95	12	6	102	69	8	9	7	11	0	0	1	0	0	0
%	100	57.77	42.22	5.33	2.66	45.33	30.66	3.55	4.00	3.11	4.88	0.00	0.00	0.44	0.00	0.00	0.00
GS/GG/GH/GM-09 #	2631	1295	1336	97	75	1060	1145	59	50	68	52	0	0	8	11	3	3
%	100	49.22	50.77	3.68	2.85	40.28	43.51	2.24	1.90	2.58	1.97	0.00	0.00	0.30	0.41	0.11	0.11

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM-10	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-11	#	2239	1290	949	75	49	1092	799	58	49	51	44	0	0	11	7	3	1	
	%	100	57.61	42.38	3.34	2.18	48.77	35.68	2.59	2.18	2.27	1.96	0.00	0.00	0.49	0.31	0.13	0.04	
GS/GG/GH/GM-12	#	2151	1589	562	75	41	1400	430	55	61	43	24	0	0	10	5	6	1	
	%	100	73.67	26.12	3.48	1.90	65.08	19.99	2.55	2.83	1.99	1.11	0.00	0.00	0.46	0.23	0.27	0.04	
GS/GG/GH/GM-13	#	1618	1107	511	29	12	1027	461	19	13	26	21	0	0	5	3	1	1	
	%	100	68.41	31.58	1.79	0.74	63.47	28.49	1.17	0.80	1.60	1.29	0.00	0.00	0.30	0.18	0.06	0.06	
GS/GG/GH/GM-14	#	538	400	138	16	5	363	117	8	6	12	9	0	0	0	1	1	0	
	%	100	74.34	25.65	2.97	0.92	67.47	21.74	1.48	1.11	2.23	1.67	0.00	0.00	0.00	0.18	0.18	0.00	

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-15	#	201	159	42	6	1	145	41	4	0	3	0	0	0	1	0	0	0
	%	100	79.10	20.89	2.98	0.49	72.13	20.39	1.99	0.00	1.49	0.00	0.00	0.00	0.49	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	9	8	1	0	0	8	1	0	0	0	0	0	0	0	0	0	0
	%	100	88.88	11.11	0.00	0.00	88.88	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	33.33	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
LE-01	#	701	619	82	26	3	505	63	66	14	19	2	0	0	3	0	0	0
	%	100	88.30	11.69	3.70	0.42	72.03	8.98	9.41	1.99	2.71	0.28	0.00	0.00	0.42	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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

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

This table is for All Agencies

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

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

This table is for All Agencies

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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

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Report generated on Jan 28, 2005

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	14	12	2	2	0	6	2	4	0	0	0	0	0	0	0	0	0
	%	100	85.71	14.28	14.28	0.00	42.85	14.28	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	3	3	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	66.66	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	11	11	0	2	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	18.18	0.00	72.72	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	6	5	1	0	0	3	1	1	0	1	0	0	0	0	0	0	0
	%	100	83.33	16.66	0.00	0.00	50.00	16.66	16.66	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	23	21	2	4	0	14	2	1	0	1	0	0	0	1	0	0	0
	%	100	91.30	8.70	17.39	0.00	60.87	8.70	4.35	0.00	4.35	0.00	0.00	0.00	4.35	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	100	91.30	8.69	17.39	0.00	60.86	8.69	4.34	0.00	4.34	0.00	0.00	0.00	4.34	0.00	0.00	0.00	
Grade-06	#	81	55	6	5	0	50	5	0	0	0	1	0	0	0	0	0	0
%	100	90.16	9.83	8.19	0.00	81.96	8.19	0.00	0.00	0.00	1.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	8	8	0	0	0	6	0	2	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	91	86	5	6	0	58	4	20	1	2	0	0	0	0	0	0	0
%	100	94.50	5.49	8.59	0.00	83.73	4.39	21.97	1.09	2.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	17	17	0	0	0	6	0	11	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	35.29	0.00	64.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WDWG, WLWS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-10	#	40	40	0	0	0	37	0	2	0	0	0	0	0	1	0	0	0
	%	100	100	0.00	0.00	0.00	92.50	0.00	5.00	0.00	0.00	0.00	0.00	0.00	2.50	0.00	0.00	0.00
Grade-11	#	8	7	1	0	0	7	0	0	1	0	0	0	0	0	0	0	0
	%	100	87.50	12.50	0.00	0.00	87.50	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

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Report generated on Jan 28, 2005

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander ^a		American Indian or Alaska Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Mission Critical Jobs																		
0019 #	306	159	147	19	14	88	64	32	52	14	6	0	0	1	2	5	9	
%	100	51.96	48.03	6.20	4.57	28.75	20.91	10.45	16.99	4.57	1.96	0.00	0.00	0.32	0.65	1.63	2.94	
Occupational CLF %	100	63.4	36.7	3.6	1.8	50.7	28.5	5.7	4.1	1.8	1.3	0.0	0.0	0.6	0.3	1.0	0.7	
0080 - Security Administration #	178	160	18	6	0	140	16	5	0	3	1	0	0	4	0	2	1	
%	100	89.88	10.11	3.37	0.00	78.65	8.98	2.80	0.00	1.68	0.56	0.00	0.00	2.24	0.00	1.12	0.56	
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9	
0083 - Police Series #	701	619	82	26	3	505	63	66	14	19	2	0	0	3	0	0	0	
%	100	88.30	11.69	3.70	0.42	72.03	8.98	9.41	1.99	2.71	0.28	0.00	0.00	0.42	0.00	0.00	0.00	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.2	0.1	0.0	0.0	0.7	0.1	1.3	0.2
0132 - Intelligence #	14	10	4	1	0	9	3	0	1	0	0	0	0	0	0	0	0
%	100	71.42	28.57	7.14	0.00	64.28	21.42	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0201 - HUMAN RESOURCES SPECIALIST #	14	1	13	0	0	0	8	1	3	0	0	0	0	0	0	0	2
%	100	7.14	92.85	0.00	0.00	0.00	57.14	7.14	21.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.28
Occupational CLF %	100	33.2	66.5	2.7	5.0	25.5	49.9	3.6	8.5	0.8	1.8	0.0	0.0	0.2	0.4	0.4	0.9

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0301 - Miscellaneous Administration and Program Series #	11303	6259	5044	639	694	4853	3245	552	955	96	69	0	0	102	71	17	10
%	100	55.37	44.62	5.65	6.13	42.93	28.70	4.88	8.44	0.84	0.61	0.00	0.00	0.90	0.62	0.15	0.08
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9
0303 - IMMIGRATN STATUS VERFYR #	1445	639	806	71	107	470	498	72	176	20	18	0	0	6	3	0	6
%	100	44.22	55.77	4.91	7.40	32.52	34.32	4.98	12.17	1.38	1.24	0.00	0.00	0.41	0.20	0.00	0.41
Occupational CLF %	100	26.5	73.5	2.3	5.8	19.7	54.7	2.8	8.9	1.1	2.4	0.0	0.0	0.2	0.5	0.4	1.2
0340 - Program Management Series #	137	123	14	6	1	85	12	4	1	4	0	0	0	2	0	22	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	89.78	10.21	4.37	0.72	62.04	8.75	2.91	0.72	2.91	0.00	0.00	0.00	1.45	0.00	16.05	0.00
Occupational CLF %	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9
0343 - Management and Program Analysis Series #	134	70	64	2	3	55	41	5	15	2	2	0	0	1	1	5	2
%	100	52.23	47.76	1.49	2.23	41.04	30.59	3.73	11.19	1.49	1.49	0.00	0.00	0.74	0.74	3.73	1.49
Occupational CLF %	100	61.3	38.5	2.0	1.6	52.5	31.1	2.5	3.3	3.4	1.9	0.0	0.0	0.1	0.1	0.8	0.5
0391 - TELECOMMUNICATIONS SPECIALIST #	232	204	28	6	0	189	26	4	1	3	0	0	0	0	1	2	0
%	100	87.93	12.06	2.58	0.00	81.46	11.20	1.72	0.43	1.29	0.00	0.00	0.00	0.00	0.43	0.86	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0401 - BIOLOGIST #	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
%	100	66.66	33.33	0.00	0.00	66.66	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	55.8	44.0	1.9	2.1	47.3	35.0	1.2	1.8	4.1	4.3	0.0	0.0	0.4	0.2	0.9	0.6
0403 - SUPVRY MIGRBIOL #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	55.8	44.0	1.9	2.1	47.3	35.0	1.2	1.8	4.1	4.3	0.0	0.0	0.4	0.2	0.9	0.6

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
0405 - SUPVRY PHARMACOL #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	54.3	45.8	2.0	1.8	33.3	29.5	1.6	1.8	16.4	11.7	0.0	0.0	0.1	0.1	0.9	0.7	
0511 - AUDITOR #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	0.00	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	42.9	57.0	2.0	3.1	35.0	42.8	2.6	5.3	2.7	4.8	0.0	0.0	0.1	0.3	0.5	0.7	
0560 - BUDGET ANALYST #	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0
%	100	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	37.5	62.7	1.7	3.6	29.3	45.1	3.6	9.5	2.2	3.3	0.0	0.0	0.2	0.5	0.5	0.7
0801 - General Engineer #	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	16.66	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	10.0	1.6	0.0	0.0	0.2	0.0	1.4	0.2
0830 - Mechanical Engineer #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.9	0.6	0.0	0.0	0.2	0.0	1.1	0.1

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non-Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
0854 - COMPUTER ENGINEER #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3	
0855 - Electronics Engineer #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.6	1.6	0.0	0.0	0.2	0.0	1.2	0.1	
0861 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	6.4	1.2	0.0	0.0	0.2	0.0	1.4	0.1
0896 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
06XX #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - General Attorney Series #	93	53	40	3	2	41	36	4	1	5	1	0	0	0	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
%	100	56.98	43.01	3.22	2.15	44.08	38.70	4.30	1.07	5.37	1.07	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4	
0930 - ASYLUM OFFCR	#	34	15	19	0	6	13	7	1	4	1	2	0	0	0	0	0	0
%	100	44.11	55.88	0.00	17.84	38.23	20.58	2.94	11.76	2.94	5.88	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	62.6	37.4	2.5	2.1	54.3	28.8	3.9	4.9	1.1	0.7	0.0	0.0	0.4	0.4	0.4	0.5	
0962 - CONTACT REPR	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	18.8	81.3	3.4	13.6	11.2	46.0	2.5	16.7	1.4	2.9	0.0	0.0	0.1	0.9	0.2	1.2	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1102 - Contract Specialist	#	16	6	10	0	0	5	7	1	2	0	0	0	0	0	0	1	
	%	100	37.50	62.50	0.00	0.00	31.25	43.75	6.25	12.50	0.00	0.00	0.00	0.00	0.00	0.00	6.25	
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.4	0.0	0.0	0.2	0.3	0.4	0.8
1163 - INSURANCE EXAMINER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	43.1	57.0	3.6	5.6	33.0	41.0	3.9	6.8	1.7	2.7	0.0	0.0	0.2	0.2	0.7	0.7
1301 - General Physical Science	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	65.4	34.5	2.2	1.7	45.4	22.9	1.6	1.4	15.3	7.8	0.0	0.0	0.1	0.1	0.8	0.6
1310 - PHYSICIST #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	86.1	13.9	1.9	0.4	74.6	10.7	1.1	0.5	7.2	2.2	0.0	0.0	0.1	0.0	1.2	0.1
1320 - Chemist #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
%	100	0.00	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	67.7	32.3	2.3	1.6	52.4	21.5	4.2	2.2	7.9	6.3	0.0	0.0	0.2	0.1	0.7	0.6

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1550 - COMPUTER SCIENTIST	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.5	2.9	0.0	0.0	0.2	0.1	1.2	0.4
1712 - TRAINING SPECIALIST	#	113	72	41	6	3	62	37	1	1	0	0	0	0	2	0	1	0
	%	100	63.71	36.28	5.30	2.65	54.86	32.74	0.88	0.88	0.00	0.00	0.00	0.00	1.76	0.00	0.88	0.00
Occupational CLF	%	100	33.1	66.8	2.7	4.5	24.6	51.7	3.0	6.0	1.7	2.8	0.0	0.0	0.3	0.5	0.8	1.3
1801 - General Inspection, Investigation, and Compliance	#	1516	782	734	83	100	542	431	44	89	86	104	0	0	7	4	20	6

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	51.58	48.41	5.47	6.59	35.75	28.43	2.90	5.87	5.67	6.66	0.00	0.00	0.46	0.26	1.31	0.39
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.8	1.4	0.0	0.0	0.4	0.4	0.8	0.6
1802 - Compliance Inspection and Support #	471	254	217	27	37	167	127	31	24	26	25	0	0	3	4	0	0
%	100	53.92	46.07	5.73	7.65	35.45	26.96	6.58	5.09	5.52	5.30	0.00	0.00	0.63	0.84	0.00	0.00
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	1.0	0.9	0.0	0.0	0.4	0.5	1.0	1.0
1811 - Criminal Investigator #	2128	1830	298	190	41	1488	220	69	22	58	12	0	0	8	0	17	3
%	100	85.99	14.00	8.92	1.92	69.92	10.33	3.24	1.03	2.72	0.56	0.00	0.00	0.37	0.00	0.79	0.14

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.1	0.3	0.0	0.0	0.5	0.1	1.0	0.4	
1889 - IMPORT SPECIALIST #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.8	1.4	0.0	0.0	0.4	0.4	0.8	0.6	
1895 - CBP OFFICER #	126	82	44	4	1	68	38	6	5	1	0	0	0	2	0	1	0	
%	100	65.07	34.92	3.17	0.79	53.96	30.15	4.76	3.96	0.79	0.00	0.00	0.00	1.58	0.00	0.79	0.00	
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1896 - BORDER PATROL AGENT	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.1	0.3	0.0	0.0	0.5	0.1	1.0	0.4
2181 - AIRCR PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	96.0	3.8	2.8	0.1	89.3	3.6	1.5	0.1	1.0	0.0	0.0	0.0	0.3	0.0	1.1	0.0
2186	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF - %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8
2210 - Information Technology Management Series #	213	164	49	13	1	126	37	19	8	6	2	0	0	0	1	0	0
%	100	76.99	23.00	6.10	0.46	59.15	17.37	8.92	3.75	2.81	0.93	0.00	0.00	0.00	0.46	0.00	0.00
Occupational CLF - %	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.5	2.9	0.0	0.0	0.2	0.1	1.2	0.4
TOTAL #	19202	11522	7680	1104	1015	8924	4919	917	1374	344	245	0	0	141	87	92	40

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category.

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

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NOTE: Percentages compute across rows and NOT down columns.
Report generated on Jan 28, 2005

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TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#	159208	149040	2376	7792	749	78	101	35	80	38	148	40	215
	%	-	-	-	-	0.47	-	-	-	-	-	-	-	-
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal High	%	-	-	-	-	2.27	-	-	-	-	-	-	-	-
PERMANENT														

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TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Current FY	#	130579	122487	1818	6274	640	70	77	32	68	36	128	36	181	12
	%	-	-	-	-	0.49	-	-	-	-	-	-	-	-	-
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEMPORARY															
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#	28629	26553	558	1518	109	8	24	3	12	2	20	4	34	2

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TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	-	-	-	-	0.38	-	-	-	-	-	-	-	-	-
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-APPROPRIATED														
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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TABLE B1: TOTAL WORKFORCE - Distribution by Disability														
This table is for All Agencies														
Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[26, 32-38] 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 Work Force	130579	122487	1818	6274	640	70	77	32	68	36	128	36	181	12
#														
%	-	-	-	-	0.49	-	-	-	-	-	-	-	-	-
Federal High	-	-	-	-	2.27	-	-	-	-	-	-	-	-	-
%														
DHS Headquarters	1497	1383	50	64	5	0	0	0	2	0	3	0	0	0
#														
%	-	-	-	-	0.33	-	-	-	-	-	-	-	-	-
Federal Emergency Management Agency	2349	2053	111	185	24	1	8	1	7	1	3	0	3	0
#														
%	-	-	-	-	1.02	-	-	-	-	-	-	-	-	-

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TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-84] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Federal Law Enforcement Training Center	#	839	767	9	63	5	3	0	0	0	1	0	0	1	0
	%	-	-	-	-	0.59	-	-	-	-	-	-	-	-	-
Transportation Security Administration	#	54517	49846	1083	3588	262	2	35	16	16	4	75	0	108	6
	%	-	-	-	-	0.48	-	-	-	-	-	-	-	-	-
U.S. Citizenship and Immigration Services	#	6587	6111	97	379	70	15	17	1	4	4	9	3	17	0
	%	-	-	-	-	1.06	-	-	-	-	-	-	-	-	-
U.S. Coast Guard	#	5217	4603	91	523	51	14	7	1	4	6	8	1	9	1

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TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
	%	-	-	-	0.97	-	-	-	-	-	-	-	-	-	
U.S. Customs and Border Protection	#	40317	39090	203	1024	167	26	6	6	22	14	23	29	36	5
	%	-	-	-	0.41	-	-	-	-	-	-	-	-	-	
U.S. Immigration and Customs Enforcement	#	14630	14068	166	396	42	2	4	6	10	5	6	2	7	0
	%	-	-	-	0.28	-	-	-	-	-	-	-	-	-	
U.S. Secret Service	#	4626	4566	8	52	14	7	0	1	3	1	1	1	0	0
	%	-	-	-	0.30	-	-	-	-	-	-	-	-	-	

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1- Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	1996	1887	57	52	3	0	0	0	1	0	0	0	2	0
	%	100	94.53	2.85	2.60	0.15	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.10	0.00
- Mid-Level (Grades 13-14)	#	6222	5977	98	147	8	0	0	2	2	0	2	0	0	0
	%	100	96.06	1.57	2.36	0.09	0.00	0.00	0.03	0.03	0.00	0.03	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	4592	4467	25	100	11	0	1	1	1	3	3	0	2	0
	%	100	97.27	0.54	2.17	0.23	0.00	0.02	0.02	0.02	0.06	0.06	0.00	0.04	0.00

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TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Other	#	33307	31714	409	1184	103	14	12	8	20	9	18	1	18	3
	%	100	95.21	1.22	3.55	0.30	0.04	0.03	0.02	0.06	0.02	0.05	0.00	0.05	0.00
Officials and Managers Total	#	46117	44045	589	1483	123	14	13	11	24	12	23	1	22	3
	%	100	95.50	1.27	3.21	0.26	0.03	0.02	0.02	0.05	0.02	0.04	0.00	0.04	0.00
2. Professionals	#	7969	7383	148	438	51	5	7	4	4	7	11	0	12	1
	%	100	92.64	1.85	5.49	0.63	0.06	0.08	0.05	0.05	0.08	0.13	0.00	0.15	0.01
3. Technicians	#	49981	45702	911	3348	246	2	32	14	14	4	88	0	106	6
	%	100	91.47	1.82	6.70	0.49	0.00	0.06	0.02	0.02	0.00	0.13	0.00	0.21	0.01
4. Sales Workers	#	8	4	0	4	2	1	0	0	0	0	0	1	0	0

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TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
	%	100	50.00	0.00	50.00	25.00	12.50	0.00	0.00	0.00	0.00	12.50	0.00	0.00	
5. Administrative Support Workers	#	6427	5730	68	629	168	38	21	1	17	9	19	31	31	1
	%	100	89.15	1.05	9.78	2.61	0.59	0.32	0.01	0.26	0.14	0.29	0.48	0.48	0.01
6. Craft Workers	#	1230	1129	13	88	9	5	1	0	0	1	0	0	1	1
	%	100	91.78	1.05	7.15	0.73	0.40	0.08	0.00	0.00	0.08	0.00	0.00	0.08	0.08
7. Operatives	#	238	207	7	24	6	2	0	0	1	0	0	2	1	0
	%	100	86.97	2.94	10.08	2.52	0.84	0.00	0.00	0.42	0.00	0.00	0.84	0.42	0.00
8. Laborers and Helpers	#	38	32	2	4	0	0	0	0	0	0	0	0	0	0
	%	100	84.21	5.26	10.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
9. Service Workers	#	18538	18207	79	252	35	3	3	2	8	3	7	1	8	0
	%	100	98.21	0.42	1.35	0.18	0.01	0.01	0.01	0.04	0.01	0.03	0.00	0.04	0.00

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	1996	1887	57	52	3	0	0	0	1	0	0	0	2	0
	%	1.52	1.54	3.13	0.82	0.46	0.00	0.00	0.00	1.47	0.00	0.00	0.00	1.10	0.00
Mid-Level (Grades 13-14)	#	6222	5977	98	147	6	0	0	2	2	0	2	0	0	0
	%	4.76	4.88	5.39	2.34	0.93	0.00	0.00	6.25	2.94	0.00	1.58	0.00	0.00	0.00
First-Level (Grades 12 and Below)	#	4592	4467	25	100	11	0	1	1	1	3	3	0	2	0
	%	3.51	3.84	1.37	1.59	1.71	0.00	1.29	3.12	1.47	8.33	2.34	0.00	1.10	0.00

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TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Other	#	33307	31714	409	1184	103	14	12	8	20	9	18	1	18	3
	%	25.51	25.90	22.50	18.88	16.09	20.00	15.58	25.00	29.41	25.00	14.06	2.77	9.94	25.00
Officials and Managers Total	#	46117	44045	589	1483	123	14	13	11	24	12	23	1	22	3
	%	35.30	35.96	32.39	23.63	19.19	20.00	16.87	34.37	35.29	33.33	17.96	2.77	12.14	25.00
2. Professionals	#	7969	7383	148	438	51	5	7	4	4	7	11	0	12	1
	%	6.10	6.02	8.14	6.98	7.96	7.14	9.09	12.50	5.88	19.44	8.59	0.00	6.62	8.33
3. Technicians	#	49961	45702	911	3348	246	2	32	14	14	4	68	0	106	6
	%	38.27	37.32	50.13	53.39	38.43	2.85	41.55	43.75	20.58	11.11	53.12	0.00	58.56	50.00
4. Sales Workers	#	8	4	0	4	2	1	0	0	0	0	0	1	0	0
	%														

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TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
	%	0.00	0.00	0.00	0.06	0.31	1.42	0.00	0.00	0.00	0.00	0.00	2.77	0.00	0.00
5. Administrative Support Workers	#	6427	5730	68	629	168	38	21	1	17	9	19	31	31	1
	%	4.92	4.67	3.74	10.03	26.25	54.28	27.27	3.12	25.00	25.00	14.84	88.11	17.12	8.33
6. Craft Workers	#	1230	1129	13	88	9	5	1	0	0	1	0	0	1	1
	%	0.94	0.92	0.71	1.40	1.40	7.14	1.29	0.00	0.00	2.77	0.00	0.00	0.55	8.33
7. Operatives	#	238	207	7	24	6	2	0	0	1	0	0	2	1	0
	%	0.18	0.18	0.38	0.38	0.93	2.85	0.00	0.00	1.47	0.00	0.00	5.55	0.55	0.00
8. Laborers and Helpers	#	38	32	2	4	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.02	0.11	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
9 Service Workers	#	18538	18207	79	252	35	3	3	2	8	3	7	1	6	0
	%	14.20	14.87	4.34	4.01	5.46	4.28	3.89	8.25	11.78	8.33	5.46	2.77	4.41	0.00
TOTAL WORKFORCE	#	130526	122439	1817	8270	840	70	77	32	88	36	128	36	181	12
	%	.100	100	100	100	100	100	100	100	100	100	100	100	100	100

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-01	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	20	18	0	2	0	0	0	0	0	0	0	0	0
	%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	87	48	0	19	16	3	2	0	1	0	9	1	0
	%	100	71.64	0.00	28.35	23.88	4.47	2.98	0.00	1.49	0.00	13.43	1.49	0.00
GS/GG/GH/GM-04	#	343	267	6	70	32	5	9	0	1	2	4	9	2
	%	100	77.84	1.74	20.40	9.32	1.45	2.62	0.00	0.29	0.58	1.16	2.62	0.58
GS/GG/GH/GM-05	#	2942	2720	26	196	54	8	2	1	8	5	6	10	14

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spins	
%	100	92.45	0.88	6.66	1.83	0.27	0.08	0.03	0.27	0.16	0.20	0.33	0.47	0.00	
GS/GG/GH/GM-06 #	1335	1211	18	106	14	0	2	1	4	0	2	0	5	0	
%	100	90.71	1.34	7.94	1.04	0.00	0.14	0.07	0.29	0.00	0.14	0.00	0.37	0.00	
GS/GG/GH/GM-07 #	9892	9380	67	445	81	24	8	0	8	4	13	5	18	1	
%	100	94.82	0.67	4.49	0.81	0.24	0.08	0.00	0.08	0.04	0.13	0.05	0.18	0.01	
GS/GG/GH/GM-08 #	1479	1372	22	85	11	1	1	0	5	1	2	0	1	0	
%	100	92.76	1.48	5.74	0.74	0.08	0.06	0.00	0.33	0.08	0.13	0.00	0.06	0.00	
GS/GG/GH/GM-09 #	7473	7221	46	206	28	7	6	1	3	5	3	0	3	0	
%	100	96.62	0.61	2.75	0.37	0.09	0.08	0.01	0.04	0.06	0.04	0.00	0.04	0.00	
GS/GG/GH/GM-10 #	295	282	3	10	2	0	0	0	0	2	0	0	0	0	

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	95.59	1.01	3.38	0.67	0.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	0.00
GS/GG/GH/GM-11 #	19879	19280	102	497	43	8	1	5	5	4	10	1	7	2
%	100	96.98	0.51	2.50	0.21	0.04	0.00	0.02	0.02	0.02	0.05	0.00	0.03	0.01
GS/GG/GH/GM-12 #	10775	10223	134	418	38	0	6	4	7	4	5	0	11	1
%	100	94.87	1.24	3.87	0.35	0.00	0.05	0.03	0.06	0.03	0.04	0.00	0.10	0.00
GS/GG/GH/GM-13 #	11447	11051	122	274	29	5	3	3	5	4	3	0	5	1
%	100	96.54	1.06	2.39	0.25	0.04	0.02	0.02	0.04	0.03	0.02	0.00	0.04	0.00
GS/GG/GH/GM-14 #	5299	5050	93	158	10	0	1	1	3	0	3	0	2	0
%	100	95.30	1.75	2.94	0.18	0.00	0.01	0.01	0.05	0.00	0.05	0.00	0.03	0.00
GS/GG/GH/GM-15 #	2057	1935	65	57	3	0	0	0	1	0	0	0	2	0

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
	%	100	94.06	3.15	2.77	0.14	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.09	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	278	266	6	6	0	0	0	0	0	0	0	0	0	0
	%	100	95.68	2.15	2.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
LE-01	#	419	419	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	163	163	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-05	#	56	56	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	22	22	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-08	#	11	11	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-09	#	3	3	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-10	#	1	1	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
SV/SW-01	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV/SW-02	#	20	16	0	4	0	0	0	0	0	0	0	0	0
	%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV/SW-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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

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

This table is for All Agencies

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

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TABLE B4-1: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability														
This table is for All Agencies														
SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV/SW)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-01	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	20	18	0	2	0	0	0	0	0	0	0	0	0
	%	0.02	0.02	0.00	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	67	48	0	19	16	3	2	0	1	0	0	9	1
	%	0.09	0.06	0.00	0.74	4.43	4.91	4.87	0.00	1.96	0.00	0.00	26.47	1.40
GS/GG/GH/GM-04	#	343	267	8	70	32	5	9	0	1	2	4	9	2
	%	0.48	0.37	0.84	2.74	8.88	8.19	21.95	0.00	1.98	8.45	7.84	28.47	2.81
GS/GG/GH/GM-05	#	2942	2720	26	196	54	8	2	1	8	5	6	10	14
	%													

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missng Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	3.99	3.86	3.66	7.69	14.95	13.11	4.87	6.25	15.68	16.12	11.76	29.41	19.71	0.00
GS/GG/GH/GM-06 #	1335	1211	18	106	14	0	2	1	4	0	2	0	5	0
%	1.81	1.72	2.53	4.16	3.87	0.00	4.67	6.25	7.84	0.00	3.92	0.00	7.04	0.00
GS/GG/GH/GM-07 #	9892	9380	67	445	81	24	8	0	8	4	13	5	18	1
%	13.44	13.33	9.43	17.47	22.43	39.34	19.51	0.00	15.68	12.90	25.49	14.70	25.35	20.00
GS/GG/GH/GM-08 #	1479	1372	22	85	11	1	1	0	5	1	2	0	1	0
%	2.00	1.95	3.09	3.33	3.04	1.63	2.43	0.00	9.80	3.22	3.92	0.00	1.40	0.00
GS/GG/GH/GM-09 #	7473	7221	46	206	28	7	6	1	3	5	3	0	3	0
%	10.15	10.26	6.47	8.08	7.75	11.47	14.63	6.25	5.88	16.12	5.88	0.00	4.22	0.00
GS/GG/GH/GM-10 #	295	282	3	10	2	0	0	0	0	2	0	0	0	0

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	0.40	0.40	0.42	0.39	0.55	0.00	0.00	0.00	0.00	6.45	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-11 #	19879	19280	102	497	43	8	1	5	5	4	10	1	7	2	
%	27.01	27.40	14.36	19.51	11.91	13.11	2.43	31.25	9.80	12.90	19.60	2.94	9.85	40.00	
GS/GG/GH/GM-12 #	10775	10223	134	418	38	0	6	4	7	4	5	0	11	1	
%	14.64	14.53	18.87	16.41	10.52	0.00	14.63	25.00	13.72	12.90	9.80	0.00	15.49	20.00	
GS/GG/GH/GM-13 #	11447	11051	122	274	29	5	3	3	5	4	3	0	5	1	
%	15.55	15.71	17.18	10.75	8.03	8.19	7.31	18.75	9.80	12.90	5.88	0.00	7.04	20.00	
GS/GG/GH/GM-14 #	5299	5050	93	158	10	0	1	1	3	0	3	0	2	0	
%	7.20	7.17	13.09	6.12	2.77	0.00	2.43	8.25	5.88	0.00	5.88	0.00	2.81	0.00	
GS/GG/GH/GM-15 #	2057	1935	65	57	3	0	0	0	1	0	0	0	2	0	

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	2.79	2.75	9.15	2.23	0.83	0.00	0.00	0.00	1.96	0.00	0.00	0.00	2.81	0.00	
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senior Executive Service (ES/LE)	#	278	266	6	6	0	0	0	0	0	0	0	0	0	
%	0.37	0.37	0.84	0.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
ST	#	7	7	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
TOTAL	#	73597	70340	710	2547	361	61	41	16	51	31	51	34	71	5

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

This table is for All Agencies

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

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
LE-01	#	419	419	0	0	0	0	0	0	0	0	0	0	0
	%	61.98	61.98	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	163	163	0	0	0	0	0	0	0	0	0	0	0
	%	24.11	24.11	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	56	56	0	0	0	0	0	0	0	0	0	0	0
	%													

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TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	8.28	8.28	-	-	-	-	-	-	-	-	-	-	-	-	
LE-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-	
LE-07 #	22	22	0	0	0	0	0	0	0	0	0	0	0	0	
%	3.25	3.25	-	-	-	-	-	-	-	-	-	-	-	-	
LE-08 #	11	11	0	0	0	0	0	0	0	0	0	0	0	0	
%	1.62	1.62	-	-	-	-	-	-	-	-	-	-	-	-	
LE-09 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.44	0.44	-	-	-	-	-	-	-	-	-	-	-	-	
LE-10 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	

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TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
	%	0.14	0.14	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.14	0.14	-	-	-	-	-	-	-	-	-	-	-	
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	

TABLE B4-2: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	676	0	0	0	0	0	0	0	0	0	0	0	0
%		100	100	100	100	100	100	100	100	100	100	100	100	100

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

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TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
SV/SW-01	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	13.04	15.78	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-02	#	20	16	0	4	0	0	0	0	0	0	0	0	0	0
	%	86.95	84.21	-	100	-	-	-	-	-	-	-	-	-	-
SV/SW-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-

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TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
SV/SW-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-36] Missing Limbs	[64-66] Partial Paralysis	[71-76] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SV/SW-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SV/SW-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SV/SW-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SV/SW-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SV/SW-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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TABLE B4-2: PARTICIPATION RATES FOR TRANSPORTATION SECURITY ADMINISTRATION (SV/SW) GRADES - Distribution by Disability

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV/SW)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	23	19	0	4	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jan 28, 2005

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TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-04] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	8	7	0	1	0	0	0	0	0	0	0	0	0
	%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	4	3	0	1	0	0	0	0	0	0	0	0	0
	%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	30	29	1	0	0	0	0	0	0	0	0	0	0
	%	100	96.66	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	19	13	1	5	1	0	0	0	0	0	1	0	0
	%	100	68.42	5.26	26.31	5.26	0.00	0.00	0.00	0.00	0.00	5.26	0.00	0.00
Grade-05	#	70	65	1	4	1	1	0	0	0	0	0	0	0

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TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WLWS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-76] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	100	92.85	1.42	5.71	1.42	1.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-06	#	109	2	10	2	1	0	0	1	0	0	0	0	0	
%	100	88.99	1.83	9.17	1.83	0.91	0.00	0.00	0.91	0.00	0.00	0.00	0.00	0.00	
Grade-07	#	49	1	8	1	0	0	0	0	0	0	1	0	0	
%	100	81.63	2.04	16.32	2.04	0.00	0.00	0.00	0.00	0.00	0.00	2.04	0.00	0.00	
Grade-08	#	228	5	15	1	0	0	0	0	0	0	0	0	1	
%	100	91.22	2.19	6.57	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.43	
Grade-09	#	135	1	10	2	1	0	0	0	0	0	0	1	0	
%	100	91.85	0.74	7.40	1.48	0.74	0.00	0.00	0.00	0.00	0.00	0.00	0.74	0.00	
Grade-10	#	885	7	65	7	4	1	0	0	0	1	0	1	0	

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TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WLWS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
%	100	91.86	0.79	7.34	0.79	0.45	0.11	0.00	0.00	0.00	0.11	0.00	0.11	0.00	
Grade-11	#	150	138	3	9	0	0	0	0	0	0	0	0	0	
%	100	92.00	2.00	6.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-12	#	62	52	3	7	2	0	0	0	1	1	0	0	0	
%	100	83.87	4.83	11.29	3.22	0.00	0.00	0.00	0.00	1.61	1.61	0.00	0.00	0.00	
Grade-13	#	4	3	0	1	0	0	0	0	0	0	0	0	0	
%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-14	#	6	5	0	1	0	0	0	0	0	0	0	0	0	
%	100	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0	

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TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	8	7	0	1	0	0	0	0	0	0	0	0	0
	%	0.45	0.43	0.00	0.72	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
Grade-02	#	4	3	0	1	0	0	0	0	0	0	0	0	0
	%	0.22	0.18	0.00	0.72	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
Grade-03	#	30	29	1	0	0	0	0	0	0	0	0	0	0
	%	1.70	1.81	4.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
Grade-04	#	19	13	1	5	1	0	0	0	0	0	1	0	0
	%	1.07	0.81	4.00	3.64	5.88	0.00	0.00	-	0.00	0.00	50.00	0.00	0.00
Grade-05	#	70	65	1	4	1	1	0	0	0	0	0	0	0

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TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-88] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	3.97	4.06	4.00	2.91	5.88	14.26	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06 #	109	97	2	10	2	1	0	0	1	0	0	0	0	0
%	6.18	6.06	8.00	7.29	11.76	14.28	0.00	-	100	0.00	0.00	0.00	0.00	0.00
Grade-07 #	49	40	1	8	1	0	0	0	0	0	0	1	0	0
%	2.78	2.50	4.00	5.63	5.88	0.00	0.00	-	0.00	0.00	0.00	50.00	0.00	0.00
Grade-08 #	228	208	5	15	1	0	0	0	0	0	0	0	0	1
%	12.94	13.00	20.00	10.94	5.88	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	100
Grade-09 #	135	124	1	10	2	1	0	0	0	0	0	0	1	0
%	7.66	7.75	4.00	7.29	11.76	14.28	0.00	-	0.00	0.00	0.00	0.00	50.00	0.00
Grade-10 #	885	813	7	65	7	4	1	0	0	0	1	0	1	0

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TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	50.25	50.84	28.00	47.44	41.17	57.14	100	-	0.00	0.00	50.00	0.00	50.00	0.00
Grade-11	#	150	138	3	9	0	0	0	0	0	0	0	0	0
	%	8.51	8.63	12.00	8.56	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
Grade-12	#	62	52	3	7	2	0	0	0	1	1	0	0	0
	%	3.52	3.25	12.00	5.10	11.76	0.00	0.00	-	0.00	100	50.00	0.00	0.00
Grade-13	#	4	3	0	1	0	0	0	0	0	0	0	0	0
	%	0.22	0.18	0.00	0.72	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
Grade-14	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	0.34	0.31	0.00	0.72	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
Grade-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0

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TABLE B5-2: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.11	0.12	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	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	#	1761	1599	25	137	17	7	1	0	1	1	2	2	2
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute down columns and NOT across rows.
Report generated on Jan 28, 2005

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
Mission Critical Jobs															
0019	#	49015	44852	885	3278	242	1	32	14	14	4	67	0	104	6
	%	100	91.50	1.80	6.68	0.49	0.00	0.06	0.02	0.02	0.00	0.13	0.00	0.21	0.01
0080 - Security Administration	#	1060	991	16	53	3	0	0	0	1	2	0	0	0	0
	%	100	93.49	1.50	5.00	0.28	0.00	0.00	0.00	0.09	0.18	0.00	0.00	0.00	0.00
0083 - Police Series	#	1089	1064	7	18	0	0	0	0	0	0	0	0	0	0
	%	100	97.70	0.64	1.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence	#	804	744	15	45	6	1	0	1	2	1	0	0	1	0
	%	100	92.53	1.86	5.59	0.74	0.12	0.00	0.12	0.24	0.12	0.00	0.00	0.12	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
0201 - HUMAN RESOURCES SPECIALIST	#	931	856	21	54	6	1	1	0	0	0	2	0	1	1
	%	100	91.94	2.25	5.80	0.64	0.10	0.10	0.00	0.00	0.00	0.21	0.00	0.10	0.10
0301 - Miscellaneous Administration and Program Series	#	3740	3448	91	201	30	5	5	2	8	3	5	0	2	0
	%	100	92.19	2.43	5.37	0.80	0.13	0.13	0.05	0.21	0.08	0.13	0.00	0.05	0.00
0303 - IMMIGRATN STATUS VERFYR	#	1663	1463	23	177	41	4	3	1	7	2	3	12	9	0
	%	100	87.97	1.38	10.64	2.46	0.24	0.18	0.08	0.42	0.12	0.18	0.72	0.54	0.00
0340 - Program Management Series	#	571	528	20	23	0	0	0	0	0	0	0	0	0	0
	%	100	92.47	3.50	4.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
%	100	92.46	3.50	4.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0343 - Management and Program Analysis Series	#	2114	1983	31	100	11	1	1	1	3	0	0	0	4	1
%	100	93.80	1.46	4.73	0.52	0.04	0.04	0.04	0.14	0.00	0.00	0.00	0.18	0.04	
0391 - TELECOMMUNICA TIONS SPECIALIST	#	336	303	11	22	1	0	0	0	0	0	0	0	1	0
%	100	90.17	3.27	6.54	0.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.29	0.00	
0401 - BIOLOGIST	#	1463	1371	27	65	6	0	0	3	0	0	3	0	0	0
%	100	93.71	1.84	4.44	0.41	0.00	0.00	0.20	0.00	0.00	0.20	0.00	0.00	0.00	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0403 - SUPVRY MICRBIOL	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0405 - SUPVRY PHARMACOL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0511 - AUDITOR	#	539	507	3	29	3	0	0	0	0	1	1	0	1
	%	100	94.06	0.55	5.38	0.55	0.00	0.00	0.00	0.00	0.18	0.18	0.00	0.18
0560 - BUDGET ANALYST	#	187	170	5	12	2	2	0	0	0	0	0	0	0
	%	100	90.90	2.67	6.41	1.06	1.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
0801 - General Engineer	#	143	132	2	9	2	0	0	1	0	0	1	0	0	0
	%	100	92.30	1.39	6.29	1.39	0.00	0.00	0.69	0.00	0.00	0.69	0.00	0.00	0.00
0830 - Mechanical Engineer	#	52	47	2	3	0	0	0	0	0	0	0	0	0	0
	%	100	90.38	3.84	5.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEER	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0855 - Electronics Englhear	#	77	69	1	7	0	0	0	0	0	0	0	0	0	0
	%	100	89.61	1.29	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0861	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0896	#	28	26	1	1	0	0	0	0	0	0	0	0	0
	%	100	92.85	3.57	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
08XX	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - General Attorney Series	#	1206	1145	21	40	4	0	0	0	1	0	1	0	2
	%	100	94.94	1.74	3.31	0.33	0.00	0.00	0.00	0.08	0.00	0.08	0.00	0.16
0930 - ASYLUM OFFOR	#	372	352	7	13	2	0	0	0	0	1	0	0	1
	%	100	94.62	1.88	3.50	0.54	0.00	0.00	0.00	0.00	0.27	0.00	0.00	0.27

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	94.62	1.88	3.49	0.53	0.00	0.00	0.00	0.00	0.26	0.00	0.00	0.28	0.00
0962 - CONTACT REPR #	218	201	1	16	5	0	4	0	0	0	0	0	1	0
%	100	92.20	0.45	7.33	2.29	0.00	1.83	0.00	0.00	0.00	0.00	0.00	0.45	0.00
1102 - Contract Specialist #	544	498	11	35	5	0	0	0	2	0	2	0	1	0
%	100	91.54	2.02	6.43	0.91	0.00	0.00	0.00	0.36	0.00	0.36	0.00	0.18	0.00
1163 - INSURANCE EXAMINER #	24	19	3	2	0	0	0	0	0	0	0	0	0	0
%	100	79.16	12.50	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1301 - General Physical Science #	49	44	2	3	1	1	0	0	0	0	0	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	89.79	4.08	6.12	2.04	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1310 - PHYSICIST #	5	4	1	0	0	0	0	0	0	0	0	0	0	0
%	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1320 - Chemist #	136	127	2	7	1	0	0	0	0	0	1	0	0	0
%	100	93.38	1.47	5.14	0.73	0.00	0.00	0.00	0.00	0.00	0.73	0.00	0.00	0.00
1550 - COMPUTER SCIENTIST #	9	9	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1712 - TRAINING SPECIALIST #	241	206	14	21	2	0	0	0	1	0	0	0	1	0
%	100	85.47	5.80	8.71	0.82	0.00	0.00	0.00	0.41	0.00	0.00	0.00	0.41	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Lmb/ Spine	
1801 - General Inspection, Investigation, and Compliance	#	10136	9549	199	388	20	1	2	2	4	1	7	0	3	0
	%	100	94.20	1.96	3.82	0.19	0.00	0.01	0.01	0.03	0.00	0.06	0.00	0.02	0.00
1802 - Compliance Inspection and Support	#	2718	2537	26	155	33	3	3	1	8	4	6	1	7	0
	%	100	93.34	0.95	5.70	1.21	0.11	0.11	0.03	0.29	0.14	0.22	0.03	0.25	0.00
1811 - Criminal Investigator	#	7644	7547	56	41	1	0	0	0	0	0	0	0	1	0
	%	100	98.73	0.73	0.53	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
1889 - IMPORT SPECIALIST	#	1050	1015	2	33	7	0	0	0	2	1	1	0	2	1
	%	100	96.66	0.19	3.14	0.66	0.00	0.00	0.00	0.19	0.09	0.09	0.00	0.19	0.09
1895 - CBP OFFICER	#	18028	17601	85	342	17	1	2	1	1	1	5	0	5	1
	%	100	97.63	0.47	1.89	0.09	0.00	0.01	0.00	0.00	0.00	0.02	0.00	0.02	0.00
1896 - BORDER PATROL AGENT	#	10836	10764	29	45	2	0	0	0	0	0	1	0	1	0
	%	100	99.31	0.26	0.41	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2181 - AIRCR PILOT	#	566	561	1	4	1	0	0	1	0	0	0	0	0	0
	%	100	99.11	0.17	0.70	0.17	0.00	0.00	0.17	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-88] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsi e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
2186	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
2210 - Information Technology Management Series	#	1504	1358	32	114	12	0	3	0	0	3	1	0	5	0
	%	100	90.29	2.12	7.57	0.79	0.00	0.19	0.00	0.00	0.19	0.06	0.00	0.33	0.00
TOTAL	#	119112	112103	1653	5356	466	21	56	28	54	24	107	13	153	10

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B8: New Hires by Type of Appointment - Distribution by Disability

This table is for All Agencies

Type of Appointment	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Permanent	#	12885	12141	175	569	29	0	2	1	2	2	5	2	14	1
	%	100	94.22	1.35	4.41	0.22	0.00	0.01	0.00	0.01	0.01	0.03	0.01	0.10	0.00
Temporary	#	16260	14918	350	992	65	1	8	1	8	3	16	1	26	1
	%	100	91.74	2.15	6.10	0.39	0.00	0.04	0.00	0.04	0.01	0.09	0.00	0.15	0.00
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	29145	27059	525	1561	94	1	10	2	10	5	21	3	40	2
	%	100	92.84	1.80	5.35	0.32	0.00	0.03	0.00	0.03	0.01	0.07	0.01	0.13	0.00

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TABLE B8: New Hires by Type of Appointment - Distribution by Disability

This table is for All Agencies

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

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

This table is for All Agencies

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Job Series														
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified														
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected														
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool														
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison. The applicant flow process required for this table has not been established for FY 2004 MD 715 reporting purposes.

Report generated on Jan 28, 2005

TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability

This table is for All Agencies

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	4085	3958	31	96	16	0	1	0	3	4	4	1	3	0
%	100	96.89	0.75	2.35	0.39	0.00	0.02	0.00	0.07	0.09	0.09	0.02	0.07	0.00
Time in grade in excess of minimum														
1-12 months	#	3650	3552	24	74	8	0	0	0	2	2	1	0	3
%		100	97.31	0.65	2.02	0.21	0.00	0.00	0.00	0.05	0.05	0.02	0.00	0.08
13-24 months	#	167	154	4	9	2	0	0	0	1	1	0	0	0
%		100	92.21	2.39	5.38	1.19	0.00	0.00	0.00	0.59	0.59	0.00	0.00	0.00
25+ months	#	268	252	3	13	6	0	1	0	0	1	3	1	0

TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability

This table is for All Agencies

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
	100	94.02	1.11	4.85	2.23	0.00	0.37	0.00	0.00	0.37	1.11	0.37	0.00	0.00

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Time-Off awards - 1-9 hours															
Total Time-Off Awards Given	#	11059	10437	114	508	88	4	10	3	7	4	8	4	26	2
	%	100	94.37	1.03	4.59	0.81	0.03	0.09	0.02	0.06	0.03	0.07	0.03	0.23	0.01
Total Hours	H	80525.0	76064.0	820.0	3641.0	517.0	32.0	80.0	25.0	56.0	32.0	65.0	32.0	179.0	16.0
Average Hours	H	7.3	7.3	7.2	7.2	7.6	8.0	8.0	8.3	8.0	8.0	8.1	8.0	6.9	8.0
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	8825	8207	160	458	52	2	10	3	7	3	8	4	14	1
	%	100	92.99	1.81	5.18	0.58	0.02	0.11	0.03	0.07	0.03	0.09	0.04	0.15	0.01
Total Hours	H	208004.0	193883.0	3720.0	10421.0	1208.0	80.0	258.0	56.0	148.0	72.0	168.0	88.0	322.0	18.0

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TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Average Hours	H 23.8	23.8	23.3	22.8	23.2	40.0	25.8	18.7	21.1	24.0	21.0	22.0	23.0	16.0	
Cash Awards - \$100-\$500															
Total Cash Awards Given	# 46521	43258	613	2650	290	39	31	12	19	16	60	24	81	8	
	% 100	92.98	1.31	5.69	0.62	0.08	0.06	0.02	0.04	0.03	0.12	0.05	0.17	0.01	
Total Amount	\$ 15,197,601	14,138,399	204,572	854,630	89,343	11,227	11,122	3,864	5,516	4,933	18,997	8,737	24,777	2,170	
Average Amount	\$ 327	327	334	323	308	288	359	322	290	308	317	281	306	271	
Cash Awards - \$501+															
Total Cash Awards Given	# 37140	35227	498	1415	160	23	21	12	22	8	32	5	33	4	
	% 100	94.84	1.34	3.80	0.43	0.08	0.05	0.03	0.05	0.02	0.08	0.01	0.08	0.01	
Total Amount	\$ 43,900,352	41,733,755	624,388	1,542,209	170,973	19,323	20,267	15,279	29,243	9,708	34,023	4,104	35,973	3,053	
Average Amount	\$ 1,182	1,185	1,254	1,090	1,069	840	965	1,273	1,329	1,214	1,063	821	1,090	763	

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[26, 32-36] Missing Limbs	[64-66] Partial Paralysis	[71-76] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Quality Step Increases:														
Total QSIs Awarded #	2161	2078	29	54	4	0	0	1	1	1	1	0	0	0
%	100	98.15	1.34	2.49	0.18	0.00	0.00	0.04	0.04	0.04	0.04	0.00	0.00	0.00
Total Benefit \$	5,482,758	5,319,900	87,503	95,355	5,956	0	0	2,117	994	890	1,955	0	0	0
Average Benefit \$	2,537	2,560	2,328	1,766	1,489	-	-	2,117	994	890	1,955	-	-	-

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B14: SEPARATIONS by Type of Separation - Distribution by Disability

This table is for All Agencies

Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	#	9988	9263	164	581	48	3	5	2	3	3	9	1	21	1
	%	100	92.74	1.64	5.81	0.48	0.03	0.05	0.02	0.03	0.03	0.09	0.01	0.21	0.01
Involuntary	#	1766	1579	28	159	16	0	0	0	2	0	4	0	9	1
	%	100	89.41	1.58	9.00	0.90	0.00	0.00	0.00	0.11	0.00	0.22	0.00	0.50	0.05
Reductions-In-Force	#	192	173	4	15	3	0	0	0	0	0	2	0	1	0
	%	100	90.10	2.08	7.81	1.56	0.00	0.00	0.00	0.00	0.00	1.04	0.00	0.52	0.00
Total Separations	#	11946	11015	196	735	67	3	5	2	5	3	15	1	31	2
	%	100	92.20	1.64	6.15	0.56	0.02	0.04	0.01	0.04	0.02	0.12	0.00	0.25	0.01
Total Work Force	#	130579	122487	1818	6274	640	70	77	32	68	36	128	36	181	12

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TABLE B14: SEPARATIONS by Type of Separation - Distribution by Disability

This table is for All Agencies

Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
	100	93.80	1.39	4.80	0.49	0.05	0.05	0.02	0.05	0.02	0.09	0.02	0.13	0.00

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to 200401, 200402, 200403, 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-01	#	31	31	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	157	154	1	2	0	0	0	0	0	0	0	0	0
	%	100	98.08	0.63	1.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	394	368	6	20	2	0	1	1	0	0	0	0	0
	%	100	93.40	1.52	5.07	0.50	0.00	0.25	0.25	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-04	#	713	677	7	29	7	1	2	0	0	0	4	0	0
	%	100	94.95	0.96	4.06	0.98	0.14	0.28	0.00	0.00	0.00	0.56	0.00	0.00
GS/GG/GH/GM-05	#	1515	1392	23	100	8	0	3	0	0	1	0	4	0
	%	100	91.88	1.51	6.60	0.52	0.00	0.19	0.00	0.00	0.06	0.00	0.28	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-06 #	491	444	11	36	4	4	0	0	0	0	0	0	0	0
	100	90.42	2.24	7.33	0.81	0.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-07 #	3412	3190	53	169	8	0	3	0	0	0	2	0	3	0
	100	93.49	1.55	4.95	0.23	0.00	0.08	0.00	0.00	0.00	0.05	0.00	0.08	0.00
GS/GG/GH/GM-08 #	225	208	1	16	2	0	0	0	0	0	1	0	1	0
	100	92.44	0.44	7.11	0.88	0.00	0.00	0.00	0.00	0.00	0.44	0.00	0.44	0.00
GS/GG/GH/GM-09 #	2630	2520	30	80	5	0	2	0	0	0	0	0	3	0
	100	95.81	1.14	3.04	0.19	0.00	0.07	0.00	0.00	0.00	0.00	0.00	0.11	0.00
GS/GG/GH/GM-10 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS/GG/GH/GM-11	#	2239	2093	42	104	9	0	2	1	1	0	3	0	1	1
	%	100	93.47	1.87	4.64	0.40	0.00	0.08	0.04	0.04	0.00	0.13	0.00	0.04	0.04
GS/GG/GH/GM-12	#	2150	2004	38	108	3	0	1	0	1	0	1	0	0	0
	%	100	93.20	1.76	5.02	0.13	0.00	0.04	0.00	0.04	0.00	0.04	0.00	0.00	0.00
GS/GG/GH/GM-13	#	1818	1527	33	58	2	2	0	0	0	0	0	0	0	0
	%	100	94.37	2.03	3.58	0.12	0.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-14	#	537	501	18	18	1	0	0	0	0	0	1	0	0	0
	%	100	93.29	3.35	3.35	0.18	0.00	0.00	0.00	0.00	0.00	0.18	0.00	0.00	0.00
GS/GG/GH/GM-15	#	201	188	7	6	0	0	0	0	0	0	0	0	0	0
	%	100	93.53	3.48	2.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorders	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	3	2	0	1	0	0	0	0	0	0	0	0	0
	%	100	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

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The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
LE-01	#	701	701	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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

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

This table is for All Agencies

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

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TABLE B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability														
This table is for All Agencies														
LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-88] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
SV/SW-01	#	8	8	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV/SW-02	#	107	105	1	1	0	0	0	0	0	0	0	0	0
	%	100	98.13	0.93	0.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV/SW-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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

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

This table is for All Agencies

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
SV/SW-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV/SW-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-88] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	14	13	1	0	0	0	0	0	0	0	0	0	0
	%	100	92.85	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	3	1	0	2	0	0	0	0	0	0	0	0	0
	%	100	33.33	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	11	11	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	23	22	0	1	0	0	0	0	0	0	0	0	0
	%	100	95.65	0.00	4.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WLWS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-06	#	61	55	0	6	0	0	0	0	0	0	0	0	0
	%	100	90.16	0.00	9.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	8	8	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	91	82	1	8	0	0	0	0	0	0	0	0	0
	%	100	90.10	1.09	8.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	17	14	1	2	0	0	0	0	0	0	0	0	0
	%	100	82.35	5.66	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	40	32	3	5	0	0	0	0	0	0	0	0	0
	%	100	80.00	7.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-11	#	8	7	0	1	0	0	0	0	0	0	0	0	0
	%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	

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TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability														
This table is for All Agencies														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralyels	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental illness	[92] Distortion of Lmb/ Spine
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

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

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Mission Critical Jobs														
0019 #	304	270	6	28	2	0	0	0	1	0	0	0	1	0
%	100	88.81	1.97	9.21	0.65	0.00	0.00	0.00	0.32	0.00	0.00	0.00	0.32	0.00
0080 - Security Administration														
#	178	169	2	7	0	0	0	0	0	0	0	0	0	0
%	100	94.94	1.12	3.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0083 - Police Series														
#	701	701	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence														
#	14	12	1	1	0	0	0	0	0	0	0	0	0	0
%	100	85.71	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsi e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0201 - HUMAN RESOURCES SPECIALIST	#	14	14	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0301 - Miscellaneous Administration and Program Series	#	11302	10292	275	735	59	1	10	1	10	2	13	0	21
	%	100	91.06	2.43	6.50	0.52	0.00	0.08	0.00	0.08	0.01	0.11	0.00	0.18
0303 - IMMIGRATN STATUS VERFYR	#	1445	1343	29	73	6	0	3	1	0	0	0	2	0
	%	100	92.94	2.00	5.05	0.41	0.00	0.20	0.06	0.00	0.00	0.00	0.13	0.00
0340 - Program Management Series	#	130	127	2	1	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	97.69	1.53	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0343 - Management # and Program Analysis Series	134	121	1	12	0	0	0	0	0	0	0	0	0	0
%	100	90.29	0.74	6.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0391 - # TELECOMMUNICA TIONS SPECIALIST	232	213	3	16	3	0	3	0	0	0	0	0	0	0
%	100	91.81	1.29	6.89	1.29	0.00	1.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0401 - BIOLOGIST #	3	3	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
0403 - SUPVRY MICRBIOL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0405 - SUPVRY PHARMACOL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0511 - AUDITOR	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0560 - BUDGET ANALYST	#	4	4	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-66] Partial Paralysis	[71-76] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0801 - General Engineer	#	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0830 - Mechanical Engineer	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - Electronics Engineer	#	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[18, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0861	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0898	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
08XX	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - General Attorney Series	#	92	86	5	1	0	0	0	0	0	0	0	0	0
	%	100	93.47	5.43	1.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0930 - ASYLUM OFFCR	#	34	29	1	4	0	0	0	0	0	0	0	0	0
	%													

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[08-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Lmb/ Spine
%	100	85.29	2.94	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0962 - CONTACT REPR	#	1	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1102 - Contract Specialist	#	15	12	2	1	0	0	0	0	0	0	0	0	0
%	100	80.00	13.33	6.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1163 - INSURANCE EXAMINER	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1301 - General Physical Science	#	5	4	0	1	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1310 - PHYSICIST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1320 - Chemist	#	1	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1550 - COMPUTER SCIENTIST	#	1	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1712 - TRAINING SPECIALIST	#	113	103	2	8	0	0	0	0	0	0	0	0	0
%	100	91.15	1.76	7.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
1801 - General Inspection, Investigation, and Compliance	#	1515	1401	15	99	8	0	0	0	0	0	2	0	5	1
	%	100	92.47	0.99	6.53	0.52	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.33	0.06
1802 - Compliance Inspection and Support	#	471	428	8	35	1	0	0	0	0	0	0	0	1	0
	%	100	90.87	1.69	7.43	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.21	0.00
1811 - Criminal Investigator	#	2128	2106	10	12	1	0	0	0	0	0	0	0	1	0
	%	100	98.96	0.46	0.56	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1889 - IMPORT SPECIALIST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
1895 - CBP OFFICER	#	126	121	0	5	1	0	1	0	0	0	0	0	0
	%	100	96.03	0.00	3.96	0.79	0.00	0.79	0.00	0.00	0.00	0.00	0.00	0.00
1896 - BORDER PATROL AGENT	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2181 - AIRCR PILOT	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[84-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
2186	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
2210 - Information Technology Management Series	#	212	196	7	9	1	0	0	1	0	0	0	0	0
	%	100	92.45	3.30	4.24	0.47	0.00	0.00	0.47	0.00	0.00	0.00	0.00	0.00
TOTAL	#	19187	17769	369	1049	82	1	17	3	11	2	15	2	29

Data Source: National Finance Center and Department of Transportation (U.S. Coast Guard and Transportation Security Administration) extracts for FY 2004.

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison.

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to 2004 Fiscal Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jan 28, 2005

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