



Securing Our Homeland

EEO Program Status Report

MD 715

Office for Civil Rights and Civil Liberties



Homeland
Security

FY '05

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For period covering October 1, 2004 to September 30, 2005

PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of Homeland Security	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th 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.	137,042
	2. Enter total number of temporary employees		2.	27,477
	3. Enter total number employees paid from non-appropriated funds		3.	1,564
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4.	166,083
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**

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
		DHS Headquarters (pre-2SR) is comprised of: 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)	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 [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

EEOC FORM
715-01
PART E

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

U.S. Department of Homeland Security

For period covering October 1, 2004 to September 30, 2005

EXECUTIVE SUMMARY

On February 15, 2005, Michael Chertoff was sworn in as the second Secretary of the U.S. Department of Homeland Security (DHS). DHS has a truly *national mission*, leveraging resources of multiple agencies, including federal, state, and local governments, into a single agency focused on protecting the American people and their homeland. The Department's core mission includes not only protecting America's assets, our buildings, airports, and power plants, but also our cherished freedoms.

Fiscal year (FY) 2005 represented a year of change and challenge for the Department. Under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, practices, organizational structure, and policies—Second Stage Review (2SR). The following major directorates and Components depict the current DHS organization—after the 2SR. It is worth noting, however, that the DHS FY 2005 EEO Program Status Report, including the MD 715 compulsory workforce tables is based on the pre-2SR DHS organization. We have provided organization charts for the current organization and the pre-2SR organization on pages 89 and 90.

The *Directorate for Preparedness* works with state, local, and private sector partners to identify threats, determine vulnerabilities, and target resources where risk is greatest, thereby safeguarding our borders, seaports, bridges and highways, and critical information systems.

The *Directorate for Science and Technology* is the primary research and development arm of the Department. It provides Federal, state and local officials with the technology and capabilities to protect the homeland.

The *Directorate for Management* is responsible for Department budgets and appropriations, expenditure of funds, accounting and finance, procurement; human resources, information technology systems, facilities and equipment, and the identification and tracking of performance measurements.

The *Office of Intelligence and Analysis* is responsible for using information and intelligence from multiple sources to identify and assess current and future threats to the United States.

The *Office of Operations Coordination* is responsible for monitoring the security of the United States on a daily basis and coordinating activities within the Department and with governors, homeland security advisors, law enforcement partners, and critical infrastructure operators in all 50 States and more than 50 major urban areas nationwide.

The ***Directorate for Policy*** is the primary policy formulation and coordination component for the Department of Homeland Security. It provides a centralized, coordinated focus to the development of Department-wide, long-range planning to protect the United States.

The ***Domestic Nuclear Detection Office*** works to enhance the nuclear detection efforts of Federal, State, territorial, tribal, and local governments, and the private sector and to ensure a coordinated response to such threats.

Federal Emergency Management Agency (FEMA) prepares the nation for hazards, manages Federal response and recovery efforts following any national incident, and administers the National Flood Insurance Program.

Transportation Security Administration (TSA) protects the nation's transportation systems to ensure freedom of movement for people and commerce.

Customs and Border Protection (CBP) is responsible for protecting our nation's borders in order to prevent terrorists and terrorist weapons from entering the United States, while facilitating the flow of legitimate trade and travel.

Immigration and Customs Enforcement (ICE), the largest investigative arm of the Department of Homeland Security, is responsible for identifying and shutting down vulnerabilities in the nation's border, economic, transportation and infrastructure security.

Federal Law Enforcement Training Center (FLETC) provides career-long training to law enforcement professionals to help them fulfill their responsibilities safely and proficiently.

Citizenship and Immigration Services (CIS) is responsible for the administration of immigration and naturalization adjudication functions and establishing immigration services policies and priorities.

The ***U.S. Coast Guard (USCG)*** protects the public, the environment, and U.S. economic interests—in the nation's ports and waterways, along the coast, on international waters, or in any maritime region as required to support national security.

The ***U.S. Secret Service (USSS)*** protects the President and other high-level officials and investigates counterfeiting and other financial crimes, including financial institution fraud, identity theft, computer fraud; and computer-based attacks on our nation's financial, banking, and telecommunications infrastructure.

The Office for Civil Rights and Civil Liberties (CRCL) provides legal and policy advice to Department leadership on civil rights and civil liberties. The Officer for CRCL by statute, reports directly to the Secretary. At this level, the Officer is able to assist senior leadership in shaping

policy in ways that protect, rather than diminish, the personal liberties of all persons protected by our laws. Under the leadership of Mr. Daniel W. Sutherland, CRCL has developed into an integrated office dedicated to the core mission of assisting its colleagues in securing our country while preserving our freedoms and our way of life. In carrying out this mission, CRCL serves four primary functions at DHS:

1. Providing proactive legal and policy advice on a wide range of issues, helping DHS to shape policy in ways that are mindful of our civil rights and civil liberties, and offering solutions to problems at a point where DHS has the maximum flexibility to implement change.
2. Investigating and resolving complaints filed by members of the public regarding DHS policies or actions taken by departmental personnel.
3. Leading the DHS EEO Programs and seeking to make DHS a model Federal employer.
4. Serving as an information provider and communication partner with the public.

Ms. Carmen H. Walker, a member of the Senior Executive Service (SES), serves as Deputy Officer and Director, EEO Programs. Ms. Walker reports directly to the Officer.

We are pleased to highlight some of the significant accomplishments achieved by the DHS EEO Program during FY 2005. At the Departmental level, CRCL succeeded in developing and deploying to all DHS component EEO Officers two enterprise-wide databases—(1) the MD 715 workforce analysis database and (2) the complaints management and tracking system, *EEO Eagle*. These databases will eliminate redundant systems across the Department. Moreover, when fully utilized, these systems will result in consistent, comprehensive reporting, enabling CRCL to respond to most of the Department's workforce demographic and discrimination complaint issues without additional Component input. Both systems are accessible from any computer via DHS Interactive. *EEO Eagle*, which is accessible based on pre-defined user roles and permissions, has the capability to auto-generate the EEOC Form 462 Report. FY 2006 enhancements to *EEO Eagle* will include auto-generation of the No Fear Report. In the DHS FY 2004 EEO Program Status Report, we discussed some of the challenges CRCL faced in developing the MD 715 workforce analysis database. While we have resolved most of these problems, some data accuracy and validation issues have continued due to reorganizations and additional start-up challenges. CRCL is working with the CHCO staff to resolve these lingering issues and to gain the full confidence and trust of the Components in the Department's data.

In the discrimination complaints arena, CRCL successfully reduced the inventory of cases from 881 to 171 cases—an 80.6 percent reduction. When DHS was created in 2003, CRCL inherited over 2,200 complaints of employment discrimination, many of which were filed before the turn of the century. New cases are being filed at the rate of 2,000 plus per year. At the beginning of FY 2005, the EEO Program established a goal to reduce the inventory of cases by 80 percent by the end of the fiscal year. We are pleased to report that under Ms. Walker's outstanding leadership, we achieved this ambitious goal. Overall, CRCL processed 91 percent more Final Actions and 483 percent more merit decisions from FY 2004 to FY 2005. Challenges remain despite these achievements. We estimate that there are approximately 2,000 complaints in various stages of the complaint process at the Components, slowly winding their way to CRCL for Final Action. The Department remains

vigilant. With findings of discrimination accounting for less than one percent of the FY 2005 Final Actions, DHS has begun to examine possible reforms to the system.

In keeping with its responsibility for the Department's outreach efforts, CRCL has taken a leading role in communicating with those communities that are most directly affected by the War on Terror. These include the American Muslim, Arab, and South Asian communities, which, along with having civil rights concerns, have been directly impacted by the government's post 9/11 investigative and prosecutorial activities. Moreover, Arab, Muslim and South Asian Americans have worked with law enforcement and intelligence agencies since 9/11, and have offered to increase the level of common work. It is therefore important for government agencies to increase their level of communication and cooperation with these communities. CRCL routinely meets and communicates with these communities, both in Washington and throughout the country. While we have several goals for this engagement, one important element is to capitalize on our outreach efforts to strengthen the DHS workforce. Put simply, we need to increase the number of people with specialized language skills and cultural competencies that we employ. Increasing employment of people with these skills will help DHS fulfill its mission, and will also increase our engagement with these communities. In this regard, we continuously stress the importance and benefits of Federal employment, and specifically, working for DHS. It is our firm belief that our outreach initiatives, while focusing on civil rights and civil liberties issues, can and will serve as a catalyst to strengthen and diversify the DHS workforce.

Outreach to increase employment opportunities for people with disabilities continued as a priority for DHS in FY 2005. On July 25, 2005, Secretary Chertoff issued a letter to the senior DHS leadership, expressing his expectations to increase the employment of people with disabilities throughout the Department. In support of this initiative, over 1,500 managers Department-wide received training on disability issues; 16 interns with disabilities were hired; and 2 or 20 percent of the Microsoft/American Association of People with Disabilities Information Technology Scholars offered to the federal government were hired by DHS for summer internships. On National Disability Mentoring Day, which was held on October 19, 2005, DHS employees mentored over 43 students with disabilities in the Washington, DC metropolitan area; an additional 75 students with disabilities were mentored by DHS employees in other regions of the country. This represented the highest level of participation by a non-Department of Defense (DOD) agency.

Also, in support of our Disability Program, DHS partnered with DOD in its Operation Warfighter (OWF) Program. This new program temporarily places severely wounded service members currently in the military and undergoing rehabilitative services at the Walter Reed Army Medical Center or the Bethesda Naval Hospital with Federal agencies in the Washington, DC area. DHS was among the first Federal agencies invited to participate in OWF, which launched on April 12, 2005. DHS enthusiastically supported this program, receiving four wounded service members from the first group available and additional three service members during the summer. Two candidates were pending at the end of FY 2005. OWF provides DHS with an important new pipeline for disabled veterans with the skills, talents and abilities needed to support its mission.

Four training events offered the opportunity for CRCL to realize additional efficiencies on behalf of the DHS EEO Program. In the first event, CRCL offered the *Windmills Train-the-Trainer Program* in February 2005 to 27 DHS employees and managers from across the country. *Windmills* is an outstanding program that uses an interactive process to allow managers to explore their myths, biases and perceptions about people with disabilities. Participants in the *train-the-trainer* program will train other DHS employees. CBP and the USCG are incorporating *Windmills* into their existing management training programs. In the second event, CRCL collaborated with the Equal Employment Opportunity Commission (EEOC) in developing a training session that summarized employees' rights and remedies under the No FEAR Act. This training was made available to all DHS employees via web cast from September 26 – November 25, 2005. CRCL plans to distribute copies of the web cast on CD and VHS formats, and a participant's handbook and facilitator's guide to the Department's EEO, Civil Rights, and Human Capital practitioners to ensure that they have the necessary tools to meet the training requirements of the Act. It is worth noting that a large part of the No FEAR Act training pertained to reasonable accommodations. CRCL developed the No FEAR Act training for all DHS employees, eliminating the need for the Components to produce their own training. Lastly, from June 13 through June 17, 2005, a basic and advanced mediation training class was given to 18 individuals from five different DHS Components (HQ, FEMA, USCG, ICE, and TSA) to begin their progression to become the first group of DHS Shared Neutrals. The same group was offered two days of training in the transformative model of mediation at TSA on July 20 and 21, 2005. These individuals will have to satisfactorily complete three co-mediations before they can become DHS mediators.

Other affirmative steps taken by DHS Components to demonstrate continued commitment to building a high-quality diverse workforce at all levels throughout the organization follow:

- The Special Assistant for the Commissioner (EEO) and the Director, Compliance and Affirmative Employment Programs at CBP met with the Assistant Commissioners of Field Operations and Border Patrol to discuss the potential barriers noted in the CBP FY 2004 EEO Program Status Report. This meeting resulted in the development of an action plan that will facilitate shared responsibility of these organizations in identifying and eliminating barriers to equal employment opportunity.
- ICE began a pilot Management Development Program for employees at the GS-13, 14, and 15 grade levels. The program will provide career development training and develop skills related to the SES core competencies.
- The USSS supplemented its intranet webpage with a link entitled "*Disability Etiquette Tips.*" The overall purpose of the link is to facilitate better communication among all employees. The USSS EEO Office collaborated with its Emergency Preparedness Program and Office of Administration to provide equal access to the Headquarters Emergency Phone System for employees with disabilities. The emergency *drop* button is now equally accessible to USSS employees with hearing impairments. The USSS installed TTY devices in the Special Officer's control rooms for use in responding to emergency assistance requests from employees with hearing impairments.

In its FY 2004 self-assessment of the six essential elements required for structuring a Model EEO Program, the Department made a strong showing having identified only 25 program deficiencies against approximately 122 EEOC measures. To achieve the objectives established to eliminate these 25 program deficiencies, DHS developed 45 activities that would be executed primarily throughout FY 2005. We are pleased to report that the Department was successful in completing 69 percent or 31 of the 45 planned activities. This included the completion of four EEO Program deficiencies in their entirety. Some of the noteworthy activities completed included (1) developing EEO standards and measures for the new performance management system under MAX^{HR}, (2) collaborating with the CHCO staff on the development of the Performance Leadership Training for supervisors and managers and the “MAX^{HR}—Maximizing Leadership” conference for senior executives and flag officers, (3) working in partnership with the CHCO staff to review personnel policies as they are released under MAX^{HR}, (4) partnering with the CHCO staff to integrate the EEO requirements for an enterprise-wide applicant flow process with the DHS Human Capital e-Recruitment project, (5) resurveying over 5,000 TSA employees covering all pay bands including TSA executives to eliminate race and national origin coding anomalies, (6) completing and deploying the enterprise-wide MD 715 workforce analysis database and the EEO Eagle complaints management database via the DHS website, and (7) reducing the DHS Final Action inventory by more than 80 percent. Included among the 14 outstanding program deficiencies are (1) CRCL’s plan to align the EEO function to execute and communicate as a team, (2) development of the DHS-wide applicant flow process and the corresponding workforce tables with applicant flow implications, (3) completing the policy document for conducting EEO Program evaluations, and (4) examining options for conducting investigations as a means of achieving additional EEO Program efficiencies. While the noted program deficiencies were not completed by the end of FY 2005, progress has been made and new target dates set.

Only one new EEO program deficiency was identified from the FY 2005 self-assessment of the six essential elements. This deficiency pertains to making the procedures for reasonable accommodation for individuals with disabilities available to all employees by disseminating the procedures during new employee orientation in standard and alternate formats and by making them available on the DHS/component websites. We have developed a plan of action to correct this deficiency.

In examining our workforce profiles, we note that the DHS *total* workforce increased by 5,319 employees from FY 2004 to FY 2005, changing from 160,764 to 166,083 employees, respectively. This increase included 1,564 non-appropriated fund employees with the U.S. Coast Guard. Data for non-appropriated fund employees was not available for FY 2004. For the most part, the net change for individual employee groups resulting from this increase was positive. Asian males and Asian females experienced negative changes—minus 2.60 percent and minus 7.43 percent respectively. Erroneous race/national origin (RNO) coding problems at TSA that were corrected by the resurvey of over 5,000 employees resulted in dramatic net changes for males and females identified as *Two or More/Other Races*—minus 75.26 percent and minus 67.88 percent, respectively. Similar net changes were realized for the same employee groups in the DHS *permanent* workforce. For the DHS *temporary* workforce, who experienced a loss of 1,170 employees from FY 2004 (28,647) to FY 2005 (27,477), the net change for most employee groups

was negative. Hispanic females and Black females were the exception with a positive net change of 2.82 percent and 15.51 percent, respectively.

For employees with disabilities, the FY 2005 employment picture was quite different. Despite the increase in the overall workforce, the numbers and participation rates for employees with disabilities decreased in the *total* workforce, the *permanent* workforce, and the *temporary* workforce. (*Data for non-appropriated fund employees is not currently maintained by disability status.*) The picture for employees with targeted disabilities was similar—losses in both numbers and participation rates were experienced in the total and permanent workforce. The *temporary* workforce experienced a loss in the number of employees with targeted disabilities, however, the participation rate remained unchanged. The net change for employees with disabilities and targeted disabilities in the *total* workforce, *permanent* workforce, and *temporary* workforce was also negative. While this was the picture for the Department as a whole, several Components, particularly DHS Headquarters, experienced significant positive net changes in the employment of people with disabilities/targeted disabilities from FY 2004 to FY 2005. For DHS Headquarters, the net change in the *total* workforce for the employment of people with disabilities was 76.47 percent; 100 percent for targeted disabilities. In the *permanent* workforce, the net change for employees with disabilities was 81.25 percent; 100 percent for employees with targeted disabilities. FLETC realized a net change of 19.04 percent in its *total* workforce for employees with disabilities; a 30.15 percent net change in its *permanent* workforce for people with disabilities. At the USSS, the net change in the *total* workforce for the employment of people with disabilities was 11.47 percent; 9.61 percent net change in the *permanent* workforce for people with disabilities. The USSS also experienced positive net changes in the employment of people with targeted disabilities in its *total* workforce (14.28 percent) and the *permanent* workforce (7.14 percent). For targeted disabilities, we also note that FEMA and CIS matched the government-wide participation rate of 0.99 percent.

We are also pleased to report that DHS Headquarters, FEMA, FLETC, and the USCG exceeded the government-wide participation rates for the employment of people with disabilities at the GS 13, 14 and 15 grade levels. DHS Headquarters also distinguished itself at the SES level with a 6.79 percent participation rate for employees with disabilities compared to the government-wide and DHS-wide participation rates of 3.93 percent and 2.66 percent respectively.

While the net changes from FY 2004 to FY 2005 for employees by race, national origin and gender in the *total* and *permanent* workforce were, for the most part positive, we acknowledge that the employment patterns identified in the FY 2005 workforce tables were similar to those reported in our FY 2004 EEO Program Status Report. As such, we did not identify any new triggers based on our FY 2005 analysis. Similarly, no new triggers were identified under the Rehabilitation Act.

To achieve some efficiency in completing the arduous barrier analysis required by MD 715 and, as reported in our FY 2004 EEO Program Status Report, we decided to establish a DHS MD 715 Cross-functional Team. The Officer for CRCL and the CHCO issued a joint letter on August 12, 2005, soliciting support from the DHS component heads as well as the EEO and HC Directors for the cross-functional team. The team was chartered to examine established personnel policies and management practices that govern how the Department recruits, hires, trains, and retains its employees. With a three-month operating window, the cross-functional team faced several

challenges, ranging from time constraints to data accessibility to membership turnover. Despite these challenges, the team made several key observations pertaining to CBP Officers and Border Patrol Agents. CRCL will reconvene the cross-functional team by May 2006 to complete the barrier analysis. To eliminate the challenges that were encountered during the initial cross-functional team effort, CRCL will use contractors to serve as the team's core. Employees from the EEO and HC communities as well as personnel from other functional areas across the Department will augment the contractor staff. The target date for reporting the team's findings to the Director, DHS EEO Programs is September 15, 2006.

"Our Department must drive improvement with a sense of urgency," said Secretary Chertoff in a July 13, 2005 press release announcing his six-point agenda for DHS. The DHS EEO Program embraces this charge whole-heartedly as it executes the action plans contained herein, ensuring that the Department has the best and brightest people, performing at their fullest potential to protect America and its cherished freedoms.

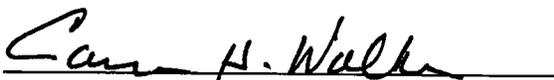
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

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.

4/24/2006

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

April 25, 2006

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 w/FY 2005 Update</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)	
1. 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 <i>Completed</i>	
2. Finalize and issue CRCL policy relative to EEO policy statements.	June 30, 2005 <i>Completed</i>	
3. Confirm OE's compliance with CRCL policy.	July 15, 2005 - <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
#1, 2, and 3, FY 05 – Policy direction to the DHS Components pertaining to the distribution of their agency's EEO policy statements has been completed. <i>These activities have been completed.</i>		

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 w/FY 2005 Update</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 HCSP.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; DHS CHCO
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 - <i>Revised to 12/31/2006</i>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>1. 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>	<p>June 1, 2005 <i>Revised to 12/31/2006</i></p>
<p>2. B8, B8a, B8b: The Director, DHS EEO Programs will begin attending the Secretary's Chief of Staff daily staff meeting.</p>	<p>February 2, 2005 <i>Completed</i></p>
<p>3. B8, B8a, B8b: CRCL will initiate quarterly meetings between the OE EEO/CR Directors and the HC Officers.</p>	<p>April 29, 2005 <i>Completed</i></p>
<p>4. 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>	<p>June 1, 2005 <i>Completed</i></p>
<p>5. B8, B8a, B8b: Establish a reporting/monitoring mechanism to ensure compliance with these business functions.</p>	<p>June 1, 2005 <i>Completed</i></p>
<p>6. B10: CRCL will look for centers of excellence and opportunities for efficiencies and shared services across program functions.</p>	<p>March 31, 2006 <i>Completed</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#2, FY 04 - B8, B8a, B8b re Daily Meetings with the Secretary's Chief of Staff. The Director, DHS EEO Programs started attending the Secretary's Chief of Staff daily staff meeting on February 2, 2005.</p> <p>#1, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices, CRCL's plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL's plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly meetings with Component EEO and Civil Rights Directors to provide updated program information to facilitate an integrated approach to program requirements and to leverage resources. Additionally, CRCL developed written guidance and procedures for Components on EEO Program</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also provided enterprise-wide solutions to the training of EEO staffs and completed/deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis. *The target date for this activity has been revised to December 31, 2006.*

#2, FY 05 – The Director, DHS EEO Programs has attended the Secretary’s Chief of Staff weekly meetings as a standing member since February 2, 2005. In addition, the Officer for CRCL attends the Secretary’s weekly Under Secretary’s meetings. *This activity has been completed.*

#3, FY 05 – The first joint EEO/HC meeting was successfully held on May 2, 2005. Further joint meetings were deferred as the CHCO leadership underwent a period of transition and change. During the stand-up of MAX^{HR}, the Department’s first CHCO was slated to head the Homeland Security Labor Relations Board (HSLRB). This change resulted in the appointment of the Department’s second CHCO. With the new leadership in place, plans are to reinstitute the joint EEO/HC Directors meetings. The planned co-location of CRCL with the CHCO staff will greatly facilitate the continuation of these joint meetings. *This activity has been completed.*

#4, FY 05 – CRCL provided guidance to the component EEO/CR Directors on the need to collaborate closely with their HC counterparts as a part of its annual guidance on completing the EEO Program Status Report. *This activity has been completed.*

#5, FY 05 – CRCL has decided to monitor the Components compliance with these business functions (B8a and B8b) in conjunction with its EEO Program Evaluation schedule. CRCL expects to complete EEO Program Evaluations for one-third of its Components—U.S Immigration and Customs Enforcement, the U.S. Citizenship and Immigration Service, and the Transportation Security Administration—by the end of FY 2006. *This activity has been completed.*

#6, FY 05 – In recognizing the program efficiencies that could be gained through the enterprise-wide EEO databases created in FY 2004, CRCL successfully completed and deployed the MD 715 and EEO Eagle complaint management system on September 1, 2005. (Development of the MD 715 workforce tables—Tables A/B-7, 9, 11, and 12—with applicant flow implications is still pending completion of the DHS-wide applicant process.) When fully utilized by the Components, these databases will provide consistent reporting across the Department and will give CRCL the ability to address most workforce demographic or discrimination complaint issues without component input. Enhancements planned for the MD 715 database for FY 2006 will include increased search and drill-down capabilities, providing much needed support during the barrier analysis process. EEO Eagle currently has the capability to auto-generate the EEOC Form 462 Report; future enhancements will include auto-generation of the No Fear Report and the ability to search on any of its 500 plus data fields. Both databases are accessible from any computer via DHS Interactive based on pre-defined user roles and permissions.

Establishment of the MD 715 Cross-functional Team provided another opportunity for the Department to realize efficiencies by sharing resources to conduct the barrier analysis for the

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

triggers identified in the DHS FY 2004 EEO Program Status Report. The cross-functional team experienced several challenges during its short tenure (September 14 – December 31, 2005), including team member turnover and time constraints. Despite these challenges, the team achieved some limited success. CRCL will reconvene the team in May 2006 to complete the barrier analysis using contractor personnel as the core members, augmented by personnel from DHS EEO, HC, and other functional areas. CRCL will continue to look for additional opportunities to increase EEO program efficiencies.

This activity has been completed (September 14, 2005).

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 w/FY 2005 Update</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	B17 (Revised to B14 in FY 05 Update): 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 – <i>Revised to 12/31/2006</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. 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.	March 31, 2005 <i>Revised to 12/31/2006</i>	
2. CRCL will issue additional policy direction to address the joint responsibility of EEO and HC in the OEs for conducting barrier analyses.	May 31, 2005 <i>Completed</i>	
3. Complete development of the Departmental level workforce analysis database and deploy via DHS Interactive.	May 1, 2005 <i>Completed</i>	
4. Complete deployment of the workforce analysis database to the OEs via DHS Interactive.	September 1, 2005 <i>Completed</i>	
5. Create and deploy workforce tables with applicant flow implications on DHS Interactive as the processes are developed.	March 1, 2006 <i>Revised to 9/30/2006</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
#1, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices, CRCL's plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL's plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly meetings with component EEO and Civil rights Directors to provide updated program information, to facilitate an integrated approach to program requirements, and to leverage resources. Additionally, CRCL developed written guidance and procedures for Components on EEO program elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also completed and deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis. *The target date for this activity has been revised to December 31, 2006.*

#2, FY 05 – CRCL provided guidance to the component EEO/CR Directors on the need to collaborate closely with their HC counterparts as a part of its annual guidance on completing the EEO Program Status Report. *This activity has been completed.*

#3 & #4, FY 05 – The MD 715 database was fully deployed across the Department via DHS Interactive on September 1, 2005. *These activities have been completed.*

#5, FY 05 – Since this activity was initially planned, CRCL has partnered with the CHCO staff to integrate EEO requirements for an applicant flow process into the DHS e-Recruitment system. The e-Recruitment system covers five major areas: (1) workforce planning, (2) requisitioning, (3) talent searching and candidate acquisition, (4) applicant tracking, and (5) reporting /analytics. The workforce tables impacted by the applicant flow process (Tables A/B-7, 9, 11, and 12) will be developed and deployed via DHS Interactive when the applicant flow process has been completed and evaluated. *The target date for this activity has been revised to September 30, 2006.*

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 w/FY 2005 Update</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 systemic 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 systemic 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 systemic 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 - <i>Revised to 9/15/2006</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Establish baseline data for these functional areas.	May 1, 2005 <i>Revised to 9/15/2006</i>	
2. Partner with the Office of the CHCO to establish deployment timelines for each functional area under MAX ^{HR} ; set tentative	September 30, 2005 <i>Completed</i>	

review schedules, including quarterly reporting by OE EEO/CR.

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1, FY 05 – Baseline data for these functional areas will be established at the conclusion of the barrier analysis exercise. *The revised target date for this activity is September 15, 2006.*

#2, FY 05 – CRCL is collaborating with the CHCO staff on the review of personnel policies as they are released under MAX^{HR}. One noteworthy and overarching policy included in this CRCL/CHCO collaborative effort was the DHS e-Recruitment system. When implemented, the e-Recruitment system will help the Department better assess its performance under EEOC MD 715, identify areas needing improvement, and implement corrective action.

The Department's merit staffing policy, which encompasses merit promotion, was issued under MD 3050.1. However, the anticipated movement to a new compensation system that includes pay bands and a competency-based qualifications system, which are currently under development, will substantively impact merit staffing and result in a new policy. The CHCO staff expects to implement both policies—the new merit staffing policy and the new compensation and competency-based qualification system—simultaneously around January 2007. The court injunction has not had any impact on merit staffing/merit promotion policy up to this point. However, if DHS decides to maintain the status-quo for bargaining unit employees, the Department's merit staffing policy will have to address the requirements of the current system (for bargaining unit employees) and the new system (for non-bargaining unit employees). The CHCO staff will keep CRCL informed of developments in this area as they occur.

The DHS Employee Recognition/Awards MD has not been issued yet. It is not covered under 5 C.F.R. 9701 and, therefore, not impacted the union lawsuit/court injunction. The CHCO staff expects to have the final version of this policy ready for coordination by May 30, 2006.

In the area of Employee Development/Training, DHS and issued three policies: (1) MD 3031, Senior Executive Service (SES) Candidate Development Program, (2) MD 3160, Attendance at Meetings and Conferences, and (3) MD 3210, Training. The court injunction has not had any impact on the release of these policies.

CRCL will continue to collaborate with the CHCO staff during the development of personnel policies under MAX^{HR} to ensure that all employees have the opportunity to compete fairly and equally in achieving their fullest potential.

This activity has been completed.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Homeland Security		Essential Element D: Proactive Prevention FY 2004 w/FY 2005 Update
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)
1. 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 <i>Completed</i>
2. Develop EEO standards for assessing senior managers' performance in a pay-for-performance environment.		July 31, 2005 <i>Completed</i>

3. Develop measures and evaluation methodologies for the EEO leadership model

September 30, 2005
Completed

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#1 and #3, FY 05 – The DHS Strategic Goal of Organizational Excellence mandates a collaborative approach from every entity within the Department by holding leaders accountable for the “*effective recruitment, development, compensation, succession management and leadership of a diverse workforce to provide optimal service at a responsible cost.*” In completing this activity, CRCL collaborated with the CHCO staff on two events: (1) the development of the Performance Leadership Training for supervisors and managers and (2) the “MAX^{HR}—Maximizing Leadership” conference for senior executives and flag officers. Both events emphasized *dual accountability* or the shared responsibility of Department leaders and CRCL to ensure equality of opportunity for all employees and applicants. CRCL also worked with the CHCO staff in developing measures and evaluation methodologies for these activities.

This activity has been completed.

#2, FY 05 – CRCL collaborated with the CHCO staff in the development of EEO standards and measures for the new performance management system under MAX^{HR}. The EEO performance standards have been integrated into the “*Leadership*” element for all managers and supervisors, including senior executives. The EEO standards measure managers’/supervisors’ performance in several key areas, including the identification and removal of barriers that impede access and free and open competition in the workplace, ensuring that all employees have the right to realize their full potential regardless of race, color, religion, sex, national origin, age, or mental/physical disability.

This activity has been completed.

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 w/FY 2005 Update</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 - <i>Revised to 3/31/2007</i>

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>1. 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>	<p>August 1, 2005 <i>Revised to 8/1/2006</i></p>
<p>2. Resolve outstanding issues, including RNO and disability coding anomalies, with the USCG and TSA data.</p>	<p>May 31, 2005 <i>Completed</i></p>
<p>3. Finalize programming for formatting for reports and submit for posting to DHS Interactive</p>	<p>August 31, 2005 <i>Completed</i></p>
<p>4. Deploy via DHS Interactive</p>	<p>September 30, 2005 <i>Completed</i></p>
<p>5. 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).</p>	<p>August 1, 2005 <i>Completed</i></p>
<p>6. 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}.</p>	<p>November 1, 2005 <i>Completed</i></p>
<p>7. Develop interim programming to format workforce tables with applicant flow implications (A/B7, A/B9, A/B11, and A/B12 (see appendix).</p>	<p>January 15, 2006 <i>Revised to 3/31/2007</i></p>
<p>8. Conduct first official test of system (applicant flow)</p>	<p>February 1, 2006 - <i>Closed</i></p>
<p>9. Finalize programming format for workforce tables A/B7, A/B9, A/B11, and A/B 12.</p>	<p>March 1, 2006 <i>Closed</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>#1, FY 05 – CRCL conducted a limited trend analysis for the Department's FY 2005 EEO Program Status Report, but did not reiterate this requirement in its annual guidance to the EEO/CR Directors. Consequently, most Components did not conduct the required trend analysis. CRCL has noted this for inclusion in its FY 2006 general MD 715 guidance. <i>The target date for this activity has been revised to August 1, 2006.</i></p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#2, FY 05 – Disability coding anomalies with the USCG have been resolved. This was an issue prior to the conversion of the USCG from the Department of Transportation (DOT) personnel/payroll system to the National Finance Center (NFC). The DOT system was still carrying some of the previously used OPM disability codes. This problem was corrected when brought to the attention of the USCG personnel office.

TSA responded to its RNO coding anomalies in conjunction with the agency's conversion from the DOT personnel/payroll system to NFC personnel/payroll system. All employees identified as "other" in the DOT personnel/payroll system had to be resurveyed and permitted to self-identify their race and national origin to ensure timely receipt of their pay via the NFC system. Accordingly, the TSA Office of Human Capital (OHC) resurveyed over 5,000 TSA employees covering all pay bands including TSA executives. The TSA Office of Human Capital (OHC) developed a guidance document that included the purpose of the re-survey, the regulation requirement, the forms needed to collect the data and a letter of explanation to affected personnel. At the end of the survey period, the OHC conducted a quality control review to ensure that the database contained an RNO data record for all TSA employees. The resurvey began in May 2005 and was successfully concluded in June 2005. *This activity has been completed.*

#3 & 4, FY 05 – Programming and formatting for all MD 715 compulsory workforce tables, except those with applicant flow implications—Tables A/B-7, 9, 11, and 12—have been completed and deployed via DHS Interactive effective September 1, 2005. *This activity has been completed.*

#5, FY 05 - CRCL has partnered with the CHCO staff to integrate the EEO requirements for an enterprise-wide applicant flow process with the DHS Human Capital e-Recruitment system. CRCL has contracted with OPM's Training and Management Assistance (TMA) Program to develop the EEO applicant flow requirements for the e-Recruitment system. The contractor started this project on November 2, 2005 and has submitted a draft report on the findings of the *Discovery and Analysis* portion of the Determination of EEO Requirements for the e-Recruitment system project. The completion date for EEO requirements determination project is July 3, 2006. *This activity has been completed.*

#6, FY 05 – No requirements/specifications concerns have been identified as the CHCO staff has issued Employee Development/Training policy under MAX^{HR}. *This activity has been completed.*

#7, FY 05 – This activity has been changed to: *“Develop templates for Tables A/B-7, 9, 11, and 12 after completion/approval of the DHS-wide applicant flow process.”*
The revised target date for this activity is March 31, 2007.

#8, FY 05 – Testing of the applicant flow process is imbedded in the delivery of the project as is testing of the workforce tables prior to deployment on DHS Interactive. *As such, this planned activity has been deleted/closed.*

#9, FY 05 – With the revision of planned activity #7 above, this activity is no longer necessary. *This activity has been deleted/closed.*

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 w/FY 2005 Update</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 <i>Revised to 12/31/2006</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. 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 <i>Revised to 12/31/2006</i>	
2. Establish CRCL policy and action plan for conducting EEO Program evaluations of the OEs.	July 1, 2005 <i>Revised to 9/30/2006</i>	
3. Begin OE audits.	October 1, 2005 - <i>Completed</i>	
4. Analyze results; propose and implement improvements.	February 1, 2006 <i>Revised to 10/31/2006</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
#1, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices,		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

CRCL's plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL's plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly meetings with component EEO and Civil Rights Directors to provide updated program information, to facilitate an integrated approach to program requirements, and to leverage resources.

Additionally, CRCL developed written guidance and procedures for Components on EEO program elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also completed and deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis.

This activity has been revised December 31, 2006.

#2, FY 05 – Although the CRCL policy document for conducting EEO Program evaluations is still pending completion, CRCL began the component evaluations during the first quarter of FY 2006. CRCL expects to complete EEO Program Evaluations for one-third of its Components—U.S. Immigration and Customs Enforcement, the U.S. Citizenship and Immigration Service, and the Transportation Security Administration—by the end of FY 2006. *This target date for this activity has been revised to September 30, 2006.*

#3, FY 05 – CRCL began its first EEO Program Evaluation during the first quarter FY 2006. *This activity has been completed.*

#4, FY 05 – *The target date for this activity has been revised to October 31, 2006.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Homeland Security		Essential Element E: Efficiency FY 2004 w/FY 2005 Update
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 - <i>Revised to 3/31/2007</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Examine MD 715 and 462 OE submissions to identify possible centers of excellence for conducting investigations.	May 30, 2005 <i>Revised to 6/30/2006</i>	
2. Develop and issue new complaint investigation policy and procedures.	August 1, 2005 <i>Revised to 9/30/2006</i>	
3. Implement new policy.	September 30, 2005 <i>Revised to 9/30/2006</i>	
4. Assess and revise policy/procedure as appropriate.	January 31, 2006 <i>Revised to 3/31/2007</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 05 – The Complaints Adjudication Branch, CRCL, plans to analyze the Department’s FY 2005 EEOC Form 462 Report during the first and second quarters of FY 2006. CRCL will consider its options for investigations after this analysis has been completed. <i>The revised target date for this activity is June 30, 2006.</i></p> <p>#2 and #3, FY 05 – CRCL will consider the results of its MD 715 and 462 analyses in the development of new complaint investigation policy. Activities two and three have been combined with a <i>revised target date of September 30, 2006.</i></p> <p>#4, FY 05 – <i>The target date for this activity has been revised to March 31, 2007.</i></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 w/FY 2005 Update</i>
STATEMENT of MODEL PROGRAM SSENTIAL 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)	
1. Complete staffing requirements.	January 28, 2005 - <i>Completed</i>	
2. Obtain security clearances for above personnel.	April 1, 2005 - <i>Completed</i>	
3. 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 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 04 - <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>#3, FY 04 - 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>		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#2, FY 05 – Security clearances for the FY 2004 staffing initiative were obtained. *This activity has been completed.*

#3, FY 05 – When the Department was created in March 2003, CRCL inherited over 2,200 complaints of employment discrimination, many of which were originally filed well before the turn of the century. Approximately, 2,200 cases were added to this inventory over the last two years. At the beginning of 2005, CRCL established a goal to reduce the inventory of cases (881) by 80 percent by the end of the fiscal year. CRCL achieved this ambitious goal, reducing the inventory to 171 cases in its inventory on September 30, 2005—an 80.6 percent reduction. During FY 2005, CRCL received an additional 809 cases from its Components, bringing the total number of cases at one point or another in FY 2005 to 1,690. As of September 30, 2005 CRCL had issued approximately 1,519 Final Actions or an average of 127 Final Actions per month. Included in the 1,519 Final Actions were approximately 437 merit decisions, 545 procedural dismissals, and 537 final orders. Overall, CRCL was able to process 91 percent more Final Actions and 483 percent more merit decisions from FY 2004 to FY 2005. CRCL will continue to monitor its complaint processing timeframes using EEO Eagle to ensure that EEOC processing timeframes are met. *This activity has been completed.*

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 w/FY 2005 Update</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)	
1. Hire a Complaints Manager.	January 28, 2005 - <i>Completed</i>	
2. 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 <i>Revised to 12/31/2006</i>	
3. Complete security clearance process for Complaints Manager.	April 1, 2005 - <i>Completed</i>	
4. After clearance is complete, the Complaints Manager will work with EEO staff to ensure timely compliance with all cases.	January 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
#1, FY 04 - Hire a new Complaints Manager. 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. <i>This activity has been completed.</i>		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#2, FY 05 – CRCL completed its plan to align the EEO function to execute and communicate as a team in March 2005. The original plan has been expanded to optimize the EEO and Civil Rights functions, setting the standards for functional excellence and excellence in governance. However, over the past year under Secretary Chertoff's leadership, the Department has been undergoing a systematic evaluation of its management operations, policies and structures—Second Stage Review (2SR). Like many changes that impact existing policies, operations, structures, and practices, CRCL's plan requires complex coordination and deliberation across multiple functional lines. Because these comprehensive changes are currently underway, the target date for approval of CRCL's plan has been revised to December 2006. In the interim, CRCL has conducted bi-weekly meetings with component EEO and Civil Rights Directors to provide updated program information, to facilitate an integrated approach to program requirements, and to leverage resources. Additionally, CRCL developed written guidance and procedures for Components on EEO program elements, e.g., complaints processing procedures and procedures for completing the FY 2005 EEO Program Status Report. CRCL also completed and deployed the enterprise-wide MD 715 workforce database during this reporting period to facilitate the required workforce analysis. *The target date for this activity has been revised to December 31, 2006.*

#3, FY 05 – The security clearance for the DHS Complaints Manager was obtained; the Complaints Manager reported onboard effective May 2, 2005. *This activity has been completed.*

#4, FY 05 – In FY 2005, CRCL developed an action plan to establish a proactive compliance program that monitors relief and implements remedies. The tenets of the action plan are to (1) reduce compliance inventory, in particular legacy Department of the Treasury cases, (2) forward monthly compliance reports, including the status of unmatched appeals to the Office of Federal Operations (OFO), (3) work with OFO to implement compliance training among the DHS Components, (4) draft Standard Operating Procedures for compliance processing, and (5) have Components strengthen internal relationships with the CHCO and Chief Financial Officer staffs to ensure timeliness in payroll processing and personnel actions. The Complaints Manager will monitor these activities to ensure that they result in timely compliance with all cases. *This activity has been completed.*

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 w/FY 2005 Update</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)
1. 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 <i>Completed</i>
2. Develop measures and evaluation methodologies for the EEO leadership model.		September 30, 2005 <i>Completed</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
#1 and #2, FY 05 – The DHS Strategic Goal of Organizational Excellence mandates a collaborative approach from every entity within the Department by holding leaders accountable for the “ <i>effective recruitment, development, compensation, succession management and leadership of a diverse workforce to provide optimal service at a responsible cost.</i> ” In completing this activity, CRCL collaborated with the CHCO staff on two events: (1) the development of the Performance		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

Leadership Training for supervisors and managers and (2) the “MAX^{HR}—Maximizing Leadership” conference for senior executives and flag officers. Both events emphasized *dual accountability* or the shared responsibility of Department leaders and CRCL to ensure equality of opportunity for all employees and applicants. CRCL also worked with the CHCO staff in developing measures and evaluation methodologies for these activities.

U.S. Department of Homeland Security

Total Workforce - FY 2004 w/FY 2005 Update

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 - <i>Revised to June 30, 2007</i></p>

EEOC FORM 715-01 PART I	DHS Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. 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 <i>Completed</i>	
2. Report team findings to Director, DHS EEO Programs.	August 30, 2005 – <i>Revised to 9/15/2006</i>	
3. Design and conduct a study to assess the attitudes of managers relative to equal employment opportunity.	July 31, 2005 <i>Revised to 3/31/2007</i>	
4. Report results to Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 4/30/2007</i>	
5. Develop interim plan to eliminate probable barriers based on results of cross-functional teams and attitudinal survey.	September 30, 2005 <i>Revised to 11/15/2006</i>	
6. Complete plans to establish DHS-wide applicant flow process, implement, and assess.	March 31, 2006 <i>Revised to 3/31/2007</i>	
7. Finalize plan, including procedures to monitor progress, to eliminate identified barriers.	May 30, 2006 <i>Revised to 6/30/2007</i>	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>#1, FY 05 – The Officer for CRCL and the CHCO issued a joint letter on August 12, 2005 establishing the MD 715 Cross-functional Team. The team was chartered to examine established personnel policies and management practices that govern how the Department recruits, hires, trains, and retains its employees. As such, the team was divided into four sub-groups—(1) Recruitment, (2) Hiring, (3) Career Development, and (4) Retention. Cross-functional team membership included a core group of EEO professionals, members from the HC community, an attorney from the TSA Office of Civil Rights, as well as employees from the HQ Office of the Inspector General. While the initial target date for this planned activity, as noted above, was May 16, 2005, the MD 715 Cross-functional Team did not hold its first meeting until September 14, 2005. With only two weeks pending before the close of the fiscal year, we extended the operating time for the team to December 30, 2005 and reprioritized the teams’ objectives. The Cross-functional team faced several challenges during its short tenure, ranging from time constraints to data accessibility to membership turnover. Despite these challenges, the team made several key observations. Additional analysis, however, is required before actual barriers can be identified. Based on lessons</p>		

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

learned from this initial Cross-functional effort, CRCL has decided to reconfigure the composition of the team when it reconvenes in May 2006. Contractors will make-up the core team to eliminate the issues relative to time constraints and member turnover. Employees from the EEO and HC communities as well as personnel from other functional across the Department will augment the contractor staff. *This activity has been completed.*

#2, FY 05 – A draft report of the initial Cross-functional Team’s efforts was completed and briefed to the Director, DHS EEO Programs in March 2006. With plans to reconvene the Cross-functional Team in May 2006 under a new configuration, we are revising the target date for briefing the Director, DHS EEO Programs on the new team’s findings to *September 15, 2006.*

#3, FY 05 – CRCL entered into preliminary discussions with a contractor during FY 2005 regarding options available for assessing possible attitudinal barriers. However, competing priorities precluded any closure on these discussions. CRCL plans to revisit these discussions in FY 2006 as information obtained from the Department’s survey and roundtable discussions conducted at the 2005 Women In Federal Law Enforcement Conference suggest that attitudinal barriers may be at work in impeding equal employment opportunity. *The target date for this planned activity has been revised to March 31, 2007.*

#4, FY 05 – *This target date has been revised to April 30, 2007* based on changes to #3 above.

#5, FY 05 – *The target date for this planned activity has been revised to November 15, 2006* based on changes to #3 above.

#6, FY 05 - Since this activity was initially planned, CRCL has partnered with the CHCO staff to integrate EEO requirements for an applicant flow process into the DHS e-Recruitment system. CRCL has contracted with OPM’s Training and Management Assistance (TMA) Program to develop the EEO requirements for e-Recruitment, including the applicant flow requirements. The contractor started this project on November 2, 2005 and has submitted a draft report on the findings of the *Discovery and Analysis* portion of the Determination of EEO Requirements for the e-Recruitment system project. The completion date for the EEO requirements determination project is July 3, 2006. While CRCL plans to establish a DHS-wide applicant flow process have been completed, evaluation and implementation of the process are still pending. The target date for evaluation of the application flow process is September 30, 2006. We anticipate that implementation will be integrated with Phase 1 (pilot) of the e-Recruitment system. *The revised target date for implementation is March 31, 2007.*

#7, FY 05 – *The target date for this activity has been revised to June 30, 2007.*

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 w/FY 2005 Update</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</p>

BARRIER ANALYSIS: (Con't) Provide a description of the steps taken and data analyzed to determine cause of the condition.	might be at play relative to the conditions at issue.
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 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) – RNO Coding
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 6/30/2007</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. 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 <i>Completed</i>
2. 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.	May 16, 2005 <i>Revised to 9/15/2006</i>
3. 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.	June 30, 2005 <i>Revised to 9/15/2006</i>
4. Develop plan to eliminate probable barriers, including procedures to monitor progress.	September 30, 2005 <i>Revised to 6/30/2007</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1, FY 05 - TSA responded to its RNO coding anomalies in conjunction with the agency’s

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

conversion from the DOT personnel/payroll system to NFC personnel/payroll system. All employees identified as "other" in the DOT personnel/payroll system had to be resurveyed and permitted to self-identify their race and national origin to ensure timely receipt of their pay via the NFC system. Accordingly, the TSA Office of Human Capital (OHC) resurveyed over 5,000 TSA employees covering all pay bands including TSA executives. The OHC developed a guidance document that included the purpose of the re-survey, the regulation requirement, the forms needed to collect the data and a letter of explanation to affected personnel. At the end of the survey period, the OHC conducted a quality control review to ensure that the database contained an RNO data record for all TSA employees. The resurvey began in May 2005 and was successfully concluded in June 2005. DHS employment profiles in this occupational category were re-examined in conjunction with this report submission. For the most part, disparities noted in the FY 2004 report remained constant for FY 2005. *This activity has been completed.*

#2, FY 05 – All triggers identified in the Department's FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department's 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1082 – formerly 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1082 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under "Total Workforce," the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. *The revised target date for this activity is September 15, 2006.*

#3, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#4, FY 05 – *The target date for this planned activity has been revised to June 30, 2007.*

U.S. Department of Homeland Security

Technicians - FY 2004 w/FY 2005 Update

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?

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.

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 *Technicians* 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."

The Technicians occupational category account for approximately 38 percent of the DHS permanent workforce.

BARRIER ANALYSIS:

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

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.

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 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 – <i>Revised to 6/30/2007</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. 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 <i>Completed</i>
2. 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 <i>Revised to 9/15/2006</i>
3. Brief Director, DHS EEO Programs on potential barriers and interim plan to eliminate the barriers.	July 31, 2005 <i>Revised to 9/15/2006</i>
4. Finalize plan to eliminate the probable barriers, including procedures to monitor progress.	September 30, 2005 <i>Revised to 6/30/2007</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1, FY 05 - TSA responded to its RNO coding anomalies in conjunction with the agency's conversion from the DOT personnel/payroll system to NFC personnel/payroll system. All employees identified as "other" in the DOT personnel/payroll system had to be resurveyed and permitted to self-identify their race and national origin to ensure timely receipt of their pay via the NFC system. Accordingly, the TSA Office of Human Capital (OHC) resurveyed over 5,000 TSA employees covering all pay bands including TSA executives. The OHC developed a guidance document that included the purpose of the re-survey, the regulation requirement, the forms needed to collect the data and a letter of explanation to affected personnel. At the end of the survey period, the OHC conducted a quality control review to ensure that the database contained an RNO data record for all TSA employees. The resurvey began in May 2005 and was successfully concluded in June 2005. DHS employment profiles in this occupational category were re-examined in

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

conjunction with this report submission. For the most part, disparities noted in the FY 2004 report remained constant for FY 2005. *This activity has been completed.*

#2, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1082 – formerly 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. *The revised target date for this activity is September 15, 2006.*

#3, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#4, FY 05 – *The target date for this planned activity has been revised to June 30, 2007.*

U.S. Department of Homeland Security

Professionals - FY 2004 w/FY 2005 Update

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?

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.

Four DHS Cross-Cutting, High Profile occupations are included in the Professionals category—Attorneys, Engineers, Intelligence Research Specialists and IT Specialists.

Professionals account for approximately 6 percent of the DHS permanent workforce.

BARRIER ANALYSIS:

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

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.

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 impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.

RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; DHS CHCO
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 11/15/2006</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. 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 <i>Revised to 9/15/2006</i>
2. Report findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 9/15/2006</i>
3. 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 <i>Revised to 11/15/2006</i>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>#1, FY 05 - All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1082 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the <i>Report of Accomplishments and Modifications to Objective</i> section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. <i>The revised target date for this activity is September 15, 2006.</i></p> <p>#2, FY 05 - <i>The target date for this planned activity has been revised to September 15, 2006.</i></p> <p>#3, FY 05 - <i>The target date for this planned activity has been revised to November 15, 2006.</i></p>	

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>Service Workers - FY 2004 w/FY 2005 Update</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>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 – <i>Revised to 11/15/2006</i></p>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>1. 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 <i>Revised to 9/15/2006</i></p>
<p>2. Report findings to the Director, DHS EEO Programs</p>	<p>August 30, 2005 <i>Revised to 9/15/2006</i></p>
<p>3. 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 <i>Completed</i></p>
<p>4. 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 <i>Revised to 11/15/2006</i></p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1, FY 05 - All triggers identified in the Department's FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department's 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1082 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

#3, FY 05 – On behalf of the Department, CRCL conducted two activities at the 2005 Women in Federal Law Enforcement (WIFLE) Leadership Training Conference in Rancho Mirage, CA, which was held on June 13-17, 2005. The two activities consisted of a survey and a series of simultaneous roundtable discussions. The purpose of the survey was to measure overall job satisfaction and to determine the importance of selected factors in recruiting, hiring, and retaining women in Federal law enforcement. The purpose of the roundtable discussions was to develop a better understanding of the obstacles that exist in hiring and retaining women in Federal law enforcement. Participants in this conference were employed at several Federal law agencies, including the Federal Bureau of Investigation, the Bureau of Alcohol, Tobacco and Firearms, the U.S. Department of State, the Drug Enforcement Administration, the Internal Revenue Service (Criminal Investigation) as well as several DHS Components. Both activities revealed several factors that require the Department's attention and further investigation to determine the extent to which the findings pertain to DHS Components and whether they pose impediments to equal employment opportunity. CRCL will ensure that these factors are addressed the Cross-functional Team when it reconvenes in May 2006. ***This activity has been completed.***

#4, FY 05 – ***The target date for this planned activity has been revised to November 15, 2006.***

U.S. Department of Homeland Security

*General Schedule Grades - FY 2004 w/FY
2005 Update*

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?

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.

With few exceptions, the disparities at the GS-13, 14, 15, and SES levels were mirrored across the DHS OEs.

BARRIER ANALYSIS:

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

Workforce Table A4-1 provided the primary source document for analysis of this employment category.

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.

Data needed to conduct a more detailed

<p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>assessment of the possible contributors to these 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 – <i>Revised to 11/15/2006</i></p>

DHS Plan to Eliminate Identified Barrier

<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. 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 <i>Revised to 9/15/2006</i></p>
<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Revised to 9/15/2006</i></p>
<p>3. 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 <i>Revised to 11/15/2006</i></p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

See next page

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1082 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

#3, FY 05 – ***The target date for this planned activity has been revised to November 15, 2006.***

U.S. Department of Homeland Security

*Cross-Cutting, High Profile Occupations
FY 2004 w/FY 2005 Update*

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?

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).

Females (collectively) were also employed at rates below their availability in two of the three engineering disciplines with more than 100 positions—*General Engineers (0801)* and *Electronics Technicians (0856)*.

In the *Border Patrol Agent (1896)* 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.

In the *Police (0083)* occupation, all employee groups, except Black males/females, were employed at rates below their respective NCLF availability.

In the *Security (0080)* occupation, all female employee groups (collectively and individually), except Black females, were employed at rates below their respective NCLF availability.

BARRIER ANALYSIS:

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

Workforce Table A6 served as the primary source document for analysis of this employment category.

As noted in the barrier analysis discussion for the Total Workforce, these profiles reflect the

<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 – <i>Revised to 11/15/2006</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. 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 <i>Revised to 9/15/2006</i>
2. Report findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 9/15/2006</i>
3. Benchmark law enforcement agencies that have documented successes in recruiting, hiring, promoting, and retaining a diverse workforce.	July 31, 2005 <i>Completed</i>
4. 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 <i>Revised to 11/15/2006</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis undertaking, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (1082 – formerly, 0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Specialists (2210). The law enforcement occupations are represented by the Criminal Investigators (1811), Border Patrol Agents (1896) as well as the Security (0080) and Police (0083) at the U.S. Secret Service. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under "Total Workforce," the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time.

In the interim, we note some observations made by CBP based on the analyses of triggers identified for Border Patrol Agents and CBP Officers, particularly African-American males/females and females (collectively). Preliminary observations for both positions suggest that the barriers are external to the recruitment process. To illustrate, CBP held two open recruitment periods during FY 2005 for Border Patrol Agent positions. African-Americans accounted for 10.8 percent of the qualified applicants compared to their 10.6 percent availability in the civilian labor force. As the hiring process continued, the participation rate for African-Americans taking the entrance exam dropped to 5.7 percent and to 3 percent for those who passed the exam. African-Americans accounted for only 0.6 percent of the 892 Border Patrol Agents hired during FY 2005. For the CBP Officer positions, African-Americans comprised 14.2 percent of the applicant pool, 12.9 percent of the test takers, and 11.8 percent of those who passed the exam. It is noteworthy that the participation rates for African-Americans in these categories were above their 10.5 percent availability in the civilian labor force. Despite these participation rates, African-Americans accounted for only 3.6 percent of the CBP Officers hired during FY 2005. For females (collectively) in the CBP Officer and Border Patrol Agent positions, CBP found that their participation rates remained steady from initial qualification screening through passing the written exams. At the selection stage, however, the participation rate for females (collectively) dropped 10 percent. CRCL will share these observations with the DHS MD 715 Cross-functional Team when it reconvenes in May 2006 and will ensure that the team works closely with the CBP EEO and HC staffs. CRCL will also ensure that the Cross-functional Team examines these conditions as they relate to each individual employee group.

The revised target date for this activity is September 15, 2006.

#2, FY 05 – The target date for this planned activity has been revised to September 15, 2006.

#3, FY 05 – On behalf of the Department, CRCL conducted two activities at the 2005 Women in Federal Law Enforcement (WIFLE) Leadership Training Conference in Rancho Mirage, CA, which was held on June 13-17, 2005. The two activities consisted of a survey and a series of simultaneous roundtable discussions. The purpose of the survey was to measure overall job satisfaction and to determine the importance of selected factors in recruiting, hiring, and retaining women in Federal law enforcement. The purpose of the roundtable discussions was to develop a better understanding of the obstacles that exist in hiring and retaining women in Federal law enforcement. Participants in this conference were employed at several Federal law agencies, including the Federal Bureau of Investigation, the Bureau of Alcohol, Tobacco and Firearms, the U.S. Department of State, the

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Drug Enforcement Administration, the Internal Revenue Service (Criminal Investigation) as well as several DHS Components. Both activities revealed several factors that require the Department's attention and further investigation to determine the extent to which the findings pertain to DHS Components and whether they pose impediments to equal employment opportunity. CRCL will ensure that these factors are addressed the Cross-functional Team when it reconvenes in May 2006. *This activity has been completed.*

#4, FY 05 – The target date for this planned activity has been revised to November 15, 2006.

U.S. Department of Homeland Security

*New Hires by Type of Appointment - FY 2004
w/FY 2005 Update*

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?

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.

This employment profile continued for females (collectively), White females, Asian females, and females identified as "Two or More/Other Races" in *temporary* appointments.

Males identified as "Two or More/Other Races" were also hired at rates below their availability 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 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.

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.

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 – <i>Revised to 3/31/2007</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. 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 <i>Revised to 9/15/2006</i>
2. Report team findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 9/15/2006</i>
3. Collaborate with the Office of the CHCO on projects that support the Department's strategic goal of <i>Organizational Excellence</i> .	July 31, 2005 <i>Completed</i>
4. Benchmark best practices of federal agencies that have documented successes in creating a workforce that draws from the diversity of America.	July 31, 2005 <i>Revised to 3/31/2007</i>
5. Finalize plans in partnership with the CHCO to establish a DHS-wide applicant flow process.	August 1, 2005 <i>Completed</i>
6. 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 <i>Revised to 11/15/2006</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1082 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

#3, FY 05 – CRCL collaborated with the CHCO staff during FY 2005 on nearly every CHCO-lead initiative or project that supported effective recruitment, development, compensation, succession management and leadership of a diverse workforce, including the assignment of a staff member to the DHS Workforce Planning Council, the Corporate Recruitment/Branding initiative, and the e-Recruitment project. In furtherance of the Department’s strategic goal of Organizational Excellence, CRCL partnered with the CHCO staff in developing the Performance Leadership Training for managers and supervisors and the MAX^{HR}—Maximizing Leadership Conference for senior executives and flag officers. As previously discussed, both of these events emphasized *dual accountability* or the shared responsibility of Department leaders and CRCL to ensure equality of opportunity for all employees and applicants. Lastly, CRCL worked with the CHCO staff in developing EEO standards that measure managers’/supervisors’ performance in several key areas, including the identification and removal of barriers that impede access and free and open competition in the workplace. ***This activity has been completed.***

#4, FY 05 – ***The target date for this planned activity has been revised to March 31, 2007.***

#5, FY 05 - CRCL has partnered with the CHCO staff to integrate the EEO requirements for an enterprise-wide applicant flow process with the DHS Human Capital e-Recruitment system. CRCL has contracted with OPM’s Training and Management Assistance (TMA) Program to develop the EEO requirements for this e-Recruitment system, including applicant-flow requirements. The contractor started this project on November 2, 2005 and has submitted a draft report on the findings of the *Discovery and Analysis* portion of the Determination of EEO Requirements for the e-Recruitment system project. The completion date for EEO requirements determination project is July 3, 2006. ***This activity has been completed.***

#6, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

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 w/FY 2005 Update</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 <i>Revised to November 15, 2006</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity for assistance in identifying the probable barrier.	May 16, 2005 <i>Revised to 9/15/2006</i>
2. Report findings to the Director, DHS EEO Programs	August 30, 2005 <i>Revised to 9/15/2006</i>
3. Develop action plan to eliminate the probable barrier.	September 30, 2005 <i>Revised to 11/15/2006</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS OF OBJECTIVE

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1082 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. ***The revised target date for this activity is September 15, 2006.***

#2, FY 05 – ***The target date for this planned activity has been revised to September 15, 2006.***

#3, FY 05 – ***The target date for this planned activity has been revised to November 15, 2006***

U.S. Department of Homeland Security

Separations - FY 2004 w/FY 2005 Update

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?

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.

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

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

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.

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.

BARRIER ANALYSIS:

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

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>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 – <i>Revised to 9/15/2006</i></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>1. 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 <i>Revised to 9/16/2006</i></p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
2. Report findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Revised to 9/15/2006</i>
3. Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Revised to 11/15/2006</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1, FY 05 – All triggers identified in the Department’s FY 2004 EEO Program Status Report were presented as part of a matrix tasking to the MD 715 Cross-functional Team at the first team meeting held on September 14, 2005. To narrow the focus of the Cross-functional Team in this initial barrier analysis exercise, eight of the Department’s 12 cross-cutting, high profile occupations were selected for analysis—TSA Screeners (0019), Security (0080), Police (0083), Intelligence Research Specialists (0132), Criminal Investigators (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). We note that the TSA Screeners have been reclassified to the 1082 occupational series. Each Cross-functional Team sub-group was tasked with examining the triggers from the perspective of the group, i.e., Recruitment, Hiring, Career Development, or Retention. As discussed in the *Report of Accomplishments and Modifications to Objective* section for the first trigger under “Total Workforce,” the Cross-functional Team achieved limited success. Accordingly, DHS will reconvene the Cross-functional Team in May 2006 under a new configuration. The barrier analysis for this trigger will be undertaken at that time. *The revised target date for this activity is September 15, 2006.*

#2, FY 05 – *The target date for this planned activity has been revised to September 15, 2006.*

#3, FY 05 – *The target date for this planned activity has been revised to November 15, 2006.*

U.S. Department of Homeland Security

*Overall Employment – FY 2004
w/FY 2005 Update*

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?

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).

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.

BARRIER ANALYSIS:

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

Workforce Tables B1, 2, 3, 4, 5, 6, 8, 10, 13, and 14

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).

BARRIER ANALYSIS: (Continued)

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

As noted in the Title VII discussion of our FY 2004 employment profiles, the participation 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 indicated 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

BARRIER ANALYSIS: (Continued) Provide a description of the steps taken and data analyzed to determine cause of the condition.	course work to equip graduates for DHS positions.
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 understand what factors might be contributing to the conditions at issue; identification of barriers is inconclusive.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To identify the barriers impeding employment opportunities for individuals with disabilities.
RESPONSIBLE OFFICIAL:	Director, DHS EEO Programs; CHCO
DATE OBJECTIVE INITIATED:	March 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1a. Increase use of the Workforce Recruitment Program (WRP) as one way to increase the participation rate of employees with targeted disabilities.	March 2005 <i>Completed</i>
1b. Expand DHS participation in referral services, including the VA, EARN, state rehabilitation offices, and independent living centers, nationwide.	June 2005 <i>Completed</i>
1c. Identify applicant resources to target recruitment of qualified applicants with disabilities for mission critical positions at all levels.	May 2005 <i>Completed</i>
1d. Provide Windmills training to recruiters, selective placement program managers, human resource specialists, and managers and others who interact with potential candidates with disabilities.	May 2005 <i>Completed</i>
1e. Incorporate the recruitment of people with disabilities into existing recruitment efforts.	September 2006
2. Conduct analysis of current expedited hiring practices among organizational elements to fill mission critical occupations.	May 2005 <i>Revised to 9/15/2006</i>
3. 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.	May 2005 <i>Revised to 9/15/2006</i>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
4. Track the number of individuals with targeted disabilities hired and placed.	June 2005 <i>Completed</i>
5. Present draft report to EEO Program Director.	July 2005 <i>Completed</i>
6. Produce directive to implement uniform DHS wide procedures for using Schedule A to hire people with disabilities.	August 2005 <i>Revised to 9/30/2006</i>
7. 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 <i>Completed</i>
8. Include in the strategic plan strategies to improve DHS career programs on selected campuses, and methods to market DHS' careers among students at all levels, especially the graduate level.	September 2005 <i>Revised to 9/30/2007</i>
9. Provide managers and supervisors with updated DHS Toolkit for Increasing Employment of People with Disabilities. Post the Toolkit on DHS website.	September 2005 <i>Revised to 9/30/2006</i>
10. Evaluate results and make appropriate changes to meet objectives.	September 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>#1a, FY 05 – In March 2005, CRCL disseminated the WRP 2005 CDs with the database of 1900 college students with disabilities. Secretary Chertoff included the WRP as a resource for increasing internship opportunities to college students in a July 25, 2005 letter to the DHS senior leadership expressing his expectations for increasing employment opportunities for people with disabilities. DHS has actively participated on the WRP Steering Committee, hosting the monthly WRP Steering Committee meetings since the summer of FY 2005. In September 2005, DHS contributed its first two recruiters for the FY 2006 WRP recruiting season. With increased publicity and awareness, we anticipate increased participation in the WRP across the Department in FY 2006. <i>This activity has been completed.</i></p> <p>#1b, FY 05 - DHS started discussions with EARN, an employment referral service, to explore effective means to increase the competitiveness of EARN clients and to develop a pipeline of qualified candidates. DHS component Disability Program Managers expanded their partnerships with over a dozen officials from the Maryland Department of Rehabilitation Services (DORS) and Marriott's Bridges to Employment Program officials. DHS placed an advertisement in the program guide of the Council of State Directors of Rehabilitation Spring Convention. <i>This activity has been completed.</i></p>	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1c, FY 05 - DHS attended numerous job fairs and expos that promoted the employment of people with disabilities. For example, DHS provided a booth at the Job Accommodation Network's National Conference, the Careers for the Disabled Conference, the Symposium on the 15th Anniversary of the Americans with Disability Act, and at job fairs held on military bases. DHS also expanded outreach and partnerships with numerous organizations and associations nationwide, including disabled veterans. DHS will continue seeking resources for qualified applicants with disabilities for all DHS positions. *This activity has been completed.*

#1d, FY 05 – CRCL provided the *Windmills* Train-the-Trainer Program to 27 DHS employees, including recruiters, EEO practitioners, and HC Specialists, Disability Program Managers and Selective Placement Coordinators. Since this training in February 2005, the USCG and CBP are in the process of incorporating the *Windmills* Attitudinal training program into their overall management training program. DHS will draw upon this reservoir of trainers to continue addressing probable attitudinal barriers that might be limiting employment opportunities for people with disabilities. *This activity has been completed.*

#1e, FY 05 – DHS is on track with this planned activity—no change in target date.

#2 and #3, FY 05 - In December 2005, CRCL, on behalf of the Department, sponsored a forum on Employing People with Disabilities to provide training on reasonable accommodations and best practices for advancing the DHS Disability Program. Officials from OPM and the Virginia Department of Rehabilitation Services discussed the use of expedited hiring authorities to the audience of HC and EEO professionals, disability program managers, and selective placement program coordinators. The Cross-functional team will examine the use of expedited hiring authorities when it reconvenes in May 2006. *The revised target date for this activity is September 15, 2006.*

#4, FY 05 – *This activity has been completed.*

#5, FY 05 – The Director, DHS EEO Programs was kept apprised of progress toward implementing these objectives through briefings and periodic status reports. *This activity has been completed.*

#6, FY 05 – This planned activity has been revised to: “Provide guidance/procedures to standardize the use of Schedule A in hiring people with disabilities.” *The target date has been revised to September 30, 2006.*

#7, FY 05 -. The Disability Employment and Accessibility Council (DEAC) discussed methods for enhancing their partnership with Gallaudet University officials. Gallaudet academic programs as they relate to DHS were discussed, along with increased internship and recruitment opportunities. During this reporting period, DHS visited Gallaudet University twice and the Director of Gallaudet University's Career Center and staff participated in a DEAC meeting at DHS headquarters. Additional steps were taken to reach out to California State University, Northridge, and the Rochester Institute of Technology. *This activity has been completed.*

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#8, FY 05 – This planned activity has been revised to: “Develop strategies to improve the visibility of DHS career programs on selected campuses, devising methods to market these programs among students at all levels, especially the graduate level. CRCL also plans to explore this activity further with the CHCO staff.” *The target date for this activity has been revised to September 30, 2007.*

#9, FY 05 - Tool kit information is included on the DHS Disability Program link, which is a subset of the Department’s EEO Program website. The DHS EEO Program website is currently under development. Once operational, additional items will be posted and periodically updated. *The target date for this activity has been revised to June 30, 2006.*

#10, FY 05 – This activity is on track for completion by September 30, 2006.

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 - w/FY 2005 Update</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 – <i>Revised to 1/31/07</i>	
DHS Plan to Eliminate Identified Barrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Meet with management and facilities staff to define problem and explore issues.	May 2005 <i>Completed</i>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
2. Provide training to facility management staff.	June 2005 <i>Completed</i>
3. Complete plan to survey the facilities.	June 2005 <i>Completed</i>
4. Conduct the survey	November 2005 <i>Completed</i>
5. Review survey results	December 2005 <i>Revised to 01/31/07</i>
6. Develop plan for ensuring all DHS facilities are in compliance with federal standards.	December 2005 <i>Revised to 9/30/2006</i>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>#s 1, FY 05 - Disability Program Managers held meetings with DHS space management officials to discuss physical accessibility to DHS buildings, including leased locations. <i>This activity has been completed.</i></p> <p>#2, FY 05 – Training was provided by the Bureau of Reclamation. <i>This activity has been completed.</i></p> <p>#3, FY 05 – A plan was developed and DHS Headquarters was selected to pilot an accessibility survey of its facilities prior to expanding this to other DHS Components. <i>This activity has been completed.</i></p> <p>#4, FY 05 - During the summer of 2005, the Departmental and DHS Headquarters Disability Program Managers conducted a preliminary survey of nearly all facilities housing DHS Headquarters employees. <i>This activity has been completed.</i></p> <p>#5, FY 05 – Survey results were submitted to the Bureau of Reclamation for cost analysis and presented to the Under Secretary for Management. <i>The target date for this activity has been revised to January 31, 2007.</i></p> <p>#6, FY 05 – At a minimum, CRCL will monitor Components’ compliance with Federal standards in conjunction with its EEO Program Evaluations. CRCL plans to complete EEO Program evaluations for one-third of the DHS Components by the end of FY 2006. Meanwhile, the USCG has completed 63 percent of its facilities assessments. They expect to complete the balance during FY 2006. CIS Headquarters buildings have been assessed and recommendations regarding barriers have been communicated to the appropriate facilities contacts. CIS will train appropriate officials to monitor and identify improvements needed for disabled employees and to ensure all buildings are physically assessable to people with disabilities. <i>This activity has been revised to September 30, 2006.</i></p>	

U.S. Department of Homeland Security

*Separations - FY 2004
w/FY 2005 Update*

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 29, 2006

EEOC FORM 715-01 PART I	DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Develop exit and post exit interview questionnaires to be administered to all employees leaving DHS.		June 2005 <i>Revised to 12/29/2006</i>
2. Collect information and analyze the data to determine the reasons why employees with disabilities are leaving DHS.		December 2005 <i>Revised to 9/15/2006</i>
3. Develop a "Plan of Action" to eliminate the barriers identified.		January 2006 <i>Revised to 11/15/2006</i>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>#1, FY 05 – Based on additional information obtained regarding the conduct of exit interview questionnaires, this activity has been revised as follows: <i>"Partner with the CHCO staff on developing a DHS exit interview questionnaire for all employees separating from DHS, including employees with disabilities."</i> The target date for this activity has been revised to 12/29/2006.</p> <p>#2, FY 05 – This activity will be undertaken when the Cross-functional Team reconvenes in May 2006. The target date for this activity has been changed to September 15, 2006.</p> <p>#3, FY 05 – The target date for this activity has been revised to November 15, 2006.</p>		

U.S. Department of Homeland Security

Promotions FY 2004 w/FY 2005 Update

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 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.

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.

BARRIER ANALYSIS:

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

Analyzed Workforce Table B10, Non-Competitive Promotions - Time-In-Grade

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.

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.

RESPONSIBLE OFFICIAL:

Director, DHS EEO Programs; CHCO

DATE OBJECTIVE INITIATED:

July 2005

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 <i>Revised to 9/30/2006</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Conduct analysis of current practices for promoting employees eligible for non-competitive promotions, noting time-in-grade, and competitive promotions.	December 2005 <i>Revised to 9/15/2006</i>
2. Monitor and evaluate promotion data, including time-in grade by disability status.	June 2005 <i>Revised to 9/15/2006</i>
3. Develop plan to eliminate any identified barriers and ensure qualified employees are treated equitably.	<i>November 15, 2006</i>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>#1, FY 05 - This activity will be undertaken when the Cross-functional Team reconvenes in May 2006. <i>The target date for this activity has been changed to September 15, 2006.</i></p> <p>#2, FY 05 - <i>The target date for this activity has been revised to September 15, 2006.</i></p> <p>#3, FY 05 - <i>This activity has been revised by November 15, 2006.</i></p>	

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 w/FY 2005 Update</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 – <i>Closed in FY 2005 (See Report of Accomplishments)</i>
DHS Plan to Eliminate Identified Barrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Develop reasonable accommodation training policy.		December 2005

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
2. Develop an automated system to track and report requests for reasonable accommodation.	June 2005 <i>Revised to 9/30/2006</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

#1 and #2, FY 05 – Upon re-examination, we believe that this condition is more appropriately addressed as an EEO Program deficiency. Accordingly, we are closing this trigger and establishing a program deficiency under Part H, Essential Elements All and A12.

U.S. Department of Homeland Security

*Temporary Workforce FY 2004
w/FY 2005 Update*

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?

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.

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.

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.

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.

We also need to make sure managers and human resources staff are fully aware of this important hiring process.

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 – *Revised to 11/15/2006*

EEOC FORM 715-01 PART I	DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. 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 <i>Revised to 9/15/2006</i>
2. 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 <i>Completed</i>
3. Develop plan with action items to eliminate any identified barriers and ensure people with disabilities are fully utilizing career development programs.		December 2005 <i>Revised to 11/15/2006</i>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>#1, FY 05 – The Cross-functional team will examine barriers to the employment of people with disabilities in the DHS temporary workforce with its overall barrier analysis project when it reconvenes in May 2006. <i>The target date for this activity has been revised to September 15, 2006.</i></p> <p>#2, FY 05 - In December 2005, CRCL, on behalf of the Department, sponsored a forum on Employing People with Disabilities to provide training on reasonable accommodations and best practices for advancing the DHS Disability Program. Officials from OPM and the Virginia Department of Rehabilitation Services discussed the use of expedited hiring authorities, including those authorities that could be used to employ people with disabilities initially as temporary employees, then Schedule A employees for two years prior to converting them to permanent employees. <i>This activity has been completed.</i></p> <p>#3, FY 05 – <i>The target date for this activity has been revised to 11/15/2006.</i></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 A: Demonstrated Commitment & Leadership – FY 2005</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>A11: Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?</p> <p>A12: Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?</p>	
OBJECTIVE:	<p>Ensure that reasonable accommodation procedures are readily available/accessible to all employees via the Department and component web sites and disseminated to new employees during orientation. Ensure that managers and supervisors are provided reasonable accommodation training.</p>	
RESPONSIBLE OFFICIAL:	<p>Director, DHS EEO Programs; CHCO Staff</p>	
DATE OBJECTIVE INITIATED:	<p>November 2005</p>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>September 30, 2006</p>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>1. Follow-up with the Components on the status of their reasonable accommodation procedures.</p>	<p>September 30, 2006</p>	
<p>2. CRCL will monitor compliance in conjunction with its EEO Program Evaluation schedule.</p>	<p>September 30, 2006</p>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 05 – CRCL’s final review of reasonable accommodation procedures for the USCG, FLETC, and TSA is pending. CBP’s draft reasonable accommodation procedures are pending approval by their unions prior to submitting them to CRCL for review and approval. Reasonable accommodation procedures for CIS are currently pending approval of the CIS leadership.</p>		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#2, FY 05 – CRCL expects to complete EEO Program Evaluations on one-third of its Components—ICE, CIS, and TSA—by the end of FY 2006.

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
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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 2005		... end of FY 2005		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	160,764	100	166,083	100	5319	3.31
	Reportable Disability	7,792	4.85	7,624	4.59	-168	-2.16
	Targeted Disability*	749	0.47	733	0.44	-16	-2.14
	* 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	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	--	--							
4. Non-Competitive Promotions	31004	773	2.49	95	0.3	218	0.70	30013	96.80
5. Employee Career Development Progs	--	--	--	--	-	--	-	--	--
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)	403,185.5	16,288.0	4.04	1,941.0	0.48	68,730.0	17.05	295,525.5	73.30
6.c. Quality-Step Increase	918	33	3.59	4	.43	15	1.63	870	94.77

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV 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>Part V 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

We recognize that more work needs to be done to achieve our goal of becoming the employer of choice for people with disabilities in the 21st century. DHS has set a 1 percent hiring goal for FY 2006. To achieve this goal, guided by the Secretary's Disability Employment Initiative (see Appendix E), DHS recruitment strategies will include:

- Redoubling our efforts to recruit individuals with targeted disabilities at all grades, particularly the SES level.
- Increasing the number of individuals with targeted disabilities for mission-related positions
- Widening our outreach and partnering efforts to include professional organizations and associations, disability resource centers and advocacy groups, colleges and universities with high percentage of students with disabilities
- Expanding participation in existing recruitment resources including but not limited to:
 - DOL and DOD co-sponsored Workforce Recruitment Program College Students with Disabilities
 - internship opportunities from academic corporate and professional associations
 - the Selective Placement Program
 - joint training programs with the DEAC and HC officials
 - EARN to develop qualified candidates to augment future applicant pools
 - nationwide independent living centers, state rehabilitation offices, and the VA's vocational rehabilitation and employment offices.
 - partnerships with community, academic, professional and governmental groups to market potential applicants to managers, and improve outreach and access to employment opportunities for individuals with disabilities.
- Enlisting assistance of students and employees who are alumni in recruitment and outreach efforts
- Incorporating recruitment efforts for people with disabilities into established recruitment programs
- Ensuring vacancy announcements include clear directions for people with disabilities to apply for positions
- Identifying publications and websites that target people with disabilities. DHS has an extensive roster of periodicals to draw from. Post the vacancies on their websites, and place advertisements in the publications.
- Expanding the Department's presence at meetings and conferences that promote the employment of people with disabilities
- Providing *Windmills* training to recruiters and HC staffs 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.
- Developing and launching web-based training programs on the DHS Disability Employment Initiative
- Publicizing DHS and Component Reasonable Accommodations procedures along with the CAP Program; developing marketing materials
- Increasing participation in DOD's OWF
- Enhancing partnership with the Military Severely Injured Center

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 or by their very nature are high-profile occupations (e.g., TSA Screeners).

Disability – For the purpose of statistics, recruitment, and targeted goals, the number of employees in the 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.

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 2005

APPENDIX C – MD 715 COMPULSORY WORKFORCE TABLES
(Continued)

"B" TABLES	DESCRIPTION
Table B-1	Total Workforce – Distribution by Disability
Table B-2	Total Workforce – Distribution by Disability
Table B3-1	Occupational Categories – Distribution by Disability
Table B3-2	Occupational Categories – Distribution by Disability
Table B4-1	Participation Rates for General Schedule (GS) Grades by Disability
Table B4-2	Participation Rates for General Schedule (GS) Grades by Disability
Table B5-1	Participation Rates for Wage Grades by Disability
Table B5-2	Participation Rates for Wage Grades by Disability
Table B6	Participation Rates for Major Occupations* by Disability
Table B7 [♦]	Applicant and Hires for Major Occupations by Disability
Table B8	New Hires by Type of Appointment – Distribution by Disability
Table B9 [♦]	Selections for Internal Competitive Promotions for Major Occupations by Disability
Table B10	Non-Competitive Promotions – Time in Grade – Distribution by Disability
Table B11 [♦]	Internal Selections for Senior Level Positions (GS-13, 14, 15, and SES) by Disability
Table B12 [♦]	Participation in Career Development by Disability
Table B13	Employee Recognition and Awards – Distribution by Disability
Table B14	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 2005

APPENDIX D
DHS CROSS-CUTTING, HIGH-PROFILE OCCUPATIONS

*Cross-Cutting*¹

Security (0080)

Police (0083)

Intelligence Research Specialist (0132)

Engineers (0800 Family)

Attorneys (0905)

Contract Specialists (1102)

Information Technology Specialists (2210)

Criminal Investigators (1811)

*High-Profile*²

Transportation Security Screeners (0019)

Adjudications Officers (1801)

Customs and Border Protection Officers
(1895)

Border Patrol Agents (1896)

¹ Exist in more than one DHS Component
² Highly populated and/or high public visibility



Homeland Security

July 25, 2005

MEMORANDUM FOR: Senior DHS Leadership

FROM: Michael Chertoff 

SUBJECT: Progress and Expectations with Regard to Increasing
the Employment of People with Disabilities

The Department of Homeland Security, still in its nascent stages of development, has done a tremendous job of carrying out its responsibilities to our Nation. In spite of the breadth and challenge of our mission, our innovative and dedicated public servants have molded this Department into a robust and effective Federal agency. Oftentimes, however, the Department's notable successes are overlooked. So this month, as we recognize the 15th anniversary of the Americans with Disabilities Act, I want to call your attention to one important area where we are setting the standard—the employment of people with disabilities.

Over the past year, thanks in large part to the leadership of President George W. Bush and former Secretary Tom Ridge, we have made incredible strides toward creating a Department that fully recognizes and utilizes the skills and abilities of people with disabilities. I am personally committed to DHS fulfilling this goal. To that end, I would like to review our progress and announce some steps we will take to further this initiative.

I. Background of Disability Employment Initiative

On February 17, 2004, Secretary Ridge issued a memorandum to the senior leadership announcing his expectations with regard to increasing employment opportunities for qualified candidates with disabilities. The purpose of the initiative was to provide DHS managers with the tools necessary to hire people with disabilities. The hope was that once a wide range of tools were in place and well-publicized, we would naturally begin to see a change in the number of people with disabilities joining our workforce.

Each office within DHS headquarters was required to take the following steps:

- Ensure that managers attend a training session on disability issues.
- Appoint an individual to coordinate with the Selective Placement Coordinator (the individual at headquarters responsible for identifying qualified candidates with disabilities).
- Hire at least one intern with a disability each fiscal year.
- Participate in National Disability Mentoring Day.
- Publicize our partnership with the Department of Defense's Computer/Electronic Accommodation Program (CAP), which provides assistive technologies and services to employees and applicants with disabilities (e.g., teletypewriters for the deaf/hard of hearing and Braille keyboards for the blind).

Additionally, each organizational element was asked to create a customized strategy, designed specifically for that component, to increase employment opportunities for qualified individuals with disabilities. Each component also was asked to track and report on the progress of the initiative.

II. Progress in Implementing the Disability Employment Initiative

I am pleased to share with you the highlights of our accomplishments to date:

- 273 DHS headquarters managers and over 4,000 managers in field offices across the country have completed training sessions on this initiative.
- DHS employed 38 interns with disabilities nationwide in the past year, a dramatic improvement over the prior year. At headquarters, the number of interns with disabilities rose from zero in fiscal year 2003 to 12 in fiscal year 2004.
- On October 20, 2004, DHS participated in "National Disability Mentoring Day." DHS employees in Washington, D.C. mentored 44 students from various high schools, colleges, and universities, and 80 students participated in mentoring opportunities at FLETC and ICE/CIS locations nationwide.
- DHS made tremendous strides in reaching out to disabled veterans, particularly those returning from Afghanistan and Iraq. DHS recruited from 68 organizations, associations, and agencies serving veterans. DHS also worked with the Department of Veterans Affairs' Vocational Rehabilitation and Employment directorate to disseminate information on job openings across the country and to provide volunteer internship opportunities.
- DHS employees received 203 CAP accommodations in fiscal year 2004, a savings to DHS of almost \$85,000. This represents a dramatic increase in the use of CAP compared to previous years. As a result, CAP awarded DHS with the Model Employer for People with Disabilities Award in 2004.

All of this work has paid concrete dividends at DHS headquarters. Since the foundation was laid for equal opportunity, the results have been dramatic. There has been a 106% increase in hiring people with disabilities at DHS headquarters since this initiative began

in February 2004. Specifically, we went from 50 people with disabilities in February 2004 to 103 as of June 16, 2005.¹

We learned this past year that internships are worth the investment. Of the 12 interns with disabilities working at DHS headquarters in the past year, two were offered full-time employment and a third was offered part-time employment as she continued her education. One deaf college student who participated in Disability Mentoring Day advised his mentor that as a result of his exposure to DHS's work in IAIP, he was going to begin pursuing an additional degree in Arabic.

III. Next Steps

While DHS has taken significant steps toward becoming a model employer for people with disabilities, there are still several areas where we can improve. In particular, we need to redouble our efforts to offer equal employment opportunities to people classified as those with "targeted disabilities," such as those who have serious hearing or vision impairments, use wheelchairs, or have other significant mobility impairments.

To build upon our success, I am asking each office within DHS headquarters and each organizational element to take the following steps:

- Continue to stress the importance of this initiative and see that employment opportunities are afforded across the country, from senior-level to entry-level positions. We need to focus recruitment particularly on qualified persons with "targeted disabilities" at all grade levels.
- Promote use of the CAP partnership. Please explore all avenues to promote the use of this program.
- Appoint a Selective Placement Coordinator (SPC) to work with managers within your organization to provide you with qualified candidates with disabilities. The SPC can assist you in maximizing your use of the Schedule A hiring authority, which generally permits expedited hiring of individuals with disabilities on a trial or permanent basis without regard to competitive selection rules.
- For those in DHS Headquarters, please ensure that you have designated a point of contact to work with the headquarters' SPC, Kathy Lane, prior to advertising vacant positions within DHS headquarters. Ms. Lane needs to have information from and regular contact with those individuals in order to be successful in providing you with qualified candidates with disabilities. Please e-mail the name of your point of contact to Ms Lane. She may be reached at: kathleen.lane@dhs.gov or by phone at (202) 401-4166, (202) 401-2400 (TTY).
- Ensure that all new managers receive training on this initiative.

¹ In total, people with disabilities make up 4.67% of the headquarters workforce. This represents tremendous progress from the beginning days of the Department, and is also significant for an agency that has such a large segment of law enforcement and military missions.

- Provide additional opportunities for interns with disabilities. Offices should seek an opportunity to hire at least one intern with a disability in fiscal year 2005, and make these opportunities a permanent feature of your office. You should also plan to participate in National Disability Mentoring Day in October 2005. There are many avenues for identifying qualified interns. For example, the "Workforce Recruitment Program" is a database of college students and recent graduates with disabilities, including people with advanced degrees, who are ready to begin internships immediately.

I ask each organizational element head to work with his or her respective Equal Employment Opportunity office and Human Capital office on this initiative.

If you have further questions on this initiative, please contact Daniel W. Sutherland, the Department's Officer for Civil Rights and Civil Liberties ((202) 772-9816 or daniel.sutherland@dhs.gov).

I appreciate your continued support of this innovative endeavor. The Department will experience the benefits of it for many years to come.

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		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	Male	Female
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL																		
Prior FY	#	160764	105135	55629	19197	7766	31479	11247	12166	4453	2366	0	0	820	485	2810	1367	
	%	100	65.39	34.60	11.94	4.83	19.58	6.99	7.56	2.76	1.47	0.00	0.00	0.51	0.30	1.74	0.85	
Current FY	#	166083	109246	56837	20112	8165	32732	11669	12755	4337	2190	29	38	866	518	695	439	
	%	100	65.77	34.22	12.10	4.91	19.70	7.02	7.67	2.61	1.31	0.01	0.02	0.52	0.31	0.41	0.26	
CLF (2000)	%	100	53.1	46.8	6.2	4.5	39.0	4.8	5.7	2.0	1.8	0.0	0.0	0.3	0.3	0.8	0.8	
Difference	#	5319	4111	1208	915	399	1253	422	589	-116	-176	29	38	46	33	-2115	-928	
Ratio Change	%	0.00	0.38	-0.38	0.16	0.08	0.12	0.03	0.11	-0.15	-0.16	0.01	0.02	0.01	0.01	-1.33	-0.59	
Net Change	%	3.30	3.91	2.17	4.76	5.13	3.98	3.75	4.84	-2.60	-7.43	-	-	5.60	6.80	-75.26	-67.88	
PERMANENT																		

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

This table is for All Agencies

Employment Tenure	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino					
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
Prior FY	#	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
Current FY	#	137042	93004	44038	18680	6659	58499	24013	10537	10771	3879	1770	0	0	745	407	664	418
	%	100	67.86	32.13	13.63	4.85	42.68	17.52	7.68	7.85	2.83	1.29	0.00	0.00	0.54	0.29	0.48	0.30
Difference	#	4925	4524	401	883	205	5225	977	413	249	-54	-172	0	0	99	42	-2042	-900
Ratio Change	%	0.00	0.89	-0.89	0.16	-0.03	2.36	0.09	0.02	-0.11	-0.14	-0.17	0.00	0.00	0.06	0.02	-1.56	-0.69
Net Change	%	3.72	5.11	0.91	4.96	3.17	9.80	4.24	4.07	2.36	-1.37	-8.85	-	-	15.32	11.50	-75.46	-68.28
TEMPORARY																		
Prior FY	#	28647	16655	11992	1400	1312	13334	8443	1123	1644	520	424	0	0	174	120	104	49
	%	100	58.13	41.86	4.88	4.57	46.54	29.47	3.92	5.73	1.81	1.48	0.00	0.00	0.60	0.41	0.36	0.17

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

This table is for All Agencies

Employment Tenure	Race/Ethnicity																			
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races	
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		Male		Female			
	#	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Current FY		27477	15782	11695	1332	1349	7956	1101	1899	436	379	0	0	118	91	31	21			
	%	100	57.43	42.56	4.84	4.90	28.95	4.00	6.91	1.58	1.37	0.00	0.00	0.42	0.33	0.11	0.07			
Difference	#	-1170	-873	-297	-68	37	-487	-22	255	-84	-45	0	0	-56	-29	-73	-28			
	%	0.00	-0.70	0.70	-0.04	0.33	-0.52	0.08	1.18	-0.23	-0.11	0.00	0.00	-0.18	-0.08	-0.25	-0.10			
Net Change	%	-4.08	-5.24	-2.47	-4.85	2.82	-5.76	-1.95	15.51	-16.15	-10.61	-	-	-32.18	-24.16	-70.19	-57.14			
NON-APPROPRIATED																				
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Current FY	#	1564	460	1104	100	157	763	31	85	22	41	29	38	3	20	0	0			
	%	100	29.41	70.58	6.39	10.03	48.78	1.98	5.43	1.40	2.62	1.85	2.42	0.19	1.27	0.00	0.00			

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

This table is for All Agencies

Employment Tenure	Race/Ethnicity															
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
#	1564	1104	100	157	275	763	31	85	22	41	29	38	3	20	0	0
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2004 Quarter 4, FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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

This table is for All Agencies

Employment Tenure	Race/Ethnicity																		
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino						
	All		Male		Female		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
TOTAL FY	137042	93004	44038	18660	6659	24013	10537	10771	3879	1770	0	745	407	664	418				
#																			
%	100	67.86	32.13	13.63	4.85	17.52	7.68	7.85	2.83	1.29	0.00	0.54	0.29	0.48	0.30				
CLF (2000)	100	53.1	46.8	6.2	4.5	33.7	4.8	5.7	2.0	1.8	0.0	0.3	0.3	0.8	0.8				
%																			
DHS Headquarters	2188	1330	858	80	45	548	116	236	40	23	0	7	6	1	0				
#																			
%	100	60.78	39.21	3.65	2.05	25.04	5.30	10.78	1.82	1.05	0.00	0.31	0.27	0.04	0.00				
Federal Emergency Management Agency	2306	1379	927	32	30	592	129	280	28	18	0	11	7	0	0				
#																			

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

This table is for All Agencies

Employment Tenure	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	59.80	40.19	1.38	1.30	51.12	25.67	12.14	1.21	0.78	0.00	0.00	0.00	0.47	0.30	0.00	0.00
#	575	312	18	13	505	248	42	6	5	0	0	11	4	0	0	0
%	64.82	35.17	2.02	1.46	56.93	27.95	4.73	0.67	0.56	0.00	0.00	1.24	0.45	0.00	0.00	0.00
Federal Law Enforcement Training Center																
#	38007	19451	5180	2393	23428	10330	6777	1815	620	0	0	412	248	395	247	
%	66.14	33.85	9.01	4.16	40.77	17.97	11.79	3.15	1.07	0.00	0.00	0.71	0.43	0.68	0.42	
Transportation Security Administration																
#	2696	4211	362	686	1772	2180	290	253	335	0	0	14	36	5	16	
%	39.03	60.96	5.24	9.93	25.65	31.56	4.19	3.66	4.85	0.00	0.00	0.20	0.52	0.07	0.23	
U.S. Citizenship and Immigration Services																

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

This table is for All Agencies

Employment Tenure	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
U.S. Coast Guard	#	6880	4413	2467	114	3576	1556	433	674	128	77	0	0	28	14	44	32
	%	100	64.14	35.85	1.65	51.97	22.61	6.29	9.79	1.86	1.11	0.00	0.00	0.40	0.20	0.63	0.46
U.S. Customs and Border Protection	#	41862	31429	10433	2481	17849	5638	1470	1651	1239	497	0	0	174	62	177	104
	%	100	75.07	24.92	5.92	42.63	13.46	3.51	3.94	2.95	1.18	0.00	0.00	0.41	0.14	0.42	0.24
U.S. Immigration and Customs Enforcement	#	13688	9660	4028	788	6336	2185	848	872	285	147	0	0	65	23	37	13
	%	100	70.57	29.42	5.75	46.28	15.96	6.19	6.37	2.08	1.07	0.00	0.00	0.47	0.16	0.27	0.09
U.S. Secret Service	#	4866	3515	1351	109	2768	736	439	445	85	48	0	0	23	7	5	6
	%	100	72.23	27.76	4.00	56.88	15.12	9.02	9.14	1.74	0.98	0.00	0.00	0.47	0.14	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. 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 FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Apr 18, 2006

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	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)	#	2231	1604	627	108	35	1366	498	94	79	25	12	0	0	8	2	3	1
	%	100	71.89	28.10	4.84	1.56	61.22	22.32	4.21	3.54	1.12	0.53	0.00	0.00	0.35	0.08	0.13	0.04
- Mid-Level (Grades 13-14)	#	6399	4653	1746	666	222	3533	1071	291	360	124	74	0	0	26	10	13	9
	%	100	72.71	27.28	10.40	3.46	55.21	16.73	4.54	5.62	1.93	1.15	0.00	0.00	0.40	0.15	0.20	0.14
- First-Level (Grades 12 and Below)	#	4554	3409	1145	1081	260	1966	592	224	232	88	42	0	0	25	7	25	12
	%	100	74.85	25.14	23.73	5.70	43.17	12.99	4.91	5.09	1.93	0.92	0.00	0.00	0.54	0.15	0.54	0.26

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or 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	#	25549	11216	5432	1895	16540	6281	2033	2362	1229	513	0	0	184	79	131	86
	%	69.49	30.50	14.77	5.15	44.98	17.08	5.52	6.42	3.34	1.39	0.00	0.00	0.50	0.21	0.35	0.23
Officials and Managers Total	#	35215	14734	7287	2412	23405	8442	2642	3033	1466	641	0	0	243	98	172	108
	%	70.50	29.49	14.58	4.82	46.85	16.90	5.28	6.07	2.93	1.28	0.00	0.00	0.48	0.19	0.34	0.21
Officials and Managers RCLF	%	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	#	5249	3440	596	373	3856	2199	411	633	317	194	0	0	24	18	45	23
	%	60.40	39.59	6.85	4.29	44.37	25.30	4.73	7.28	3.64	2.23	0.00	0.00	0.27	0.20	0.51	0.26
Professionals RCLF	%	46.09	53.7	2.3	2.8	37.09	42.3	2.7	4.9	3.2	2.6	0.0	0.0	0.2	0.3	0.6	0.8

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races	
	All	Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
3. Technicians	#	43603	27773	15830	4161	2079	15904	7952	5611	4882	1490	501	0	0	281	204	326	212
	%	100	63.69	36.30	9.54	4.76	36.47	18.23	12.86	11.19	3.41	1.14	0.00	0.00	0.64	0.46	0.74	0.48
	%	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	#	7	2	5	0	1	2	3	0	1	0	0	0	0	0	0	0	0
	%	100	28.57	71.42	0.00	14.28	28.57	42.85	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%	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
	RCLF																	
5. Administrative Support Workers	#	6338	1476	4862	215	724	860	2454	261	1371	115	243	0	0	13	38	12	32
	%	100	23.28	76.71	3.39	11.42	13.56	38.71	4.11	21.63	1.81	3.83	0.00	0.00	0.20	0.59	0.18	0.50

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
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	#	1492	1479	13	230	1	1044	12	144	0	34	0	0	13	0	14	0
	%	100	99.12	0.87	15.41	0.06	69.97	0.80	9.65	0.00	2.27	0.00	0.00	0.87	0.00	0.93	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	0.8	0.1	1.4	0.0
7. Operatives	#	294	283	11	19	0	193	5	62	6	5	0	0	1	0	3	0
	%	100	96.25	3.74	6.46	0.00	65.64	1.70	21.08	2.04	1.70	0.00	0.00	0.34	0.00	1.02	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	0.5	0.2	1.1	0.3
8. Laborers and Helpers	#	52	33	19	3	0	25	19	2	0	1	0	0	1	0	1	0
	%	100	63.46	36.53	5.76	0.00	48.07	36.53	3.84	0.00	1.92	0.00	0.00	1.92	0.00	1.92	0.00

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
100	85.2	14.69	21.5	3.1	50.2	9.39	1.6	1.3	0.3	0.0	0.0	0.8	0.1	1.4	0.2	
19434	16137	3297	5665	880	9307	1724	752	288	129	0	0	95	26	30	16	
%	83.03	16.96	29.14	4.52	47.89	8.87	3.86	1.48	0.66	0.00	0.00	0.48	0.13	0.15	0.08	
Service Workers RCLF	100	40.8	59.2	6.6	25.0	38.0	6.2	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. 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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	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)	#	2231	1604	627	108	35	1366	498	94	79	25	12	0	0	8	2	3	1
	%	1.71	1.83	1.48	0.59	0.54	2.50	2.18	0.95	0.75	0.67	0.70	-	-	1.19	0.52	0.49	0.25
- Mid-Level (Grades 13-14)	#	6399	4653	1746	666	222	3533	1071	291	360	124	74	0	0	26	10	13	9
	%	4.92	5.30	4.13	3.66	3.43	6.47	4.69	2.94	3.44	3.33	4.33	-	-	3.87	2.60	2.15	2.30
- First-Level (Grades 12 and Below)	#	4554	3409	1145	1081	260	1966	592	224	232	88	42	0	0	25	7	25	12
	%	3.50	3.88	2.71	5.94	4.01	3.60	2.59	2.26	2.22	2.36	2.45	-	-	3.72	1.82	4.14	3.06

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races	
	All	Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
- Other	#	36765	25549	11216	5432	1895	16540	6281	2033	2362	1229	513	0	0	184	79	131	86
	%	28.31	29.14	26.57	29.88	29.28	30.29	27.53	20.56	22.60	33.07	30.03	-	-	27.42	20.57	21.72	21.99
Officials and Managers Total	#	49949	35215	14734	7287	2412	23405	8442	2642	3033	1466	641	0	0	243	98	172	108
	%	38.44	40.15	34.89	40.07	37.26	42.86	36.99	26.71	29.01	39.43	37.51	-	-	36.20	25.51	28.50	27.60
2. Professionals	#	8689	5249	3440	596	373	3856	2199	411	633	317	194	0	0	24	18	45	23
	%	6.69	5.98	8.14	3.27	5.76	7.06	9.64	4.15	6.05	8.53	11.35	-	-	3.57	4.68	7.46	5.88
3. Technicians	#	43603	27773	15830	4161	2079	15904	7952	5611	4882	1490	501	0	0	281	204	326	212
	%	33.57	31.68	37.50	22.89	32.13	29.13	34.86	56.76	46.72	40.09	29.33	-	-	41.87	53.12	54.06	54.21

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity																																		
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races																
	All		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female															
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	#															
4. Sales Workers	7	0.00	2	0.00	5	0.01	0	0.00	1	0.01	2	0.00	3	0.01	0	0.00	1	0.00	0	0	0	0.00													
5. Administrative Support Workers	6338	4.88	1476	1.68	4862	11.51	215	1.18	724	11.19	860	1.57	2454	10.75	261	2.64	1371	13.12	115	3.09	243	14.22	0	-	0	0.00	13	1.93	38	9.89	12	1.99	32	8.18	
6. Craft Workers	1492	1.14	1479	1.68	13	0.03	230	1.26	1	0.01	1044	1.91	12	0.05	144	1.45	0	0.00	34	0.91	0	0.00	0	-	0	0.00	13	1.93	0	0.00	14	2.32	0	0.00	
7. Operatives	294	0.22	283	0.32	11	0.02	19	0.10	0	0.00	193	0.35	5	0.02	62	0.62	6	0.05	5	0.13	0	0.00	0	-	0	0.00	1	0.14	0	0.00	3	0.49	0	0.00	
8. Laborers and Helpers	52		33		19		3		0		25		19		2		0		1		0		0		0		1		0		1		0		

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

This table is for All Agencies

Occupational Categories	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All	16137	3297	5665	880	9307	1724	752	522	288	129	0	95	26	30	16	
%	0.03	0.04	0.01	0.00	0.04	0.08	0.02	0.00	0.02	0.00	-	0.14	0.00	0.16	0.00	
9. Service Workers #	19434	16137	3297	5665	880	9307	1724	752	522	288	129	0	95	26	30	
%	14.96	18.41	7.81	13.60	17.04	7.55	7.60	4.99	7.75	7.55	-	14.15	6.77	4.97	4.09	

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Apr 18, 2006

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	Race/Ethnicity																		
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						
	White			Black or African American			Asian			Native Hawaiian or Other Pacific Islander*			American Indian or Alaska Native			Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/IG/GH/GM-01	#	3	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	33.33	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/IG/GH/GM-02	#	12	5	7	1	3	2	3	1	0	1	1	0	0	0	0	0	0	0
	%	100	41.66	58.33	8.33	25.00	16.66	25.00	8.33	0.00	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/IG/GH/GM-03	#	45	21	24	7	2	14	13	0	8	0	0	0	0	0	0	0	0	1
	%	100	46.66	53.33	15.55	4.44	31.11	28.88	0.00	17.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.22
GS/IG/GH/GM-04	#	310	107	203	19	37	60	103	22	53	4	8	0	0	2	1	0	0	1
	%	100	34.51	65.48	6.12	11.93	19.35	33.22	7.09	17.09	1.29	2.58	0.00	0.00	0.64	0.32	0.00	0.00	0.32

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female			
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM+05	#	2981	1721	1260	499	260	993	628	105	258	106	93	0	0	13	17	5	4
	%	100	57.73	42.26	16.73	8.72	33.31	21.06	3.52	8.65	3.55	3.11	0.00	0.00	0.43	0.57	0.16	0.13
GS/GG/GH/GM+06	#	1087	309	778	56	137	188	401	42	202	19	30	0	0	1	5	3	3
	%	100	28.42	71.57	5.15	12.60	17.29	36.89	3.86	18.58	1.74	2.75	0.00	0.00	0.09	0.45	0.27	0.27
GS/GG/GH/GM+07	#	7312	3471	3841	770	708	2166	1967	299	914	201	196	0	0	25	27	10	29
	%	100	47.46	52.53	10.53	9.68	29.62	26.90	4.08	12.50	2.74	2.68	0.00	0.00	0.34	0.36	0.13	0.39
GS/GG/GH/GM+08	#	1613	545	1068	106	166	298	504	111	332	26	54	0	0	2	7	2	5
	%	100	33.78	66.21	6.57	10.29	18.47	31.24	6.88	20.58	1.61	3.34	0.00	0.00	0.12	0.43	0.12	0.30
GS/GG/GH/GM+09	#	7530	5269	2261	1734	428	2811	1187	397	502	272	110	0	0	33	16	22	18
	%	100	69.97	30.02	23.02	5.68	37.33	15.76	5.27	6.66	3.61	1.46	0.00	0.00	0.43	0.21	0.29	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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
GS/GG/GH/GM-10	#	269	122	147	16	24	77	82	25	35	3	4	0	0	1	1	0	1
	%	100	45.35	54.64	5.94	8.92	28.62	30.48	9.29	13.01	1.11	1.48	0.00	0.00	0.37	0.37	0.00	0.37
GS/GG/GH/GM-11	#	23256	18097	5159	6629	1316	9654	2628	907	867	686	247	0	0	101	34	120	67
	%	100	77.81	22.18	28.50	5.65	41.51	11.30	3.90	3.72	2.94	1.06	0.00	0.00	0.43	0.14	0.51	0.28
GS/GG/GH/GM-12	#	11464	7681	3783	1601	581	5181	2181	531	810	284	173	0	0	45	15	39	23
	%	100	67.00	32.99	13.96	5.06	45.19	19.02	4.63	7.06	2.47	1.50	0.00	0.00	0.39	0.13	0.34	0.20
GS/GG/GH/GM-13	#	12331	9052	3279	1222	403	6833	2008	623	676	278	156	0	0	61	19	35	17
	%	100	73.40	26.59	9.90	3.26	55.41	16.28	5.05	5.48	2.25	1.26	0.00	0.00	0.49	0.15	0.28	0.13
GS/GG/GH/GM-14	#	5802	3977	1825	386	148	3204	1232	251	374	104	56	0	0	24	14	8	1

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	Race/Ethnicity																		
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						
	All		Male		Female		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	68.54	31.45	6.65	2.55	55.22	21.23	6.44	4.32	1.79	0.96	0.00	0.00	0.41	0.24	0.13	0.01		
GS/GG/GH/GM-15 #	2368	1632	736	101	45	1402	583	92	88	28	16	0	0	7	3	2	1		
%	100	68.91	31.08	4.26	1.90	59.20	24.61	3.88	3.71	1.18	0.67	0.00	0.00	0.29	0.12	0.08	0.04		
All Other (Unspecified GS) #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE) #	300	234	66	15	1	205	58	10	5	2	2	0	0	1	0	1	0		
%	100	78.00	22.00	5.00	0.33	68.33	19.33	3.33	1.66	0.66	0.66	0.00	0.00	0.33	0.00	0.33	0.00		
ST #	16	11	5	1	0	10	3	0	0	0	2	0	0	0	0	0	0		
%	100	68.75	31.25	6.25	0.00	62.50	18.75	0.00	0.00	0.00	12.50	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	Race/Ethnicity													
	Total Employees						Non- Hispanic or Latino							
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Apr 18, 2006

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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		Male	Female	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	461	424	37	21	3	325	21	71	13	5	0	0	0	2	0	0
	%	100	91.97	8.02	4.55	0.65	70.49	4.55	15.40	2.81	1.08	0.00	0.00	0.43	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	164	149	15	6	0	119	7	24	7	0	1	0	0	0	0	0
	%	100	90.85	9.14	3.65	0.00	72.56	4.26	14.63	4.26	0.00	0.60	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	Race/Ethnicity																			
	Total Employees						Non- Hispanic or Latino												Two or More/Other Races	
							Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native			
	All	Male	Female	Male	Female	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
LE-05	#	56	48	8	4	0	39	1	5	7	0	0	0	0	0	0	0	0		
	%	100	85.71	14.28	7.14	0.00	69.64	1.78	8.92	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	#	21	19	2	0	0	14	2	5	0	0	0	0	0	0	0	0	0		
	%	100	90.47	9.52	0.00	0.00	66.66	9.52	23.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
LE-08	#	12	12	0	0	0	10	0	2	0	0	0	0	0	0	0	0	0		
	%	100	100	0.00	0.00	0.00	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
LE-09	#	4	4	0	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		

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

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

This table is for All Agencies

LE and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Races			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	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. 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 FY 2005 Quarter 4.

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Apr 18, 2006

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SV-C	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	100	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SV-D	#	3709	23197	13882	3564	1853	12935	6809	4911	4445	1272	409	0	0	239	183	183	
	%	100	62.56	37.43	9.61	4.99	34.88	18.36	13.24	11.98	3.43	1.10	0.00	0.00	0.64	0.49	0.49	

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or 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-E	#	146	26	120	1	12	14	77	8	25	3	4	0	0	2	0	0	0
	%	100	17.80	82.19	0.68	8.21	9.58	52.73	5.47	17.12	2.05	2.73	0.00	0.00	1.36	0.00	0.00	0.00
SV-F	#	6012	3880	2132	483	227	2476	1276	651	484	187	91	0	0	35	24	48	30
	%	100	64.53	35.46	8.03	3.77	41.18	21.22	10.82	8.05	3.11	1.51	0.00	0.00	0.58	0.39	0.79	0.49
SV-G	#	4983	3564	1419	397	151	2477	892	488	272	116	60	0	0	35	20	51	24
	%	100	71.52	28.47	7.96	3.03	49.70	17.90	9.79	5.45	2.32	1.20	0.00	0.00	0.70	0.40	1.02	0.48
SV-H	#	1647	1148	499	121	41	818	332	155	99	38	15	0	0	12	6	4	6
	%	100	69.70	30.29	7.34	2.48	49.66	20.15	9.41	6.01	2.30	0.91	0.00	0.00	0.72	0.36	0.24	0.36
SV-I	#	5140	4435	705	524	60	3277	453	417	158	144	27	0	0	65	3	8	4
	%	100	86.28	13.71	10.19	1.16	63.75	8.81	8.11	3.07	2.80	0.52	0.00	0.00	1.26	0.05	0.15	0.07

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
SV-J	#	1444	1017	427	56	33	825	293	84	83	38	12	0	0	11	6	3	0
	%	100	70.42	29.57	3.87	2.28	57.13	20.29	5.81	5.74	2.63	0.83	0.00	0.00	0.76	0.41	0.20	0.00
SV-K	#	784	575	209	24	14	470	148	51	41	12	2	0	0	14	4	4	0
	%	100	73.34	26.65	3.06	1.78	59.94	18.87	6.50	5.22	1.53	0.25	0.00	0.00	1.78	0.51	0.51	0.00
SV-L	#	69	44	25	2	0	38	24	4	1	0	0	0	0	0	0	0	0
	%	100	63.76	36.23	2.89	0.00	55.07	34.78	5.79	1.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	152	120	32	8	2	97	26	8	4	5	0	0	0	1	0	1	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	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino								Races		
	All	Hispanic or Latino		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	Male	Female	Male	Female		
%	100	78.94	21.05	5.26	1.31	63.81	17.10	5.26	2.63	3.28	0.00	0.00	0.65	0.00	0.65	0.00	
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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	Race/Ethnicity																			
	Total Employees						Non- Hispanic or Latino												Two or More/Other Races	
	All	Male		Female		Hispanic or Latino	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female		
GS/GG/GH/GM-01	#	3	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-02	#	12	5	7	1	3	2	3	1	0	1	1	0	0	0	0	0	0	0	
	%	0.01	0.00	0.02	0.00	0.07	0.00	0.02	0.02	0.00	0.04	0.08	-	-	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-03	#	45	21	24	7	2	14	13	0	8	0	0	0	0	0	0	0	0	1	
	%	0.05	0.04	0.09	0.05	0.04	0.04	0.09	0.00	0.15	0.00	0.00	-	-	0.00	0.00	0.00	0.00	0.58	
GS/GG/GH/GM-04	#	310	107	203	19	37	60	103	22	53	4	8	0	0	2	1	0	0	1	
	%	0.40	0.20	0.83	0.14	0.86	0.18	0.75	0.64	1.03	0.19	0.69	-	-	0.63	0.62	0.00	0.00	0.58	

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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
GS/GG/GH/GM-05	#	2981	1721	1260	499	260	993	628	105	258	106	93	0	0	13	17	5	4
	%	3.88	3.29	5.15	3.79	6.10	3.00	4.62	3.07	5.03	5.26	8.10	-	-	4.11	10.69	2.02	2.33
GS/GG/GH/GM-06	#	1087	309	778	56	137	188	401	42	202	19	30	0	0	1	5	3	3
	%	1.41	0.59	3.18	0.42	3.21	0.56	2.95	1.22	3.94	0.94	2.61	-	-	0.31	3.14	1.21	1.75
GS/GG/GH/GM-07	#	7312	3471	3841	770	708	2166	1967	299	914	201	196	0	0	25	27	10	29
	%	9.53	6.64	15.71	5.84	16.61	6.54	14.48	8.75	17.83	9.98	17.07	-	-	7.91	16.98	4.04	16.95
GS/GG/GH/GM-08	#	1613	545	1068	106	166	298	504	111	332	26	54	0	0	2	7	2	5
	%	2.10	1.04	4.36	0.80	3.89	0.90	3.71	3.24	6.47	1.29	4.70	-	-	0.63	4.40	0.80	2.92
GS/GG/GH/GM-09	#	7530	5269	2261	1734	428	2811	1187	397	502	272	110	0	0	33	16	22	18
	%	9.81	10.08	9.25	13.17	10.04	8.49	8.74	11.62	9.79	13.50	9.58	-	-	10.44	10.06	8.90	10.52

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino										Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-10	#	269	122	147	16	24	77	82	25	35	3	4	0	0	1	1	0	1
	%	0.35	0.23	0.60	0.12	0.56	0.23	0.60	0.73	0.68	0.14	0.34	-	-	0.31	0.62	0.00	0.58
GS/GG/GH/GM-11	#	23256	18097	5159	6629	1316	9654	2628	907	867	686	247	0	0	101	34	120	67
	%	30.32	34.63	21.10	50.36	30.89	29.16	19.35	26.55	16.92	34.06	21.51	-	-	31.96	21.38	48.58	39.18
GS/GG/GH/GM-12	#	11464	7681	3783	1601	581	5181	2181	531	810	284	173	0	0	45	15	39	23
	%	14.94	14.69	15.47	12.16	13.63	15.65	16.05	15.54	15.80	14.10	15.06	-	-	14.24	9.43	15.78	13.45
GS/GG/GH/GM-13	#	12331	9052	3279	1222	403	6833	2008	623	676	278	156	0	0	61	19	35	17
	%	16.07	17.32	13.41	9.28	9.46	20.64	14.78	18.23	13.19	13.80	13.58	-	-	19.30	11.94	14.17	9.94
GS/GG/GH/GM-14	#	5802	3977	1825	366	148	3204	1232	251	374	104	56	0	0	24	14	8	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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All	7.56	7.61	7.46	7.46	2.93	3.47	9.67	9.07	7.34	7.29	5.16	4.87	-	7.59	8.80	3.23	0.58
%																	
GS/GG/GH/GM-15	#	2368	1632	736	101	45	1402	583	92	88	28	16	0	7	3	2	1
%		3.08	3.12	3.01	0.76	1.05	4.23	4.29	2.69	1.71	1.39	1.39	-	2.21	1.88	0.80	0.58
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	300	234	66	15	1	205	58	10	5	2	2	0	1	0	1	0
%		0.39	0.44	0.27	0.11	0.02	0.61	0.42	0.29	0.09	0.09	0.17	-	0.31	0.00	0.40	0.00
ST	#	16	11	5	1	0	10	3	0	0	0	2	0	0	0	0	0
%		0.02	0.02	0.02	0.00	0.00	0.03	0.02	0.00	0.00	0.00	0.17	-	0.00	0.00	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Race/Ethnicity															
	Total Employees						Non- Hispanic or Latino									
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL	76699	52256	24443	13163	4260	33100	13581	3416	5124	2014	1148	0	316	159	247	171
#																
%	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. 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 FY 2005 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.
Report generated on Apr 18, 2006

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	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
LE-01	#	461	424	37	21	3	325	21	71	13	5	0	0	0	0	2	0	0
	%	64.02	64.43	59.67	67.74	100	63.60	67.74	65.13	48.14	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	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	0.00	0.00	0.00	0.00	0.00
LE-04	#	164	149	15	6	0	119	7	24	7	0	1	0	0	0	0	0	0
	%	22.77	22.64	24.19	19.35	0.00	23.28	22.58	22.01	25.92	0.00	100	-	-	-	0.00	-	-

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

This table is for All Agencies

LE and Related Grade	Race/Ethnicity																																
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino																				
	All		Male		Female		Male		Female		Male		Female		Male		Female																
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%															
LE-05	#		56		48		8		4		0		39		1		5		7		0		0		0		0		0		0		
	%		7.77		7.29		12.90		12.90		0.00		7.63		3.22		4.58		25.92		0.00		0.00		-		-		0.00		-		-
LE-06	#		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0		0
	%		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		-		-		0.00		-		-
LE-07	#		21		19		2		0		0		14		2		5		0		0		0		0		0		0		0		0
	%		2.91		2.88		3.22		0.00		0.00		2.73		6.45		4.58		0.00		0.00		0.00		-		-		0.00		-		-
LE-08	#		12		12		0		0		0		10		0		2		0		0		0		0		0		0		0		0
	%		1.66		1.82		0.00		0.00		0.00		1.95		0.00		1.83		0.00		0.00		0.00		-		-		0.00		-		-
LE-09	#		4		4		0		0		0		3		0		1		0		0		0		0		0		0		0		0
	%		0.55		0.60		0.00		0.00		0.00		0.58		0.00		0.91		0.00		0.00		0.00		-		-		0.00		-		-

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

This table is for All Agencies

LE and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	1	0	0	0	1	0	0	0	0	0	0	0	0	0	
	%	0.13	0.00	0.00	0.00	0.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	
LE-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.13	0.00	0.00	0.00	0.00	0.00	0.91	0.00	0.00	0.00	0.00	0.00	0.00	-	
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies

LE and Related Grade	Race/Ethnicity																		
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						
	All	Male		Female		0.00	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races		
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	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	720	658	62	31	3	511	31	109	27	5	1	0	0	0	2	0	0	0	0
#																			
%	100	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.

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 FY 2005 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Apr 18, 2006

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	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino									
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races			
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-C	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	3709	23197	13882	3564	1853	12935	6809	4911	4445	1272	409	0	239	183	183
	%	64.53	61.03	71.36	68.80	77.43	55.21	65.91	72.46	79.19	70.08	65.96	-	58.00	73.79	74.08

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	Race/Ethnicity																			
	Total Employees						Non-Hispanic or Latino												Two or More/Other Races	
	Hispanic or Latino						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female		
	All	Male	Female	Male	Female	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
SV-E	#	146	26	120	1	12	14	77	8	25	3	4	0	0	0	2	0	0		
	%	0.25	0.06	0.61	0.01	0.50	0.74	0.11	0.44	0.16	0.64	-	-	0.00	0.80	0.00	0.00	0.00		
SV-F	#	6012	3880	2132	483	227	2476	1276	651	484	187	91	0	0	35	24	48	30		
	%	10.46	10.20	10.96	9.32	9.48	10.56	12.35	9.60	8.62	10.30	14.67	-	-	8.49	9.67	12.15	12.14		
SV-G	#	4983	3564	1419	397	151	2477	892	488	272	116	60	0	0	35	20	51	24		
	%	8.67	9.37	7.29	7.66	6.31	10.57	8.63	7.20	4.84	6.39	9.67	-	-	8.49	8.06	12.91	9.71		
SV-H	#	1647	1148	499	121	41	818	332	155	99	38	15	0	0	12	6	4	6		
	%	2.86	3.02	2.56	2.33	1.71	3.49	3.21	2.28	1.76	2.09	2.41	-	-	2.91	2.41	1.01	2.42		
SV-I	#	5140	4435	705	524	60	3277	453	417	158	144	27	0	0	65	3	8	4		
	%	8.94	11.66	3.62	10.11	2.50	13.98	4.38	6.15	2.81	7.93	4.35	-	-	15.77	1.20	2.02	1.61		

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	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
SV-J	#	1444	1017	427	56	33	825	293	84	83	38	12	0	0	11	6	3	0
	%	2.51	2.67	2.19	1.08	1.37	3.52	2.83	1.23	1.47	2.09	1.93	-	-	2.66	2.41	0.75	0.00
SV-K	#	784	575	209	24	14	470	148	51	41	12	2	0	0	14	4	4	0
	%	1.36	1.51	1.07	0.46	0.58	2.00	1.43	0.75	0.73	0.66	0.32	-	-	3.39	1.61	1.01	0.00
SV-L	#	69	44	25	2	0	38	24	4	1	0	0	0	0	0	0	0	0
	%	0.12	0.11	0.12	0.03	0.00	0.16	0.23	0.05	0.01	0.00	0.00	-	-	0.00	0.00	0.00	0.00
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
SW	#	152	120	32	8	2	97	26	8	4	5	0	0	0	1	0	1	0
	%	0.25	0.22	0.05	0.13	0.03	0.16	0.04	0.13	0.07	0.08	0.00	0.00	0.00	0.17	0.00	0.17	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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All	0.26	0.31	0.16	0.15	0.08	0.41	0.25	0.11	0.07	0.27	0.00	-	-	0.24	0.00	0.25	0.00
%																	
All Other (Unspecified SV)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#																	
%																	
TOTAL	57457	38006	19451	5180	2393	23427	10330	6777	5613	1815	620	0	0	412	248	395	247
#																	
%	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. 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 FY 2005 Quarter 4.

NOTE: Percentages compute down columns and NOT across rows.
Report generated on Apr 18, 2006

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

This table is for All Agencies

WD/MG, WL/MS & Other Wage Grades	Race/Ethnicity																			
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races	
	All	Male		Female		%	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female		
		#	%	#	%		#	%	#	%	#	%	#	%	#	%			#	%
Grade-01	7	100	0	0.00	0	0.00	6	85.71	0	0.00	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Grade-02	6	100	4	66.66	2	33.33	3	50.00	0	0.00	0	0.00	2	33.33	0	0.00	0	0.00	0	0.00
Grade-03	28	100	23	82.14	5	17.85	14	50.00	0	0.00	5	17.85	0	0.00	2	7.14	0	0.00	0	0.00
Grade-04	28	100	11	39.28	17	60.71	9	32.14	0	0.00	17	60.71	0	0.00	0	0.00	0	0.00	1	3.57

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	Race/Ethnicity																							
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino											
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		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	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05	#	104	95	4	9	0	73	6	11	2	3	1	0	0	0	2	0	2	0	2	0	2	0	
	%	100	91.34	3.84	8.65	0.00	70.19	5.76	10.57	1.92	2.88	0.96	0.00	0.00	1.92	0.00	0.00	1.92	0.00	1.92	0.00	1.92	0.00	
Grade-06	#	124	113	20	11	0	60	10	28	1	4	0	0	0	0	1	0	1	0	0	0	0	0	
	%	100	91.12	16.12	8.87	0.00	48.38	8.06	22.58	0.80	3.22	0.00	0.00	0.00	0.80	0.00	0.00	0.80	0.00	0.00	0.00	0.00	0.00	
Grade-07	#	52	52	5	0	0	29	0	14	0	2	0	0	0	0	1	0	1	0	0	1	0	0	
	%	100	100	9.61	0.00	0.00	55.76	0.00	26.92	0.00	3.84	0.00	0.00	0.00	0.00	1.92	0.00	1.92	0.00	0.00	1.92	0.00	0.00	
Grade-08	#	258	243	43	15	1	160	13	27	1	9	0	0	0	0	3	0	3	0	0	1	0	0	
	%	100	94.18	16.66	5.81	0.38	62.01	5.03	10.46	0.38	3.48	0.00	0.00	0.00	1.16	0.00	0.00	1.16	0.00	0.00	0.38	0.00	0.00	
Grade-09	#	158	155	13	3	1	109	1	29	1	1	0	0	0	0	0	0	0	0	0	3	0	0	
	%	100	98.10	8.22	1.89	0.63	68.98	0.63	18.35	0.63	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.89	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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Grade-10	#	1034	1029	5	204	0	690	4	94	1	22	0	0	0	7	0	12	0
	%	100	99.51	0.48	19.72	0.00	66.73	0.38	9.09	0.09	2.12	0.00	0.00	0.00	0.67	0.00	1.16	0.00
Grade-11	#	223	219	4	11	0	186	3	18	1	2	0	0	0	1	0	1	0
	%	100	98.20	1.79	4.93	0.00	83.40	1.34	8.07	0.44	0.89	0.00	0.00	0.00	0.44	0.00	0.44	0.00
Grade-12	#	79	79	0	1	0	73	0	5	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	1.26	0.00	92.40	0.00	6.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	10	10	0	0	0	10	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	#	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
	100	100	0.00	14.28	0.00	71.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Grade-15	7	7	0	0	0	6	0	1	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		
All Other Wage Grades	4	4	0	0	0	3	0	1	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		

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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, WP. The Status for this report has been set to Permanent. The Fiscal Quarter for this report has been set to FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Apr 18, 2006

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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All		Male		Female		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Grade-01	#	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.34	0.00	0.00	0.41	0.00	0.42	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00
Grade-02	#	6	4	2	0	3	2	0	0	0	0	0	0	0	0	0	0	1
	%	0.28	0.19	2.81	0.00	0.20	3.27	0.00	0.00	0.00	0.00	-	-	0.00	-	0.00	-	4.54
Grade-03	#	28	23	5	2	14	5	5	0	2	0	0	0	0	0	0	0	0
	%	1.31	1.11	7.04	0.65	0.97	8.19	2.12	0.00	4.44	0.00	-	-	0.00	-	0.00	-	0.00
Grade-04	#	28	11	17	1	9	17	0	0	0	0	0	0	0	0	0	0	1
	%	1.31	0.53	23.94	0.32	0.62	27.86	0.00	0.00	0.00	0.00	-	-	0.00	-	0.00	-	4.54

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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More Races							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade-05	#	104	95	4	9	73	6	11	2	3	1	0	0	2	0	2	0	
	%	4.88	4.61	1.31	12.67	5.08	9.83	4.68	28.57	6.66	100	-	-	13.33	-	9.09	-	
Grade-06	#	124	113	20	11	60	10	28	1	4	0	0	0	1	0	0	0	
	%	5.82	5.49	6.55	15.49	4.17	16.39	11.91	14.28	8.88	0.00	-	-	6.66	-	0.00	-	
Grade-07	#	52	52	5	0	29	0	14	0	2	0	0	0	1	0	1	0	
	%	2.44	2.52	1.63	0.00	2.01	0.00	5.95	0.00	4.44	0.00	-	-	6.66	-	4.54	-	
Grade-08	#	258	243	43	15	160	13	27	1	9	0	0	0	3	0	1	0	
	%	12.11	11.80	14.09	21.12	11.14	21.31	11.48	14.28	20.00	0.00	-	-	20.00	-	4.54	-	
Grade-09	#	158	155	13	3	109	1	29	1	1	0	0	0	0	0	3	0	
	%	7.42	7.53	4.22	4.22	7.59	1.63	12.34	14.28	2.22	0.00	-	-	0.00	-	13.63	-	

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	Race/Ethnicity																				
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino				Two or More/Other Races				
	All	Male		Female		All	Male		Female		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		
		#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	Male
Grade-10	#	1034	1029	5	204	0	690	4	94	1	22	0	0	0	0	0	0	7	0	12	0
	%	48.56	50.00	7.04	66.88	0.00	48.05	6.55	40.00	14.28	48.88	0.00	-	-	-	-	-	46.66	-	54.54	-
Grade-11	#	223	219	4	11	0	186	3	18	1	2	0	0	0	0	0	0	1	0	1	0
	%	10.47	10.64	5.63	3.60	0.00	12.95	4.91	7.65	14.28	4.44	0.00	-	-	-	-	-	6.66	-	4.54	-
Grade-12	#	79	79	0	1	0	73	0	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	3.71	3.83	0.00	0.32	0.00	5.08	0.00	2.12	0.00	0.00	0.00	-	-	-	-	-	0.00	-	0.00	-
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.46	0.48	0.00	0.00	0.00	0.69	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-	0.00	-
Grade-14	#	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

WDWG, WLWS & Other Wage Grades		Race/Ethnicity																			
		Total Employees						Non-Hispanic or Latino													
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races							
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
All	0.32	0.34	0.00	0.00	0.32	0.00	0.34	0.00	0.00	0.00	0.42	0.00	0.00	0.00	0.00	0.00	-	0.00	-		
%	0.32	0.34	0.00	0.00	0.32	0.00	0.34	0.00	0.00	0.00	0.42	0.00	0.00	0.00	0.00	0.00	-	0.00	-		
#	7	7	0	0	0	0	6	0	0	0	1	0	0	0	0	0	0	0	0	0	
%	0.32	0.34	0.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	0.42	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	
#	4	4	0	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0	0	0	
%	0.18	0.19	0.00	0.00	0.00	0.00	0.20	0.00	0.00	0.00	0.42	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	
#	2129	2058	71	305	2	1436	61	235	7	45	1	0	0	0	0	15	0	22	0	0	
%	100	100	100	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.

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 FY 2005 Quarter 4
NOTE: Percentages compute down columns and NOT across rows.
Report generated on Apr 18, 2006

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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
<i>Mission Critical Jobs</i>																	
#	47204	30312	16892	4417	2183	17642	8638	6009	5083	1561	532	0	0	308	220	375	236
%	100	64.21	35.78	9.35	4.62	37.37	18.29	12.72	10.76	3.30	1.12	0.00	0.00	0.65	0.46	0.79	0.49
Occupational CLF	%	100	63.4	36.7	3.6	1.8	28.5	5.7	4.1	1.8	1.3	0.0	0.0	0.6	0.3	1.0	0.7
#	1160	908	252	66	13	668	128	151	105	12	6	0	0	9	0	2	0
%	100	78.27	21.72	5.68	1.12	57.58	11.03	13.01	9.05	1.03	0.51	0.00	0.00	0.77	0.00	0.17	0.00
Occupational CLF	%	100	43.2	56.5	4.7	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9
#	1106	1022	84	69	6	713	43	220	34	13	1	0	0	7	0	0	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	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female		
	All	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	100	92.40	7.59	6.23	0.54	64.46	3.88	19.89	3.07	1.17	0.09	0.00	0.00	0.63	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	0.7	0.1	1.3	0.2
0132 - Intelligence Research Specialist	#	945	594	351	91	54	442	234	39	55	15	8	0	4	0	3	0
	%	100	62.85	37.14	9.62	5.71	46.77	24.76	4.12	5.82	1.58	0.84	0.00	0.42	0.00	0.31	0.00
Occupational CLF	%	100	50.1	49.9	1.9	2.2	42.0	40.4	2.4	3.8	2.1	2.1	0.0	0.6	0.5	1.1	0.9
0801 - GENERAL ENGINEERING	#	199	177	22	4	3	152	14	5	3	14	2	0	0	0	2	0
	%	100	88.94	11.05	2.01	1.50	76.38	7.03	2.51	1.50	7.03	1.00	0.00	0.00	0.00	1.00	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	0.2	0.0	1.4	0.2

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All	Male		Female		White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
0802 - ENGINEERING TECHNICIAN	#	69	63	6	1	0	58	5	2	0	1	1	0	0	0	0	0	0
	%	100	91.30	8.69	1.44	0.00	84.05	7.24	2.89	0.00	1.44	1.44	0.00	0.00	0.00	0.00	1.44	0.00
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.2	1.8	0.0	0.0	0.4	0.1	1.1	0.4
0803 - SAFETY ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																			
	Total Employees						Non- Hispanic or Latino												Two or More/ Other Races	
	All	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female				
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
0804 - FIRE PROTECTION ENGINEERING	#	4	0	0	4	0	0	0	0	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	0.00	0.00	0.00	0.00		
Occupational CLF	%	100	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			
0806 - MATERIALS ENGINEERING	#	4	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100	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	0.00	0.00		
Occupational CLF	%	100	88.0	3.0	0.6	73.9	9.0	2.2	0.7	7.6	1.5	0.0	0.0	0.2	0.1	1.1	0.1	0.1		
0807 - LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female			
	All	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Occupational CLF	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4	
0808 - ARCHITECTURE	#	50	41	9	1	1	6	4	1	4	0	0	0	0	0	0	0	1
	%	100	82.00	18.00	2.00	64.00	12.00	8.00	2.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
Occupational CLF	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4	
0809 - CONSTRUCTION CONTROL	#	25	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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	Race/Ethnicity																	
	Total Employees				Non-Hispanic or Latino										Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female				
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
Occupational CLF %	100	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.6	0.1	0.0	0.0	0.7	0.1	1.2	0.1	
0810 - CIVIL ENGINEERING	#	101	88	13	4	1	73	10	2	1	7	1	0	0	0	0	2	0
Occupational CLF %	100	87.12	12.87	3.96	0.99	72.27	9.90	1.98	0.99	6.93	0.99	0.00	0.00	0.00	0.00	1.98	0.00	
Occupational CLF %	100	89.7	10.1	3.7	0.6	74.1	7.5	2.9	0.6	7.4	1.1	0.0	0.0	0.3	0.1	1.3	0.2	
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.8	0.1	0.0	0.0	1.1	0.1	1.0	0.2	

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	Race/Ethnicity																						
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races				
	All	Male		Female		%	Male	Female	%	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native					
		Male	Female	Male	Female					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0818 - ENGINEERING DRAFTING	#	2	0	2		0	1		0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	100		50.00	50.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	80.0	19.9		5.9	1.4		65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.0	0.0	0.5	0.1	1.0	0.3	0.3	
0819 - ENVIRONMENTAL ENGINEERING	#	21	16	5		1	1		12	4	1	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	76.19	23.80		4.76	4.76		57.14	19.04	4.76	0.00	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	77.8	22.0		2.2	0.9		65.4	17.8	3.0	1.2	5.9	1.9	0.0	0.0	0.0	0.2	0.1	1.1	0.1	0.1	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	Race/Ethnicity																			
	Total Employees						Non- Hispanic or Latino												Two or More/Other Races	
	All	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female				
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
0828 - CONSTRUCTION ANALYST	#	1	0	0	1	0	0	0	0	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	0.00	0.00	0.00	0.00		
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.7	2.4	0.0	0.0	0.2	0.4	0.5	0.9		
0830 - MECHANICAL ENGINEERING	#	67	63	4	1	0	51	3	1	1	9	0	0	0	0	0	0	1	0	
	%	100	94.02	5.97	1.49	0.00	76.11	4.47	1.49	1.49	13.43	0.00	0.00	0.00	0.00	0.00	1.49	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	0.0	0.1	
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female		
	All	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7	0.6	0.0	0.0	0.0	0.0	0.0	
0850 - ELECTRICAL ENGINEERING	#	36	33	3	1	0	22	1	0	8	2	0	0	0	0	1	0
	%	100	91.66	8.33	2.77	0.00	61.11	2.77	0.00	22.22	5.55	0.00	0.00	0.00	0.00	2.77	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
0854 - COMPUTER ENGINEERING	#	8	7	1	0	0	7	1	0	0	0	0	0	0	0	0	0
	%	100	87.50	12.50	0.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3	
0855 - ELECTRONICS ENGINEERING	#	93	86	7	2	0	73	5	2	2	8	0	0	0	1	0	0	0
Occupational CLF %	100	92.47	7.52	2.15	0.00	78.49	5.37	2.15	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	
0856 - ELECTRONICS TECHNICIAN	#	83	83	0	7	0	69	0	6	0	0	0	0	0	1	0	0	0
Occupational CLF %	100	100	0.00	8.43	0.00	83.13	0.00	7.22	0.00	0.00	0.00	0.00	0.00	1.20	0.00	0.00	0.00	
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.2	1.8	0.0	0.0	0.4	0.1	1.1	0.4	

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0853 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	10.0	1.6	0.0	0.0	0.2	0.0	1.4	0.2
0861 - AEROSPACE ENGINEERING	#	3	3	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	33.33	0.00	0.00	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	8.4	1.2	0.0	0.0	0.2	0.0	1.4	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	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino										Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female			
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
0871 - NAVAL ARCHITECTURE	#	37	34	3	3	1	0	29	3	0	0	4	0	0	0	0	0	0
	%	100	91.89	8.10	8.10	2.70	0.00	78.37	8.10	0.00	0.00	10.81	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	94.8	5.1	5.1	2.0	0.2	83.1	4.1	3.7	0.5	4.7	0.3	0.0	0.0	0.3	0.0	1.0
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.7	16.2	16.2	7.3	1.7	65.3	11.0	7.7	2.7	1.7	0.3	0.0	0.0	0.5	0.2	1.2
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	All	Male		Female		Hispanic or Latino	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PETROLEUM ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGRICULTURAL ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female				
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
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	
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.6	1.5	0.0	0.0	0.2	0.1	1.1	0.1	
0893 - CHEMICAL ENGINEERING	#	9	7	2	0	7	1	0	0	0	1	0	0	0	0	0	0	0
%	100	77.77	22.22	0.00	0.00	77.77	11.11	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	1.2	0.0	

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	Race/Ethnicity																			
	Total Employees						Non-Hispanic or Latino												Two or More/Other Races	
	Hispanic or Latino			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.6	1.5	0.0	0.0	0.2	0.1	1.1	0.1		
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	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	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.2	1.8	0.0	0.0	0.4	0.1	1.1	0.4	0.4	
0896 - INDUSTRIAL ENGINEERING	#	24	22	2	1	1	19	1	1	0	0	0	0	0	0	0	1	0	0	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																		
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races				
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
All																			
%	100	91.66	8.33	4.16	4.16	79.16	4.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.16	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	
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	10.0	1.6	0.0	0.0	0.2	0.0	1.4	0.2	0.2
0905 - General Attorneys	#	1289	698	591	46	60	590	439	32	59	28	29	0	0	0	2	2	2	2
%	100	54.15	45.84	3.56	4.65	45.77	34.05	2.48	4.57	2.17	2.24	2.24	0.00	0.00	0.00	0.15	0.15	0.15	0.15

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	All	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
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	
1102 - Contract Specialists	#	715	275	440	8	19	226	278	32	116	8	17	0	0	1	6	0	4
	%	100	38.46	61.53	1.11	2.65	31.50	38.88	4.47	16.22	1.11	2.37	0.00	0.00	0.13	0.83	0.00	0.55
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	
1801 - Adjudications Officers	#	14723	11354	3369	1927	597	7810	1945	1012	581	446	199	0	0	119	21	40	26
	%	100	77.11	22.88	13.08	4.05	53.04	13.21	6.87	3.94	3.02	1.35	0.00	0.80	0.14	0.27	0.17	
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	

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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All	Male		Female		Total	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	Male	Female
1811 - Criminal Investigators	#	8024	6928	1096	1004	193	5255	743	420	115	172	33	0	0	48	5	29	7
	%	100	86.34	13.65	12.51	2.40	65.49	9.25	5.23	1.43	2.14	0.41	0.00	0.00	0.59	0.06	0.36	0.08
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
1895 - Customs and Border Protection Officers	#	18022	14193	3829	3972	1091	8421	2002	820	455	788	201	0	0	86	28	106	52
	%	100	78.75	21.24	22.03	6.05	46.72	11.10	4.54	2.52	4.37	1.11	0.00	0.00	0.47	0.15	0.58	0.28
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
1896 - Border Patrol Agents	#	11268	10660	608	5325	346	5036	245	137	8	109	5	0	0	47	4	6	0
	%	100	94.6	5.4	47.2	3.1	44.9	2.2	1.2	0.1	1.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino					
	All	Male		Female		%	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	94.60	5.39	47.25	3.07	2.17	1.21	0.07	0.96	0.04	0.00	0.00	0.00	0.41	0.03	0.05	0.00	
Occupational CLF %	100	79.0	21.1	7.1	2.0	14.7	7.0	3.6	1.1	0.3	0.0	0.0	0.0	0.5	0.1	1.0	0.4	
2210 - Information Technology Specialists	#	1615	1101	514	18	335	132	121	61	35	0	0	0	7	4	2	1	
Occupational CLF %	100	68.17	31.82	3.65	1.11	20.74	8.17	7.49	3.77	2.16	0.00	0.00	0.00	0.43	0.24	0.12	0.06	
Occupational CLF %	100	66.7	33.2	3.1	1.6	24.7	4.3	3.5	7.5	2.9	0.0	0.0	0.0	0.2	0.1	1.2	0.4	
TOTAL	#	106908	78803	28105	17009	4588	9029	6740	3272	1073	0	0	0	638	290	573	329	

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Apr 18, 2006

TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

		Race/Ethnicity															
		Total Employees						Non-Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All																	
Job Title/Series:																	
Total Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified	#	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 of those Identified	#	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 of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

		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					
Total Employees		Male		Female		Male		Female		Male		Female		Male		Female	
All	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
CLF	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 Apr 18, 2006

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

This table is for All Agencies

Type of Appointment	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Permanent	#	14662	9676	4986	1445	530	6280	2864	1361	1361	507	163	0	0	67	60	16	8
	%	100	65.99	34.00	9.85	3.61	42.83	19.53	9.28	9.28	3.45	1.11	0.00	0.00	0.45	0.40	0.10	0.05
Temporary	#	8051	4414	3637	487	563	3366	1965	456	995	68	82	0	0	36	29	1	3
	%	100	54.82	45.17	6.04	6.99	41.80	24.40	5.66	12.35	0.84	1.01	0.00	0.00	0.44	0.36	0.01	0.03
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	22713	14090	8623	1932	1093	9646	4829	1817	2356	575	245	0	0	103	89	17	11
	%	100	62.03	37.96	8.50	4.81	42.46	21.26	7.99	10.37	2.53	1.07	0.00	0.00	0.45	0.39	0.07	0.04

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

This table is for All Agencies

Type of Appointment	Race/Ethnicity																					
	Total Employees				Hispanic or Latino		White				Black or African American		Asian		Non-Hispanic or Latino		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
	All	Male	Female	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	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	0.0	0.3	0.3	0.3	0.8	0.8	0.8	0.8	
CLF %																						

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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

This table is for All Agencies

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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 Apr 18, 2006

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

This table is for All Agencies

		Race/Ethnicity															
		Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Employees	31004	22731	8273	6767	1897	13154	4342	1352	1476	1209	467	0	0	143	64	106	27
Eligible for Career	#																
Ladder Promotions	%	73.31	26.68	21.82	6.11	42.42	14.00	4.36	4.76	3.89	1.50	0.00	0.00	0.46	0.20	0.34	0.08
Time in grade in excess of minimum																	
1-12 months	#	28404	21185	7219	6415	1698	3854	1161	1165	1160	418	0	0	127	62	94	22
	%	100	74.58	25.41	22.58	5.97	13.56	4.08	4.10	4.08	1.47	0.00	0.00	0.44	0.21	0.33	0.07
13-24 months	#	1350	811	539	200	118	242	90	147	25	28	0	0	10	2	3	2
	%	100	60.07	39.92	14.81	8.74	17.92	6.66	10.88	1.85	2.07	0.00	0.00	0.74	0.14	0.22	0.14
25+ months	#	1250	735	515	152	81	246	101	164	24	21	0	0	6	0	9	3

TABLE A10: 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				White				Non-Hispanic or Latino				Two or More/Other Races			
		Male		Female		Male		Female		Male		Female		Male		Female	
All	58.80	41.20	12.16	6.48	35.44	19.68	8.08	13.12	1.92	1.68	0.00	0.00	0.48	0.00	0.72	0.24	
%																	

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

TABLE A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

	Race/Ethnicity													
	Total Employees				Hispanic or Latino				Non- Hispanic or Latino					
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More Races		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade(s) of Vacancy:														
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
	%	0.00	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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 Apr 18, 2006

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

This table is for All Agencies

Total Employees		Race/Ethnicity													
		Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races	
		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native					
		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	
Career Development Programs for GS 5-12:															
Slots	#	0	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
Career Development Programs for GS 13-14:															
Applied	#	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
Career Development Programs for GS 13-14:															
Participants	#	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
Career Development Programs for GS 13-14:															
Slots	#	0	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

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

This table is for All Agencies

		Race/Ethnicity															
		Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Applied	#	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
Participants	#	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
Career Development Programs for GS 15 and SES:																	
Slots	#	0	0	0	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
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

		Race/Ethnicity															
		Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Participants	#	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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 Apr 18, 2006

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	Race/Ethnicity																	
	Total Employees				Hispanic or Latino				White				Non-Hispanic or Latino					
	All	Male		Female		Male	Female		Male	Female		Male	Female		Male	Female		
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	12799	7846	4953	1242	768	5093	2572	1041	1313	348	207	0	0	47	35	75	58
	%	100	61.30	38.69	9.70	6.00	39.79	20.09	8.13	10.25	2.71	1.61	0.00	0.00	0.36	0.27	0.58	0.45
Total Hours	H	90547.0	55202.0	35345.0	8848.0	5588.0	35693.0	18142.0	7293.0	9436.0	2501.0	1528.0	0.0	0.0	353.0	257.0	514.0	394.0
Average Hours	H	7.1	7.0	7.1	7.1	7.3	7.0	7.1	7.0	7.2	7.2	7.4	-	-	7.5	7.3	6.9	6.8
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	12436	7402	5034	1065	638	5463	3074	560	1041	246	230	0	0	50	32	18	19
	%	100	59.52	40.47	8.56	5.13	43.92	24.71	4.50	8.37	1.97	1.84	0.00	0.00	0.40	0.25	0.14	0.15
Total Hours	H	313332.5	186346.0	126986.5	26185.0	16114.0	140068.0	77419.0	13324.0	27599.5	5245.0	4608.0	0.0	0.0	1172.0	896.0	352.0	350.0

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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non- Hispanic or Latino				Two or More/Other Races	
	All	Male		Female		Total	Male	Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female	
		25.2	25.2	25.2	25.2			25.6	25.2	23.8	26.5	21.3	20.0	-	-			23.4
Average Hours	25.2	25.2	25.2	25.2	25.6	25.2	23.8	26.5	21.3	20.0	-	-	23.4	28.0	19.6	18.4		
Cash Awards - \$100-\$500																		
Total Cash Awards Given	#	42651	27271	15380	1676	17706	8897	4470	4037	1249	458	0	0	251	149	273	163	
	%	100	63.93	36.06	3.92	41.51	20.86	10.48	9.46	2.92	1.07	0.00	0.00	0.58	0.34	0.64	0.38	
Total Amount	\$	13,638,443	8,788,000	4,850,443	518,325	5,787,174	2,813,778	1,426,600	1,279,119	382,360	143,401	0	0	77,589	44,273	84,089	51,547	
Average Amount	\$	320	322	315	309	327	316	319	317	306	313	-	-	309	297	308	316	
Cash Awards - \$501+																		
Total Cash Awards Given	#	25921	16818	9103	989	12530	5686	1489	1914	559	406	0	0	143	60	65	48	
	%	100	64.88	35.11	3.81	48.33	21.93	5.74	7.38	2.15	1.56	0.00	0.00	0.55	0.23	0.25	0.18	

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	Race/Ethnicity															
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino						Two or More/Other Races	
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Amount \$	33,340,1	22,221,4	11,118,6	3,316,11	1,340,53	16,347,1	7,013,64	1,624,96	2,163,35	668,587	491,184	0	176,572	64,152	88,064	45,811
Average Amount \$	35	57	78	4	0	57	7	3	4							
	1,286	1,321	1,221	1,632	1,355	1,305	1,233	1,091	1,130	1,196	1,210	-	1,235	1,069	1,355	954
Quality Step Increases:																
Total OSIs Awarded #	918	417	501	38	55	341	322	22	92	15	30	0	1	1	0	1
%	100	45.42	54.57	4.13	5.99	37.14	35.07	2.39	10.02	1.63	3.26	0.00	0.10	0.10	0.00	0.10
Total Benefit \$	2,075.08	1,018.74	1,056.34	77,793	103,497	856,196	707,336	49,079	193,824	32,207	49,725	0	3,466	1,138	0	823
Average Benefit \$	2,260	2,443	2,108	2,047	1,882	2,511	2,197	2,231	2,107	2,147	1,658	-	3,466	1,138	-	823

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.

Report generated on Apr 18, 2006

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

This table is for All Agencies

Type of Separation	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or 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	#	11662	7721	3941	1006	411	5295	2412	976	922	311	129	0	0	70	41	63	26
	%	100	66.20	33.79	8.62	3.52	45.40	20.68	8.36	7.90	2.66	1.10	0.00	0.00	0.60	0.35	0.54	0.22
Involuntary	#	3019	1917	1102	263	91	898	461	633	507	82	24	0	0	30	12	11	7
	%	100	63.49	36.50	8.71	3.01	29.74	15.26	20.96	16.79	2.71	0.79	0.00	0.00	0.99	0.39	0.36	0.23
Reductions-in-Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	14681	9638	5043	1269	502	6193	2873	1609	1429	393	153	0	0	100	53	74	33
	%	100	65.64	34.35	8.64	3.41	42.18	19.56	10.95	9.73	2.67	1.04	0.00	0.00	0.68	0.36	0.50	0.22

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

This table is for All Agencies

Type of Separation	Race/Ethnicity															
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Work Force #	93004	44038	18680	6659	58499	24013	10537	10771	3879	1770	0	0	745	407	664	418
%	67.86	32.13	13.63	4.85	42.68	17.52	7.68	7.85	2.83	1.29	0.00	0.00	0.54	0.29	0.48	0.30

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 1, FY 2005 Quarter 2, FY 2005 Quarter 3, FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

“B” Tables¹

Permanent

¹ Data for non-appropriated fund employees is not currently maintained by disability status. Consequently, the *“total”* workforce number for the current year shown in Table B-1 (164,519) does not match the *“total”* workforce number shown in Table A-1 (166,083) for the current year.

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] Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL														
#	160764	150309	2663	7792	749	78	101	35	80	38	148	40	215	14
%	100	93.49	1.65	4.84	0.46	0.04	0.06	0.02	0.04	0.02	0.09	0.02	0.13	0.00
Current FY														
#	164519	154643	2252	7624	733	73	101	39	77	38	141	41	209	14
%	100	93.99	1.36	4.63	0.44	0.04	0.06	0.02	0.04	0.02	0.08	0.02	0.12	0.00
Difference														
#	3755	4334	-411	-168	-16	-5	0	4	-3	0	-7	1	-6	0
%	-	-	-	-	-0.02	-	-	-	-	-	-	-	-	-
Net Change														
%	-	-	-	-	-2.13	-	-	-	-	-	-	-	-	-
Federal High														
%	-	-	-	-	2.27	-	-	-	-	-	-	-	-	-
PERMANENT														

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	#	132117	2096	6274	640	70	77	32	68	36	128	36	181	12
	%	100	1.58	4.74	0.48	0.05	0.05	0.02	0.05	0.02	0.09	0.02	0.13	0.00
Current FY	#	137042	1830	6245	627	67	77	34	67	36	125	38	173	10
	%	100	1.33	4.55	0.45	0.04	0.05	0.02	0.04	0.02	0.09	0.02	0.12	0.00
Difference	#	4925	-266	-29	-13	-3	0	2	-1	0	-3	2	-8	-2
Ratio Change	%	-	-	-	-0.03	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-2.03	-	-	-	-	-	-	-	-	-
TEMPORARY														
Prior FY	#	28647	567	1518	109	8	24	3	12	2	20	4	34	2
	%	100	1.97	5.29	0.38	0.02	0.08	0.01	0.04	0.00	0.06	0.01	0.11	0.00
Current FY	#	27477	422	1379	106	6	24	5	10	2	16	3	36	4

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
%	100	93.44	1.53	5.01	0.38	0.02	0.08	0.01	0.03	0.00	0.05	0.01	0.13	0.01
Difference	#	-1170	-886	-145	-3	-2	0	2	-2	0	-4	-1	2	2
Ratio Change	%	-	-	-	0.00	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-2.75	-	-	-	-	-	-	-	-	-
NON-APPROPRIATED														
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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 FY 2004 Quarter 4, FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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	[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 Work Force #	137042	128967	1830	6245	627	67	77	34	67	36	125	38	173	10	
%	100	94.10	1.33	4.55	0.45	0.04	0.05	0.02	0.04	0.02	0.09	0.02	0.12	0.00	
Federal High %	-	-	-	-	2.27	-	-	-	-	-	-	-	-	-	
DHS Headquarters #	2188	1955	117	116	10	0	2	0	3	2	3	0	0	0	
%	100	89.35	5.34	5.30	0.45	0.00	0.09	0.00	0.13	0.09	0.13	0.00	0.00	0.00	
Federal Emergency Management Agency #	2306	2031	100	175	23	1	7	1	7	1	3	0	3	0	
%	100	88.07	4.33	7.58	0.99	0.04	0.30	0.04	0.30	0.04	0.13	0.00	0.13	0.00	

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	[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	
#	887	796	9	82	5	3	0	0	0	1	0	0	0	1	0
%	100	89.74	1.01	9.24	0.56	0.33	0.00	0.00	0.00	0.11	0.00	0.00	0.00	0.11	0.00
#	57458	52942	1044	3472	245	2	35	17	17	2	70	1	96	5	
%	100	92.14	1.81	6.04	0.42	0.00	0.06	0.02	0.02	0.00	0.12	0.00	0.16	0.00	
#	6907	6400	102	405	69	14	16	2	4	4	9	3	17	0	
%	100	92.65	1.47	5.86	0.99	0.20	0.23	0.02	0.05	0.05	0.13	0.04	0.24	0.00	
#	6880	6218	97	565	56	15	7	2	4	6	8	1	12	1	

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	[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	90.37	1.40	8.21	0.81	0.21	0.10	0.02	0.05	0.08	0.11	0.01	0.17	0.01
#	41862	40632	201	1029	164	23	6	6	20	14	24	30	37	4
%	100	97.06	0.48	2.45	0.39	0.05	0.01	0.01	0.04	0.03	0.05	0.07	0.08	0.00
#	13688	13194	150	344	40	2	4	5	9	5	6	2	7	0
%	100	96.39	1.09	2.51	0.29	0.01	0.02	0.03	0.06	0.03	0.04	0.01	0.05	0.00
#	4866	4799	10	57	15	7	0	1	3	1	2	1	0	0
%	100	98.62	0.20	1.17	0.30	0.14	0.00	0.02	0.06	0.02	0.04	0.02	0.00	0.00

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 FY 2005 Quarter 4
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Apr 18, 2006

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)	2231	2100	74	57	5	0	0	0	2	1	0	2	0	
	100	94.12	3.31	2.55	0.22	0.00	0.00	0.08	0.04	0.00	0.08	0.00	0.00	
- Mid-Level (Grades 13-14)	6399	6142	99	158	7	1	1	2	1	0	2	0	0	
	100	95.98	1.54	2.46	0.10	0.01	0.03	0.01	0.00	0.00	0.03	0.00	0.00	
- First-Level (Grades 12 and Below)	4554	4431	18	105	13	0	1	1	1	4	4	2	0	
	100	97.29	0.39	2.30	0.28	0.00	0.02	0.02	0.08	0.08	0.08	0.04	0.00	

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	36765	371	1216	101	12	10	8	22	9	15	1	21	3	
%	95.68	1.00	3.30	0.27	0.03	0.02	0.02	0.05	0.02	0.04	0.00	0.05	0.00	
Officials and Managers Total	49949	562	1536	126	13	12	11	26	14	21	1	25	3	
%	95.79	1.12	3.07	0.25	0.02	0.02	0.02	0.05	0.02	0.04	0.00	0.05	0.00	
2. Professionals	8689	154	459	52	6	6	4	2	8	11	0	15	0	
%	92.94	1.77	5.28	0.59	0.06	0.06	0.04	0.02	0.09	0.12	0.00	0.17	0.00	
3. Technicians	43603	734	2832	205	2	28	12	11	2	59	1	86	4	
%	91.82	1.68	6.49	0.47	0.00	0.06	0.02	0.02	0.00	0.13	0.00	0.19	0.00	
4. Sales Workers	7	4	3	2	1	0	0	0	0	0	1	0	0	

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	
%	100	57.14	0.00	42.85	28.57	14.28	0.00	0.00	0.00	0.00	0.00	14.28	0.00	0.00	
#	6338	5650	77	611	162	35	21	1	15	8	20	32	29	1	
%	100	89.14	1.21	9.64	2.55	0.55	0.33	0.01	0.23	0.12	0.31	0.50	0.45	0.01	
#	1492	1376	16	100	9	5	1	0	0	1	0	0	1	1	
%	100	92.22	1.07	6.70	0.60	0.33	0.06	0.00	0.00	0.06	0.00	0.00	0.06	0.06	
#	294	266	5	23	6	2	0	0	1	0	0	2	1	0	
%	100	90.47	1.70	7.82	2.04	0.68	0.00	0.00	0.34	0.00	0.00	0.68	0.34	0.00	
#	52	46	3	3	0	0	0	0	0	0	0	0	0	0	
%	100	88.46	5.76	5.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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 FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Apr 18, 2006

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)	#	2100	74	57	5	0	0	0	2	1	0	0	2	0
	%	1.71	4.54	0.97	0.83	0.00	0.00	0.00	3.22	2.77	0.00	0.00	1.20	0.00
- Mid-Level (Grades 13-14)	#	6142	99	158	7	1	1	2	1	0	2	0	0	0
	%	4.92	6.07	2.71	1.17	1.40	6.66	1.61	0.00	0.00	1.69	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	4431	18	105	13	0	1	1	1	4	4	0	2	0
	%	3.50	1.10	1.80	2.17	0.00	1.40	3.33	1.61	11.11	3.38	0.00	1.20	0.00

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
- Other		35178	371	1216	101	12	10	8	22	9	15	1	21	3
	28.31	28.73	22.77	20.87	16.91	17.91	14.08	26.66	35.48	25.00	12.71	2.63	12.65	33.33
Officials and Managers Total		47851	562	1536	126	13	12	11	26	14	21	1	25	3
	38.44	39.06	34.48	26.35	21.08	19.40	16.88	36.65	41.92	38.88	17.78	2.63	15.05	33.33
2. Professionals		8076	154	459	52	6	6	4	2	8	11	0	15	0
	6.69	6.59	9.45	7.87	8.71	8.95	8.45	13.33	3.22	22.22	9.32	0.00	9.03	0.00
3. Technicians		40037	734	2832	205	2	28	12	11	2	59	1	86	4
	33.57	32.70	45.05	48.61	34.33	2.98	39.43	40.00	17.74	5.55	50.00	2.63	51.80	44.44
4. Sales Workers		4	0	3	2	1	0	0	0	0	0	1	0	0

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
%	0.00	0.00	0.00	0.05	0.33	1.49	0.00	0.00	0.00	0.00	0.00	2.63	0.00	0.00
#	6338	5650	77	611	162	35	21	1	15	8	20	32	29	1
%	4.88	4.61	4.72	10.48	27.13	52.23	29.57	3.33	24.19	22.22	16.94	84.21	17.46	11.11
#	1492	1376	16	100	9	5	1	0	0	1	0	0	1	1
%	1.14	1.12	0.98	1.71	1.50	7.46	1.40	0.00	0.00	2.77	0.00	0.00	0.60	11.11
#	294	266	5	23	6	2	0	0	1	0	0	2	1	0
%	0.22	0.21	0.30	0.39	1.00	2.98	0.00	0.00	1.61	0.00	0.00	5.26	0.60	0.00
#	52	46	3	3	0	0	0	0	0	0	0	0	0	0
%	0.04	0.03	0.18	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies

Occupational Categories	TOTAL		Total by Disability Status				Detail for Targeted Disabilities						
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
9 Service Workers	19098	78	258	35	3	3	2	7	3	7	1	9	0
%	15.60	4.78	4.42	5.86	4.47	4.22	6.66	11.29	8.33	5.93	2.63	5.42	0.00

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 FY 2005 Quarter 4
 NOTE: Percentages compute down columns and NOT across rows.
 Report generated on Apr 18, 2006

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	#	3	2	1	0	0	0	0	0	0	0	0	0	
	%	100	66.66	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-02	#	12	11	0	1	0	0	0	0	0	0	0	0	
	%	100	91.66	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-03	#	45	26	0	19	15	2	2	1	0	9	1	0	
	%	100	57.77	0.00	42.22	33.33	4.44	4.44	2.22	0.00	20.00	2.22	0.00	
GS/GG/GH/GM-04	#	310	244	4	62	33	4	9	1	2	10	4	0	
	%	100	78.70	1.29	20.00	10.64	1.29	2.90	0.32	0.64	3.22	1.29	0.00	
GS/GG/GH/GM-05	#	2981	2757	37	187	47	8	3	4	3	7	13	0	

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	
%	92.48	1.24	6.27	1.57	0.26	0.10	0.06	0.13	0.10	0.23	0.43	0.00		
#	973	12	102	13	0	2	0	4	0	2	3	2		
%	89.51	1.10	9.38	1.19	0.00	0.18	0.00	0.36	0.00	0.18	0.27	0.18		
#	6863	52	397	79	21	6	1	8	5	11	5	21		
%	93.85	0.71	5.42	1.08	0.28	0.08	0.01	0.10	0.06	0.15	0.06	0.28		
#	1507	23	83	12	2	1	0	4	1	2	0	2		
%	93.42	1.42	5.14	0.74	0.12	0.06	0.00	0.24	0.06	0.12	0.00	0.12		
#	7244	55	231	28	7	5	1	5	4	3	0	3		
%	96.20	0.73	3.06	0.37	0.09	0.06	0.01	0.06	0.05	0.03	0.00	0.03		
#	257	2	10	3	0	0	0	0	3	0	0	0		

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
%	100	95.53	0.74	3.71	1.11	0.00	0.00	0.00	0.00	1.11	0.00	0.00	0.00	0.00
GS/GG/GH/GM-11 #	23256	22618	117	521	45	8	3	4	6	5	9	1	8	1
%	100	97.25	0.50	2.24	0.19	0.03	0.01	0.01	0.02	0.02	0.03	0.00	0.03	0.00
GS/GG/GH/GM-12 #	11464	10886	131	447	44	1	6	5	6	5	9	0	11	1
%	100	94.95	1.14	3.89	0.38	0.00	0.05	0.04	0.05	0.04	0.07	0.00	0.09	0.00
GS/GG/GH/GM-13 #	12331	11895	132	304	32	5	3	4	5	4	4	0	6	1
%	100	96.46	1.07	2.46	0.25	0.04	0.02	0.03	0.04	0.03	0.03	0.00	0.04	0.00
GS/GG/GH/GM-14 #	5802	5521	101	180	8	0	1	0	3	0	2	0	2	0
%	100	95.15	1.74	3.10	0.13	0.00	0.01	0.00	0.05	0.00	0.03	0.00	0.03	0.00
GS/GG/GH/GM-15 #	2368	2211	85	72	6	0	0	0	2	1	1	0	2	0

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
%	93.36	3.58	3.04	0.25	0.00	0.00	0.00	0.08	0.04	0.04	0.00	0.08	0.00
#	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive #	300	7	8	0	0	0	0	0	0	0	0	0	0
Service (ES/LE) %	95.00	2.33	2.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST #	16	0	2	0	0	0	0	0	0	0	0	0	0
%	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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 FY 2005 Quarter 4
** Data excludes the "EX" pay plan
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Apr 18, 2006

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	#	461	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-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	#	164	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-05	#	56	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
	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	#	21	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-08	#	12	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-09	#	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-10	#	1	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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
#	1	1	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
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[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				
%		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 FY 2005 Quarter 4. NOTE: Percentages compute across rows and NOT down columns. Report generated on Apr 18, 2006

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	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
SV-A	#	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-			
SV-B	#	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-			
SV-C	#	1	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			
SV-D	#	37079	34076	626	2377	174	1	23	10	8	2	46	1	79	4
	%	100	91.90	1.68	6.41	0.46	0.00	0.06	0.02	0.02	0.00	0.12	0.00	0.21	0.01
SV-E	#	146	134	3	9	1	0	0	0	0	0	1	0	0	0

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
%	100	91.78	2.05	6.16	0.68	0.00	0.00	0.00	0.00	0.00	0.68	0.00	0.00	0.00
#	6012	5512	95	405	27	0	5	2	2	0	13	0	5	0
%	100	91.68	1.58	6.73	0.44	0.00	0.08	0.03	0.03	0.00	0.21	0.00	0.08	0.00
#	4983	4580	96	307	23	0	4	3	5	0	3	0	7	1
%	100	91.91	1.92	6.16	0.46	0.00	0.08	0.06	0.10	0.00	0.06	0.00	0.14	0.02
#	1647	1488	69	90	8	1	1	0	0	0	5	0	1	0
%	100	90.34	4.18	5.46	0.48	0.06	0.06	0.00	0.00	0.00	0.30	0.00	0.06	0.00
#	5140	4885	86	169	5	0	0	0	2	0	2	0	1	0
%	100	95.03	1.67	3.28	0.09	0.00	0.00	0.00	0.03	0.00	0.03	0.00	0.01	0.00
#	1444	1334	40	70	4	0	2	1	0	0	0	0	1	0

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
%	100	92.38	2.77	4.84	0.27	0.00	0.13	0.06	0.00	0.00	0.00	0.00	0.06	0.00
SV-K #	784	724	21	39	3	0	0	1	0	0	0	0	0	2
%	100	92.34	2.67	4.97	0.38	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.25	0.00
SV-L #	69	64	4	1	0	0	0	0	0	0	0	0	0	0
%	100	92.75	5.79	1.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-M #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW #	152	143	4	5	0	0	0	0	0	0	0	0	0	0
%	100	94.07	2.63	3.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

Percentages shown in "bold" indicate that the participation rate of the respective group is below its National Civilian Labor Force comparison. The Play 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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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
GS/GG/GH/GM-01	#	3	2	1	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	12	11	0	1	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	45	26	0	19	15	2	2	1	0	9	1	0
	%	0.05	0.03	0.00	0.72	4.10	4.87	3.44	2.04	0.00	25.71	1.33	0.00
GS/GG/GH/GM-04	#	310	244	4	62	33	9	4	1	2	10	4	0
	%	0.40	0.33	0.52	2.36	9.04	21.95	6.89	2.04	6.06	28.57	5.33	0.00
GS/GG/GH/GM-05	#	2981	2757	37	187	47	3	8	4	3	7	13	0

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
%	3.88	3.76	4.87	7.12	12.87	13.79	7.31	11.76	8.16	9.09	13.20	20.00	17.33	0.00
GS/GG/GH/GM-06 #	1087	973	12	102	13	0	2	0	4	0	2	3	2	0
%	1.41	1.32	1.58	3.88	3.56	0.00	4.87	0.00	8.16	0.00	3.77	8.57	2.66	0.00
GS/GG/GH/GM-07 #	7312	6863	52	397	79	21	6	1	8	5	11	5	21	1
%	9.53	9.36	6.85	15.11	21.64	36.20	14.63	5.88	16.32	15.15	20.75	14.28	28.00	25.00
GS/GG/GH/GM-08 #	1613	1507	23	83	12	2	1	0	4	1	2	0	2	0
%	2.10	2.05	3.03	3.16	3.28	3.44	2.43	0.00	8.16	3.03	3.77	0.00	2.66	0.00
GS/GG/GH/GM-09 #	7530	7244	55	231	28	7	5	1	5	4	3	0	3	0
%	9.81	9.88	7.24	8.79	7.67	12.06	12.19	5.88	10.20	12.12	5.66	0.00	4.00	0.00
GS/GG/GH/GM-10 #	269	257	2	10	3	0	0	0	0	3	0	0	0	0

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	
%	0.35	0.35	0.26	0.38	0.82	0.00	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-11 #	23256	22618	117	521	45	8	3	4	6	5	9	1	8	1	
%	30.32	30.85	15.41	19.84	12.32	13.79	7.31	23.52	12.24	15.15	16.98	2.85	10.66	25.00	
GS/GG/GH/GM-12 #	11464	10886	131	447	44	1	6	5	6	5	9	0	11	1	
%	14.94	14.84	17.25	17.02	12.05	1.72	14.63	29.41	12.24	15.15	16.98	0.00	14.66	25.00	
GS/GG/GH/GM-13 #	12331	11895	132	304	32	5	3	4	5	4	4	0	6	1	
%	16.07	16.22	17.39	11.57	8.76	8.62	7.31	23.52	10.20	12.12	7.54	0.00	8.00	25.00	
GS/GG/GH/GM-14 #	5802	5521	101	180	8	0	1	0	3	0	2	0	2	0	
%	7.56	7.53	13.30	6.85	2.19	0.00	2.43	0.00	6.12	0.00	3.77	0.00	2.66	0.00	
GS/GG/GH/GM-15 #	2368	2211	85	72	6	0	0	0	2	1	1	0	2	0	

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
%	3.08	3.01	11.19	2.74	1.64	0.00	0.00	0.00	4.08	3.03	1.88	0.00	2.66	0.00
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	300	285	7	8	0	0	0	0	0	0	0	0	0	0
%	0.39	0.38	0.92	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	16	14	0	2	0	0	0	0	0	0	0	0	0	0
%	0.02	0.01	0.00	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	76699	73314	759	2626	365	58	41	17	49	33	53	35	75	4

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

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 FY 2005 Quarter 4.

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows. Report generated on Apr 18, 2006

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
LE-01	#	461	0	0	0	0	0	0	0	0	0	0	0	0
	%	64.02	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	164	0	0	0	0	0	0	0	0	0	0	0	0
	%	22.77	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	56	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
	7.77	7.77	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	21	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.91	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.66	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.55	-	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	1	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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
	0.13	0.13	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.13	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-
#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	720	720	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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 FY 2005 Quarter 4
 NOTE: Percentages compute down columns and NOT across rows.
 Report generated on Apr 18, 2006

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-A	0	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-B	0	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-C	1	0.00	1	0	0	0	0	0	0	0	0	0	0	0	0
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	37079	64.53	34076	626	2377	174	1	23	10	8	2	46	1	79	4
			64.36	59.96	68.46	71.02	50.00	65.71	58.82	47.05	100	65.71	100	82.29	80.00
SV-E	146		134	3	9	1	0	0	0	0	0	1	0	0	0

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
%	0.25	0.25	0.28	0.25	0.40	0.00	0.00	0.00	0.00	0.00	1.42	0.00	0.00	0.00
#	6012	5512	95	405	27	0	5	2	2	0	13	0	0	5
%	10.46	10.41	9.09	11.66	11.02	0.00	14.28	11.76	11.76	0.00	18.57	0.00	0.00	5.20
#	4983	4580	96	307	23	0	4	3	5	0	3	0	0	7
%	8.67	8.65	9.19	8.84	9.38	0.00	11.42	17.64	29.41	0.00	4.28	0.00	0.00	7.29
#	1647	1488	69	90	8	1	1	0	0	0	5	0	0	1
%	2.86	2.81	6.60	2.59	3.26	50.00	2.85	0.00	0.00	0.00	7.14	0.00	0.00	1.04
#	5140	4885	86	169	5	0	0	0	2	0	2	0	0	1
%	8.94	9.22	8.23	4.86	2.04	0.00	0.00	0.00	11.76	0.00	2.85	0.00	0.00	1.04
#	1444	1334	40	70	4	0	2	1	0	0	0	0	0	1

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
%	2.51	2.51	3.83	2.01	1.63	0.00	5.71	5.88	0.00	0.00	0.00	0.00	1.04	0.00
SV-K #	784	724	21	39	3	0	0	1	0	0	0	0	2	0
%	1.36	1.36	2.01	1.12	1.22	0.00	0.00	5.88	0.00	0.00	0.00	0.00	2.08	0.00
SV-L #	69	64	4	1	0	0	0	0	0	0	0	0	0	0
%	0.12	0.12	0.38	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-M #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SW #	152	143	4	5	0	0	0	0	0	0	0	0	0	0
%	0.26	0.27	0.38	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B4-2: PARTICIPATION RATES FOR 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)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	#	52941	1044	3472	245	2	35	17	17	2	70	1	96	5				
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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 FY 2005 Quarter 4. NOTE: Percentages compute down columns and NOT across rows. Report generated on Apr 18, 2006

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] Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	6	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
Grade-03	#	28	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	3.57	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	28	1	6	1	0	0	0	0	0	0	0	1	0
	%	100	3.57	21.42	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.57	0.00
Grade-05	#	104	1	5	1	1	0	0	0	0	0	0	0	0

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

This table is for All Agencies

WDWG, 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	94.23	0.96	4.80	0.96	0.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	124	111	3	10	2	1	0	0	1	0	0	0	0	0
%	100	89.51	2.41	8.06	1.61	0.80	0.00	0.00	0.80	0.00	0.00	0.00	0.00	0.00
#	52	42	1	9	1	0	0	0	0	0	0	1	0	0
%	100	80.76	1.92	17.30	1.92	0.00	0.00	0.00	0.00	0.00	0.00	1.92	0.00	0.00
#	258	241	1	16	1	0	0	0	0	0	0	0	0	1
%	100	93.41	0.38	6.20	0.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.38
#	158	146	1	11	2	1	0	0	0	0	0	0	0	1
%	100	92.40	0.63	6.96	1.26	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.63	0.00
#	1034	961	10	63	7	4	1	0	0	0	1	0	1	0

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	92.94	0.96	6.09	0.67	0.38	0.09	0.00	0.00	0.00	0.09	0.00	0.00	0.09	0.00	0.00
Grade-11	#	204	4	15	0	0	0	0	0	0	0	0	0	0	0	0
%	100	91.47	1.79	6.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	70	3	6	2	0	0	0	0	0	0	0	0	1	0	0
%	100	88.60	3.79	7.59	2.53	0.00	0.00	0.00	0.00	1.26	0.00	0.00	0.00	1.26	0.00	0.00
Grade-13	#	7	1	2	0	0	0	0	0	0	0	0	0	0	0	0
%	100	70.00	10.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0
%	100	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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	#	4	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

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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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

This table is for All Agencies

WD/WG, WL/WG & Other Wage Grades	TOTAL		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	7	0.32	7	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02	6	0.28	6	0	0	0	0	0	0	0	0	0	0	0	0
Grade-03	28	1.31	26	1	1	0	0	0	0	0	0	0	0	0	0
Grade-04	28	1.31	21	1	6	1	0	0	0	0	0	0	1	0	0
Grade-05	104		98	1	5	1	1	0	0	0	0	0	0	0	0

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

This table is for All Agencies

WDWG, 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		
%	4.88	5.00	3.70	3.44	5.88	14.28	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	124	111	3	10	2	1	0	0	1	0	0	0	0	0	0
%	5.82	5.67	11.11	6.89	11.76	14.28	0.00	-	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	52	42	1	9	1	0	0	0	0	0	0	0	1	0	0
%	2.44	2.14	3.70	6.20	5.88	0.00	0.00	-	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
Grade-08	#	258	241	1	16	1	0	0	0	0	0	0	0	0	0	1
%	12.11	12.31	3.70	11.03	5.88	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100
Grade-09	#	158	146	1	11	2	1	0	0	0	0	0	0	0	1	0
%	7.42	7.46	3.70	7.58	11.76	14.28	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
Grade-10	#	1034	961	10	63	7	4	1	0	0	0	0	1	0	1	0

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

This table is for All Agencies

WDWGS, WLWGS & 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	
%	48.56	37.03	43.44	41.17	57.14	100	-	0.00	0.00	50.00	0.00	50.00	0.00	
#	223	204	4	15	0	0	0	0	0	0	0	0	0	
%	10.47	10.42	14.81	10.34	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	
#	79	70	3	6	2	0	0	0	1	0	0	0	0	
%	3.71	3.57	11.11	4.13	11.76	0.00	-	0.00	100	50.00	0.00	0.00	0.00	
#	10	7	1	2	0	0	0	0	0	0	0	0	0	
%	0.46	0.35	3.70	1.37	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	
#	7	6	0	1	0	0	0	0	0	0	0	0	0	
%	0.32	0.30	0.00	0.68	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	
#	7	7	0	0	0	0	0	0	0	0	0	0	0	

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
%	0.32	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00
#	4	0	0	0	0	0	0	0	0	0	0	0	0
%	0.18	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	2129	27	145	17	7	1	0	1	1	2	2	2	1
#	1957	100	100	100	100	100	100	100	100	100	100	100	100
%	100	100	100	100	100	100	100	100	100	100	100	100	100

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 FY 2005 Quarter 4. NOTE: Percentages compute down columns and NOT across rows. Report generated on Apr 18, 2006

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 - Transportation Security Screeners	#	47204	43361	797	3046	221	1	32	15	2	61	1	89	5
	%	100	91.85	1.68	6.45	0.46	0.00	0.06	0.03	0.00	0.12	0.00	0.18	0.01
0080 - Security	#	1160	1084	22	54	3	0	0	0	1	0	0	0	0
	%	100	93.44	1.89	4.65	0.25	0.00	0.00	0.08	0.17	0.00	0.00	0.00	0.00
0083 - Police	#	1106	1085	8	13	0	0	0	0	0	0	0	0	0
	%	100	98.10	0.72	1.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	945	861	28	56	5	1	0	1	1	0	0	1	0
	%	100	91.11	2.96	5.92	0.52	0.10	0.00	0.10	0.10	0.00	0.00	0.10	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/ of Limb/ Spine
0801 - GENERAL ENGINEERING	# 199	187	4	8	2	0	0	1	0	0	0	0	0	0
	% 100	93.96	2.01	4.02	1.00	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00
0802 - ENGINEERING TECHNICIAN	# 69	61	1	7	1	1	0	0	0	0	0	0	0	0
	% 100	88.40	1.44	10.14	1.44	1.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0803 - SAFETY ENGINEERING	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
0804 - FIRE PROTECTION ENGINEERING	# 4	4	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL		Total by Disability Status				Detail for Targeted Disabilities						
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0806 - MATERIALS ENGINEERING	4	0	0	0	0	0	0	0	0	0	0	0	0
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0807 - LANDSCAPE ARCHITECTURE	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - ARCHITECTURE	50	49	0	1	0	0	0	0	0	0	0	0	0
%	100	98.00	0.00	2.00	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
0809 - CONSTRUCTION CONTROL	# 25	20	1	4	0	0	0	0	0	0	0	0	0	0
	% 100	80.00	4.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0810 - CIVIL ENGINEERING	# 101	90	6	5	0	0	0	0	0	0	0	0	0	0
	% 100	89.10	5.94	4.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0817 - SURVEYING TECHNICIAN	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
0818 - ENGINEERING DRAFTING	# 2	1	0	1	0	0	0	0	0	0	0	0	0	0
	% 100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	
0819 - ENVIRONMENTAL ENGINEERING	21	18	2	1	0	0	0	0	0	0	0	0	0	
%	100	85.71	9.52	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0828 - CONSTRUCTION ANALYST	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	
0830 - MECHANICAL ENGINEERING	67	62	2	3	0	0	0	0	0	0	0	0	0	
%	100	92.53	2.98	4.47	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/ of Spine
0840 - NUCLEAR ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL ENGINEERING	36	35	0	1	0	0	0	0	0	0	0	0	0	0
%	100	97.22	0.00	2.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEERING	8	8	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 ENGINEERING	93	86	1	6	0	0	0	0	0	0	0	0	0	0
%	100	92.47	1.07	6.45	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
0856 - ELECTRONICS TECHNICIAN	# 83	67	4	12	1	0	0	0	0	0	0	0	1	0
	% 100	80.72	4.81	14.45	1.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.20	0.00
0858 - BIOMEDICAL # ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
0861 - AEROSPACE # ENGINEERING	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
0871 - NAVAL # ARCHITECTURE	37	34	1	2	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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	91.89	2.70	5.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0893 - CHEMICAL ENGINEERING	#	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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	
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	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	
0896 - INDUSTRIAL ENGINEERING	24	1	1	0	0	0	0	0	0	0	0	0	0	
%	100	4.16	4.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for All Agencies

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
0905 - General Attorneys	# 1289	1223	23	43	6	0	0	0	1	1	2	0	2	0
	% 100	94.87	1.78	3.33	0.46	0.00	0.00	0.07	0.07	0.15	0.00	0.15	0.00	0.00
1102 - Contract Specialists	# 715	664	15	36	5	0	0	0	2	0	2	0	1	0
	% 100	92.86	2.09	5.03	0.69	0.00	0.00	0.27	0.00	0.27	0.00	0.13	0.00	0.00
1801 - Adjudications Officers	# 14723	13970	240	513	21	1	2	2	3	0	7	0	6	0
	% 100	94.88	1.63	3.48	0.14	0.00	0.01	0.01	0.02	0.00	0.04	0.00	0.04	0.00
1811 - Criminal Investigators	# 8024	7931	51	42	1	0	0	0	0	0	0	0	1	0
	% 100	98.84	0.63	0.52	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	
1895 - Customs and Border Protection Officers	18022	17614	79	329	17	1	2	1	1	1	5	0	5	1	
%	100	97.73	0.43	1.82	0.09	0.00	0.01	0.00	0.00	0.00	0.02	0.00	0.02	0.00	
1896 - Border Patrol Agents	11268	11191	25	52	2	0	0	0	0	0	1	0	1	0	
%	100	99.31	0.22	0.46	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2210 - Information Technology Specialists	1615	1465	35	115	13	0	3	0	0	3	1	0	6	0	
%	100	90.71	2.16	7.12	0.80	0.00	0.18	0.00	0.00	0.18	0.06	0.00	0.37	0.00	
TOTAL	#	101211	1346	4351	298	5	39	20	24	10	80	1	113	6	

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 FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Apr 18, 2006

TABLE B7: Applicants and Hires - 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	[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
Schedule A														
Applications	#	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
Hires	#	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
Voluntarily Identified (Outside of Schedule A Applicants)														
Applications	#	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
Hires	#	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

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 Apr 18, 2006

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	#	14662	252	529	38	0	11	2	2	2	5	1	15	0
	%	100	1.71	3.60	0.25	0.00	0.07	0.01	0.01	0.01	0.03	0.00	0.10	0.00
Temporary	#	8051	103	288	30	1	4	3	4	2	2	0	12	2
	%	100	1.27	3.57	0.37	0.01	0.04	0.03	0.04	0.02	0.02	0.00	0.14	0.02
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	22713	355	817	68	1	15	5	6	4	7	1	27	2
	%	100	1.56	3.59	0.29	0.00	0.06	0.02	0.02	0.01	0.03	0.00	0.11	0.00

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 FY 2005 Quarter 1, FY 2005 Quarter 2, FY 2005 Quarter 3, FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Apr 18, 2006

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	[06-94] 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
%	0.00	0.00	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
%	0.00	0.00	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
%	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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 Apr 18, 2006

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	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	31004	30013	218	773	96	4	9	3	9	16	16	7	32	0
%	100	96.80	0.70	2.49	0.30	0.01	0.02	0.00	0.02	0.05	0.05	0.02	0.10	0.00
Time in grade in excess of minimum														
1-12 months	28404	27554	210	640	66	4	5	3	5	11	12	3	23	0
%	100	97.00	0.73	2.25	0.23	0.01	0.01	0.01	0.01	0.03	0.04	0.01	0.08	0.00
13-24 months	1350	1301	0	49	6	0	0	0	0	0	0	0	6	0
%	100	96.37	0.00	3.62	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.44	0.00
25+ months	1250	1158	8	84	24	0	4	0	4	5	4	4	3	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	[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
%	92.64	0.64	6.72	1.92	0.00	0.32	0.00	0.32	0.40	0.32	0.32	0.24	0.00

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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - 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	[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(s) of Vacancy:													
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
%	0.00	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

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 Apr 18, 2006

TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - 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	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Career Development Programs for GS 5-12:													
#	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
Applied													
#	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
Participants													
#	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
Career Development Programs for GS 13-14:													
#	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

TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - 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	[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
Applied	#	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
Participants	#	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
Career Development Programs for GS 15 and SES:													
Slots	#	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
Applied	#	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
Participants	#	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

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 Apr 18, 2006

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	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Time-Off awards - 1-9 hours														
Total Time-Off Awards Given	#	12799	11959	172	668	66	3	9	8	0	22	2	20	2
	%	100	93.43	1.34	5.21	0.51	0.02	0.07	0.06	0.00	0.17	0.01	0.15	0.01
Total Hours	H	90547.0	84689.0	1207.0	4651.0	450.0	24.0	69.0	64.0	0.0	133.0	12.0	136.0	12.0
Average Hours	r	7.1	7.1	7.0	7.0	6.8	8.0	7.7	8.0	-	6.0	6.0	6.8	6.0
Time-Off awards - 9+ hours														
Total Time-Off Awards Given	#	12436	11707	231	498	68	4	7	10	7	12	5	22	0
	%	100	94.13	1.85	4.00	0.54	0.03	0.05	0.08	0.05	0.09	0.04	0.17	0.00
Total Hours	H	313332.5	296029.5	5666.0	11637.0	1491.0	96.0	146.0	217.0	152.0	216.0	128.0	512.0	0.0
	r													

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	[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	25.2	24.5	23.4	21.9	20.9	21.7	21.7	24.0	18.0	25.6	23.3	-				
Cash Awards - \$100-\$500																
Total Cash Awards Given	42651	701	2728	222	28	11	17	9	53	6	78	3				
%	100	1.64	6.39	0.52	0.06	0.02	0.03	0.02	0.12	0.01	0.18	0.00				
Total Amount	\$ 13,638,440	\$ 221,174	\$ 859,954	\$ 70,635	\$ 9,732	\$ 3,727	\$ 5,714	\$ 3,172	\$ 16,666	\$ 1,478	\$ 24,255	\$ 1,012				
Average Amount	\$ 320	\$ 316	\$ 315	\$ 318	\$ 348	\$ 339	\$ 336	\$ 352	\$ 314	\$ 246	\$ 311	\$ 337				
Cash Awards - \$501+																
Total Cash Awards Given	25921	408	1089	86	19	4	11	9	17	2	17	1				
%	100	1.57	4.20	0.33	0.07	0.01	0.04	0.03	0.06	0.00	0.06	0.00				
Total Amount	\$ 33,340,123	\$ 510,687	\$ 1,112,725	\$ 85,462	\$ 17,431	\$ 3,560	\$ 16,922	\$ 10,736	\$ 15,633	\$ 2,500	\$ 12,955	\$ 1,000				
Average Amount	\$ 1,286	\$ 1,252	\$ 1,022	\$ 994	\$ 917	\$ 890	\$ 1,538	\$ 1,193	\$ 920	\$ 1,250	\$ 762	\$ 1,000				

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	[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 OSIs Awarded #	870	15	33	4	0	0	0	1	1	1	0	1	0	
%	94.77	1.63	3.59	0.43	0.00	0.00	0.00	0.10	0.10	0.10	0.00	0.10	0.00	
Total Benefit \$	1,962,496	38,985	73,603	10,967	0	0	0	3,341	2,326	1,834	0	3,466	0	
Average Benefit \$	2,256	2,599	2,230	2,742	-	-	-	3,341	2,326	1,834	-	3,466	-	

Quality Step Increases:

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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Apr 18, 2006

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
Voluntary	# 11662	10799	223	640	46	5	5	2	6	2	6	0	18	2
	% 100	92.59	1.91	5.48	0.39	0.04	0.04	0.01	0.05	0.01	0.05	0.00	0.15	0.01
Involuntary	# 3019	2730	71	218	21	0	3	0	0	0	4	0	13	1
	% 100	90.42	2.35	7.22	0.69	0.00	0.09	0.00	0.00	0.00	0.13	0.00	0.43	0.03
Reductions-in-Force	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	# 14681	13529	294	858	67	5	8	2	6	2	10	0	31	3
	% 100	92.15	2.00	5.84	0.45	0.03	0.05	0.01	0.04	0.01	0.06	0.00	0.21	0.02
Total Work Force	# 137042	128967	1830	6245	627	67	77	34	67	36	125	38	173	10

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
%	100	94.10	1.33	4.55	0.45	0.04	0.02	0.04	0.02	0.09	0.02	0.12	0.00

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 FY 2005 Quarter 1, FY 2005 Quarter 2, FY 2005 Quarter 3, FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Apr 18, 2006

A Tables

Temporary

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	Race/Ethnicity																			
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races	
	All	Male		Female		%	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female		
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
	100	50.84	49.15	3.79	4.52	40.58	35.32	3.39	5.01	2.50	3.88	0.00	0.00	0.40	0.40	0.16	0.00	0.00		
GS/GG/GH/GM-06 #	409	255	154	17	18	218	118	12	11	7	5	0	0	1	1	0	1	0	1	
%	100	62.34	37.65	4.15	4.40	53.30	28.95	2.93	2.68	1.71	1.22	0.00	0.00	0.24	0.24	0.00	0.24	0.00	0.24	
GS/GG/GH/GM-07 #	2793	1689	1104	99	74	1474	908	50	66	47	49	0	0	15	6	4	1	4	1	
%	100	60.47	39.52	3.54	2.64	52.77	32.50	1.79	2.36	1.68	1.75	0.00	0.00	0.53	0.21	0.14	0.03	0.14	0.03	
GS/GG/GH/GM-08 #	280	161	119	17	20	111	78	17	10	15	11	0	0	1	0	0	0	0	0	
%	100	57.50	42.50	6.07	7.14	39.64	27.85	6.07	3.57	5.35	3.92	0.00	0.00	0.35	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-09 #	2514	1179	1335	107	80	943	1140	49	41	78	61	0	0	2	11	0	2	0	2	
%	100	46.89	53.10	4.25	3.18	37.50	45.34	1.94	1.63	3.10	2.42	0.00	0.00	0.07	0.43	0.00	0.07	0.00	0.07	

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	Race/Ethnicity																					
	Total Employees						Non-Hispanic or Latino														Two or More/Other Races	
							Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female		
	All	Male	Female	Male	Female	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM-10	#	2	2	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00		
GS/GG/GH/GM-11	#	2205	1237	968	73	41	1059	846	49	41	39	33	0	0	14	7	3	0	0	0		
	%	100	56.09	43.90	3.31	1.85	48.02	38.36	2.22	1.85	1.76	1.49	0.00	0.00	0.63	0.31	0.13	0.00	0.00	0.00		
GS/GG/GH/GM-12	#	2274	1654	620	81	49	1447	471	60	55	47	38	0	0	11	4	8	3	0	0		
	%	100	72.73	27.26	3.56	2.15	63.63	20.71	2.63	2.41	2.06	1.67	0.00	0.00	0.48	0.17	0.35	0.13	0.00	0.00		
GS/GG/GH/GM-13	#	1607	1079	528	27	14	1005	476	18	15	24	19	0	0	4	3	1	1	0	0		
	%	100	67.14	32.85	1.68	0.87	62.53	29.62	1.12	0.93	1.49	1.18	0.00	0.00	0.24	0.18	0.06	0.06	0.00	0.00		
GS/GG/GH/GM-14	#	598	455	143	15	4	419	125	8	6	12	7	0	0	0	1	1	0	0	0		
	%	100	76.08	23.91	2.50	0.66	70.06	20.90	1.33	1.00	2.00	1.17	0.00	0.00	0.00	0.16	0.16	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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female		
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-15	#	206	156	50	7	1	143	49	3	0	2	0	0	0	1	0	0
	%	100	75.72	24.27	3.39	0.48	69.41	23.78	1.45	0.00	0.97	0.00	0.00	0.00	0.48	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4
** Data excludes the "EX" pay plan
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Jun 6, 2006

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female				
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
LE-01	#	660	569	91	29	2	456	69	68	16	14	4	0	0	2	0	0	0
	%	100	86.21	13.78	4.39	0.30	69.09	10.45	10.30	2.42	2.12	0.60	0.00	0.00	0.30	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

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	Race/Ethnicity																
	Total Employees			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-06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	Race/Ethnicity																	
	Total Employees			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		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
LE-10	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
LE-11	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
LE-12	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
LE-13	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
LE-14	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-

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

This table is for All Agencies

LE and Related Grade	Race/Ethnicity													
	Total Employees						Non-Hispanic or Latino							
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
	All		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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
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.

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 FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jun 6, 2006

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino										Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SV-C	#	8	4	4	2	3	0	1	2	0	0	0	0	0	0	0	0	
	%	100	50.00	50.00	25.00	37.50	0.00	12.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SV-D	#	13	6	7	6	2	0	1	0	1	0	0	0	0	0	1	1	
	%	100	46.15	53.84	46.15	15.38	0.00	7.69	0.00	7.69	0.00	0.00	0.00	0.00	7.69	0.00	7.69	
SV-E	#	14	5	9	1	7	3	2	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	Race/Ethnicity																	
	Total Employees				Hispanic or Latino				White				Non-Hispanic or Latino				Two or More/Other Races	
	Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
All	100	35.71	64.28	7.14	0.00	7.14	50.00	21.42	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-F	33	12	21	0	1	11	10	1	8	0	2	0	0	0	0	0	0	0
	100	36.36	63.63	0.00	3.03	33.33	30.30	3.03	24.24	0.00	6.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-G	17	9	8	1	0	5	6	3	2	0	0	0	0	0	0	0	0	0
	100	52.94	47.05	5.88	0.00	29.41	35.29	17.64	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	39	25	14	1	1	22	8	1	4	0	0	0	0	1	1	0	0	0
	100	64.10	35.89	2.56	2.56	56.41	20.51	2.56	10.25	0.00	0.00	0.00	0.00	2.56	2.56	0.00	0.00	0.00
SV-I	59	41	18	1	2	34	14	5	2	0	0	0	0	1	0	0	0	0
	100	69.49	30.50	1.69	3.38	57.62	23.72	8.47	3.38	0.00	0.00	0.00	0.00	1.69	0.00	0.00	0.00	0.00

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

This table is for All Agencies

SV/SW and Related Grade	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
SV-J	#	134	122	9	102	10	2	0	1	0	0	0	0	0	0	0	1	0
	%	100	91.04	6.71	76.11	7.46	1.49	0.00	0.74	0.00	0.00	0.00	0.00	0.00	0.00	0.74	0.00	0.00
SV-K	#	54	51	2	43	2	1	1	0	0	0	0	0	0	3	0	0	0
	%	100	94.44	3.70	79.62	3.70	1.85	1.85	0.00	0.00	0.00	0.00	0.00	5.55	0.00	0.00	0.00	0.00
SV-L	#	2	2	0	2	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
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

*DHS does not currently collect data under this RNO category. The CLF for this category has been shifted to the Asian category. 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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Jun 6, 2006

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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	White			Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-01	#	12	5	7	1	1	4	4	0	2	0	0	0	0	0	0	0	
	%	0.07	0.05	0.11	0.17	0.20	0.05	0.08	0.00	0.46	0.00	0.00	-	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-02	#	77	36	41	5	8	21	15	9	17	1	1	0	0	0	0	0	
	%	0.51	0.40	0.66	0.89	1.60	0.27	0.30	2.50	3.94	0.30	0.34	-	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-03	#	310	118	192	16	32	74	118	17	34	10	4	0	0	1	0	4	
	%	2.06	1.33	3.09	2.85	6.43	0.98	2.39	4.73	7.88	3.06	1.37	-	1.78	0.00	0.00	28.57	
GS/GG/GH/GM-04	#	518	186	332	48	99	99	143	25	71	13	15	0	0	1	2	2	
	%	3.44	2.10	5.35	8.57	19.91	1.31	2.90	6.96	16.47	3.98	5.15	-	1.78	5.00	0.00	14.28	
GS/GG/GH/GM-05	#	1237	629	608	47	56	502	437	42	62	31	48	0	0	5	2	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	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Races					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
	8.22	7.11	9.80	8.39	11.26	6.67	8.86	11.69	14.38	9.50	16.49	-	-	8.92	12.50	10.52	0.00	
%																		
GS/GG/GH/GM-06	#	409	255	154	17	18	218	118	12	11	7	5	0	0	1	1	0	1
%		2.71	2.88	2.48	3.03	3.62	2.89	3.34	2.55	2.14	1.71	-	-	1.78	2.50	0.00	7.14	
GS/GG/GH/GM-07	#	2793	1689	1104	99	74	1474	908	50	66	47	49	0	0	15	6	4	1
%		18.56	19.10	17.80	17.67	14.88	19.59	18.42	13.92	15.31	14.41	16.83	-	-	26.78	15.00	21.05	7.14
GS/GG/GH/GM-08	#	280	161	119	17	20	111	78	17	10	15	11	0	0	1	0	0	0
%		1.86	1.82	1.91	3.03	4.02	1.47	1.58	4.73	2.32	4.60	3.78	-	-	1.78	0.00	0.00	0.00
GS/GG/GH/GM-09	#	2514	1179	1335	107	80	943	1140	49	41	78	61	0	0	2	11	0	2
%		16.71	13.33	21.52	19.10	16.09	12.53	23.13	13.64	9.51	23.92	20.96	-	-	3.57	27.50	0.00	14.28

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino											
	Hispanic or Latino			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or 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 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-11 #	2205	1237	968	73	41	1059	846	49	41	39	33	0	0	14	7	3	0	
%	14.65	13.99	15.61	13.03	8.24	14.08	17.16	13.64	9.51	11.96	11.34	-	-	25.00	17.50	15.78	0.00	
GS/GG/GH/GM-12 #	2274	1654	620	81	49	1447	471	60	55	47	38	0	0	11	4	8	3	
%	15.11	18.70	9.99	14.46	9.85	19.23	9.55	16.71	12.76	14.41	13.05	-	-	19.64	10.00	42.10	21.42	
GS/GG/GH/GM-13 #	1607	1079	528	27	14	1005	476	18	15	24	19	0	0	4	3	1	1	
%	10.68	12.20	8.51	4.82	2.81	13.36	9.65	5.01	3.48	7.36	6.52	-	-	7.14	7.50	5.26	7.14	
GS/GG/GH/GM-14 #	598	455	143	15	4	419	125	8	6	12	7	0	0	0	1	1	0	
%	3.97	5.14	2.30	2.67	0.80	5.57	2.53	2.22	1.39	3.68	2.40	-	-	0.00	2.50	5.26	0.00	

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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		Male	Female	
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-15	#	206	156	50	7	1	143	49	3	0	2	0	0	0	1	0	0
	%	1.36	1.76	0.80	1.25	0.20	1.90	0.99	0.83	0.00	0.61	0.00	0.00	-	1.78	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)	#	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
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00

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	Race/Ethnicity																						
	Total Employees			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	
TOTAL #	15042	8841	6201	560	497	7521	4928	359	431	326	291	0	0	56	40	19	14						
%	100	100	100	100	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. 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 FY 2005 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jun 6, 2006

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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female			
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
LE-01	#	660	569	91	29	2	456	69	68	16	14	4	0	0	2	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	-	-	100	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-
LE-05	#	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	-	-

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

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

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	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Races			
	All		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
	%	0.00	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	#	660	569	91	29	2	456	69	16	14	4	0	0	2	0	0
	%	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.

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 FY 2005 Quarter 4
NOTE: Percentages compute down columns and NOT across rows.
Report generated on Jun 6, 2006

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	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SV-C	#	8	4	4	2	3	0	1	2	0	0	0	0	0	0	
	%	2.14	1.44	4.16	0.87	4.91	0.00	4.34	66.66	0.00	-	-	0.00	0.00	0.00	
SV-D	#	13	6	7	6	2	0	1	0	1	0	0	0	1	1	
	%	3.48	2.16	7.29	2.63	3.27	0.00	4.34	0.00	25.00	-	-	0.00	50.00	100	
SV-E	#	14	5	9	1	7	3	2	0	0	0	0	0	0	0	

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

This table is for All Agencies

SV/SW and Related Grade	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino									
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races			
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	3.75	1.80	9.37	6.66	0.43	11.47	12.00	8.69	0.00	0.00	0.00	-	-	0.00	0.00	0.00
%																
SV-F	33	12	21	0	1	11	10	8	0	2	0	0	0	0	0	0
#																
%	8.84	4.33	21.87	0.00	20.00	4.82	16.39	34.78	0.00	50.00	-	-	0.00	0.00	0.00	0.00
SV-G	17	9	8	1	0	5	6	2	0	0	0	0	0	0	0	0
#																
%	4.55	3.24	8.33	6.66	0.00	2.19	9.83	8.69	0.00	0.00	-	-	0.00	0.00	0.00	0.00
SV-H	39	25	14	1	1	22	8	4	0	0	0	0	0	1	0	0
#																
%	10.45	9.02	14.58	6.66	20.00	9.64	13.11	17.39	0.00	0.00	-	-	20.00	50.00	0.00	0.00
SV-I	59	41	18	1	2	34	14	2	0	0	0	0	0	1	0	0
#																
%	15.81	14.80	18.75	6.66	40.00	14.91	22.95	8.69	0.00	0.00	-	-	20.00	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	Race/Ethnicity																		
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						
	All		Male		Female		Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
SV-J	134	35.92	122	44.04	12	12.50	9	60.00	0	0.00	102	14.75	2	8.69	10	40.00	9	25.00	
SV-K	54	14.47	51	18.41	3	3.12	2	13.33	0	0.00	43	3.27	2	4.34	2	8.00	1	0.00	
SV-L	2	0.53	2	0.72	0	0.00	0	0.00	0	0.00	2	0.87	0	0.00	0	0.00	0	0.00	
SV-M	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
SW	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	

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	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
#	-	-	277	96	15	5	228	61	25	23	3	4	0	0	5	2	1
%	-	-	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
TOTAL	373	277	96	15	5	228	61	25	23	3	4	0	0	5	2	1	1
#																	
%																	

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

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 FY 2005 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jun 6, 2006

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	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		Male	Female
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#	10	0	3	0	6	0	1	0	0	0	0	0	0	0	0
	%	100	0.00	30.00	0.00	60.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	5	4	1	1	1	1	1	0	0	0	0	0	0	1	0
	%	100	80.00	20.00	20.00	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
Grade-05	#	22	19	3	5	0	12	2	0	0	0	0	0	0	0	0

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

This table is for All Agencies

WD/WG, WLWS & Other Wage Grades		Race/Ethnicity															
		Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native					
		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			
	100	86.36	13.63	22.72	0.00	54.54	13.63	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
%																	
Grade-06	#	63	56	7	4	0	52	6	0	0	1	0	0	0	0	0	
	%	100	88.88	11.11	6.34	0.00	82.53	9.52	0.00	0.00	1.58	0.00	0.00	0.00	0.00	0.00	
Grade-07	#	11	11	0	0	0	9	0	2	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	
Grade-08	#	75	70	5	6	0	43	4	19	1	2	0	0	0	0	0	
	%	100	93.33	6.66	8.00	0.00	57.33	5.33	25.33	1.33	2.66	0.00	0.00	0.00	0.00	0.00	
Grade-09	#	14	14	0	0	0	5	0	9	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	35.71	0.00	64.28	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

WDMG, WLWS & Other Wage Grades	Race/Ethnicity																																							
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino						Two or More/Other Races																									
	All	Male		Female		All	Male		Female		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native																					
		#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%																		
Grade-10	33	100	33	100	0	0.00	2	6.06	0	0.00	25	75.75	0	0.00	6	18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Grade-11	8	100	7	87.50	1	12.50	0	0.00	0	0.00	7	87.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Grade-12	0	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Grade-13	0	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Grade-14	0	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	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	Race/Ethnicity															
	Total Employees				Hispanic or Latino				White				Non-Hispanic or Latino			
	Male		Female		Male		Female		Male		Female		Male		Female	
	All		All		All		All		All		All		All		All	
#	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	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.

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 FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Jun 6, 2006

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	Race/Ethnicity																			
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races	
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		Male		Female		Male		Female	
	All	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.81	0.00	8.69	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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
Grade-03	#	10	10	3	0	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	4.09	4.40	13.04	-	3.72	0.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	0.00
Grade-04	#	5	4	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	2.04	1.76	4.34	-	0.62	7.14	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	100
Grade-05	#	22	19	3	5	12	3	2	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades		Race/Ethnicity																			
		Total Employees						Hispanic or Latino						Non-Hispanic or Latino						Two or More/Other Races	
		White			Black or African American			Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female					
		Male	Female	All	Male	Female	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
	%	9.01	8.37	17.64	21.73	-	7.45	21.42	5.00	0.00	0.00	0.00	0.00	-	-	-	-	0.00	0.00		
Grade-06	#	63	56	7	4	0	52	6	0	0	1	0	0	0	0	0	0	0	0	0	
	%	25.81	24.66	41.17	17.39	-	32.29	42.85	0.00	0.00	100	-	-	-	-	-	-	-	0.00	0.00	
Grade-07	#	11	11	0	0	0	9	0	2	0	0	0	0	0	0	0	0	0	0	0	
	%	4.50	4.84	0.00	0.00	-	5.59	0.00	5.00	0.00	0.00	-	-	-	-	-	-	-	0.00	0.00	
Grade-08	#	75	70	5	6	0	43	4	19	1	2	0	0	0	0	0	0	0	0	0	
	%	30.73	30.83	29.41	26.08	-	26.70	28.57	47.50	50.00	100	0.00	0.00	-	-	-	-	-	0.00	0.00	
Grade-09	#	14	14	0	0	0	5	0	9	0	0	0	0	0	0	0	0	0	0	0	
	%	5.73	6.16	0.00	0.00	-	3.10	0.00	22.50	0.00	0.00	0.00	-	-	-	-	-	-	0.00	0.00	

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

This table is for All Agencies

WDMG, WLWS & Other Wage Grades	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All		Male		Female		Male		Female		Male		Female		Male		Female	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Grade-10	33	13.52	33	14.53	0	0.00	2	8.69	0	-	25	15.52	0	0.00	6	15.00	0	0.00
Grade-11	8	3.27	7	3.08	1	5.88	0	0.00	0	-	7	4.34	0	0.00	0	0.00	0	0.00
Grade-12	0	0.00	0	0.00	0	0.00	0	0.00	0	-	0	0.00	0	0.00	0	0.00	0	0.00
Grade-13	0	0.00	0	0.00	0	0.00	0	0.00	0	-	0	0.00	0	0.00	0	0.00	0	0.00
Grade-14	0	0.00	0	0.00	0	0.00	0	0.00	0	-	0	0.00	0	0.00	0	0.00	0	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	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female	
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-15	#	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.40	0.00	0.00	-	0.62	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	-
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	-
TOTAL	#	244	227	17	23	161	14	40	2	2	1	0	0	0	1	0
	%	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.

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 FY 2005 Quarter 4
NOTE: Percentages compute down columns and NOT across rows.
Report generated on Jun 6, 2006

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	Race/Ethnicity																	
	Total Employees				Hispanic or Latino				Non-Hispanic or Latino						Two or More/Other Races			
	All	Male		Female		Male	Female		Male	Female		Male	Female		Male	Female		
Mission Critical Jobs																		
0019 - Transportation Security Screeners	#	6	4	2	0	0	4	1	0	0	0	0	0	0	1	0	0	
	%	100	66.66	33.33	0.00	0.00	66.66	16.66	0.00	0.00	0.00	0.00	0.00	0.00	16.66	0.00	0.00	
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	#	203	180	23	7	0	160	20	6	1	3	1	0	0	3	0	1	1
	%	100	88.66	11.33	3.44	0.00	78.81	9.85	2.95	0.49	1.47	0.49	0.00	0.00	1.47	0.00	0.49	0.49
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	#	660	569	91	29	2	456	69	68	16	14	4	0	0	2	0	0	0
	%	100	86.21	13.78	4.39	0.30	69.09	10.45	10.30	2.42	2.12	0.60	0.00	0.00	0.30	0.00	0.00	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All	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 Research Specialist #	7	6	1	1	0	5	1	0	0	0	0	0	0	0	0	0	0
%	100	85.71	14.28	14.28	0.00	71.42	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	50.1	49.9	1.9	2.2	42.0	40.4	2.4	3.8	2.1	2.1	0.0	0.0	0.6	0.5	1.1	0.9
0801 - GENERAL ENGINEERING #	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	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

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	Race/Ethnicity																	
	Total Employees			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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0802 - ENGINEERING TECHNICIAN	10	90.00	9	10.00	2	0.00	7	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Occupational CLF	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.2	1.8	0.0	0.0	0.4	0.1	1.1	0.4	
0803 - SAFETY ENGINEERING	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Occupational CLF	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1	
0804 - FIRE PROTECTION ENGINEERING	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Occupational CLF	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																			
	Total Employees			Hispanic or Latino			White			Black or African American		Asian		Non-Hispanic or Latino		American Indian or Alaska Native		Two or More/Other Races		
	All	Male		Female		Male	Female		Male	Female		Male	Female		Male	Female		Male	Female	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	0.1	0.9	0.1	0.1	
0806 - MATERIALS ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.6	1.5	0.0	0.0	0.2	0.1	0.1	1.1	0.1	0.1	
0807 - LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	0.0	1.1	0.0	0.4	

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	Race/Ethnicity															
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0803 - ARCHITECTURE	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.2	0.0	
0809 - CONSTRUCTION CONTROL	#	2	2	0	0	0	2	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	
Occupational CLF	%	100	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.6	0.1	0.0	0.7	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	Race/Ethnicity																					
	Total Employees			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	Male	Female			
	#	%	CLF	#	%	CLF	#	%	CLF	#	%	CLF	#	%	CLF	#	%	CLF	#	%	CLF	
0810 - CIVIL ENGINEERING	7	100	42.85	1	14.28	0.00	3	42.85	0	0.00	1	14.28	0	0.00	1	14.28	0	0.00	0	0.00	0	0.00
Occupational CLF	%																					
0817 - SURVEYING TECHNICIAN	0	100	74.1	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Occupational CLF	%																					
0818 - ENGINEERING DRAFTING	0	100	79.8	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Occupational CLF	%																					

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	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino										
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races				
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Occupational CLF %	100	80.0	19.9	5.9	1.4	65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.0	0.5	0.1	1.0	0.3
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL ENGINEERING																	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	77.8	22.0	2.2	0.9	65.4	17.8	3.0	1.2	5.9	1.9	0.0	0.0	0.2	0.1	1.1	0.1
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONSTRUCTION ANALYST																	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
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	
0830 - MECHANICAL ENGINEERING	#	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF %	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	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	
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7	0.6	0.0	0.0	0.0	0.0	0.9	0.0	

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	Race/Ethnicity																
	Total Employees						Non- Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
0850 - ELECTRICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	0.0	1.2	0.1
0854 - COMPUTER ENGINEERING	#	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	0.0	1.9	0.3

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	All	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male	Female			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
0855 - ELECTRONICS ENGINEERING	#	1	0	0	1	0	0	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	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
0856 - ELECTRONICS TECHNICIAN	#	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.2	1.8	0.0	0.0	0.4	0.1	1.1	0.4

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Hispanic or Latino			
	All	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races		Male	Female			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	10.0	1.6	0.0	0.0	0.2	0.0	1.4	0.2
0861 - AEROSPACE ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	8.4	1.2	0.0	0.0	0.2	0.0	1.4	0.1
0871 - NAVAL ARCHITECTURE	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All																		
%	100	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Occupational CLF	%	100	94.8	5.1	2.0	0.2	83.1	4.1	3.7	0.5	4.7	0.3	0.0	0.0	0.3	0.0	1.0	0.0
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.7	16.2	7.3	1.7	65.3	11.0	7.7	2.7	1.7	0.3	0.0	0.0	0.5	0.2	1.2	0.3
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	Race/Ethnicity																	
	Total Employees				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	
		#	%	#	%													#
0881 - PETROLEUM ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
0890 - AGRICULTURAL ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	10.0	1.6	0.0	0.0	0.2	0.0	1.4	0.2	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																			
	Total Employees						Non-Hispanic or Latino												Two or More/ Other Races	
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Male		Female		Male	Female		
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.6	1.5	0.0	0.0	0.0	0.2	0.1	1.1	0.1	
0893 - CHEMICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	0.0	1.2	0.0	
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	Race/Ethnicity																
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races		
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or 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	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.6	1.5	0.0	0.0	0.2	0.1	1.1	0.1
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.2	1.8	0.0	0.0	0.4	0.1	1.1	0.4
0896 - INDUSTRIAL ENGINEERING	#	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

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	Race/Ethnicity																	
	Total Employees						Non- Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	10.0	1.6	0.0	0.2	0.0	1.4	0.2	
0905 - General Attorneys	#	35	18	17	0	0	16	17	1	0	1	0	0	0	0	0		
	%	100	51.42	48.57	0.00	0.00	45.71	48.57	2.85	0.00	2.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.1	0.1	0.6	0.4	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Race/Ethnicity																	
	Total Employees						Hispanic or Latino						Non-Hispanic or Latino					
	All	Male		Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Two or More/Other Races	
		Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1102 - Contract Specialists	#	10	5	5	0	4	4	1	1	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	40.00	40.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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
1801 - Adjudications Officers	#	1254	672	582	70	86	478	326	38	70	79	96	0	0	7	4	0	0
	%	100	53.58	46.41	5.58	6.85	38.11	25.99	3.03	5.58	6.29	7.65	0.00	0.00	0.55	0.31	0.00	0.00
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
1811 - Criminal Investigators	#	1650	1422	228	140	25	1161	179	63	14	44	9	0	0	8	0	6	1
	%	100	86.18	13.81	8.48	1.51	70.36	10.84	3.81	0.84	2.66	0.54	0.00	0.00	0.48	0.00	0.36	0.06

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	All	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		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	
1895 - Customs and Border Protection Officers	#	101	63	38	4	1	53	33	5	4	1	0	0	0	0	0	0	0
Occupational CLF %	100	62.37	37.62	3.96	0.99	52.47	32.67	4.95	3.96	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	
1896 - Border Patrol Agents	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.1	0.3	0.0	0.0	0.5	0.1	1.0	0.4	

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	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino								Two or More/Other Races			
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaska Native		Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
2210 - Information Technology Specialists	#	232	175	57	18	3	128	45	20	7	8	1	0	0	0	1	0	
	%	100	75.43	24.56	7.75	1.29	55.17	19.39	8.62	3.01	3.44	0.43	0.00	0.00	0.43	0.43	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	0.4	
TOTAL	#	4192	3143	1049	273	118	2489	697	202	115	151	111	0	0	20	6	8	2

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

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 FY 2005 Quarter 4

NOTE: Percentages compute across rows and NOT down columns. Report generated on Jun 6, 2006

B Tables

Temporary

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-I-01	# 12	11	1	0	0	0	0	0	0	0	0	0	0	
	% 100	91.66	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-I-02	# 77	74	2	1	0	0	0	0	0	0	0	0	0	
	% 100	96.10	2.59	1.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-I-03	# 310	292	4	14	2	0	1	0	0	0	0	0	0	
	% 100	94.19	1.29	4.51	0.64	0.00	0.32	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-I-04	# 518	483	10	25	4	0	2	0	0	0	2	0	0	
	% 100	93.24	1.93	4.82	0.77	0.00	0.38	0.00	0.00	0.00	0.38	0.00	0.00	
GS/GG/GH/GM-I-05	# 1237	1150	16	71	11	2	3	0	0	0	1	4	0	
	% 100	92.96	1.29	5.73	0.88	0.16	0.24	0.00	0.00	0.08	0.08	0.32	0.00	

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	# 409	7	28	1	0	0	0	0	0	0	0	1	0	
	% 100	1.71	6.84	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.24	0.00	
GS/GG/GH/GM-07	# 2793	41	144	9	3	3	0	1	0	0	0	2	0	
	% 100	1.46	5.15	0.32	0.10	0.10	0.00	0.03	0.00	0.00	0.00	0.07	0.00	
GS/GG/GH/GM-08	# 280	1	23	2	0	0	0	0	0	1	0	1	0	
	% 100	0.35	8.21	0.71	0.00	0.00	0.00	0.00	0.00	0.35	0.00	0.35	0.00	
GS/GG/GH/GM-09	# 2514	32	84	7	0	2	1	0	0	1	0	3	0	
	% 100	1.27	3.34	0.27	0.00	0.07	0.03	0.00	0.00	0.03	0.00	0.11	0.00	
GS/GG/GH/GM-10	# 2	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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	# 2205	43	92	10	0	1	1	1	0	3	0	4	0	
	% 100	1.95	4.17	0.45	0.00	0.04	0.04	0.04	0.00	0.13	0.00	0.18	0.00	
GS/GG/GH/GM-12	# 2274	36	120	5	0	2	0	1	0	1	0	0	1	
	% 100	1.58	5.27	0.21	0.00	0.08	0.00	0.04	0.00	0.04	0.00	0.00	0.04	
GS/GG/GH/GM-13	# 1607	34	62	1	1	0	0	0	0	0	0	0	0	
	% 100	2.11	3.85	0.06	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-14	# 598	17	18	0	0	0	0	0	0	0	0	0	0	
	% 100	2.84	3.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-15	# 206	6	7	1	0	0	0	0	0	1	0	0	0	
	% 100	2.91	3.39	0.48	0.00	0.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	

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

This table is for All Agencies

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
All Other (Unspecified GS)		-	-	-	-	-	-	-	-	-	-	-	-	-
#		0	0	0	0	0	0	0	0	0	0	0	0	0
%		-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES/LE)		-	-	-	-	-	-	-	-	-	-	-	-	-
#		0	0	0	0	0	0	0	0	0	0	0	0	0
%		-	-	-	-	-	-	-	-	-	-	-	-	-
ST		0	0	0	0	0	0	0	0	0	0	0	0	0
#		0	0	0	0	0	0	0	0	0	0	0	0	0
%		-	-	-	-	-	-	-	-	-	-	-	-	-

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 FY 2005 Quarter 4

** Data excludes the "EX" pay plan
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Jun 6, 2006

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	#	660	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-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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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 FY 2005 Quarter 4. NOTE: Percentages compute across rows and NOT down columns. Report generated on Jun 6, 2006

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-A	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
SV-C	#	8	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SV-D	#	13	12	1	0	0	0	0	0	0	0	0	0	
	%	100	92.30	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SV-E	#	14	11	0	3	0	0	0	0	0	0	0	0	
	%	100	78.57	0.00	21.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for All Agencies

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-F	33		32	1	0	0	0	0	0	0	0	0	0	0	0
		%	96.96	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-G	17		14	1	2	0	0	0	0	0	0	0	0	0	0
		%	82.35	5.88	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	39		36	0	3	0	0	0	0	0	0	0	0	0	0
		%	92.30	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-I	59		51	1	7	0	0	0	0	0	0	0	0	0	0
		%	86.44	1.69	11.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-J	134		127	1	6	0	0	0	0	0	0	0	0	0	0
		%	94.77	0.74	4.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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-K	# 54	0	1	0	0	0	0	0	0	0	0	0	0
	% 100	0.00	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	# 2	1	0	0	0	0	0	0	0	0	0	0	0
	% 100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-M	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-
SW	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	# -	-	-	-	-	-	-	-	-	-	-	-	-

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Jun 6, 2006

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	
GS/GG/GH/GM-01	12	11	1	0	0	0	0	0	0	0	0	0	0	
	0.07	0.07	0.40	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-02	77	74	2	1	0	0	0	0	0	0	0	0	0	
	0.51	0.52	0.80	0.14	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-03	310	292	4	14	2	1	1	0	0	0	0	0	0	
	2.06	2.07	1.60	2.03	3.77	7.14	33.33	0.00	-	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-04	518	483	10	25	4	2	0	0	0	0	2	0	0	
	3.44	3.42	4.00	3.62	7.54	14.28	0.00	0.00	-	0.00	66.66	0.00	0.00	
GS/GG/GH/GM-05	1237	1150	16	71	11	2	3	0	0	1	1	4	0	
	8.22	8.15	6.40	10.30	20.75	21.42	0.00	0.00	-	12.50	33.33	26.66	0.00	

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	
GS/GG/GH/GM-06	#	409	374	7	28	1	0	0	0	0	0	0	0	
	%	2.71	2.65	2.80	4.06	1.88	0.00	0.00	0.00	0.00	0.00	6.66	0.00	
GS/GG/GH/GM-07	#	2793	2608	41	144	9	3	3	0	1	0	0	2	
	%	18.56	18.49	16.40	20.89	16.98	50.00	21.42	0.00	33.33	0.00	13.33	0.00	
GS/GG/GH/GM-08	#	280	256	1	23	2	0	0	0	0	0	0	1	
	%	1.86	1.81	0.40	3.33	3.77	0.00	0.00	0.00	0.00	0.00	6.66	0.00	
GS/GG/GH/GM-09	#	2514	2398	32	84	7	0	2	1	0	0	0	3	
	%	16.71	17.00	12.80	12.19	13.20	0.00	14.28	33.33	0.00	0.00	20.00	0.00	
GS/GG/GH/GM-10	#	2	2	0	0	0	0	0	0	0	0	0	0	
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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	
GS/GG/GH/GM-11	# 2205	43	92	10	0	1	1	1	0	3	0	4	0	
	% 14.65	17.20	13.35	18.86	0.00	7.14	33.33	33.33	-	37.50	0.00	26.66	0.00	
GS/GG/GH/GM-12	# 2274	36	120	5	0	2	0	1	0	1	0	0	1	
	% 15.11	14.40	17.41	9.43	0.00	14.28	0.00	33.33	-	12.50	0.00	0.00	100	
GS/GG/GH/GM-13	# 1607	34	62	1	1	0	0	0	0	0	0	0	0	
	% 10.68	13.60	8.99	1.88	16.66	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-14	# 598	17	18	0	0	0	0	0	0	0	0	0	0	
	% 3.97	6.80	2.61	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-15	# 206	6	7	1	0	0	0	0	0	1	0	0	0	
	% 1.36	2.40	1.01	1.88	0.00	0.00	0.00	0.00	-	12.50	0.00	0.00	0.00	

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

This table is for All Agencies

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
All Other (Unspecified GS)		-	-	-	-	-	-	-	-	-	-	-	-	-
#														
%														
Senior Executive Service (ES/LE)		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	
ST		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	
TOTAL		15042	14103	250	689	53	6	14	3	3	0	8	15	
#														
%		100	100	100	100	100	100	100	100	100	100	100	100	

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 FY 2005 Quarter 4

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jun 6, 2006

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
LE-01	#	660	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	-	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-

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			
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-

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
All Other (Unspecified LE)		-	-	-	-	-	-	-	-	-	-	-	-	-
#														
%														
TOTAL		660	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
%														

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 FY 2005 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jun 6, 2006

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-A	0	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-
SV-B	0	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-
SV-C	8	2.14	8	0	0	0	0	0	0	0	0	0	0	0	0
			2.31	0.00	0.00	-	-	-	-	-	-	-	-	-	-
SV-D	13	3.48	12	1	0	0	0	0	0	0	0	0	0	0	0
			3.47	20.00	0.00	-	-	-	-	-	-	-	-	-	-
SV-E	14	3.75	11	0	3	0	0	0	0	0	0	0	0	0	0
			3.18	0.00	13.04	-	-	-	-	-	-	-	-	-	-

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	[06-04] 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
SV-F	# 33	32	1	0	0	0	0	0	0	0	0	0	0
	% 8.84	9.27	20.00	0.00	-	-	-	-	-	-	-	-	-
SV-G	# 17	14	1	2	0	0	0	0	0	0	0	0	0
	% 4.55	4.05	20.00	8.69	-	-	-	-	-	-	-	-	-
SV-H	# 39	36	0	3	0	0	0	0	0	0	0	0	0
	% 10.45	10.43	0.00	13.04	-	-	-	-	-	-	-	-	-
SV-I	# 59	51	1	7	0	0	0	0	0	0	0	0	0
	% 15.81	14.78	20.00	30.43	-	-	-	-	-	-	-	-	-
SV-J	# 134	127	1	6	0	0	0	0	0	0	0	0	0
	% 35.92	36.81	20.00	26.08	-	-	-	-	-	-	-	-	-

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-K	54		53	0	1	0	0	0	0	0	0	0	0	0	0
		14.47	15.36	0.00	4.34	-	-	-	-	-	-	-	-	-	-
SV-L	2		1	0	1	0	0	0	0	0	0	0	0	0	0
		0.53	0.28	0.00	4.34	-	-	-	-	-	-	-	-	-	-
SV-M	0		0	0	0	0	0	0	0	0	0	0	0	0	0
		0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-
SW	0		0	0	0	0	0	0	0	0	0	0	0	0	0
		0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	-		-	-	-	-	-	-	-	-	-	-	-	-	-

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			
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	373	345	5	23	0	0	0	0	0	0	0	0	0	0	0	0	0
#	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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 FY 2005 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jun 6, 2006

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	
Grade-01	2	0	0	0	0	0	0	0	0	0	0	0	0	
	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-02	0	0	0	0	0	0	0	0	0	0	0	0	0	
	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-03	10	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	
Grade-04	5	0	0	0	0	0	0	0	0	0	0	0	0	
	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-05	22	1	0	0	0	0	0	0	0	0	0	0	0	
	100	95.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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
Grade-06	63		58	0	5	0	0	0	0	0	0	0	0	0	0
	100		92.06	0.00	7.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	11		11	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
Grade-08	75		66	1	8	0	0	0	0	0	0	0	0	0	0
	100		88.00	1.33	10.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	14		12	0	2	0	0	0	0	0	0	0	0	0	0
	100		85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	33		26	1	6	0	0	0	0	0	0	0	0	0	0
	100		78.78	3.03	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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	6	0	2	0	0	0	0	0	0	0	0	0
%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	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
%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	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

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	
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 FY 2005 Quarter 4
 NOTE: Percentages compute across rows and NOT down columns.
 Report generated on Jun 6, 2006

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

This table is for All Agencies

WDWG, 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
Grade-01	#	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.81	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-03	#	10	0	0	0	0	0	0	0	0	0	0	0
	%	4.09	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-04	#	5	0	0	0	0	0	0	0	0	0	0	0
	%	2.04	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-05	#	22	1	0	0	0	0	0	0	0	0	0	0
	%	9.01	33.33	0.00	-	-	-	-	-	-	-	-	-

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	[06-04] 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-06	# 63	58	0	5	0	0	0	0	0	0	0	0	0
	% 25.81	26.60	0.00	21.73	-	-	-	-	-	-	-	-	-
Grade-07	# 11	11	0	0	0	0	0	0	0	0	0	0	0
	% 4.50	5.04	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-08	# 75	66	1	8	0	0	0	0	0	0	0	0	0
	% 30.73	30.27	33.33	34.78	-	-	-	-	-	-	-	-	-
Grade-09	# 14	12	0	2	0	0	0	0	0	0	0	0	0
	% 5.73	5.50	0.00	8.69	-	-	-	-	-	-	-	-	-
Grade-10	# 33	26	1	6	0	0	0	0	0	0	0	0	0
	% 13.52	11.92	33.33	26.08	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

WDWG, 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
Grade-11	#	6	0	2	0	0	0	0	0	0	0	0	0
	%	3.27	0.00	8.69	-	-	-	-	-	-	-	-	-
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-15	#	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.40	0.00	0.00	-	-	-	-	-	-	-	-	-

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 by Disability Status				Detail for Targeted Disabilities									
	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-
TOTAL	#	244	218	3	23	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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 FY 2005 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Jun 6, 2006

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 - Transportation Security Screeners	#	6	5	1	0	0	0	0	0	0	0	0	0	0
	%	100	83.33	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0080 - Security	#	203	194	1	8	0	0	0	0	0	0	0	0	0
	%	100	95.56	0.49	3.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0083 - Police	#	660	660	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
0132 - Intelligence Research Specialist	#	7	5	1	1	0	0	0	0	0	0	0	0	0
	%	100	71.42	14.28	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

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 ENGINEERING	# 2	2	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
0802 - ENGINEERING TECHNICIAN	# 10	9	0	1	0	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	0.00
0803 - SAFETY ENGINEERING	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
0804 - FIRE PROTECTION ENGINEERING	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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					
0806 - MATERIALS ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0					
%	-	-	-	-	-	-	-	-	-	-	-	-	-					
0807 - LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0					
%	-	-	-	-	-	-	-	-	-	-	-	-	-					
0808 - ARCHITECTURE	#	1	0	0	0	0	0	0	0	0	0	0	0					
%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
0809 - CONSTRUCTION CONTROL	#	2	1	0	1	1	0	0	0	0	0	1	0					

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	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00
#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0810 - CIVIL ENGINEERING																
%	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	0.00	0.00
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0817 - SURVEYING TECHNICIAN																
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0818 - ENGINEERING DRAFTING																
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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		
0819 - ENVIRONMENTAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0828 - CONSTRUCTION ANALYST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0830 - MECHANICAL ENGINEERING	#	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL # ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0854 - COMPUTER # ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - ELECTRONICS ENGINEERING	1	0	0	1	0	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	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	
0856 - ELECTRONICS TECHNICIAN	# 6	6	0	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	0.00
0858 - BIOMEDICAL # ENGINEERING	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0861 - AEROSPACE # ENGINEERING	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0871 - NAVAL ARCHITECTURE	# 2	2	0	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	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/ of Spine
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0881 - PETROLEUM # ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 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/ of Spine
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0896 - INDUSTRIAL # ENGINEERING	1	1	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
0899 - # ENGINEERING & ARCHITECTURE STUDENT TRAINEE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - General # Attorneys	35	32	2	1	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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	91.42	5.71	2.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	10	7	2	1	0	0	0	0	0	0	0	0	0	0
%	100	70.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	1254	1154	18	82	7	0	0	0	0	0	1	0	5	1
%	100	92.02	1.43	6.53	0.55	0.00	0.00	0.00	0.00	0.07	0.00	0.39	0.07	0.07
#	1650	1630	6	14	1	0	0	0	0	0	0	0	1	0
%	100	98.78	0.36	0.84	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	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
1895 - Customs and Border Protection Officers	101	96	0	5	1	0	1	0	0	0	0	0	0	0
%	100	95.04	0.00	4.95	0.99	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1896 - Border Patrol Agents	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2210 - Information Technology Specialists	232	216	7	9	1	0	0	1	0	0	0	0	0	0
%	100	93.10	3.01	3.87	0.43	0.00	0.00	0.43	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	4030	38	124	11	0	1	1	0	0	0	0	1	7

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 FY 2005 Quarter 4
NOTE: Percentages compute across rows and NOT down columns.
Report generated on Jun 6, 2006