

EEO Program Status Report

FY '07

MD 715

Office for Civil Rights and Civil Liberties



Homeland
Security



U.S. Department of Homeland Security

**MD 715
EEO Program Status Report
FY 2007**

Prepared by the Office for Civil Rights and Civil Liberties

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Parts A-D

- Part A – Department or Agency Identifying Information
- Part B – Total Employment
- Part C – DHS Officials Responsible for Oversight of EEO Programs
- Part D – List of Subordinate Components Covered in this Report

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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For period covering October 1, 2006 to September 30, 2007

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. 148,355
	2. Enter total number of temporary employees			2. 18,461
	3. Enter total number employees paid from non-appropriated funds			3. 1,528
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 168,344
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 Deputy Officer for EEO Programs, ES-260	
	4. Title VII Affirmative EEO Program Official		4. Sandi Quash	
	5. Section 501 Affirmative Action Program Official		5. Tanya Cantrell	
	6. Complaint Processing Program Manager		6. Karen Gibbs	
	7. Other Responsible EEO Staff			

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
<p style="text-align: center;">PART D</p> <p>List of Subordinate components Covered in This Report</p> <p>*DHS Headquarters is comprised of:</p> <p>Immediate Office of the Secretary (HSAA/7002) Office of the Inspector General (HSAE/7004) Office of the Under Secretary for Management (HSEA/7051) Office of the Under Secretary for Science and Technology (HSFA/7041) National Protection and Programs Directorate</p>	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	DHS Headquarters*		
	Federal Emergency Management Directorate	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	

Part E

Executive Summary

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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<i>U.S. Department of Homeland Security</i>	For period covering October 1, 2006 to September 30, 2007
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EXECUTIVE SUMMARY

The U.S. Department of Homeland Security (DHS) became the Nation's 15th and newest Cabinet Department five years ago, consolidating numerous programs and agencies from across the Federal Government into one unified organization with an overriding and urgent mission: to secure the American Homeland and protect the American people. Michael Chertoff has served as the second Secretary of the Department since February 15, 2005. The DHS mission statement: *We will lead the unified national effort to secure America. We will prevent and deter terrorist attacks and protect against and respond to threats and hazards to the nation. We will ensure safe and secure borders, welcome lawful immigrants and visitors, and promote the free-flow of commerce.*

The following major offices/directorates/components currently make-up DHS:

The ***Directorate for National Protection and Programs*** works to advance the Department's risk-reduction mission. Reducing risk requires an integrated approach that encompasses both physical and virtual threats and their associated human elements.

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

The ***Office of Health Affairs*** coordinates all medical activities of the Department to ensure appropriate preparation for and response to incidents having medical significance.

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 ***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.

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

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

The ***U.S. 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.

The ***U.S. Immigration and Customs Enforcement (ICE)***, the largest investigative arm of the DHS is responsible for identifying and shutting down vulnerabilities in the nation's border, economic, transportation and infrastructure security.

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

The ***U.S. Citizenship and Immigration Services (USCIS)*** 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 issues. 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. 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. It provides proactive advice on a wide range of issues, helping the Department to shape policy in ways that are mindful of civil rights and civil liberties;

2. It investigates and facilitates the resolution of complaints filed by the public regarding Departmental policies or actions taken by Departmental personnel;
3. It provides leadership to the Department's equal employment opportunity programs, seeking to make this Department the model Federal agency; and,
4. It serves as an information and communications channel with the public regarding these issues.

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

DHS continued to make progress towards building a model EEO Program during FY 2007. Completing the Department's first enterprise-wide barrier analysis project, processing final actions for complaints of employment discrimination effectively, implementing and enforcing the provisions of Section 508 of the Rehabilitation Act to meet accessibility and accommodation needs, and institutionalizing policies and procedures headline some of the Department's notable achievements for FY 2007. The bulleted items below provide a short synopsis of these noteworthy accomplishments. The discussion following these bulleted achievements captures some of the other significant work that has been done in support of the DHS EEO Program and the DHS mission.

★Barrier Analysis Project Completion: In December 2007, CRCL completed the Department's first enterprise-wide barrier analysis project based on the triggers identified in the DHS FY 2004 EEO Program Status Report. Completion of this barrier analysis project marked the culmination of work that began three years ago with an internal cross-functional team comprised of representatives from the DHS EEO community, Human Capital professionals, and employees from other functional areas across the Department. The core resources for the cross-functional team were later provided by a contractor team that developed a structured, methodical approach for conducting the barrier analysis that included a planning and research design phase, a data collection phase, and an analysis and recommendations phase. Several potential barriers (over-reliance on the use of the internet to recruit applicants, over-reliance on the use of non-competitive hiring authorities, adequacy of responses to Executive Order 13171 – Hispanic Employment in the Federal Government, and non-diverse interview panels) as well as numerous EEO Program deficiencies were found as a result of this barrier analysis initiative. CRCL considers the completion of this barrier analysis as the starting point on which the Department can continue its efforts build a model EEO Program. The outcomes from this undertaking are summarized at the beginning of the Part H and Part I tabbed sections of this report.

★Effectively Processing Complaints of Employment Discrimination: CRCL received 1,063 requests for final actions and issued 843 decisions in FY 2007. Throughout this reporting period, the average number of cases pending adjudication during any given month was 303. CRCL met the regulatory deadlines on all final actions resulting from decisions in EEOC hearings. These accomplishments were made possible, in large part, by the shift from hard-to-fill contractor resources to seven full-time federal final agency decision writers.

★Implementing and Enforcing the Provisions of Section 508 of the Rehabilitation Act: The Officer for Civil Rights and Civil Liberties and the DHS Chief Information Officer continued to collaborate to fully implement and enforce the provisions of Section 508 throughout DHS. The Office on Accessible Systems and Technology (OAST) runs the Section 508 Program. This year, OAST:

- Started the new Web Audit and Remediation Program (WARP) to routinely test DHS and component websites, both internal and external, for Section 508 compliance.
- Created a new DHS-wide Accessibility Help Desk to assist DHS employees with disabilities in meeting their accessibility and accommodation needs. The DHS Accessibility Help Desk serves as a single point of contact for accessibility needs including, assistive technology needs assessments and training to improve the usability and accessibility of electronic documents, websites, IT systems and applications, e-learning, multimedia, and technical support.
- Implemented a program to test commercial and government off-the-shelf products to be deployed at DHS Headquarters (DHS HQ) for Section 508 compliance and a repository to store results for future use.
- Developed and delivered the DHS Accessibility Requirements Tool (DART) to component 508 Coordinators for distribution to those responsible for generating IT purchase requests.

★Policy Development: In support of the Secretary's strategic priority to strengthen and unify the DHS operations and management, and in support of efforts to institutionalize the organization of the Department's EEO and Civil Rights Programs, major steps were made in the development of Departmental EEO policies and procedures which were disseminated after the end of FY 2007. Our next report will further discuss the impact of these documents.

CRCL continued to build strategic partnerships with the American Muslim, Arab, Sikh, South Asian and other ethnic and religious communities during FY 2007. Consistent communication and engagement with the American people is an essential part of the Department's work. CRCL believes that government does a better job when it listens to the thoughts and concerns of the American public. Our open system of governance requires that we respond to inquiries; educate and share information on our programs, policies, and initiatives; and provide a platform for the community to air grievances, thoughts and opinions. Following the language of 6 U.S.C. §345, CRCL plays a leading role in providing information to the public, and in engaging with key communities that are most directly affected by counterterrorism efforts. This includes the American Muslim, Arab, Sikh, and South Asian communities, whose concerns range from civil rights matters to travel issues to the Federal government's post 9/11 investigative and prosecutorial activities. CRCL actively leads or participates in regularly-scheduled meetings with representatives from these communities and of the U.S. government both in Washington, DC and throughout the country.

While CRCL has several goals for this engagement, one important element has been to capitalize on its outreach efforts to strengthen the diversity of the DHS workforce. The goal here is straightforward—in order to fulfill its mission and serve a diverse American public, DHS needs to increase the number of employees with specialized language skills and cultural competencies. In FY 2007, CRCL increased its efforts to attract people of diverse backgrounds by working with other Departmental offices and the Federal Bureau of Investigation (FBI) to create the National Security Language Internship Program at George Washington University. The goal of this program is to create a direct employment pipeline for DHS and FBI with some of America’s best students who have language and cultural competencies and are interested in security and area studies. The first class of interns will be in June 2008.

The DHS-FBI National Security Internship Program is more robust than a regular internship and offers more return than a monetary scholarship. This program aims to cultivate undergraduate and graduate college students who already possess the foundation of some critical skills and steer them toward potential careers at DHS. The scope of this program is *not* to develop a cadre of translators, but rather increase the number of employees working in the national security arena who possess a higher degree of cultural competency.

Secretary Chertoff has continually addressed the need to engage minority communities and attract employees of diverse backgrounds. At a speech to the Anti-Defamation League in May 2007, Secretary Chertoff said, “we need to make sure that everyone in this country, whatever their religious belief and ethnic background, feels connected to the American way and to the government. We have to listen to their concerns and ideas. We have to encourage people from these communities to join public service, to become part of the FBI, or DHS, or part of the military, so that they have a full stake in the venture and nobody feels excluded.”

Outreach to people with disabilities continued as a priority for the Department during FY 2007. To recruit veterans with disabilities, DHS expanded its outreach and recruitment networks to 155 veteran organizations, including the Department of Defense (DOD) Operation Warfighter Program, associations and agencies servicing veterans. As a result of these activities, the number of disabled veterans hired by DHS increased from 366 in FY 2006 to 771 in FY 2007. Approximately 10 percent of the USCIS hires in FY 2007 were people with disabilities, the majority of which were veterans with disabilities. In May 2007, CRCL developed and presented two training courses at the Annual National Deaf and Hard of Hearing in Government (DHHIG) Conference at George Washington University. CRCL presented a third workshop in August 2007 at the Bi-Annual Conference of the Consortia of Administrators for Native American Rehabilitators (CANAR) in Savannah, GA. Both of these workshops focused on career opportunities with DHS and the use of the Schedule A Hiring Authority.

Additionally, DHS hired 28 interns with disabilities. The FY 2007 interns included 19 from the Workforce Recruitment Program for People with Disabilities and 2 (or 20 percent) of the available Microsoft/American Association of People with Disabilities IT Scholars. One of the two IT scholars received a permanent position. DHS employees continued to benefit from the

Department's partnership with the DOD Computer Electronic Accommodation Program (CAP). DHS employees requested 181 products and services in FY 2007 from CAP at a savings to DHS of \$82,330.48.

Also, in support of the employment of people with disabilities, DHS made dramatic progress in training management on the disability employment program. DHS components began incorporating disability awareness, recruiting, hiring, and accommodating employees with disabilities into their existing management training programs, including orientation for new supervisors. As a result, 11,208 managers and supervisors received training on disability employment issues. Worth noting also is TSA's development of a database to track information to evaluate the agency's performance in responding to requests for reasonable accommodations. The system assesses the length of time for TSA to provide the accommodations, acceptances, and denials. The goal is to provide an enterprise-wide reasonable accommodation tracking system that can be configured to meet TSA's present and emerging needs by providing all the functionality required to track, search, and report on the data without requiring additional programming. The database is currently pending approval with a launch date of March 2008.

As previously noted, each of the accomplishments discussed above were in support of the Department's efforts to build a model EEO Program. EEOC's Management Directive 715 provides six essential elements for Federal agencies to use in assessing their progress towards achieving this objective. DHS began FY 2007 with 21 outstanding planned activities required to achieve the objectives for correcting EEO program deficiencies identified in five of the six essential elements. By the end of the reporting period, DHS had completed 10 of the 21 planned activities. No new program deficiencies were identified from the components' annual assessment of their EEO Program. A summary of the Department's progress/status in each of the six essential elements follows.

Essential Element A – Demonstrated Commitment from Agency Leadership

Pursuant to this essential element, agency heads and other senior management officials are required to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Even the best workplace policies and procedures will fail if they are not trusted, respected and rigorously enforced. Agencies must translate equal opportunity into every day practice and make those principles a fundamental part of agency culture. This commitment to equal opportunity must be embraced by agency leadership and communicated through the ranks from the top down.

Nearly all components reported that they had met the measures in this essential element meaning that annual EEO policy statements had been issued; managers and supervisors had been evaluated on their commitment to EEO policies and principles; employees had been informed about inappropriate behaviors; and reasonable accommodation procedures for people with disabilities had been made accessible/available to employees through various methods. The two outstanding program deficiencies from FY 2006 which pertained to reasonable accommodation procedures were completed during this reporting period.

Essential Element B – Integration of EEO into the Agency’s Strategic Mission

Key to the accomplishment of any organizations goals or mission is the recruitment, development, and retention of the most qualified workforce possible. This element requires that agencies maintain a reporting structure that provides the agency’s EEO Director with regular access to the agency head and other senior management officials for reporting on the effectiveness and legal compliance of the agency’s EEO Programs. Other measures require the allocation of sufficient resources to create and/or maintain EEO Programs that identify and eliminate barriers, the provision of managers and supervisors with training and other resources to successfully discharge their duties, and the involvement of managers and employees in the implementation of the agency’s EEO Programs.

Most of the measures in this element were reported as in place by the majority of components for FY 2007. At most components, the EEO Director reported directly to the component head. To correct this program deficiency at USCIS, the component has established a new objective that realigns the reporting structure of the Office of Equal Opportunity and Inclusion under the direct supervision of the Director, USCIS. In conjunction with one of the Secretary’s strategic priorities for FY 2007—to strengthen and unify DHS operations and maintenance—and efforts to institutionalize the organization of the Department’s EEO and Civil Rights Programs, the Secretary signed Department of Homeland Security Delegation 19002: Delegation to the Officer for Civil Rights and Civil Liberties to Integrate and Manage Civil Rights, Civil Liberties and Equal Employment Opportunity Programs. This is the principal document outlining the authorities, responsibilities, and reporting structures for functionally integrating and managing Civil Rights, Civil Liberties, and EEO throughout DHS. Of the three outstanding planned activities, two were completed during this reporting period.

Essential Element C – Management and Program Accountability

As indicated by the title, this element requires that agencies hold managers, supervisors, and EEO and Human Capital officials accountable for the effective implementation and management of the agency’s Title VII and Rehabilitation Programs. For compliance with this element, EEO officials and Human Capital Officials are expected to coordinate on their respective programs and agencies are required to maintain clearly defined, well-communicated, and consistently applied and fairly implemented personnel policies, selection and promotion procedures, evaluation procedures, rules of conduct, and training systems.

As was the case in the two previous essential elements, the majority of components continued meet most of the measures under this element. At the Departmental level, CRCL continued to collaborate with the Office of the Chief Human Capital Officer on many initiatives and programs, including the strategic goals identified in the Human Capital Operational Plan. Under the *Talent Management* strategic goal in this plan, components completed a review of 60 percent of their respective personnel policies and procedures. Additionally, information gathered from the Department’s first enterprise-wide barrier analysis project coupled with the Part H and Part I action plans resulting from this analysis have established a starting point for further analyses. The one outstanding program deficiency from FY 2006 was completed during this reporting period.

Essential Element D – Proactive Prevention

This element focuses primarily on the ongoing analyses required to identify and remove unnecessary barriers to employment. As a part of this ongoing obligation, agencies must conduct a self-assessment on at least an annual basis to monitor progress; identify areas where barriers may operate to exclude certain groups; and develop strategic plans to eliminate identified barriers.

Again, DHS components reported that they met the measures for compliance with this essential element. It is worth noting, however, that this element has been the most challenging for the Department. Most components are still in the early stages of conducting a barrier analysis. At the Departmental level, CRCL has just completed the first DHS-wide barrier analysis project. Action plans resulting from this project are located at the beginning of the Part H and Part I tabbed sections of this report. Exacerbating the challenges of conducting a successful barrier analysis was the absence of a Department-wide applicant flow process to adequately assess our recruitment and hiring activities. We expect some progress in this area soon as the Office of the Chief Human Capital Officer has begun a phased implementation of its enterprise e-Recruitment system that will provide the platform for the applicant flow tool.

We also expect to develop MD 715 workforce tables A/B-7, 9, 11, and 12 in conjunction with the phased implementation of DHS Headquarters on the e-Recruitment system. With respect to the workforce tables, we note that the Department had to discontinue reporting on Tables A/B-10, *non-competitive promotions*, this reporting period. CRCL learned during the summer of 2007 that one of the data fields required to determine the number of employees eligible for career-ladder promotions was an optional field in the National Finance Center payroll system. Data previously reported on Tables A/B-10 has been determined to be inaccurate. CRCL has already initiated support from the Office of the Chief Human Capital Officer in resolving this matter.

The one outstanding program deficiency from FY 2006 remained open at the close of FY 2007.

Essential Element E - Efficiency

This element requires that agencies have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of their EEO programs.

Fourteen of the 21 outstanding planned activities from FY 2006 applied to this essential element. The 14 planned activities pertained to 4 program deficiencies—(1) audits of components' efforts to achieve a model EEO Program, (2) timely completion of investigations, (3) completion of Final Agency Decisions within the 60-day timeframe, and (4) timely compliance with decisions by EEOC Administrative Judges. During FY 2007, we completed 6 of the 14 planned activities.

We also note that several components identified the Department's data system for providing the MD 715 workforce tables (*Falcon*) as inadequate. For FEMA, the difference in the workforce counts from the *Falcon* application and data provided internally by the FEMA Human Capital office has been a lingering problem. CRCL is currently working with the FEMA Human Capital office and staff from the Department's Human Capital office to resolve this matter.

Essential Element F – Responsiveness and Legal Compliance

This element requires that agencies ensure that they are in full compliance with EEOC regulations, orders and other written instructions. DHS components reported full compliance with the measures for this element. CRCL implemented several process improvements to enhance the DHS EEO Compliance Program—(1) a more proactive approach to the evaluation of component compliance programs with notification to component heads of identified problems, (2) compliance training for all components, (3) the greater use of the EEO Eagle tracking system to better manage cases, and (4) the implementation of relief in a more timely manner. CRCL reduced its compliance inventory by 32 percent. There were no outstanding FY 2006 program deficiencies from this element.

Based on the components' assessments for FY 2007 and the progress made in completing the program deficiencies over the past several years, the Department appears to have been well on its way to building a model agency EEO Program. However, the results from the Department's first enterprise-wide barrier analysis project have given rise to the need for DHS to re-examine some of the measures for a model EEO Program that were heretofore considered as in place and working. Numerous program deficiencies were identified as a result of this initial barrier analysis project although the primary objective was to identify and eliminate structural barriers. While the scope of the project was limited to personnel policies and procedures in place during FY 2004, the flags raised by these results took on new meaning when we learned that many of the key triggers identified in FY 2004 (Appendix A) continued in FY 2007 (see Appendix B). These results were particularly noteworthy as the going-in premise was that many of the deficiencies identified against the FY 2004 personnel policies and procedures would have been corrected by the conclusion of the barrier analysis project since so many new policies and procedures would have been implemented. The action plans for this re-examination are presented at the beginning of the Part H and Part I tabbed sections of this report.

For the first time in four years, DHS experienced a decline in its *total workforce*. From FY 2006 to FY 2007, the *total workforce* decreased by 3,118 employees, changing from 171,462 to 168,344 respectively. This decrease resulted in negative and positive net changes for the various employee groups. Positive net changes were realized by Hispanic males and females, African American males and females, and males and females identified as "Two or More/Other Races." Negative net changes were experienced by Males overall (minus 3.07 percent), Females overall (minus 3.07 percent), White males (minus 3.78 percent), White females (minus 7.00 percent), Asian males (minus 2.22 percent), Asian females (minus 1.04 percent), Native Hawaiian/Other Pacific Islander males (minus 1.05 percent), Native Hawaiian/Other Pacific Islander females (minus 3.44 percent), American Indian/Alaskan Native females (minus 17.35 percent), and American Indian/Alaskan Native females (minus 14.26 percent). We note that most of these groups exceeded the Department's overall net change of minus 1.81 percent, which generally denotes a trigger. Eluding this decrease, the *permanent workforce* increased by 8,384 employees, changing from 139,971 in FY 2006 to 148,355 in FY 2007. Positive net changes abounded all around for each employee group except Native Hawaiian/Other Pacific Islander females (minus 1.78 percent). In reviewing the *temporary workforce*, we found the reason for the decline in the *total workforce*. From FY 2006 to FY 2007, the number of temporary employees decreased by 11,575, changing from 30,036 to 18,461 respectively. This decrease was, for the most part, because of a major reorganization with

FEMA that returned approximately 10,000 temporary employees of the National Disaster Medical System to the Department of Health and Human Services. Each employee group except males identified as “Two or More/Other Races” experienced a negative change as a result of this decrease in the temporary workforce. Seven employee groups realized a net change greater than the overall net change for the Department of minus 38.53 percent—Males overall (minus 39.40 percent), White males (minus 42.24 percent), White females (minus 44.92 percent), Asian males (minus 39.90 percent), Native Hawaiian/Other Pacific Islander males (minus 40.00 percent), American Indian/Alaskan Native males (minus 55.04 percent) and American Indian/Alaskan Native females (minus 54.30 percent). Lastly, we note the 73-person increase in the non-appropriated fund workforce, which increased from 1,455 employees in FY 2006 to 1,528 employees in FY 2007. This increase resulted in positive net changes for five employee groups—Females (collectively), Hispanic males and females, White females, and Black females.

The employment profiles for people with disabilities followed the same path as the rest of the DHS workforce for FY 2007, i.e., losses in the *total* and *temporary* workforce and gains in the *permanent* workforce. In the *total workforce*, the number of people with disabilities decreased by 356 employees, changing from 7,472 in FY 2006 to 7,116 in FY 2007. This decrease resulted in a minus 4.76 percent net change for people with disabilities. People with targeted disabilities followed this decline, changing from 714 in FY 2006 to 680 in FY 2007. For people with targeted disabilities, this 34-person loss also resulted in a net change of minus 4.76 percent. Regarding the *permanent* workforce, DHS finally succeeded in FY 2007 in reversing the continuous decline in the employment of people with disabilities. From FY 2006 to FY 2007, the number of people with disabilities increased by 49, changing from 5,984 to 6,033 respectively. A positive net change—0.81 percent—resulted from this increase. Similarly, the number of people with a targeted disability increased by 7, changing from 572 in FY 2006 to 579 in FY 2007. This 7-person increase resulted in a 1.22 percent net change. In the *temporary* workforce, losses returned for people with disabilities. From FY 2006 to FY 2007, the number of people with disabilities decreased by 405, changing from 1,488 to 1,083 respectively. The net change was minus 27.22 percent. A corresponding decrease in the number of people with a targeted disability followed, changing from 142 in FY 2006 to 101 in FY 2007. This 41-person loss resulted in a minus 28.87 percent net change. We note that non-appropriated fund employees are not tracked by disability status. We are pleased to note the accomplishment of DHS HQ in employing people with disabilities. Between February 2004, when we launched the *disability employment initiative*, and October 2007, the number of employees with disabilities in the DHS HQ permanent workforce increased from 50 to 191 or nearly 300 percent. For FY 2007, DHS HQ continued to increase the employment of people with disabilities in its total, permanent and temporary workforce profiles. Despite these continuous improvements, the participation rate for employees with targeted disabilities remained well below the FY 2006 Federal high of 2.37 percent.

Other noteworthy DHS employment profiles for people with disabilities include:

- ★**DHS** – The SES participation rate of 3.85 percent for employees with disabilities exceeded the Government-wide participation rate of 3.72 percent.

★*USCG, DHS HQ, and ICE* – Distinguished themselves at the SES level with participation rates for employees with disabilities of 10 percent, 7.43 percent, and 4.25 percent, respectively.

★*FEMA* – The SES participation rate of 2.08 percent for employees with targeted disabilities far exceeded the Government-wide participation rate of 0.43 percent.

★*DHS HQ, USCG, FEMA, and FLETC* – Each of these components exceeded the FY 2006 Government-wide participation rates for the employment of people with disabilities at the GS-13, 14, and 15 grade levels for the third year.

★*FLETC* – People with disabilities comprised 10 percent of the FLETC total workforce, the largest participation rate of the nine DHS operating components.

In conjunction with the completion of the Department's first barrier analysis project, we compared some of the triggers identified in the DHS FY 2004 EEO Program Status Report (Appendix A) with the corresponding employment profiles for FY 2007 (Appendix B). Interestingly, we found that while the actual numbers had increased in nearly every employment category, the participation rates had not increased enough to remove the original trigger condition. Consequently, we have decided not to identify any new triggers until we can conclusively identify the root cause(s) of the original triggers.

Part F

Certification

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

I, Carmen H. Walker, Deputy Officer for 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
Deputy Officer for EEO Programs
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.

April 7, 2008
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 7, 2008
Date

Part H

EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2007 Barrier Analysis Update

Part H - EEO Program Deficiencies Affecting DHS Equal Employment Opportunity

In December 2007, CRCL completed the Department's first enterprise-wide barrier analysis project based on the triggers identified in the DHS FY 2004 MD 715 EEO Program Status Report (Appendix A). While the identification and elimination of structural barriers were the primary objectives of this first enterprise-wide barrier analysis effort, it is important to note that numerous EEO Program deficiencies were revealed in conjunction with this barrier analysis effort. DHS welcomes the opportunity to examine some of these EEO Program deficiencies. Upon finding the continuation of low participation rates for the same employee groups when comparing key employment profiles for FY 2004 and FY 2007, we believe that it is imperative to re-examine some of the measures for a model agency EEO Program that we heretofore considered as in place and working. To do this, we have constructed a modified Part H around each relevant essential element for a model Title VII and Rehabilitation Act Program. Each Part H details the action plan that DHS will pursue over the next 24 months to eliminate the program deficiencies contributing to equal employment opportunity. Planned activities still pending closure from the Department's FY 2006 MD 715 Report are being tracked on the Part H's that initially identified the EEO Program deficiency (pages 33-57).

These program deficiencies are broad in scope and contribute to the potential EEO barriers that were found from the document review and interview and questionnaire data gathered from the EEO and Human Capital staffs. All program deficiencies resulting from this barrier analysis were based on, and linked to, the cross-cutting, high profile occupations (Appendix B) both by policies, procedures and practices as well as the omission of policies, procedures, and practices. The absence of documents was a crucial factor in the analysis, as was the quality of documentation provided. The inability to assess the full range of relevant documentation negatively impacted the outcome of this initial barrier analysis effort.

These deficiencies were present in FY 2004 to a greater or lesser degree in all components. Taken overall, the program deficiencies provide an opportunity for DHS senior leadership, all organizational strategists, component leadership and EEO and Human Capital leadership to make significant inroads in the effort to recruit, develop, and retain a highly diverse workforce dedicated to the achievement of the DHS mission.

In many cases, significant work has already taken place since 2004 in implementing some of the actions recommended by the barriers analysis project. Nonetheless, the systemic identification of the program deficiencies present in FY 2004 and the recommendations to eliminate them gives the Department and the components a roadmap to continue the work already begun. This is especially true given that some of the low participation rates identified in FY 2004 continued for the same employee groups in FY 2007.

EEOC FORM 715-01 Part H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
<i>U.S. Department of Homeland Security</i>	<i>Essential Element A - Demonstrated Commitment and Leadership</i>
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<i>Lack of demonstrated commitment from agency leadership</i> Triggers 1-14 All cross-cutting, high profile occupations (CCHPOs)
PROGRAM DEFICIENCY ANALYSIS:	There was very little leadership visibility at the upper levels with regard to EEO initiatives with the exception of a general focus across DHS on employees with disabilities. There was no evidence of written statements from the senior levels of the components with respect to the importance of EEO to the vision and mission of the organizations. Leadership must communicate that employing a diverse workforce and fostering awareness and skill building around the diversity of the communities that the components serve will improve their effectiveness and quality of service and help ensure that they can provide equal employment opportunity.
OBJECTIVE:	Clarify and revise communications and actions from the senior leadership to ensure that the commitment to equal employment opportunity is spread throughout the Department.
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HC Directors
DATE OBJECTIVE INITIATED:	March 30, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009

Planned Activities Toward Completion of Objective	Target Date
<p>1. Develop a communication strategy for the DHS senior leadership that consistently articulates the link between EEO and the DHS mission. The motives for recruiting, developing, and retaining a diverse workforce go far beyond compliance and must be stated by senior leadership frequently, publicly, and in all appropriate documents. The message should be cascaded throughout the Department.</p>	<p>September 30, 2008</p>
<p>2. Partner with the Chief Human Capital Officer on Objective 5.1 of the Human Resources (HR) Line of Business (LOB) Goals and Objectives for FY 2009-20013 - <i>“DHS leadership is educated, committed, and accountable for embedding and sustaining diversity in the DHS culture in order to achieve a high performance workforce.”</i></p>	<p>September 30, 2009</p>
Report of Accomplishments and Modifications to Objective	
Empty space for report of accomplishments and modifications	

EEOC FORM 715-01 Part H	<i>U.S. Equal Employment Opportunity Commission</i> 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</i>	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<i>Lack of integration of EEO into the agency's strategic mission</i> Triggers 1-14 All CCHPOs	
PROGRAM DEFICIENCY ANALYSIS:	<p>Key to the accomplishment of any organizations goals or mission is the recruitment, development, and retention of the most qualified workforce possible. The extent to which all human capital or human resources policies, practices, and procedures reflect the importance of this alignment is the linkage to the barrier analysis. It is worth noting that in this area, analysis was by omission rather than commission, and the examples are, by definition, about what was not present.</p> <p>The barrier analysis found insufficient evidence of clear linkages between the DHS mission and EEO. During FY 2004 the DHS leadership did not deliver a strong and clear message which communicated the importance of EEO-related endeavors to the work of the Department, and the development of clear policies linking mission to human capital.</p> <p>Across the components, there was little evidence that senior leadership called for and/or attended any training on the role of cultural factors in security planning, response management, and follow-up. There was no visible infrastructure that involved or included senior leadership in a process that oversaw the commitment to equal opportunity and the ability of the organizations to meet EEO goals.</p>	

OBJECTIVE:	Fully integrate EEO into all DHS strategic mission activities to ensure that DHS has the ability to attract, develop, and retain the most qualified workforce available to support mission achievement.
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HC Directors
DATE OBJECTIVE INITIATED:	March 30, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009
Planned Activities Toward Completion of Objective	Target Date
1. Develop a strategy for the DHS senior leadership that closes the knowledge and skill gaps in their understanding of the importance of a diverse workforce in meeting the DHS mission. Senior leaders should be educated on the difference between EEO (compliance and outreach) and diversity (the organizational environment for all employee groups) and the connection of these elements to the strategic mission. Due in part to the historical formation of DHS and the ongoing operations tempo, the level of awareness and skill development on the part of the senior leadership is inconsistent.	September 30, 2008
2. Partner with the Chief Human Capital Officer on Objective 5.1 of the Human Resources (HR) Line of Business (LOB) Goals and Objectives for FY 2009-2013 - <i>“DHS leadership is educated, committed, and accountable for embedding and sustaining diversity in the DHS culture in order to achieve a high performance workforce.”</i>	September 30, 2009
3. Develop DHS enterprise-wide guidelines to ensure that the senior EEO leadership is included in all strategic human capital and budgeting processes.	September 30, 2008
4. Develop DHS enterprise-wide guidelines to ensure that a robust performance management process is in place and adhered to. All senior leadership and managers should have EEO and diversity objectives. These objectives, should, at a minimum, meet SMART recommendations, i.e., specific, measurable, achievable, realistic, and timed.	September 30, 2008

Report of Accomplishments and Modifications to Objective

EEOC FORM 715-01 Part H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element C - Management and Program Accountability</i>	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<i>Lack of management and program accountability</i> Triggers 1-14 All CCHPOs	
PROGRAM DEFICIENCY ANALYSIS:	Examples of program deficiencies under this essential element ran the gamut—from the lack of procedures to prevent discrimination to performance management processes that were not formally codified to the lack of clearly defined policies on selection, performance, conduct and disciplinary actions to recruitment activities that failed to demonstrate coordination between EEO and related human resource programs.	
OBJECTIVE:	Create accountability for all managers, supervisors, and EEO officials and personnel officers for the effective implementation and management of the DHS EEO Program.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HC Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2009	
Planned Activities Toward Completion of Objective		Target Date
1. Partner with the Office of the Chief Human Capital Officer on Action 5.1.4 of the DHS HR LOB Goals and Objectives for FY 2009-FY 2013 - <i>“Continuously explore ways and means to hold executives and managers accountable for being ‘Diversity Advocates’ and to recognize their diversity related efforts and results.”</i>		December 31, 2009

<p>2. Partner with the Office of the Chief Human Capital Officer on Objective 2.2 of the DHS HR LOB Goals and Objectives for FY 2009-FY 2013 – <i>“Establish enterprise-wide policies, programs, and practices that achieve improved efficiency and effectiveness, are flexible and adaptable, and leverage best practices.”</i></p>	<p>December 31, 2009</p>
<p>3. Develop DHS-wide guidance that brings together the EEO and Human Capital staffs at each component in working together to create an employee orientation program to welcome new employees and provide them with information about the organization and their place within it. Employee orientation is especially important to diverse populations not only for the information provided, but also because such programs transmit the organizational culture and will help members of diverse groups to acclimate to the organization.</p>	<p>December 31, 2008</p>
<p>4. Create DHS-wide guidance to ensure that components develop a comprehensive recruitment strategy that is linked to the Human Capital strategy and is fully supported by data regarding labor pools and return on investment for recruitment efforts. This should include:</p> <ul style="list-style-type: none"> • Component leadership should strive to create a culture that moves away from a mindset of <i>“not enough qualified candidates”</i> to a philosophy of <i>“find the qualified talent pools and recruit by being the employer of choice.”</i> • Recruitment strategies and materials should include as qualifications: the knowledge of cultures, communication cultural dynamics, and linguistic competencies needed to read and analyze multicultural and multilingual information. 	<p>September 30, 2009</p>
<p>5. Develop DHS-wide guidance to ensure that job announcements provide information about the kinds of assessments that will be used to evaluate candidates. Use inserts to address any coaching sessions that are provided for candidates prior to an assessment process. Ensure that all assessment tools used for any purpose have been reviewed for cultural barriers. This does not mean that the assessment tools should not be used, but that they should be sufficiently robust in content and measurement to not penalize groups for cultural reasons.</p>	<p>September 30, 2008</p>
<p>6. Examine communications materials used for recruitment and upgrade and modernize as necessary to ensure that they reflect a more diverse workforce.</p>	<p>December 31, 2008</p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE

EEOC FORM 715-01 Part H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E - Efficiency</i>	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<i>Lack of program efficiencies as evidenced by insufficient or incorrect data/document collection or analysis</i> Triggers 1-14 All CCHPOs	
PROGRAM DEFICIENCY ANALYSIS:	Deficiencies pertaining to the lack of data, documentation, or quality of data and documentation included: the absence of applicant flow tracking mechanisms (in some cases vacancies were filled through details and Intergovernmental Personnel Agreements which could not be tracked through existing data systems), inadequate tools to track and analyze return on investment for recruitment activities, and the lack of or inadequate exit interview processes.	
OBJECTIVE:	Expand and clarify the data collection process in order to allow DHS to perform accurate and comprehensive analyses in the future.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs - Chief Human Capital Officer	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2009	
Planned Activities Toward Completion of Objective		Target Date
1. Partner with the Chief Human Capital Officer staff on Action 5.2.1 of the DHS HR LOB Goals and Objectives for FY 2009-FY 20013 - <i>“Deploy applicant flow tool to analyze recruitment and hiring results.”</i>		September 30, 2008

<p>2. Partner with the Office of the Chief Human Capital Officer on deployment of a Department-wide exit survey to gather retention information data and its impact on diversity</p>	<p>July 31, 2008</p>
<p>3. Develop an exit interview process at each component. In cases of voluntary separations, components should collect anecdotal information about reasons for leaving and workplace experiences. Components should also collect information about future work plans and intentions. For involuntary separations, components should collect information about workplace experiences and reasons for separation. Analyze this data by employee group, and track to facilitate assessment of trends.</p>	<p>December 31, 2008</p>
<p>4. Partner with the Office of the Chief Human Capital Officer on implementing Action 4.1.3 of the HR LOB Goals and Objectives for FY 2009-FY 2013 - <i>“Implement key metrics on separation and retention.”</i></p>	<p>December 31, 2009</p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE

<p align="center">EEOC FORM 715-01 PART H</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p><i>U.S. Department of Homeland Security</i></p>	<p><i>Essential Element A: Demonstrated Commitment & Leadership – FY 2005 w/FY 2006 and FY 2007 Updates</i></p>	
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<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>	
<p>OBJECTIVE:</p>	<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>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; Office of the Chief Human Capital Officer</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2007 - <i>Completed</i></p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p align="center">TARGET DATE (Must be specific)</p>	
<p>1. Follow-up with the components on the status of their reasonable accommodation procedures.</p>	<p>September 30, 2006 <i>Completed</i></p>	
<p>2. CRCL will monitor compliance in conjunction with its EEO Program Evaluation schedule.</p>	<p>September 30, 2006 <i>Completed</i></p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

DHS reasonable accommodation procedures are posted on CRCL's intranet. DHS components, including DHS Headquarters, provided training on reasonable accommodation during orientation for new employees/managers. During FY 2006, FEMA, FLETC, and the USCG provided their managers with training on reasonable accommodation. ICE is scheduled to provide this training during FY 2007. In addition, CIS established a central accommodations fund to provide non-CAP products and services.

The No Fear web-based training program, which was available to all DHS managers from September to November 2005, included an extensive training segment on Title VII and reasonable accommodations. At a DHS forum held in December 2005, an EEOC attorney led a workshop on reasonable accommodation for HC specialists, EEO Managers, Disability Program Managers, and Selective Placement Coordinators.

Department employees across the country have taken the DOD CAP reasonable accommodation training and utilizing the CAP Program. DHS will seek to further expand its participation in CAP through incorporating the program in the management and reasonable accommodation training programs.

#1 – CRCL reviewed the ICE, FLETC, USCG, and TSA reasonable accommodation procedures. USCG and TSA procedures have been posted on their websites. CBP's draft reasonable accommodation procedures are still pending approval by its unions prior to submitting them to CRCL for review and approval. CIS resubmitted its reasonable accommodation procedures to CRCL in January 2007 for review. *The revised target date for this activity is September 30, 2007.*

#2 – Completion of the three EEO Program Evaluations (ICE, CIS, and TSA) was delayed because the EEO Program Manager responsible for the evaluations was on detail. The CRCL EEO Program Manager for this functional area plans to conduct these evaluations during the third and fourth quarters FY 2007 and analyze the results shortly thereafter. Recommendations for improvements will be made as part of the final report. *The target date for this activity has been changed to September 30, 2007.*

FY 2007 UPDATE

#1 – The component's reasonable accommodation procedures are in various stages of the review/approval process. CRCL completed the review of the procedures submitted by the components during the last reporting period. CBP's draft reasonable accommodation procedures are still pending approval by its unions prior to submission to CRCL for review and approval. The components have used various methods in disseminating these procedures to their employees. FLETC posted its procedures on the intranet site and provided training to managers. The USSS

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

published its revised reasonable accommodation policy directive in an alternative format and posted the directive on both its intranet and public websites. CIS implemented its procedures and produced a computer-based training module, which is scheduled for release in FY 2008. CRCL will follow-up with EEOC on the status of the component procedures that were sent directly there and submit all final procedures to EEOC for a technical sufficiency review pursuant to Executive Order 13164. *This planned activity has been completed.*

#2 – In August 2007, CRCL completed its first on-site EEO Program Evaluation; issued its final evaluation report; and made recommendations for program improvements. CRCL has established an action plan to evaluate two components in FY 2008 and three components each year thereafter. CRCL will monitor the availability and distribution of the components' reasonable accommodation procedures during these on-site EEO Program Evaluations. *This planned activity has been completed.*

<p>EEOC FORM 715-01 PART H</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission - FY 2004 w/FY 2006 and FY 2007 Updates</i></p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<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>
<p>OBJECTIVE:</p>	<p>To link strategic EEO and diversity objectives to the Department's Strategic Plan and HCSP.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; Chief Human Capital Officer</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 - <i>Completed</i>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
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 21 st 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.	June 1, 2005 <i>Completed</i>
2. B8, B8a, B8b: The Director, DHS EEO Programs will begin attending the Secretary's Chief of Staff daily staff meeting.	February 2, 2005 <i>Completed</i>
3. B8, B8a, B8b: CRCL will initiate quarterly meetings between the component EEO/CR Directors and the HC Officers.	April 29, 2005 <i>Completed</i>
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 components for these functions.	June 1, 2005 <i>Completed</i>
5. B8, B8a, B8b: Establish a reporting/monitoring mechanism to ensure compliance with these business functions.	June 1, 2005 <i>Completed</i>
6. B10: CRCL will look for centers of excellence and opportunities for efficiencies and shared services across program functions.	March 31, 2006 <i>Completed</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
<p><i>#1</i> - In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed to better integrate the Department and give DHS employees better tools to accomplish their mission. During FY 2006, DHS embarked on the development of a new strategic plan to complement the new structure. A senior EEO Program Manager from CRCL participated in the drafting of the plan. A senior EEO Program Manager also participated in shaping the new standard and measures for the <i>diversity</i> goal under the human capital element of the Department's internal President's Management Agency scorecard.</p> <p>The acquisition, development, and retention of qualified employees are a fundamental part of the strategic mission of the Department. As a member of the DHS Human Capital Council which is</p>	

chaired by the Chief Human Capital Officer, the Deputy Officer for EEO Programs took part in a 2-day offsite which resulted in the Human Capital Operational Plan (HCOP)—an integral element in implementing the strategic direction of the Department. Members of the EEO staff are members of many working groups including *Workforce Planning*, *Corporate Recruitment*, *Performance Management*, and *Climate* which support the HCOP. Conversely, the Acting Deputy Chief Human Capital Officer serves as the representative to EEO and Civil Rights Directors meetings, thus increasing the synergy of the two organizations.

Other indicators of integration of EEO into the strategic policies of the Department include requests from the leadership of the Department seeking assistance in developing plans for increasing diversity in areas such as intelligence analysis and emergency preparedness; increased internships and fellowships for students from Historically Black Colleges and Universities with the goal of increasing permanent hires; incorporating the OWF Program into staffing plans.

The target date for this activity has been revised to September 30, 2007.

FY 2007 UPDATE

#1 – One of the Secretary’s strategic priorities for FY 2007 was strengthening and unification of DHS operations and management. In support of this initiative and efforts to institutionalize the organization of the Department’s EEO and Civil Rights programs, the Secretary signed Department of Homeland Security Delegation 19002: “*Delegation to the Officer for Civil Rights and Civil Liberties to Integrate and Manage Civil Rights, Civil Liberties and Equal Employment Opportunity Programs.*” (see Appendix C)

The Delegation is the culmination of work that started four years earlier with the establishment of the Department. It is the principal document outlining the authorities, responsibilities and reporting structures for functionally integrating and managing Civil Rights, Civil Liberties and EEO functions throughout DHS. Functional integration is a transformation process that enhances efficient and effective use of resources by establishing unified policies and business processes, the use of shared or centralized services and standards and automated solutions. As defined in the delegation, it is a structured cooperation and collaboration among DHS components and the Officer for Civil Rights and Civil Liberties for the purpose of achieving functional excellence in support of civil rights, civil liberties. The Officer for Civil Rights and Civil Liberties is given full authority to:

- standardize Civil Rights and Civil Liberties policy throughout the Department and it’s components;
- oversee, define, and measure the implementation of policies and regulations; and
- establish training and development for Civil Rights, Civil Liberties and EEO professionals, and approve such training and development.

As a result of the Delegation, the Officer can begin implementation of plans to improve the cost and quality of investigations, counseling and mediations as well as leverage the component staffs and

budgets to provide better EEO services, discrimination prevention and affirmative programs for employment. *This planned 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 B: Integration of EEO Into the Agency's Strategic Mission - FY 2004 w/FY 2006 and FY 2007 Updates</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	B14: 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:	Deputy Officer for EEO Programs.	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 30, 2006 – <i>Revised to 12/31/2008</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>Completed</i>	
2. CRCL will issue additional policy direction to address the joint responsibility of EEO and HC in the components 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 components 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 12/31/2008</i>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#1 – In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed to better integrate the Department and give DHS employees better tools to accomplish their mission. During FY 2006, DHS embarked on the development of a new strategic plan to complement the new structure. A senior EEO Program Manager from CRCL participated in the drafting of the plan. A senior EEO Program Manager also participated in shaping the new standard and measures for the *diversity* goal under the human capital element of the Department’s internal President’s Management Agency scorecard.

The acquisition, development, and retention of qualified employees are a fundamental part of the strategic mission of the Department. As a member of the DHS Human Capital Council which is chaired by the Chief Human Capital Officer, the Deputy Officer for EEO Programs took part in a 2-day offsite which resulted in the Human Capital Operational Plan (HCOP)—an integral element in implementing the strategic direction of the Department. Members of the EEO staff are members of many working groups including *Workforce Planning, Corporate Recruitment, Performance Management, and Climate* which support the HCOP. Conversely, the Acting Deputy Chief Human Capital Officer serves as the representative to EEO and Civil Rights Directors meetings, thus increasing the synergy of the two organizations.

Other indicators of integration of EEO into the strategic policies of the Department include requests from the leadership of the Department seeking assistance in developing plans for increasing diversity in areas such as intelligence analysis and emergency preparedness; increased internships and fellowships for students from Historically Black Colleges and Universities with the goal of increasing permanent hires; incorporating the OWF Program into staffing plans.

The target date for this activity has been revised to September 30, 2007.

#5 - As noted in the FY 2005 Report of Accomplishments section above for this planned activity (#5), applicant tracking is one of five major areas included in the Department’s e-Recruitment System. While DHS initiated the acquisition process, unexpected delays during the procurement process precluded the awarding of the contract for the e-Recruitment System in FY 2006. Consequently, the workforce tables impacted by the applicant flow and career development systems were not developed as expected. We anticipate an April 2007 contract award date and full deployment of the e-Recruitment System within 2-3 years. CRCL will continue to work closely with the CHCO staff to identify earlier opportunities to develop the applicable MD 715 workforce tables as deliverables are planned after the contract is awarded. ***We are establishing July 31, 2007 as the target date for redefining the timeline for developing the applicable MD 715 workforce tables.***

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2007 UPDATE

#1 – One of the Secretary’s strategic priorities for FY 2007 was strengthening and unification of DHS operations and management. In support of this initiative and efforts to institutionalize the organization of the Department’s EEO and Civil Rights programs, the Secretary signed Department of Homeland Security Delegation 19002: *“Delegation to the Officer for Civil Rights and Civil Liberties to Integrate and Manage Civil Rights, Civil Liberties and Equal Employment Opportunity Programs.”* (see Appendix C)

The Delegation is the culmination of work that started four years earlier with the establishment of the Department. It is the principal document outlining the authorities, responsibilities and reporting structures for functionally integrating and managing Civil Rights, Civil Liberties and EEO functions throughout DHS. Functional integration is a transformation process that enhances efficient and effective use of resources by establishing unified policies and business processes, the use of shared or centralized services and standards and automated solutions. As defined in the delegation, it is a structured cooperation and collaboration among DHS components and the Officer for Civil Rights and Civil Liberties for the purpose of achieving functional excellence in support of civil rights, civil liberties. The Officer for Civil Rights and Civil Liberties is given full authority to:

- standardize Civil Rights and Civil Liberties policy throughout the Department and its components;
- oversee, define, and measure the implementation of policies and regulations; and
- establish training and development for Civil Rights, Civil Liberties and EEO professionals, and approve such training and development.

As a result of the Delegation, the Officer can begin implementation of plans to improve the cost and quality of investigations, counseling and mediations as well as leverage the component staffs and budgets to provide better EEO services, discrimination prevention and affirmative programs for employment. ***This planned activity has been completed.***

#5 - In October 2007, DHS began a phased implementation of its enterprise e-Recruitment system and will complete the implementation of the first component, DHS Headquarters, during FY 2008. It is expected that full implementation across the Department will be accomplished by December 2010. This system will be able to track applicants throughout the life cycle of the hiring process (from recruitment through entry on duty). Tracking throughout the life cycle will help DHS analyze and improve the effectiveness of its recruitment efforts and sources and the return on investment of such efforts. ***Given the expected implementation period for DHS Headquarters, we are establishing December 31, 2008 as the target date for developing the MD 715 workforce tables with applicant-flow implications (Tables A/B-7, 9, 11, and 12).***

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 2006 and FY 2007 Updates</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 are established by the Office of the Chief Human Capital Officer	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs; Chief Human Capital Officer, Component EEO/CR Directors, Component HC Directors	
DATE OBJECTIVE INITIATED:	November 1, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 30, 2006 - <i>Completed</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Establish baseline data for these functional areas.	May 1, 2005 <i>Completed</i>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
<p>2. Partner with the Office of the CHCO to establish deployment timelines for each functional area under MAX^{HR}; set tentative review schedules, including quarterly reporting by component EEO/CR.</p>	<p>September 30, 2005 <i>Completed</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2006 UPDATE</p> <p>#1 – The Department is working from several fronts to ensure that these policies (merit promotion, recognition and awards, and employee development/training) as well as other HC management directives/policies do not limit or impede the full participation or progression of DHS employees. First, in conjunction with the departmental FY 2006 barrier analysis project, we identified, collected and analyzed numerous data sources (including policies, procedures, and practices) that were linked to the 14 triggers in the Department’s FY 2004 Status Report. The results of this project, which will establish the baseline data for these functional areas, will be presented in the Department’s final barrier analysis report and action plan which is scheduled for completion by June 15, 2007. Second, in recognizing that the ability to hire and retain a talented and diverse workforce is inextricably linked to the Department’s personnel/management policies, procedures, and practices, the CHCO included the review of internal personnel policies as an action item in the DHS Human Capital Operational Plan (HCOP). Under the <i>Talent Management</i> strategic goal, each component is required to “<i>Review 60% of internal policies and regulations, in partnership with the DHS EEO/Civil Rights Offices, to ensure full access by September 30, 2007.</i>” Third, to encourage the linkage and alignment of our personnel policies, practices, and systems with our HC and diversity strategies, the CRCL and CHCO staffs collaborated in designating <i>internal policy review</i> as a metric for the DHS Internal Scorecard, President’s Management Agenda, Goal 1.5 – Diversity. CRCL will continue to partner with CHCO on the review of other HC management policies as they are developed. <i>The target date for this activity has been revised to June 15, 2007.</i></p> <hr style="width: 50%; margin: 20px auto;"/> <p style="text-align: center;">FY 2007 UPDATE</p> <p>#1 – The Department’s first enterprise-wide barrier analysis project, which was completed in December 2007, found DHS policies and procedures to be in a state of flux in FY 2004, making it difficult to establish the baseline data that we had set out to create. Documents provided to CRCL were not consistent from component to component and were often out of scope (pre/post FY 2004) or simply undated. In recognizing the three-year lag between the project’s scope and date of analysis and other factors, a diagnostic framework was constructed to help link the available information to possible barriers or program deficiencies. That said, the information gathered from the relevant documents coupled with the Part H and Part I action plans developed as a result of the barrier analysis project provide a solid foundation on which to build further analyses. <i>This activity has been completed.</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 D: Proactive Prevention Essential Element E: Efficiency FY 2004 w/FY 2006 and FY 2007 Updates</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:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	June 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 - <i>Revised to 7/31/2007</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>Completed November 2, 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 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 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. <i>(Revised in FY 2006 Update – See below)</i>)</p>	<p>January 15, 2006 <i>Revised to 12/31/2008</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 style="text-align: center;">FY 2006 UPDATE</p> <p>#1 – CRCL included the requirement for conducting a trend analysis in its FY 2006 general guidance to the components for completing the annual EEO Program Status Report. The CRCL general guidance was provided as an attachment to a November 2, 2006 memorandum to the DHS</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

component heads from Carmen Walker, Deputy Officer for EEO Programs. ***This activity was completed on November 2, 2006.***

#7 – As noted previously in this report (page 11); applicant tracking is one of five major areas included in the Department’s e-Recruitment System. While DHS initiated the acquisition process, unexpected delays during the procurement process precluded the awarding of the contract for the e-Recruitment System in FY 2006. Consequently, the workforce tables impacted by the applicant flow and career development systems were not developed as expected. We expect an April 2007 contract award date and full deployment of the e-Recruitment System within 2-3 years. CRCL will continue to work closely with the CHCO staff to identify earlier opportunities to develop the applicable MD 715 workforce tables as deliverables are planned after the contract is awarded. ***We are establishing July 31, 2007 as the target date for redefining the timeline for developing the applicable MD 715 workforce tables.***

FY 2007 UPDATE

#7 - In October 2007, DHS began a phased implementation of its enterprise e-Recruitment system and will complete the implementation of the first component, DHS Headquarters, during FY 2008. It is expected that full implementation across the Department will be accomplished by December 2010. This system will be able to track applicants throughout the life cycle of the hiring process (from recruitment through entry on duty). Tracking throughout the life cycle will help DHS analyze and improve the effectiveness of its recruitment efforts and sources and the return on investment of such efforts. ***Given the expected implementation period for DHS Headquarters, we are establishing December 31, 2008 as the target date for developing the MD 715 workforce tables with applicant-flow implications (Tables A/B-7, 9, 11, and 12).***

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 2006 and FY 2007 Updates</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:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 <i>Revised to 9/30/2007</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>Completed</i>	
2. Establish CRCL policy and action plan for conducting EEO Program evaluations of the components.	July 1, 2005 <i>Completed</i>	
3. Begin component audits.	October 1, 2005 - <i>Completed</i>	
4. Analyze results; propose and implement improvements.	February 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
FY 2006 UPDATE #1 – In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed to better integrate the Department and give DHS employees better tools to accomplish their		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

mission. During FY 2006, DHS embarked on the development of a new strategic plan to complement the new structure. A senior EEO Program Manager from CRCL participated in the drafting of the plan. A senior EEO Program Manager also participated in shaping the new standard and measures for the *diversity* goal under the human capital element of the Department's internal President's Management Agency scorecard.

The acquisition, development, and retention of qualified employees are a fundamental part of the strategic mission of the Department. As a member of the DHS Human Capital Council which is chaired by the Chief Human Capital Officer, the Deputy Officer for EEO Programs took part in a 2-day offsite which resulted in the Human Capital Operational Plan (HCOP)—an integral element in implementing the strategic direction of the Department. Members of the EEO staff are members of many working groups including *Workforce Planning, Corporate Recruitment, Performance Management, and Climate* which support the HCOP. Conversely, the Acting Deputy Chief Human Capital Officer serves as the representative to EEO and Civil Rights Directors meetings, thus increasing the synergy of the two organizations.

Other indicators of integration of EEO into the strategic policies of the Department include requests from the leadership of the Department seeking assistance in the develop of strategies for increasing diversity in areas such as intelligence analysis and emergency preparedness; increased internships and fellowships for students from Historically Black Colleges and Universities with the goal of increasing permanent hires; incorporating the OWF Program into staffing plans. ***The target date for this activity has been revised to September 30, 2007.***

#2 – During FY 2006, CRCL sought the assistance of a contractor in developing the Department's policy for conducting EEO Program Evaluations. Pending completion of this policy document, CRCL developed a self-evaluation document and scoring mechanism which has been distributed to the component EEO/Civil Rights Directors. ***The target date for completing the governing policy document has been revised to March 31, 2007.***

#4 – Completion of the three EEO Program Evaluations (ICE, CIS, and TSA) was delayed because the EEO Program Manager responsible for the evaluations was on detail. The CRCL EEO Program Manager for this functional area plans to conduct these evaluations during the third and fourth quarters FY 2007 and analyze the results shortly thereafter. Recommendations for improvements will be made as part of the final report. ***The target date for this activity has been changed to September 30, 2007.***

FY 2007 UPDATE

#1 - One of the Secretary's strategic priorities for FY 2007 was strengthening and unification of DHS operations and management. In support of this initiative and efforts to institutionalize the organization of the Department's EEO and Civil Rights programs, the Secretary signed Department of Homeland Security Delegation 19002: *"Delegation to the Officer for Civil Rights and Civil*

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

Liberties to Integrate and Manage Civil Rights, Civil Liberties and Equal Employment Opportunity Programs.” (see Appendix C)

The Delegation is the culmination of work that started four years earlier with the establishment of the Department. It is the principal document outlining the authorities, responsibilities and reporting structures for functionally integrating and managing Civil Rights, Civil Liberties and EEO functions throughout DHS. Functional integration is a transformation process that enhances efficient and effective use of resources by establishing unified policies and business processes, the use of shared or centralized services and standards and automated solutions. As defined in the delegation, it is a structured cooperation and collaboration among DHS components and the Officer for Civil Rights and Civil Liberties for the purpose of achieving functional excellence in support of civil rights, civil liberties. The Officer for Civil Rights and Civil Liberties is given full authority to:

- standardize Civil Rights and Civil Liberties policy throughout the Department and it's components;
- oversee, define, and measure the implementation of policies and regulations; and
- establish training and development for Civil Rights, Civil Liberties and EEO professionals, and approve such training and development.

As a result of the Delegation, the Officer can begin implementation of plans to improve the cost and quality of investigations, counseling and mediations as well as leverage the component staffs and budgets to provide better EEO services, discrimination prevention and affirmative programs for employment. ***This planned activity has been completed.***

#2 and #4 – CRCL has established an action plan to evaluate two components in FY 2008 and three components each year thereafter. An EEO Program Evaluation Guide was completed giving a full description of the evaluation process. Recommendations for improvement will be included with the final reports. ***These planned activities have 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 2006 and FY 2007 Updates</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E11c: Does the agency complete the investigations within the applicable prescribed time frame?	
OBJECTIVE:	To complete investigations within the applicable prescribed time frame.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 31, 2006 - <i>Revised to 9/30/2009</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Examine MD 715 and 462 component submissions to identify possible centers of excellence for conducting investigations. <i>(Revised – See FY 2006 Update below)</i>	May 30, 2005 <i>Revised – See FY 2006 Update</i>	
2. Develop and issue new complaint investigation policy and procedures. <i>(Revised – See FY 2006 Update below)</i>	August 1, 2005 <i>Revised – See FY 2006 Update</i>	
3. Implement new policy. <i>(Revised – See FY 2006 Update below)</i>	September 30, 2005 <i>Revised – See FY 2006 Update</i>	
4. Assess and revise policy/procedure as appropriate. <i>(Revised – See FY 2006 Update below)</i>	January 31, 2006 <i>Revised – See FY 2006 Update</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
FY 2006 UPDATE <i>The planned activities toward completion of the objective (above) have been revised as follows:</i> #1 – The Complaints Adjudication Branch, CRCL, has decided to broaden the scope of this activity by establishing a working group consisting of DHS components to (1) conduct benchmarking, (2) identify centers of excellence both within and external to DHS, and (3) determine the best practices relative to quality, timeliness, and impartiality of EEO investigations. CRCL plans to proactively		

pursue these activities while awaiting recommendations from EEOC's assessment of Federal sector investigations. CRCL will tailor recommendations from the Commission to meet the Department's specific needs, including the processing of legacy cases. ***The target date for this activity is May 30, 2007.***

#2 – CRCL will issue interim policy/procedures for conducting investigations pending the outcome of the activities detailed in #1 above and the pilot activity described in #3 below. ***The target date for this activity is July 30, 2007.***

#3 – CRCL will pilot the interim policy/procedures for investigations at one of the DHS components. The specific component has not yet been determined. ***The target date for this activity is September 30, 2007.***

#4 – CRCL will assess the results of the pilot program as appropriate. ***The target date for this activity is January 30, 2008.***

#5 – Implement revised policy/procedures at all DHS components, set performance baselines, and establish continuous monitoring cycle. ***The target date for this activity is March 30, 2008.***

#6 – Assess variations to performance baselines, conduct periodic evaluation, and make the necessary adjustments to the policy/procedures to maximize process improvement. ***The target date for this activity is September 30, 2009.***

FY 2007 UPDATE

#1 – The DHS Working Group on EEO Investigations completed its report entitled “*Recommendations to Improve the Timeliness of EEO Investigations*” on November 6, 2007. The recommendations were as follows: (1) DHS needs to ensure that all managers are aware that they must cooperate in EEO investigations in a timely manner; (2) DHS needs to expedite document requests and ensure that documentary evidence is provided in a timely manner to the EEO investigator; (3) DHS needs to maximize regulatory flexibility with regards to timeframes; (4) DHS needs to embrace a paperless EEO process and fully utilize EEO Eagle; and (5) DHS should have performance metrics for EEO professionals. Lastly, the DHS Working Group recommended that the Department pilot a new or interim policy/procedures for investigations at one of its components and assess the results of the pilot program as appropriate. ***This activity was completed on November 6, 2007.***

#2 – CRCL is reviewing the report and recommendations of the DHS Working Group on Investigations. Pursuant to the review, CRCL will issue interim policy/procedures and select component(s) to implement the pilot program. ***The revised target date for this planned activity is April 1, 2008.***

#3 – ***The revised target date for this planned activity is May 1, 2008.***

#4 – *The revised target date for this planned activity is October 1, 2008.*

#5 – *The revised target date for this planned activity is December 1, 2008.*

#6 – No action taken during this report period. *The target date remains as September 30, 2009.*

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 2006 w/FY 2007 Update</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E11d: When a complainant requests a FAD, does the agency issue the decision within 60 days of the request?	
OBJECTIVE:	To acquire sufficient resources and to create operating efficiencies that will enable DHS to meet EEOC complaint processing timeframes.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs and the Complaint Adjudication Branch Head	
DATE OBJECTIVE INITIATED:	March 13, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 28, 2007 <i>Revised to 3/30/2009</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Complete staffing requirements.	September 30, 2007 <i>Revised to 9/30/2008</i>	
2. Develop and implement strategies for achieving operational efficiencies.	September 30, 2007 <i>Revised to 9/30/2008</i>	
3. Assess impact on office operations and complaint processing timeframes and revise as appropriate.	December 28, 2007 <i>Revised to 3/30/2009</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 07 – CRCL is in the process of converting contractor Final Agency Decision (FAD) Analyst positions to federal full-time equivalents (FTEs). To date, CRCL has filled three of seven FTE FAD-writing positions. CRCL is also in the process of backfilling the Complaint Adjudication position that has been vacant since January 4, 2008. The staffing process includes obtaining security clearances, which may take several months. <i>The target date for this activity has been revised to September 30, 2008.</i></p> <p>#2, FY 07 – CRCL developed three actions in conjunction with this planned activity.</p> <ul style="list-style-type: none"> • CRCL has formulated performance plans for the new federal FAD Analyst positions with performance metrics tied to grade (GS-12/13/14). The metrics are specifically based on the number of days to draft a FAD. <i>This action has been completed.</i> 		

- CRCL is in the process of triaging requests for FADs to focus on affirmative elections and the oldest cases pending final action. ***The target date for this activity is March 30, 2008.***
- CRCL has started cross-training the federal FAD analysts and the remaining contract staff to ensure redundancy in the various types of final decision-writing skills, continuity of operations, and greater flexibility in case assignment. ***The target date for this activity is September 30, 2008.***

#3 – Although DHS did not meet its 60-day timeframe to issue FADs when immediately requested by the complainant, the Department did show notable improvement from FY 2006 to FY 2007, with the average processing time dropping almost 100 days—from 398 days to 299 days. This is more notable when considering that this included legacy cases stemming from the creation of DHS and that DHS issued more merit FADs in FY 2007 than FY 2006 (155 and 123 respectively). This was accomplished with a significant reduction in staff and resources. Based on the number and variety of new strategies developed during FY 2007 to facilitate the issuance of FADs within the 60-day timeframe, CRCL will require additional time for assessment. ***The target date for this activity has been revised to March 30, 2009.***

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/FY2006 and FY 2007 Updates</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:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	December 15, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 1, 2006 <i>Revised to 9/30/2007</i>	
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>Completed</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 of all cases.	January 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#2, FY 06 – In order to have a model EEO Program, DHS must ensure legal compliance by fully and timely responding to final EEOC orders directing corrective action and relief. DHS CRCL’s goal is to have an EEO compliance program that is proactive and not responsive, i.e., monitors relief, ensures implementation of remedies, and informs EEOC of the status of its cases. For FY 2007, CRCL plans the following process improvements: To take a more proactive approach to the evaluation of component compliance programs with notification to Component heads of identified problems; conduct compliance training for all DHS components; and fully utilize tracking systems to better manage cases; and implement relief in a more timely manner. <i>The target date for this activity has been revised to September 30, 2007.</i></p>		

FY 2007 UPDATE

#2 - One of the Secretary's strategic priorities for FY 2007 was strengthening and unification of DHS operations and management. In support of this initiative and efforts to institutionalize the organization of the Department's EEO and Civil Rights programs, the Secretary signed Department of Homeland Security Delegation 19002: "*Delegation to the Officer for Civil Rights and Civil Liberties to Integrate and Manage Civil Rights, Civil Liberties and Equal Employment Opportunity Programs.*"

The Delegation is the culmination of work that started four years earlier with the establishment of the Department. It is the principal document outlining the authorities, responsibilities and reporting structures for functionally integrating and managing Civil Rights, Civil Liberties and EEO functions throughout DHS. Functional integration is a transformation process that enhances efficient and effective use of resources by establishing unified policies and business processes, the use of shared or centralized services and standards and automated solutions. As defined in the delegation, it is a structured cooperation and collaboration among DHS components and the Officer for Civil Rights and Civil Liberties for the purpose of achieving functional excellence in support of civil rights, civil liberties. The Officer for Civil Rights and Civil Liberties is given full authority to:

- standardize Civil Rights and Civil Liberties policy throughout the Department and its components;
- oversee, define, and measure the implementation of policies and regulations; and
- establish training and development for Civil Rights, Civil Liberties and EEO professionals, and approve such training and development.

As a result of the Delegation, the Officer can begin implementation of plans to improve the cost and quality of investigations, counseling and mediations as well as leverage the component staffs and budgets to provide better EEO services, discrimination prevention and affirmative programs for employment. *This planned activity has been completed.*

Part I

EEO Plan to Eliminate Identified Barriers

FY 2007 Barrier Analysis Update

Part I - Potential Barriers

In December 2007, CRCL completed the Department's first enterprise-wide barrier analysis project based on the triggers identified in the DHS FY 2004 MD 715 EEO Program Status Report. This barrier analysis effort was limited to the examination of FY 2004 *structural* barriers only, i.e., policies and management practices/procedures that were in place at DHS during FY2004. Policies and practices/procedures that were established or used after FY 2004 or other barriers such as *attitudinal* and *physical* were outside the scope of this initial barrier analysis.

A diagnostic framework was constructed for this barrier analysis. There were many cases in the document collection phase where relevant documents were not provided, or documents that were provided did not include statements specific enough to permit direct conclusions. In such instances, a process was constructed to help link the available information to possible barrier or program deficiency conditions. This entailed capturing trends that were tied to the general status of the workplace in FY 2004 by noting patterns, or patterns of omission, that repeated in multiple documents. In some cases, inferences were drawn based not just on patterns within multiple documents, but on patterns of entirely missing documentation. For example, if no documents were presented on specific programs such as succession planning, mentoring, or telework, it was concluded that those programs were not in place in FY 2004. In the absence of complete documentation, this observation of evidence trends provided a way to identify indirect links between documents and the data provided and barriers to equal employment opportunity.

Using this diagnostic framework, several potential barriers were identified. However, to conclusively correlate any of the barriers identified to the relevant triggers, additional quantitative and qualitative data analyses are required. Program deficiencies that may have contributed to the existence of barriers to equal employment opportunity were also identified. These potential barriers and program deficiencies were systemically connected to DHS policies, practices/procedures through specific requirements of MD 715 and are rooted in the six Essential Elements for Model Agency Title VII and Rehabilitation Act Programs. To trace this connection, the following documents were reviewed:

- General results from the 2004 Human Resource Employee Survey
- General responses of the women, race/ethnic and disability groups from the 2004 Federal Human Capital Survey
- Complaint data
- Separation statistics
- Trigger analysis
- Level of strategic statements and practices
- Policy, process, and practice analyses

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- Branding and identify features (brochures, posters)
 - Responses from questionnaires sent to EEO and Human Capital staff
 - Interviews with EEO and Human Capital staff

All questionnaire and interview content was created from information gathered during the document review, while the document review was guided by research questions. These research questions were directly derived from discrepancies in participation rates by employee groups in the eight cross-cutting, high profile occupations identified in the FY 2004 MD 715 triggers. This holistic approach to the analysis facilitated a better understanding of the root issues contributing to the identified triggers.

Four potential barriers cut across 10 of the 14 FY 2004 triggers (Appendix A):

- Over-reliance on the use of the internet to recruit applicants
- Over-reliance on the use of non-competitive hiring authorities
- Adequacy of responses to Executive Order 13171, Hispanic Employment in the Federal Government
- Non-diverse interview panels

We cannot state for certain that these potential barriers were applicable across every component based on the documents collected. Moreover, as previously noted, additional data is needed to actually correlate these barriers to the relevant triggers. What we do know for sure, however, is that the low participation rates that existed in FY 2004 continued, for the most part, for FY 2007. This brings the urgency of capturing the additional data to the forefront so that the barriers can be validated and corrective measures put in place to ensure equality of opportunity for all employees and applicants for employment.

Moving forward, our primary objective is to capture and analyze the additional data needed to link the barriers to the relevant triggers and to build on the work started with this initial barrier analysis effort. Of course, the availability of the DHS applicant flow tool will be a critical factor to the Department's ability to collect this data.

A modified Part I for each potential barrier, to include a list of the additional data needed, immediately follows this page. Each Part I identifies the relevant triggers and updates all sections of the form pertaining to the barrier analysis and any associated planned activities. Accomplishments on any other outstanding planned activities included in the FY 2006 DHS MD 715 report are addressed on the initial Part I.

Potential Barrier: Over-reliance on the Use of the Internet

EEOC FORM 715-01 Part I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>FY 2007 Barrier Analysis Update</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Triggers 1-8, 11, 14
STATEMENT OF IDENTIFIED POTENTIAL BARRIER:		It appears that there was an over-reliance on the use of the internet to recruit applicants for cross-cutting, high-profile occupations. Postings for these occupations were primarily done through the internet (OPM, USA Jobs). Job posting boards on known websites such as Diversity.com, Monster.com, and HireDiversity.com were also a part of the efforts to seek women and minority candidates. Frequently this choice of recruitment technique is viewed as a cost savings approach. Emerging research suggests significant differences in demographic reactions to and use of internet job sites.
OBJECTIVE:		Create a comprehensive recruiting system and strategy that creates equality of opportunity for all applicants and allows DHS to recruit for the full range of skill sets necessary to accomplish its mission.
RESPONSIBLE OFFICIALS:		Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/Civil Rights Directors, and Component HC Directors
DATE OBJECTIVE INITIATED:		March 30, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:		September 30, 2009

Planned Activities Toward Completion of Objective	Target Date
<p>1. Partner with the Chief Human Capital Officer staff on Objective 4.2 of the DHS HR Line of Business (LOB) Goals and Objectives for FY 2009-FY 20013 - <i>“Implement an enterprise-wide recruitment strategy so that recruiting efforts are collaborative, complementary to component specific needs, and efficient with the result of attracting the best talent.”</i></p>	<p>September 30, 2009</p>
<p>1. Partner with the Chief Human Capital Officer staff on Action 5.2.1 of the DHS HR LOB Goals and Objectives for FY 2009-FY 20013 - <i>“Deploy applicant flow tool to analyze recruitment and hiring results.”</i> Ensure that the applicant flow tool has the capability to capture the data identified in #3 below.</p>	<p>September 30, 2008</p>
<p>3. Collect and analyze additional data that could more conclusively demonstrate a link between over-reliance on online recruiting media and equality of opportunity for applicants. Additional data needed:</p> <ul style="list-style-type: none"> • Geographic region of all searches • The name of the recruitment tactic used to acquire the targeted employee group • The calculation of the response/contact ratio with the targeted employee group and recruitment tactic • The number of contacts with qualified candidates and the percentage of that number with the qualified trigger-identified applicant group • The calculation of the hiring conversion rate • The total cost of the recruitment tactic in use • The calculation of the acquisition cost for the targeted employee group • The calculation of the return on investment (ROI) 	<p>September 30, 2009</p>

Planned Activities Toward Completion of Objective	Target Date
<p>4. Develop a financial grid with information about the employee group(s) targets for a specific recruitment tactic. A financial grid identifies the cost effectiveness and human capital yield that comes as a result of using a specific recruitment tactic to acquire specific employee groups. Also, the grid data gives information about the investment costs allocated for each recruitment tactic for each employee group as well as information about the number of contacts made using a specific approach. These analyses can be taken a step further and used to assess differentials between employee groups. A level of probability can be determined about the efficiency and sufficiency of budget allocations and type of recruitment tactic to recruit the employee groups identified in the relevant triggers.</p>	<p>March 30, 2009</p>
Report of Accomplishments and Modifications to Objective	
Empty space for report of accomplishments and modifications	

Potential Barrier: Over-reliance on the Use of Noncompetitive Hiring Authorities

EEOC FORM 715-01 Part I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>FY 2007 Barrier Analysis Update</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Triggers 1-8, 11, 14
STATEMENT OF IDENTIFIED POTENTIAL BARRIER:		There appears to be an over-reliance on the use of noncompetitive hiring authorities. At one component, 63 percent of all hires (686 of 1088) in FY 2004 did not go through the competitive job selection process. At another component, a large number of employees on noncompetitive temporary appointments were non-competitively converted to permanent appointments.
OBJECTIVE:		Create enterprise-wide guidance around the use of noncompetitive hiring authorities to ensure that DHS can enjoy the full benefit of these flexibilities without inhibiting equal employment opportunity.
RESPONSIBLE OFFICIALS:		Deputy Officer for EEO Programs and the Chief Human Capital Officer
DATE OBJECTIVE INITIATED:		March 30, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:		September 30, 2009
Planned Activities Toward Completion of Objective		Target Date
1. Coordinate with Human Capital to ensure that the applicant flow tool has the capability to capture the data identified in #2 below.		September 30, 2008

<p>2. Collect and analyze additional data that would more conclusively demonstrate a link between over-reliance on the use of noncompetitive hiring authorities and equality of opportunity for applicants. Additional data needed:</p> <ul style="list-style-type: none"> • The number of candidates, by employee group, applying for a position • Data on the personal characteristics of applicants (education, years of experience, types of experience, any assessment results, disposition of security clearances) • Data on job performance (or performance ratings), recognition and awards, and salary level of each applicant • A description of positions that were open for applications, including whether they were hiring through a <i>noncompetitive authority</i> or through a competitive/merit selection process • The number of candidates who were interviewed for each job category/grade (competitive and noncompetitive) by employee group • The number of candidates who received offers, organized by employee group (competitive and noncompetitive; grade level) • Data that identifies reasons for declines (salary, level of responsibility, etc.) by employee group <p>Using a multiple regression analysis, these data points can be used to assess the probability of the existence of differentials between any of the demographic segments and job category hiring practices (competitive and noncompetitive)</p>	<p>September 30, 2009</p>
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Report of Accomplishments and Modifications to Objective

**Potential Barrier: Adequacy of Responses to Executive Order 13171,
Hispanic Employment in the Federal Government**

EEOC FORM 715-01 Part I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>FY 2007 Barrier Analysis Update</i>	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Triggers 1 -3, 6-8	
STATEMENT OF IDENTIFIED POTENTIAL BARRIER:	Executive Order 13171 mandates that there should be ongoing policies and practices that eliminate the under-representation of Hispanics in the Federal workforce. However, that was no evidence of specific recruitment initiatives that were directed to Hispanics in several components. These components did not include a plan for recruiting Hispanics in their overview of materials and did not assess any systemic barriers to the effective recruitment and consideration of Hispanics.	
OBJECTIVE:	Fully comply with Executive Order 13171, Hispanic Employment in the Federal Government.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/Civil Rights Directors, and Component HC Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009	

Planned Activities Toward Completion of Objective	Target Date
<p>1. Partner with the Chief Human Capital Officer staff on Objective 4.2 of the DHS HR LOB goals and objectives FY 2009-20013 – <i>“Implement an enterprise-wide recruitment strategy so that recruiting efforts are collaborative, complementary to component specific needs, and efficient with the result of attracting the best talent.”</i></p>	September 30, 2009
<p>2. Coordinate with Human Capital to ensure that the applicant flow tool has the capability to capture the data identified in #3 below.</p>	September 30, 2008
<p>3. Collect additional data that could more conclusively demonstrate a link between problematic/insufficient responses to Executive Order 13171 and equality of opportunity for applicants and employees. Additional data needed:</p> <ul style="list-style-type: none"> • The number of applicants, by employee group, who applied for entry into career and leadership programs • The number of entrants into leadership programs, by employee group • Performance levels of applicants in leadership programs by employee group • Data on personal characteristics of applicants (education, years of experience, types of experience, any assessment results, disposition of security clearances) • Data on personal characteristics of entrants (education, years of experience, types of experience, any assessment results, disposition of clearances) • Information about the recognition of employees’ level of productivity, such as time-off awards or monetary awards for Hispanics and all other employee groups • The number of candidates, by employee group, applying for a position • The number of candidates who were interviewed for each job category/grade by employee groups—competitive and non-competitive • The number of candidates who received offers, organized by employee group, job category, and grade—competitive and noncompetitive. • The number of offers accepted by each employee group for each job category—competitive and noncompetitive—and grade. 	September 30, 2009

Planned Activities Toward Completion of Objective	Target Date
<ul style="list-style-type: none"> Interview data that identifies reasons (e.g., salary, level of responsibility, etc.) for declines for all employee groups. 	
<p>4. Develop DHS-wide guidance to address the issue of levels of education among Hispanics in the pipeline. For consideration, we suggest offering “<i>back to school</i>” support so that those employees who have a year or two of college to complete can do so.</p>	<p>March 31, 2009</p>
Report of Accomplishments and Modifications to Objective	

Potential Barrier: Non-diverse Interview Panels

EEOC FORM 715-01 Part I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>FY 2007 Barrier Analysis Update</i>	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Triggers 1, 5, 7, 8, 11, 14	
STATEMENT OF IDENTIFIED POTENTIAL BARRIER:	The analysis found that some interview panels did not reflect the diversity of the applicants which may demonstrate a lack of cultural awareness in decision making that inappropriately penalizes some employee groups. This is particularly true as the objective of an interview panel is, in part, to “assess judgment skills” and “good judgment” is a culturally driven attribute.	
OBJECTIVE:	Establish enterprise-wide interview panel guidelines that require members of interview panels to reflect the diversity of the applicants and are trained with the appropriate cultural competencies to evaluate candidates fairly and effectively.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs and Chief Human Capital Officer	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009	
Planned Activities Toward Completion of Objective		Target Date
1. Collaborate with Human Capital in the development of guidelines that address the diversity/composition of interview panels		September 30, 2008

<p>2. Collect additional data to determine the impact of non-diverse interview panels. Additional needed:</p> <ul style="list-style-type: none"> • Composition of the interview panels (race/ethnicity/gender/disability status, occupation/position title) • The number of qualified applicants, by employee group • The number of qualified applicants interviewed, by employee group • The number of hires by employee group • Data on personal characteristics of qualified applicants (education, years of experience, types of experience, any assessment results) • Information on why applicants did not receive an interview or an offer of employment. A small questionnaire could be given to interviewees which include how candidates were assessed in terms of their judgment skills • The number of courses and hours spent on diversity awareness training by panel members 	<p>September 30, 2009</p>
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Report of Accomplishments and Modifications to Objective

Part I

Title VII

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Total Workforce - FY 2004 w/FY 2006 and FY 2007 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>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 components, 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 components. A similar profile existed for Hispanic females in six of the nine DHS components.</p> <p>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.</p> <p>Similar disparities existed at this aggregate Departmental level in the <i>temporary</i> 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.</p> <p>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 components.</p> <p><i>With few exceptions, these employment profiles continued for FY 2007 (see Appendix C).</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>FY 2004 DHS employment profiles reflect, for the most part, the recruitment and hiring activities of the 22 separate agencies that merged to create</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>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 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. FY 2007: <i>See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></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>Deputy Officer for EEO Programs, Chief Human</p>

	Capital Officer
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	May 30, 2006 - <i>Revised to December 30, 2009</i>
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 in FY 2005</i>
2. Report team findings to Director, DHS EEO Programs.	August 30, 2005 <i>Completed 01/2008</i>
3. Design and conduct a study to assess the attitudes of managers relative to equal employment opportunity. (<i>Revised in FY 2007 report to "CRCL will discuss collaborating with HC on Action 5.2.2."</i>) – See FY 2007 update below.	July 31, 2005 <i>Revised to 6/30/2008</i>
4. Report results to Director, DHS EEO Programs. (<i>See FY 2007 update below</i>)	August 30, 2005 <i>Temporarily Suspended</i>
5. Develop interim plan to eliminate probable barriers based on results of cross-functional teams.	September 30, 2005 <i>Closed 12/2007</i>
6. Complete plans to establish DHS-wide applicant flow process, implement, and assess.	March 31, 2006 <i>Revised to 12/31/2008</i>
7. Finalize plan, including procedures to monitor progress, to eliminate identified barriers.	May 30, 2006 <i>Revised to 12/31/2009</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
<p>#2 – CRCL reconvened the cross-functional team in May 2006. Professionals from the components' EEO and HC communities provided ad hoc resources. One of the deliverables, the Document Collection Plan, was essential to timely completion of follow-on task deliverables. Unfortunately, the document collection phase extended well beyond the estimated task completion</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

date because of unexpected challenges experienced in obtaining the required component documents. Consequently, the estimated task completion dates for most of the follow-on tasks had Barrier List/Report on February 15, 2007. The Deputy Officer for EEO Programs was briefed on this preliminary list/report on February 28, 2007. A final briefing will be presented to the Deputy Officer for EEO Programs after receipt of the final Barrier Identification and Action Plan Report which is scheduled for June 15, 2007. ***The revised target date for this activity/briefing is June 30, 2007.***

#3 – CRCL funding shortfalls during FY 2006 precluded any follow-up action on assessing possible attitudinal barriers among managers relative to equal employment opportunity. CRCL recognizes the significance of pursuing these potential barriers and will strongly consider the results of the departmental barrier analysis efforts before making any determinations on how and when to address attitudinal barriers. Accordingly, this planned activity has been changed to: “Consider the conduct of a study to assess attitudinal barriers based on the results of the structural barriers report.” ***The target date for this activity is September 30, 2007.***

#4 – As noted previously in this report (page 40, #3); this planned activity is contingent on CRCL’s decision on whether the study to assess attitudinal barriers will be conducted. ***The target date for this activity is September 30, 2007.***

#5 – ICF is developing an action plan for eliminating identified barriers as one of the task deliverables for the structural barrier analysis project. CRCL will review this action plan and announce the Department’s interim action plan by ***July 31, 2007.***

#6 – As noted previously in this report (page 18); applicant tracking is one of five major areas included in the Department’s e-Recruitment System. While DHS initiated the acquisition process, unexpected delays during the procurement process precluded the awarding of the contract for the e-Recruitment System in FY 2006. Consequently, the workforce tables impacted by the applicant flow and career development systems were not developed as expected. We expect an May 2007 contract award date and full deployment of the e-Recruitment System within 2-3 years. CRCL will continue to work closely with the CHCO staff to identify earlier opportunities to develop the applicable MD 715 workforce tables as deliverables are planned after the contract is awarded. ***We are establishing July 31, 2007 as the target date for redefining the timeline for developing the applicable MD 715 workforce tables.***

#7 – ***The target date for this activity has been changed to September 30, 2007.***

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2007 UPDATE

#2 – The Department’s first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. ***This planned activity was completed in January 2008.***

#3 – Funding continued to be an issue during FY 2007 relative to the Department’s posture for assessing attitudinal barriers. Given that the low participation rates identified in FY 2004 continued, for the most part, for the same employee groups in FY 2007, we believe that assessing attitudinal barriers in conjunction with the continued analysis of structural barriers would be beneficial to understanding what might be contributing to these employment profiles. It is worth noting that Human Capital (HC), in conjunction with its “FY 2009-2013 Human Resources (HR) Line of Business (LOB) Goals, Objectives, and Actions” plans to “*Conduct a DHS wide cultural audit to assess current diversity profiles and attitudes in order to identify and develop new actions and strategies.*” (Action 5.2.2) CRCL plans to talk with HC about the opportunity to partner with them on Action 5.2.2. We have revised this planned activity to: “*CRCL will discuss collaborating with HC on Action 5.2.2.*” ***The target date for this planned activity has been revised to June 30, 2008.***

#4 – CRCL is suspending this planned activity until some decisions are reached regarding the proposed collaborative effort with HC on assessing attitudes. ***This activity has been temporarily suspended.***

#5 – No interim plan is required as the new Part I’s and Part H’s developed as a result of the Department’s first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. ***This planned activity is closed.***

#6 – In October 2007, DHS began a phased implementation of its enterprise e-Recruitment system and will complete the implementation of the first component, DHS Headquarters, during FY 2008. It is expected that full implementation across the Department will be accomplished by December 2010. This system will be able to track applicants throughout the life cycle of the hiring process (from recruitment through entry on duty). Tracking throughout the life cycle will help DHS analyze and improve the effectiveness of its recruitment efforts and sources and the return on investment of such efforts. ***Given the expected implementation period for DHS Headquarters, we are establishing December 31, 2008 as the target date for developing the MD 715 workforce tables with applicant-flow implications (Tables A/B-7, 9, 11, and 12).***

#7 - CRCL will identify any specific follow-on actions required after the potential barriers are confirmed. ***The target date for this activity is December 31, 2009.***

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Officials and Managers - FY 2004 w/FY 2006 and FY 2007 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As 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 components 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 the components.</p> <p>In the Executive/Senior Level (Grades 15 and Above) sub-category, several employee groups were conspicuously absent within the components.</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 accounted for approximately 38 percent of the DHS FY 2007 permanent workforce. Similar employment profiles were identified for FY 2007.</i></p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary data source for analysis of this employment profile. We note that erroneous RNO coding at TSA might be a contributing factor to the disparities noted in the first paragraph above. Further analysis of the employee distributions within the two data streams that populate this category—(1) occupational series coded by the Office of Personnel Management (OPM) as “Officials and Managers” and (2) the position supervisory code—is needed to determine what might be at play relative to the conditions at issue.</p>	

<p>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. FY 2007: <i>See the Part H and part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></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>Deputy Officer for EEO Programs; Director, Office of Civil Rights (TSA) – RNO Coding</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 9/30/2007</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 TSA on the development of an action plan to resurvey the workforce to correct RNO coding problems. Establish target date for re-examining DHS employment profiles in this occupational category based on resurvey.</p>	<p>April 30, 2005 <i>Completed</i></p>
<p>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.</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>
<p>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.</p>	<p>June 30, 2005 <i>Completed 12/2007</i></p>
<p>4. Develop plan to eliminate probable barriers, including procedures to monitor progress.</p>	<p>September 30, 2005 <i>Revised 12/31/2009</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>FY 2006 UPDATE</p> <p>#2 – See DHS Preliminary Barriers Report, Appendix A.</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#3 - As previously described, two data streams comprise the “Officials and Managers” occupational employment category—(1) occupational series assigned an Office of Personnel Management (OPM) “nine” code of “1” and (2) occupations assigned a “nine” code of “2 through 9,” but have supervisory positions codes of “2, 4, or 5.” While analysis of these two data streams failed to reveal any significant contributors to the conditions at issue, several employment patterns did emerge.

- Of the three employee groups identified in the FY 2004 condition statement—Females (collectively), White males and White females—two groups (Females (collectively) and White females) experienced the same employment patterns, i.e., lower participation rates than their availability in the RCLF, in the two individual data streams. The third employee group; White males, was employed at a rate below the RCLF only in the code “1” subgroup.
- Positions assigned to the second subgroup by virtue of their position supervisory code had eight employee groups with participation rates below their availability in the RCLF compared to five employee groups in the code “1” subgroup. Six of the eight employee groups were female.
- Four employee groups—Females (collectively), White females, and males and females identified as two or more races—had participation rates below their availability in both subgroups.

It is also worth noting that the employment status of the three employee groups—Females (collectively), White males, and White females—identified in the FY 2004 condition statement continued for FY 2006. This is particularly noteworthy since in FY 2005 TSA corrected the erroneous race/national origin coding anomalies that we believed to be a contributing factor to the FY 2004 condition. Moreover, for FY 2006 we identified three additional employee groups with participation rates below their availability in the RCLF—American Indian/Alaskan Native Females, and males and females identified as two or more/other races.

We will continue to monitor this situation throughout FY 2006. *The target date for this activity has been changed to September 30, 2007.*

#4 – See Preliminary Barriers Report, Appendix A.

FY 2007 UPDATE

#2 – See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. *This activity has been completed.*

#3 – The FY 2004 employment patterns for Females (collectively), White males, and White females continued for FY 2007. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2007. As such, any further action will be contingent on the outcomes from the additional analyses and strategies identified from the Department’s first enterprise-wide barrier

analysis effort. *This activity is closed in light of the new Part H's and Part I's developed in conjunction with the FY 2007 Barrier Analysis Update.*

#4 - CRCL will identify any specific follow-on actions required after the barriers are confirmed. *The target data for this activity is December 31, 2009.*

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Technicians - FY 2004 w/FY 2006 and FY 2007 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As Technicians, females (collectively), White females, Asian females, and American Indian/Alaskan Native females were employed at rates below their availability in the relevant NCLF.</p> <p>TSA Screeners (a DHS Cross-Cutting, High-Profile occupation) comprise 98 percent of this occupational category and, as such, drive the disparities noted above. In FEMA, USCG, CBP and ICE where there were at least 100 positions in the <i>Technicians</i> category, we noted additional employee groups with low participation rates in this category relative to their availability in the relevant NCLF. In most of these components, we noted disparities among Hispanic males/females, Black females, and males and females identified as “Two or More/Other Races.”</p> <p><i>The Technicians occupational category account for approximately 38 percent of the DHS permanent workforce.</i></p> <p>FY 2007: With the realignment of the Transportation Security Officers (formerly TSA Screeners) from this “<i>Technicians</i>” occupational category to the “<i>Service Worker</i>” category based on reclassification from the 0019 series to the 1802 series, <i>Technicians</i> now comprise only 0.48 percent of the DHS permanent workforce. Since this realignment leaves less than 1,000 employees in the <i>Technicians</i> category, DHS will close out any further reporting on this occupational category and concentrate on those occupational categories that comprise a larger percentage of the permanent workforce. We did note, however, that the following employee groups</p>	

	<p>were employed in this occupational category at rates below their availability in the relevant civilian labor force: Females (collectively), Hispanic females, White females, African-American females, Asian males and females, and American Indian/Alaskan Native females. Males and females identified as <i>Two or More/Other Races</i> were conspicuously absent.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary source document for analysis of this employment category. As mentioned in the barrier analysis discussion for “Officials and Managers,” we note that erroneous RNO coding at TSA might be a contributing factor to the disparities noted above. While we await the outcome of the TSA RNO resurvey, we will complete the analysis of our recruitment, hiring, and retention activities as well as applicable policies.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive. FY 2007: See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</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>Deputy Officer for EEO Programs; Director, Office of Civil Rights (TSA)</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – Closed in FY 2007 – No further action.</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 TSA on the development of an action plan to resurvey the workforce to correct RNO coding problems.</p>	<p>April 30, 2005 <i>Completed</i></p>

Establish target date for re-examining DHS employment profiles in this occupational category based on resurvey.	
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>Closed – No further action</i>
3. Brief Director, DHS EEO Programs on potential barriers and interim plan to eliminate the barriers.	July 31, 2005 <i>Closed – No further action</i>
4. Finalize plan to eliminate the probable barriers, including procedures to monitor progress.	September 30, 2005 <i>Closed – No further action</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#2, 3, and 4 – See DHS Preliminary Barriers Report, Appendix A.

FY 2007 UPDATE

All activity on the Technicians occupational category is closed since only 0.48 percent of the DHS permanent workforce was employed here after the realignment of the Transportation Security Officers to the Service Workers occupational category.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Professionals - FY 2004 w/FY 2006 and FY 2007 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As Professionals, females (collectively), White females, Asian females, and American Indian/Alaskan Native females had participation rates below their expected availability rate in the relevant NCLF. This pattern was repeated for the same groups across most DHS components. Asian males, American Indian/Alaskan Native males, and males identified as “Two or More/Other Races” were also employed at rates below their availability in the relevant NCLF.</p> <p><i>Four DHS Cross-Cutting, High Profile occupations are included in the Professionals category—Attorneys, Engineers, Intelligence Research Specialists and IT Specialists.</i></p> <p><i>Professionals account for approximately 6 percent of the DHS permanent workforce.</i></p> <p>FY 2007: Professionals made-up 6.32 percent of the DHS permanent workforce. Similar to FY 2004, Females (collectively), White females, American Indian/Alaskan Native females and males and females identified as Two or More/Other Races had participation rates below their availability in this occupational category.</p>	

<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary source document for analysis of this employment profile. We also examined hiring and separation data for the DHS Cross-Cutting, High Profile occupations in this category. This analysis showed that, overall, we hired more employees in these positions than we lost. However, women accounted for 39 percent of the losses and 29 percent of the accessions. As noted earlier, drawing conclusions from this data is premature given the absence of a DHS-wide applicant flow process or recruitment plan.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive. FY 2007: <i>See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for Programs; Chief Human Capital Officer</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 9/30/2007</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 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>Completed 12/2007</i></p>
<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Completed 01/2008</i></p>
<p>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.</p>	<p>September 30, 2005 <i>Closed 12/2007</i></p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#1, #2 and #3 – See Preliminary Barriers Report, Appendix A.

FY 2007 UPDATE

#1 – See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. *This activity has been completed.*

#2 – The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. *This planned activity was completed in January 2008.*

#3 – No interim plan is required as the new Part I's developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. *This planned activity is closed.*

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Service Workers - FY 2004 w/FY 2006 and FY 2007 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively), females across all individual groups, Black males, Asian males, and males identified as “Two or More/Other Races” were employed at rates below their respective availability in the relevant NCLF. With few exceptions, this employment pattern was mirrored across the DHS components.</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>FY 2007: At the departmental level, all female employee groups except Native Hawaiian or Other Pacific Islander females were employed in the Service Worker category at rates below their respective availability in the NCLF. Males identified as Two or More/Other Races were also employed below their respective NCLF availability.</p> <p>Four DHS Cross-Cutting, High-Profile occupations now make up this occupational category with the addition of the Transportation Security Officers (TSO’s) upon their reclassification from the “0019” series to the “1802” series. With this addition, Service Workers, as a percentage of the DHS permanent workforce, grew from 14 percent in FY 2004 to 45.66 percent for FY 2007. The TSO’s replace the Border Patrol Agents as the largest of the four occupations, accounting for 75.86 percent</p>	

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>Completed 12/2007</i>
2. Report findings to the Director, DHS EEO Programs	August 30, 2005 <i>Completed 01/2008</i>
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.	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/schedule to monitor progress.	September 30, 2005 <i>Completed 12/2007</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
#1, #2, and #4 – See DHS Preliminary Barriers Report, Appendix A.	
<hr style="border: 1px solid black; width: 60%; margin: 10px auto;"/>	
FY 2007 UPDATE	
#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. <i>This activity has been completed.</i>	
#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i>	
#4 – No interim plan is required as the new Part I's and Part H's developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity is closed.</i>	

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>General Schedule Grades - FY 2004 w/FY 2006 and FY 2007 Updates</i></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In the General Schedule (GS) pay plan at the 13, 14, 15, and SES levels, all employee groups, except White males, had participation rates below their availability in the DHS permanent workforce. For White females, the disparity existed only at the GS-13 grade level.</p> <p>With few exceptions, the disparities at the GS-13, 14, 15, and SES levels were mirrored across the DHS components.</p> <p align="center">FY 2007</p> <p><u>GS-13</u> – The disparities identified in FY 2004 continued for the same employee groups in FY 2007 even though the ratio changes for most of the groups were positive. Native Hawaiian or Other Pacific Islander males and females were added to these groups for FY 2007. DHS did not capture data for these groups in FY 2004.</p> <p><u>GS-14</u> – DHS achieved a modicum of success at this grade level compared to FY 2004 as two employee groups—Females (collectively) and Asian females—previously employed at rates below their availability in the DHS permanent workforce exceeded their availability. Hispanic males and females, Black males and females, Asian males, and American Indian/Alaskan Native females continued to be employed at rates below their respective availability in the DHS permanent workforce even though they experienced positive ratio changes from FY 2004 to FY 2007. Native Hawaiian or Other Pacific Islander males and females and American Indian/Alaskan Native males were also employed below their availability in FY 2007.</p> <p><u>GS-15</u> – All employee groups—except White males and females, and females identified as</p>

	<p>“Two or More/Other Races”—were employed at rates below their availability in the DHS permanent workforce in FY 2007. This is basically a repeat of the FY 2004 employment picture for these employee groups. While most of the employee groups experienced positive ratio changes from FY 2004 to FY 2007, the change was not enough to boost the participation rates beyond the respective availability rates.</p> <p><u>SES</u> – Only White males and females were employed at rates above their respective availability in the DHS permanent workforce. While only two employee groups—Asian males and males identified as “Two or More/Other Races”—had a decrease in their actual numbers, negative ratio changes were experienced by several groups—White males, Black males and females, Asian males and females, American Indian/Alaskan Native males, and males identified as “Two or More/Other Races.”</p> <p>Similar profiles existed at the DHS components.</p> <p>A table summarizing these changes from FY 2004 to FY 2007 is provided at Appendix B.</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 A4-1 provided the primary source document for analysis of this employment category.</p> <p>Several data points were noteworthy during the analysis of Workforce Table A4-1. In CIS, the only component 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</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>CBP workforce. For Black females, the disparity only existed at the SES level. These employment patterns point to an examination of grades within occupations to help understand the processes at work.</p> <p>Data needed to conduct a more detailed assessment of the possible contributors to these 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. FY 2007: <i>See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></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>Deputy Officer for 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>Completed 01/2008</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 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>Completed 12/2007</i></p>

<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Completed 01/2008</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>Completed 12/2007</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2006 UPDATE</p> <p>#1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.</p> <hr style="width: 60%; margin: 20px auto;"/> <p style="text-align: center;">FY 2007 UPDATE</p> <p>#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. <i>This activity has been completed.</i></p> <p>#2 - The Department’s first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i></p> <p>#4 – No interim plan is required as the new Part I’s and Part H’s developed as a result of the Department’s first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity is closed.</i></p>	

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Cross-Cutting, High Profile Occupations FY 2004 w/FY 2006 and FY 2007 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively) were employed at rates below their respective availability rates in 8 of the 12 DHS Cross-Cutting, High-Profile Occupations—Customs and Border Protection Officers (1895), Border Patrol Agents (1896), Criminal Investigators (1811), Intelligence Research Specialists (0132) IT Specialists (2210), Police (0083), Screeners (0019), and Security (0080).</p> <p>Females (collectively) were also employed at rates below their availability in two of the three engineering disciplines with more than 100 positions—<i>General Engineers (0801)</i> and <i>Electronics Technicians (0856)</i>.</p> <p>In the <i>Border Patrol Agent (1896)</i> occupation, all employee groups, except Hispanic males/females, were employed at rates below their respective NCLF availability. Females (collectively) accounted for only 5.66 percent of the agents.</p> <p>In the <i>Police (0083)</i> occupation, all employee groups, except Black males/females, were employed at rates below their respective NCLF availability.</p> <p>In the <i>Security (0080)</i> occupation, all female employee groups (collectively and individually), except Black females, were employed at rates below their respective NCLF availability.</p> <p>FY 2007: The FY 2004 employment patterns continued, for the most part, for FY 2007. Females (collectively) were employed at rates below their respective availability in 9 of the 12 Cross-Cutting, High-Profile occupations—Security (0080), Police (0083), Intelligence</p>	

	<p>Research Specialists (0132), Adjudications Officers (1801), Transportation Security Officers (1802), Criminal Investigations (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). White females were similarly employed in these occupations plus the Contract Specialists series (1102).</p> <p><u>Border Patrol Agents (1896)</u> – All employee groups except Hispanic males and Hispanic females continued with participation rates below their corresponding occupational CLF availability. The participation rate for Females (collectively) decreased 0.45 percent since FY 2004, changing from 5.66 percent to 5.21 percent. Black males (1.01 percent) and Black females (0.05 percent) comprised only 1.06 percent of this mission critical occupation compared to their corresponding occupational CLF availability of 10.6 percent (7.0 and 3.6 percent, respectively). Hispanic males and females and White males and females accounted for 97.60 percent of this occupation in FY 2007.</p> <p><u>Police (0083)</u> – Four employee groups—Black males and females and Asian males and females—had participation rates <i>above</i> their respective occupational CLF availability in FY 2007 compared to only two (Black males and females) in FY 2004. All other employee groups continued at participation rates below their respective occupational CLF availability.</p> <p><u>Security (0080)</u> – The employment profiles identified for women in FY 2004 continued for FY 2007, i.e., all female groups (collectively and individually) had participation rates below their respective occupational CLF availability. Asian males, Native Hawaiian/Other Islander males, and males identified as “Two or More/Other Races” were also employed below their respective occupational CLF availability.</p>
<p>BARRIER ANALYSIS:</p>	<p>Workforce Table A6 served as the primary</p>

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

BARRIER ANALYSIS: (Continued)

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

source document for analysis of this employment category.

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

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 *Statement of Condition* section, exacerbated our inability to determine the cause(s) of the conditions at issue.

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.

Additional data is needed to isolate the probable barriers in these cross-cutting, high profile occupations.

FY 2007: The high exit of women in the

	<p>Border Patrol may be a possible contributing factor to the low participation rates of women based on CBP's discussion of this factor in its FY 2007 MD 715 Report. CBP has developed a Part I for this trigger that will focus on a review of the training requirements to help women prepare ahead of time for the training. CBP also noted in its Executive Summary that it will review the application process for Border Patrol Agents to determine the root cause for the inconsistencies in the hiring rates among employee groups relative to their composition of the applicant pool. CRCL noted that CBP did not create a Part I to undertake this analysis and will recommend the development of such in its feedback letter to CBP. A new planned activity has been added as #5 below to monitor CBP's efforts relative to the applicant pool analysis.</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. FY 2007: See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</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>Deputy Officer for EEO Programs; component EEO/CR Directors</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 September 30, 2008</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 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.</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>
<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Completed 01/2008</i></p>
<p>3. Benchmark law enforcement agencies that have documented successes in recruiting, hiring, promoting, and retaining a diverse workforce.</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 and schedule to monitor progress.</p>	<p>September 30, 2005 <i>Completed 12/2007</i></p>
<p>5. In conjunction with the CRCL feedback letter to CBP, recommend that CBP develop a Part I to document the applicant pool analysis associated with the inconsistent hiring rates discussed in the Executive Summary of the FY 2007 CBP MD 715 Report. Monitor CBP's progress on this planned analysis.</p>	<p>September 30, 2008</p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#1, #2, and #4 – See DHS Preliminary Barriers Report, Appendix A.

FY 2007 UPDATE

#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. *This activity has been completed.*

#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. *This planned activity was completed in January 2008.*

#4 – No interim plan is required as the new Part I's and Part H's developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. *This planned activity is closed.*

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>New Hires by Type of Appointment - FY 2004 w/FY 2006 and FY 2007 Updates</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) and females across all individual groups, except Black females, were hired in DHS permanent appointments at rates below their availability in the NCLF.</p> <p>This employment profile continued for females (collectively), White females, Asian females, and females identified as “Two or More/Other Races” in <i>temporary</i> appointments.</p> <p>Males identified as “Two or More/Other Races” were also hired at rates below their availability in the DHS permanent workforce.</p> <p>FY 2007: DHS achieved some success in this key employment area as three female groups—Hispanic females, Black females, and American Indian/Alaskan Native females—were hired in the DHS permanent workforce at rates above their availability in the NCLF. Hispanic males, Black males, Native Hawaiian/Other Pacific Islander males and American Indian/Alaskan Native males joined these female employee groups with hiring rates above their corresponding availability in the NCLF.</p> <p>In the temporary workforce, only two female employee groups—Black females and American Indian/Alaskan Native females—were hired at rates above their respective NCLF availability. For males, only two employee groups were hired at rates above their NCLF availability—White males and Black males.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A8 served as the primary document for analyzing this employment category. We used a report detailing the Nature of Action Codes (NOACs) and corresponding hiring authorities to supplement Table A8. The</p>	

BARRIER ANALYSIS (Continued):

DHS Federal Equal Opportunity Recruitment Program (FEORP) Annual Report and input from the components 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 components 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.

FY 2007: In addition to the FY 2007 Barrier Analysis Update provided at the beginning of the Part H and Part I tabbed sections, we note that three NOACs accounted for 97.63 percent of the 22,813 permanent hires:

- NOAC 101 – Career Conditional Appt. – 2,036 hires
- NOAC 130 – Transfer – 979 hires
- NOAC 170 – Excepted Appt. – 19,258 hires

Women made-up 35.35 percent of the permanent hires; males – 64.64 percent.

For the temporary hires, four NOACs accounted for all but 8 of the 3,851 hires:

- NOAC 108 – Term Appt NTE – 330 hires
- NOAC 115 – Appt NTE – 194 hires
- NOAC 170 – Excepted Appt – 160 hires
- NOAC 171 – Excepted Appt NTE – 3,159 hires

Women accounted for 41.91 percent of the temporary hires; males – 58.08 percent.

BARRIER ANALYSIS (Continued):	The Department remains at an extreme disadvantage with respect to conducting meaningful assessments of its recruitment and hiring activities until the enterprise-wide applicant flow system is fully deployed. As noted previously for EEO Program deficiencies B14 and D4/5/6/7/8, DHS has begun a phased implementation of its enterprise e-Recruitment system and expects to complete the roll-out to DHS Headquarters during FY 2008.
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. FY 2007: <i>See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i>
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:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 – <i>Revised to 3/31/2009</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>Completed 12/2007</i>
2. Report team findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Completed 01/2008</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	July 31, 2005

documented successes in creating a workforce that draws from the diversity of America.	Revised to 3/31/2009
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>Completed 12/2007</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#1, #2, and #6 – See DHS Preliminary Barriers Report, Appendix A.

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

FY 2007 UPDATE

#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. *This activity has been completed.*

#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. *This planned activity was completed in January 2008.*

#4 – This benchmarking activity has been postponed pending the availability of resources. *The revised target date for this activity is March 31, 2009.*

#6 – No interim plan is required as the new Part I's and Part H's developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. *This planned activity has been completed.*

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS OF OBJECTIVE:

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Quality Salary Increases - FY 2004 w/FY 2006 and FY 2007 Updates</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>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.</p> <p>FY 2007: The employment picture for QSIs declined from FY 2004 as 11 employee groups—Hispanic males and females, White males, Black males, Asian males, Native Hawaiian/Other Pacific Islander males and females, American Indian/Alaskan Native males and females, and males and females identified as “Two or More/Other Races”—received QSIs at rates below their corresponding participation rates in the DHS permanent workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A13 served as the primary source document for analysis of this employment category.</p> <p>Additional data is needed to complete this analysis.</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>FY 2007: <i>See the Part H and Part I Barrier Analysis Updates for FY 2007 located at the beginning of these tabbed section.</i></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 of the specific groups noted above and develop a plan to eliminate the barrier.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs, Component EEO/CR Directors</p>	

DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 <i>Completed 01/2008</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 6/30/2007</i>
2. Report findings to the Director, DHS EEO Programs	August 30, 2005 <i>Revised to 6/30/2007</i>
3. Develop action plan to eliminate the probable barrier.	September 30, 2005 <i>Revised to 9/30/2007</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS OF OBJECTIVE:	
FY 2006 UPDATE	
1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.	
<hr/>	
FY 2007 UPDATE	
#1 - See the FY 2007 Barrier Analysis Updates located at the beginning of the Part H tabbed section. <i>This activity has been completed.</i>	
#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i>	
#3 - No interim plan is required as the new Part I's and Part H's developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity has been completed.</i>	

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>Separations - FY 2004 w/FY 2006 and FY 2007 Updates</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>White males and females and American Indian/Alaskan Native males voluntarily separated from DHS at rates greater than their respective participation rates in the DHS permanent workforce.</p> <p>Black males were involuntarily separated at a rate greater than twice their employment rate in the DHS permanent workforce.</p> <p>Black females and American Indian/Alaskan Native males and females were also involuntarily separated at rates greater than their respective employment rate in the DHS permanent workforce</p> <p>During Reductions-in-Force, females (collectively), White males, Asian females, and American Indian/Alaskan Native males were separated at rates greater than their respective employment rates in the DHS permanent workforce.</p> <p>Resignation rates for females (collectively), White males and females, Black males, and American Indian/Alaskan Native males and females were higher than their respective employment rates within the DHS permanent workforce.</p> <p>FY 2007: Females (collectively), White females, Black males and females, Native Hawaiian/Other Pacific Islander males and females, and American Indian/Alaskan Native males and females voluntarily separated from DHS at rates greater than their corresponding participation rates in the DHS workforce.</p>	

	<p>Black males continued to be involuntarily separated at a rate greater than twice their corresponding participation rate in the DHS permanent workforce. Black females had a similar separation pattern, having been involuntarily separated at a rate slightly less than twice their corresponding participation rate in the DHS permanent workforce.</p> <p>Females (collectively), Hispanic females, Native Hawaiian/Other Pacific Islander males, and American Indian/Alaskan Native males and females were also involuntarily separated at rates greater than their corresponding participation rate in the DHS permanent workforce.</p> <p>While Reductions-in-force were small (16 employees), Females (collectively) accounted for 50 percent of these separations—a rate greater than their corresponding participation rate (32.10 percent) in the DHS permanent workforce.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p> <p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A14 served as the primary source document for analysis of this employment category. We supplemented this compulsory table with a table detailing the type of separations by NOAC and a table that focused on separations among the DHS Cross-Cutting, High Profile occupations.</p> <p>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 component 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</p>

	<p>accessions. Indeed, additional information is needed to understand what practices and/or policies are contributing to these issues.</p> <p>FY 2007: Resignations (NOAC 317) continued to make-up the largest segment of the voluntary separations, accounting for 67.99 percent. Retirements Voluntary (NOAC 302) accounted for the second largest percentage of voluntary separations—17.07 percent. Terminations Appt. In (NOAC 352) comprised the third largest segment of voluntary separations—10.72 percent.</p> <p>Three NOAC’s accounted for 95.48 percent of the involuntary separations:</p> <ul style="list-style-type: none"> <input type="checkbox"/> NOAC 385 – Termination during Probationary/Trial Period – 1,112 employees <input type="checkbox"/> NOAC 330 – Removal – 621 employees <input type="checkbox"/> NOAC 357 – Termination -337 employees
<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>FY 2007: <i>See the Part H and Part I FY 2007Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></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>Deputy Officer for 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>Completed 01/2008</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</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>

the specific barriers pertaining to the conditions at issue in this employment category.	
2. Report findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Completed 01/2008</i>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
3. Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Completed 12/2007</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p>FY 2006 UPDATE</p> <p>#1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.</p> <hr/> <p>FY 2007 UPDATE</p> <p>#1 - See the FY 2007 Barrier Analysis Updates located at the beginning of the Part H tabbed section. <i>This activity has been completed.</i></p> <p>#2 - The Department’s first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i></p> <p>#3 - No interim plan is required as the new Part I’s and Part H’s developed as a result of the Department’s first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity has been completed.</i></p>	

Part I

Rehabilitation Act

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Overall Employment – FY 2004 w/FY 2006 and FY 2007 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Individuals with targeted disabilities had low participation rates against the “Federal High” of 2.27 percent in most of the employment profiles presented in the MD 715 Workforce Tables examined by DHS. This picture was repeated across the Department’s permanent and temporary workforces and throughout the DHS components.</p> <p>NOTE: The “Federal High” is the participation rate of a federal agency (with 500 or more permanent employees), which had the highest participation rate of employees with targeted disabilities during the prior fiscal year. For 2004, that agency was the Social Security Administration, where 2.27 percent of employees had a targeted disability. The Federal High is the standard that all agencies are compared against.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Tables B1, 2, 3, 4, 5, 6, 8, 10, 13, and 14</p> <p>Overall, individuals with targeted disabilities comprise 0.46 percent of the total DHS workforce, 0.48 percent of the DHS permanent workforce, and 0.38 percent of the temporary workforce. We separated more individuals with targeted disabilities 0.56 percent than we hired 0.22 percent. In the Cross-Cutting, High-Profile Occupations, the participation rates for individuals with disabilities ranged from 0.01 percent in the Criminal Investigators occupation to 0.81 percent in the Contract Specialists occupation. Individuals with targeted disabilities makeup 0.26 percent of the overall Officials and Managers category, but only 0.09 percent of the Mid-level managers (GS-13, 14) and 0.14 percent of the Executive/Senior Level (GS-15 and above).</p>	

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 component's 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

	<p>applicants with disabilities found that a focus on liberal arts which may not offer sufficient course work to equip graduates for DHS positions.</p> <p>FY 2007: Between FY 2004 and FY 2007, we noted overall increases in the participation rates for employees with disabilities in the cross-cutting, high-profile occupations and in the high grades. The participation rate of employees with disabilities in the “<i>Officials and Managers</i>” category, including those with targeted disabilities, increased at a higher rate than employees without disabilities each year. The ratio change in the “<i>Officials and Managers</i>” category for employees with targeted disabilities was 8.23 percent and 8.47 percent for employees with disabilities compared to 4.63 percent for employees without disabilities.</p> <p>Further, between FY 2004 and FY 2007, the participation rate for employees with disabilities, including those with targeted disabilities, was proportionately higher than that of employees without disabilities in the Professional, Technical, Administrative, Craftwork, and Operatives occupational categories.</p> <p>The participation rate for employees with targeted disabilities remained stable when compared to the participation rate for employees without disabilities who were employed as CBP Officers, Border Patrol Agents, and Criminal Investigators. DHS narrowed the gap in participation rates between employees with targeted disabilities and those without disabilities in Adjudication Officer positions. The participation rate for employees with targeted disabilities increased from 4.3 percent in FY 2004 to 10.3 percent for FY 2007. Similar employment profiles were noted for TSO’s.</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>More information is needed to understand what factors might be contributing to the conditions at issue; identification of barriers is inconclusive.</p> <p>FY 2007: <i>See the Part H and Part I FY 2007</i></p>

	<i>Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i>
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:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	March 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 <i>(Revised to 9/30/2009)</i>
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 <i>Completed</i>
2. Conduct analysis of current expedited hiring practices among organizational elements to fill mission critical occupations.	May 2005 <i>Completed</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>Completed</i>

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>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: (Continued)	TARGET DATE (Must be specific)
6. Produce directive to implement uniform DHS wide procedures for using Schedule A to hire people with disabilities.	August 2005 <i>Completed</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>Completed</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 9/30/2009</i>
10. Evaluate results and make appropriate changes to meet objectives.	September 2006 <i>Completed</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
<p>#1a – During FY 2006, DHS hired 4 WRP summer interns. DHS contributed one recruiter from the USSS for the WRP recruiting program. The USSS committed one recruiter for the FY 2007 program.</p> <p>#2 and #3 – See the Preliminary Barriers Report, Appendix A.</p> <p>#6 – OPM released the new revised Schedule A procedures on July 25, 2006. OPM's Memorandum to the Departments, along with Questions and Answers on the new regulations were disseminated through the DHS EEO and HC communities. In September 2006, at the invitation of EEOC, the DHS Disability Program Manager and the DHS Selective Placement Coordinator shared best practices for employing people with disabilities before a capacity crowd attending a new EEOC-sponsored initiative. <i>This activity has been completed.</i></p>	

#8 – This activity is on track for completion by 9/30/2007.

#9 – DHS anticipates that its EEO website will be operational by September 2009.

#10 – The DHS Disability Program Manager presented a report to the Deputy for EEO Programs in September 2006. *This activity has been completed.*

FY 2007 UPDATE

#2 and #3 – A review of the components' usage of Schedule A revealed that of the total new hires for FY 2007 only 19 were made using the Schedule A hiring authority. As a result, CRCL developed and presented various training programs to Human Capital Specialists responsible for implementing Schedule A to increase the employment of people with disabilities, particularly employees with targeted disabilities. CRCL also produced a training program entitled, "U.S. Department of Homeland Security Implementing Schedule A: Excepted Service Appointment of Persons with Disabilities and Career and Career-Conditional Employment Regulations." CRCL presented this program to the DHS Staffing Council to address the underutilization of the Schedule A hiring authority.

See also the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. *This activity has been completed.*

#1e and #8 – DHS met with Gallaudet University on this issue. DHS also focused its recruitment efforts on colleges with larger populations of students with disabilities, particularly the over 200 colleges and universities that provide students to the Workforce Recruitment Program. Further, for the first time, DHS components worked with Department of Labor officials to mine the WRP database to identify potential interns with majors and skill sets pertinent to DHS open positions. In FY 2007, the Disability Program Manager became an active member of the DHS Subcommittee on Recruitment to ensure that recruiting people with disabilities was included in the Department's Corporate Recruitment program. *These planned have been completed.*

#9 – No changes from the FY 2006 status; DHS is on schedule for meeting the 9/30/2009 target date.

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 and FY 2006 Updates</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>	DHS has not completed an accessibility study of all of its facilities. A limited number of buildings have been reviewed.	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	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.	
<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>Incomplete information.</p> <p>Lack of awareness of facilities management staff about their responsibilities for ensuring accessibility within leased buildings.</p> <p>FY 2007: <i>See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></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>Develop a plan, including a timetable and budget, to conduct accessibility reviews of major DHS employment centers.</p> <p>Provide training for facility management staff on facility accessibility requirements.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	Deputy Officer for EEO Programs; CHCO; and Facility Chiefs at Headquarters and components.	
<p>DATE OBJECTIVE INITIATED:</p>	May 2005	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	December 2005 – <i>Revised to 1/31/2010</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>
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>Completed</i>
6. Develop plan for ensuring all DHS facilities are in compliance with federal standards.	December 2005 <i>Revised to 9/30/2010</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
<p>#5 – The DHS Under Secretary for Management was briefed on this project in March 2006. The briefing included cost estimates based on the services of the BOR. <i>This activity has been completed.</i></p> <p>#6 – A single Department’s approach to surveying the DHS facilities will not occur. Instead, the components are exploring various options for conducting their own accessibility surveys in an efficient manner. DHS components are currently moving forward toward full compliance with the accessibility standards. USCG has completed 75 percent of its facilities and expects to reach 100 percent by FY 2009. USSS conducted a review of its Headquarters and found it to be in full compliance with applicable standards. USSS Headquarters will further explore field office compliance during FY 2007. CIS completed accessibility surveys on behalf of its offices. CIS anticipates completing the remainder of its facilities by October 2007 and begin making plans to address any compliance issues at that time. The FLETC EEO Office reviews all design plans for renovations or new construction to ensure compliance with accessibility standards. FLETC conducts spot accessibility surveys and makes appropriate follow-up recommendations on compliance. DHS Headquarters is currently exploring various options to complete this requirement and plans to complete the survey by December 31, 2007.</p>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

This activity has been revised to “*Monitor components on this requirement to ensure progress.*”
The target date for this activity has been revised to September 30, 2010.

FY 2007 UPDATE

#6 – Components are responsible for developing strategic plans for ensuring their facilities are in compliance with Federal accessibility standards. The USSS Headquarters is in compliance with the physical accessibility requirements. Secret Service explored effective options for conducting accessibility studies in its small field offices while addressing accessibility issues on a case-by-case basis. The USCG is closing in on its goal to reach 100 percent by FY 2009. In FY 2007, USCG achieved 88 percent compliance. ICE inventoried accessibility reviews. FLETC conducted facility inspections throughout the year. DHS HQ began work on a plan for the Nebraska Avenue Complex (NAC) in February 2007. An informal survey conducted at the NAC facility concluded that the facility did not meet accessibility standards. Facilities were upgraded to compliance as part of the scheduled renovations and upon request. DHS HQ also began upgrading the NAC’s signage to provide alternative formats for employees with sensory disabilities. This project will be completed in FY 2009. CBP contracted out to conduct a facilities assessment and review of all CBP-owned and all direct lease properties, including assessments of modifications to meet Americans with Disabilities Act standards. The projected completion date for this project is February 2009.

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>Separations - FY 2004 w/FY 2006 ad FY 2007 Updates</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>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.</p> <p>FY 2007: The separation rate for employees with targeted disabilities was higher than the accession rate—0.35 percent compared to 0.22 percent, respectively. The involuntary separations of employees with disabilities accounted for 19.72 percent of the total separations. With a targeted disability accounted for 18.37 percent of the total separations. Both rates exceeded the non-disabled involuntary separation rate of 14.7 percent.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of Workforce Table B14 Total Separations. The higher separation rate indicates a probable barrier.</p> <p>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.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p>	<p>More information is needed to identify whether a</p>	

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		barrier to retention exists. FY 2007: See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.
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:		Deputy Officer for EEO Programs; CHCO
DATE OBJECTIVE INITIATED:		June 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:		December 29, 2006 – <i>Completed</i>
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. <i>This activity has been revised—see below.</i>		June 2005 <i>Revised to 12/29/2006 Completed</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 Completed</i>
3. Develop a “Plan of Action” to eliminate the barriers identified. <i>This activity has been revised—see below.</i>		January 2006 <i>Revised to 11/15/2006 Completed</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
FY 2006 UPDATE		
The planned activities for this situation have been revised as follows:		
#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. The target date for this activity has been revised to 6/30/2007.		
#2 – Report findings to the Deputy Officer for EEO Programs. The target date for this activity has been revised to 6/30/2007.		

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#3 – Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress.

See DHS Preliminary Barriers Report, Appendix A.

FY 2007 UPDATE

#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. *This activity has been completed.*

#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. *This planned activity was completed in January 2008.*

#3 – No interim plan is required as the new Part I's and Part H's developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. *This planned activity is closed.*

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Promotions FY 2004 w/FY 2006 and FY 2007 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>DHS promoted 3,192 employees competitively. Of these promotions, employees with disabilities received 98 or 3.07 percent, below their 4.74 percent workforce participation rates. Employees with targeted disabilities received 17 or 0.53 percent workforce participation rate. Those with targeted disabilities received only 0.22 percent of those non-competitively promoted. Both promotion rates are well below the Federal high of 2.27 percent.</p> <p>FEMA and Coast Guard were the only organizational elements that competitively promoted employees with targeted disabilities above their participation rates in the workforce. FEMA was the only organizational element that non-competitively promoted employees with targeted disabilities above their workforce participation rate.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analyzed Workforce Table B10, Non-Competitive Promotions - Time-In-Grade</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive. FY 2007: <i>See the part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>We will review procedures to determine any barriers to people with disabilities receiving promotions and length of time in grade. If any are identified, a plan will be developed to eliminate them.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs, Chief Human Capital Officer</p>	

DATE OBJECTIVE INITIATED:	July 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 <i>Revised to 9/30/2008</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>Temporarily Suspended</i>
2. Monitor and evaluate promotion data, including time-in grade by disability status.	June 2005 <i>Temporarily Suspended</i>
3. Develop plan to eliminate any identified barriers and ensure qualified employees are treated equitably.	September 30, 2006 <i>Temporarily Suspended</i>
4. Meet with staff from the Office of the Chief Human Capital Officer to discuss options for determining how to get the data needed to accurately calculate career-ladder promotions. <i>(New for FY 2007 – See FY 2007 Update below)</i>	September 30, 2008
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
#1, #2, and #3 – See Preliminary Barriers Report, Appendix A.	
<hr/>	
FY 2007 UPDATE	
#1, #2, and #3 – During the summer of FY 2007, CRCL learned that the “target grade” data field needed to calculate eligibility for career-ladder promotions was an optional field in the National Finance Center (NFC) database. Consequently, the data reported in Workforce Tables A/B-10 is inaccurate. CRCL is suspending reporting against these workforce tables until the Department can resolve this issue either internally or with the NFC.	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

A new planned activity has been developed to ensure follow-up with NFC: “#4 - Meet with staff from the Office of the Chief Human Capital Officer to discuss options for determining how to get the data needed to accurately calculate career-ladder promotions.” *The target date for this activity is September 30, 2008.*

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Temporary Workforce FY 2004 w/FY 2006 and FY 2007 Updates</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>Hiring employees with disabilities in temporary positions then converting them to permanent employees is an important special hiring authority used to increase participation rates of people with disabilities.</p> <p>Employees with disabilities comprise only 0.38 percent of the temporary workforce, an indication that the department is not taking full advantage of this special hiring authority.</p> <p>FY 2007: The number of employees with disabilities and employees with a targeted disability in the <i>temporary</i> workforce decreased significantly primarily as the result of a major reorganization within FEMA. This reorganization resulted in the loss of more than 10,000 temporary employees.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analyzed Workforce Table B1 Total Workforce Distribution by Disability.</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>A further examination of data is required to determine if there are any barriers to hiring qualified applicants with disabilities initially as temporary employees and upon successful performance, converting them to permanent status. If any barriers are identified, a plan will be developed to eliminate them.</p> <p>We also need to make sure managers and human resources staff are fully aware of this important hiring process.</p> <p>FY 2007: <i>See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></p>	

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Temporary hiring is among the effective methods utilized to increase participation rates of people with disabilities in the workforce.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs; CHCO
DATE OBJECTIVE INITIATED:	September 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2005 – <i>Revised to 9/30/2007</i>

EEOC FORM 715-01 PART I	DHS Plan to Eliminate Identified Barrier
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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> <i>Completed</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> <i>Closed</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#1, #2, and #3 – See DHS Preliminary Barriers Report, Appendix A.

FY 2007 UPDATE

#1 – CRCL monitored the temporary workforce, including those on temporary details and internships for conversions to permanent hires. DHS placed employees with disabilities from these temporary positions into permanent positions. Six of the 19 disabled DOD Operation Warfighter employees were placed into permanent positions during FY 2007. Three former and current interns from the Workforce Recruitment Program were also placed into permanent positions.

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

#3 – The DHS temporary workforce varies widely from year to year primarily as a result of staffing changes in the FEMA workforce in response to disasters. The wide swings in employment levels make it difficult to track trends/patterns. Accordingly, we are closing this planned activity.

Part J

**Special Program for the Recruitment,
Hiring, and Advancement of Individuals
with Targeted Disabilities**

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
PART I Department or Agency Information	1. Agency	1. U.S. Department of Homeland Security							
	1.a. 2 nd Level Component								
	1.b. 3 rd Level or lower								
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY 2006		... end of FY 2007		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	139,971	100	148,355	100	8,384	5.99		
	Reportable Disability	5,984	4.27	6,033	4.06	49	0.82		
	Targeted Disability*	572	0.40	579	0.39	7	1.22		
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).								
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					Data unavailable			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					Data unavailable				
PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	N/A	--	--	--	--	--	--	--	--
4. Non-Competitive Promotions	N/A	--	--	--	--	--	--	--	--
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)	385,993	19,727	5.11	1,347	0.35	5,918	1.53	360,348	93.36

6.b. Cash Awards (total \$\$\$ awarded)	134,403,342	6,360,959	4.73	478,208	0.36	2,050,803	1.53	125,991,580	93.74
6.c. Quality-Step Increase	1,330	67	5.04	6	0.45	26	1.95	1,237	93.01
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
Part IV Identification and Elimination of Barriers	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.								
Part V Goals for Targeted Disabilities	<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 affect 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

DHS recognizes that additional work needs to be done to achieve our goal of becoming the employer of choice for people with disabilities in the 21st century. Accordingly, DHS has set a hiring goal of 36 employees with targeted disabilities for FY 2008. To achieve this goal, DHS is adopting the following strategies:

Recruitment

- Redoubling our efforts to recruit individuals with targeted disabilities at all grades, particularly the SES level. Widening our outreach and partnering efforts to include professional organizations and associations, disability resource centers and advocacy groups, colleges and universities with a 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 for College Students with Disabilities
 - internship opportunities from academic, corporate, and professional associations
 - the Employment and Recruitment Network 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
- 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. Posting the vacancies on these websites, and placing advertisements in the publications.
- Expanding the Department's presence at meetings and conferences that promote the employment of people with disabilities.

Employment

- Promoting the DHS partnership with DOD's CAP to provide reasonable accommodation to DHS employees with disabilities. DOD supplies this assistive technology at absolutely no cost to employees or the Department.
- Publicizing DHS and component reasonable accommodations procedures along with the CAP Program
- Increasing participation in DOD's Operation Warfighter Program
- Enhancing partnership with the Military Severely Injured Center
- Expanding the Selective Placement Program
- Increasing marketing of potential applicants to managers.

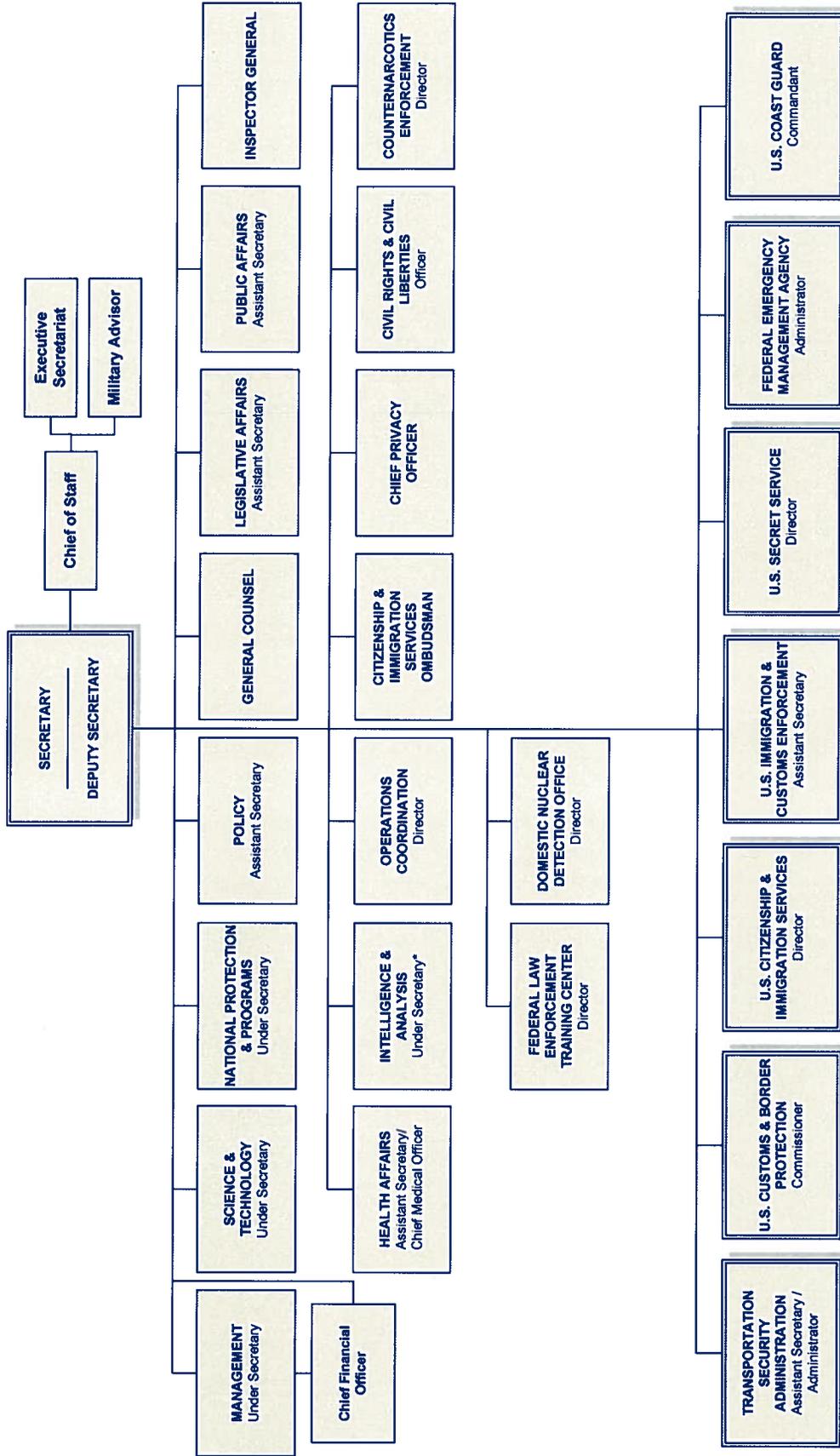
- Promoting the *Accessibility Help Desk* which was created by the Office of the Chief Information Officer and CRCL. This desk is staffed with specialists who understand unique disability-related IT needs. .

Training

- Launching the new web-based training course, “*A Roadmap to Success: Employing People with Disabilities,*” to train all DHS managers and supervisors
- Holding joint training programs with the Disability Employment and Accommodations Committee and Human Capital Officials
- Providing training opportunities to increase the effectiveness of the Selective Placement Coordinators
- 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 their ability to discuss career development and advancement opportunities with employees with disabilities.

DHS Organization Chart

U.S. DEPARTMENT OF HOMELAND SECURITY



* Under Secretary for Intelligence & Analysis title created by Public Law 110-53, Aug. 3rd, 2007

Approved 4/1/2007

Appendix A

APPENDIX A
DHS FY 2004 TRIGGERS
(DHS FY 2004 EEO Program Status Report)

The 10 Title VII triggers are:

1. Total Workforce

- 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.

2. Officials and Managers

- 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.
- In the Executive/Senior Level (Grades 15 and above) sub-category, several employee groups were conspicuously absent within the OEs.
- 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.

3. Technicians

- 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."

4. *Professionals*

- 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.

5. *Service Workers*

- 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 TSfCLF. With few exceptions, this employment pattern was mirrored across the DHS OEs.

6. *General Schedule Grade*

- 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.

7. *Cross-Cutting, High Profile Occupations*

- 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.

8. *New Hires by Type of Appointment*

- 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.

9. *Quality Step Increases*

- Black males/females, Asian males, American Indian/Alaskan Native males, and males identified as "Two or More/Other Races" were granted Quality Step Increases (QSIs) at rates below their participation in the DHS permanent workforce.

10. *Separations*

- 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.

The 4 Rehabilitation Act Triggers are:

11. *Overall Employment*

- 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).

12. Separations

- 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

13. Promotions

- 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.

14. Temporary Workforce

- 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.

Appendix B

DHS Workforce - FY 2004-FY 2007

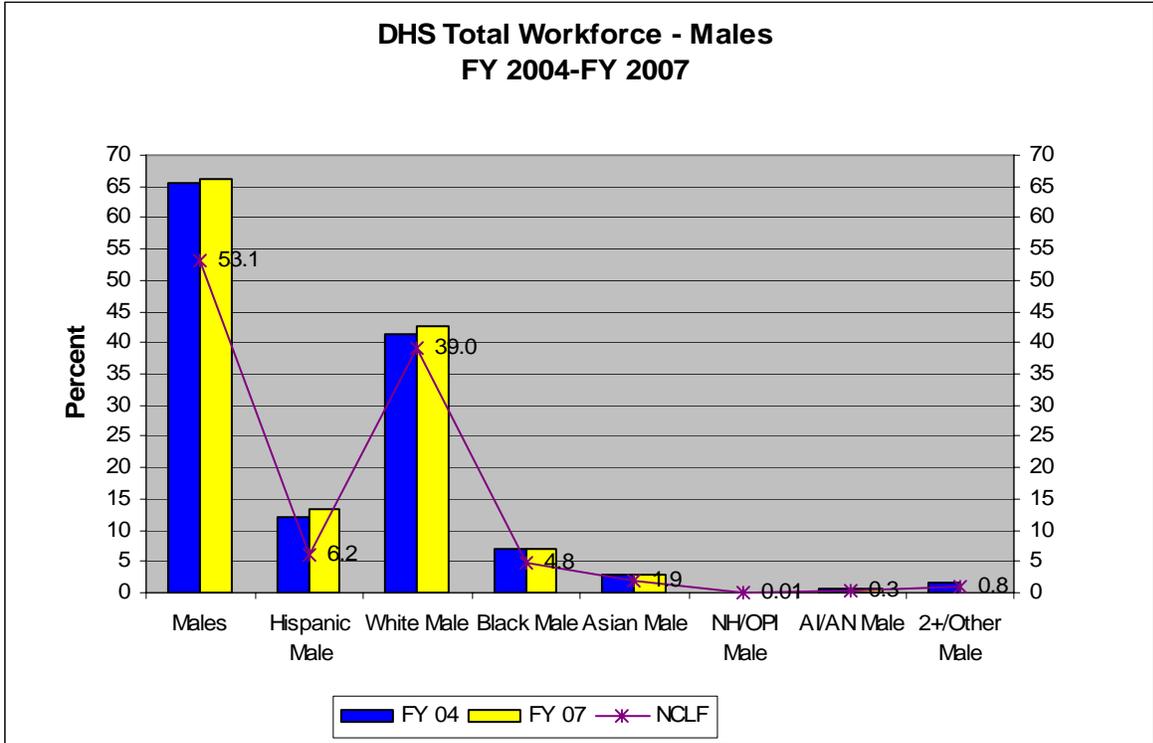
		Total Employees			Hispanic or Latino		White		African American or Black		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/ Other Races		Disability	Targeted Disability
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
TOTAL WORKFORCE																				
FY 2004	#	160764	105135	55629	19197	7766	66608	31479	11247	12166	4453	2366	0	0	820	485	2810	1367	7792	749
	%		65.39	34.60	11.94	4.83	41.43	19.58	6.99	7.56	2.76	1.47	0.00	0.00	0.51	0.30	1.74	0.85	4.89	0.47
FY 2007	#	168344	111665	56679	22317	8214	71645	31698	11776	13522	4668	2455	187	168	981	595	91	27	7116	680
	%		66.33	33.66	13.25	4.87	42.55	18.82	6.99	8.03	2.77	1.45	0.11	0.09	0.58	0.35	0.05	0.01	4.22	0.40
NCLF (2000)		100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.01	0.01	0.3	0.3	0.8	0.8		2.37*
Difference		7580	6530	1050	3120	448	5037	219	529	1356	215	89	187	168	161	110	-2179	-1340	-676	-69
Ratio Change			0.94	-0.94	1.31	0.04	1.12	-0.76	0.00	0.47	0.01	-0.02	0.11	0.09	0.07	0.05	1.69	-0.84	-0.67	-0.07
Net Change		4.715	6.211	1.887	16.253	5.768	7.562	0.695	4.703	11.146	4.828	3.761	N/A	N/A	19.634	22.680	-97.761	-98.025	-8.670	-9.210
PERMANENT WORKFORCE																				
FY 2004	#	132117	88480	43637	17797	6454	53274	23036	10124	10522	3933	1942	0	0	646	365	2706	1318	6274	640
	%		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	4.80	0.49
FY 2007	#	148355	100724	47631	21388	7204	63323	26104	10582	11489	4390	2178	176	165	780	468	85	23	6033	579
	%		67.89	32.10	14.41	4.85	42.68	17.59	7.13	7.74	2.95	1.46	0.11	0.11	0.52	0.31	0.05	0.01	4.06	0.39
Difference		16238	12244	3994	3591	750	10049	3068	458	967	457	236	176	165	134	103	-261	-1295	-241	-61
Ratio Change			0.92	-0.92	0.94	-0.03	2.36	0.16	-0.53	-0.22	-0.02	0	0.11	0.11	0.04	0.04	-1.99	-0.98		
Net Change		12.291	13.838	9.152	20.178	11.621	18.863	13.318	4.523	9.190	11.619	12.152	N/A	N/A	20.743	28.219	-96.858	-98.255	-3.841	-9.531
TEMPORARY WORKFORCE																				
FY 2004	#	28647	16655	11992	1400	1312	1334	8443	1123	1644	520	424	0	0	174	120	104	49	1518	109
	%		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	5.30	0.38
FY 2007	#	18461	10474	7987	827	841	8025	4849	1165	1952	244	216	11	3	196	122	6	4	1083	101
	%		56.73	43.26	4.47	4.55	43.47	26.26	6.31	10.57	1.32	1.17	0.05	0.01	1.06	0.66	0.03	0.02	5.86	0.54
Difference		-10186	-6181	-4005	-573	-471	-5309	-3594	42	308	-276	-208	11	3	22	2	-98	-45	-435	-8
Ratio Change			-1.4	1.4	-0.41	-0.02	-3.07	-3.21	2.39	4.84	-0.49	-0.31	0.05	0.01	0.46	0.25	-0.33	0.015	0.56	0.16
Net Change		-35.557	-37.112	-33.40	-40.929	-35.899	-39.82	-42.57	3.74	18.735	-53.1	-49.06	N/A	N/A	12.644	1.6667	-94.230	-91.837	-28.656	-7.339

DHS High Grades - FY 2004-FY 2007

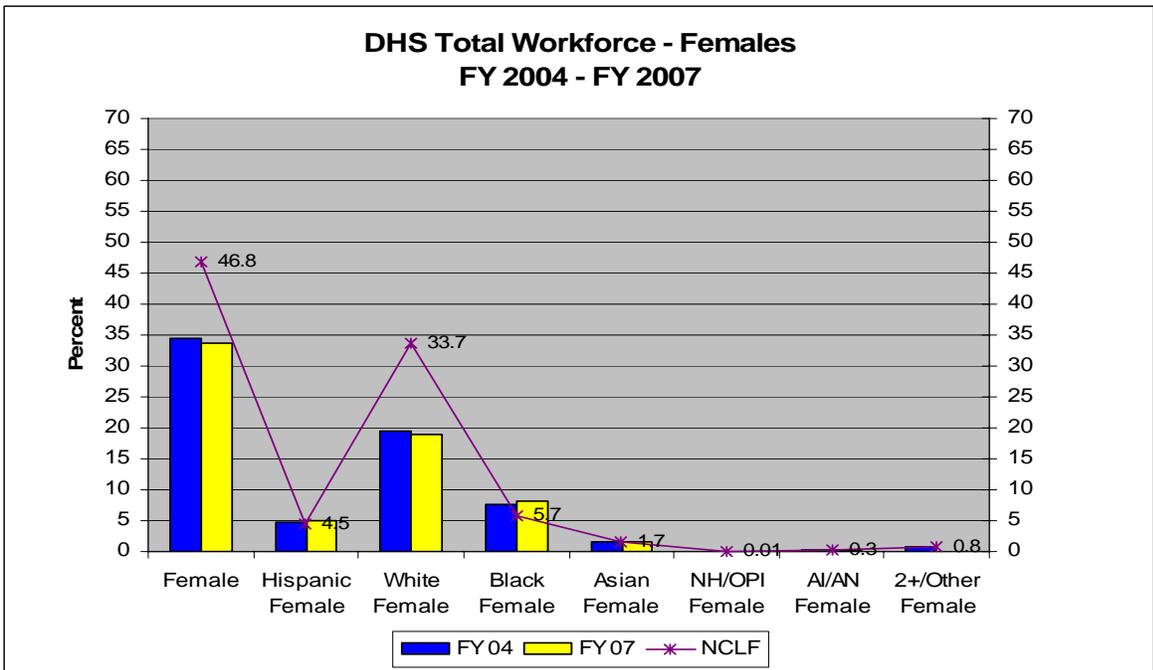
Table A/ B4-1	Total Employees			Hispanic or Latino		White		African American or Black		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/ Other Races		Disability	Targeted Disability	
	ALL	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
DHS 04 CLF	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	4.80	0.49	
DHS 07 CLF	100	67.89	32.10	14.41	4.85	42.68	17.59	7.13	7.74	2.95	1.46	0.11	0.11	0.52	0.31	0.05	0.01	4.06	0.39	
GS-13																				
FY 2004	#	11619	8521	3098	1135	366	6450	1920	592	639	249	140	0	0	60	18	35	15	274	29
	%	100	73.33	26.66	9.76	3.15	55.51	16.52	5.09	5.49	2.14	1.20	0.00	0.00	0.51	0.15	0.30	0.12	2.39	0.25
FY 2007	#	14346	10365	3981	1415	490	7828	2465	715	800	320	196	5	3	63	23	19	4	380	30
	%	100	72.25	27.74	9.86	3.41	54.56	17.18	4.98	5.57	2.23	1.36	0.03	0.02	0.43	0.16	0.13	0.02	2.64	0.20
Difference		2727	1844	883	280	124	1378	545	123	161	71	56	5	3	3	5	-16	-11	106	1
Ratio Change		0.00	-1.08	1.08	0.1	0.26	-0.95	0.66	-0.11	0.08	0.09	0.16	0.03	0.02	-0.08	0.01	-0.17	-0.1	0.25	-0.05
GS-14																				
FY 2004	#	5378	3734	1644	352	128	3024	1137	233	313	90	52	0	0	28	13	7	1	156	10
	%	100	69.43	30.56	6.54	2.38	56.22	21.14	4.33	5.82	1.67	0.96	0.00	0.00	0.52	0.24	0.13	0.01	2.94	0.18
FY 2007	#	7076	4764	2312	507	184	3745	1465	329	536	155	110	0	0	24	15	4	2	240	16
	%	100	67.32	32.67	7.16	2.60	52.92	20.70	4.64	7.57	2.19	1.55	0.00	0.00	0.33	0.21	0.05	0.02	3.39	0.22
Difference		1698	1030	668	155	56	721	328	96	223	65	58	0	0	-4	2	-3	1	84	6
Ratio Change		0.00	-2.11	2.11	0.62	0.22	-3.3	-0.44	0.31	1.75	0.52	0.59	0.00	0.00	-0.19	-0.03	-0.08	0.01	0.45	0.04
GS-15																				
FY 2004	#	2103	1449	654	86	40	1272	513	63	79	19	18	0	0	6	3	3	1	57	3
	%	100	68.90	31.09	4.08	1.90	60.48	24.39	2.99	3.75	0.90	0.85	0.00	0.00	0.28	0.14	0.14	0.04	2.77	0.14
FY 2007	#	3034	2063	971	134	60	1732	733	140	146	46	27	0	0	11	4	0	1	109	5
	%	100	67.99	32.00	4.41	1.97	57.08	24.15	4.61	4.81	1.51	0.88	0.00	0.00	0.36	0.13	0.00	0.03	3.59	0.16
Difference		931	614	317	48	20	460	220	77	67	27	9	0	0	5	1	-3	0	52	2
Ratio Change		0.00	-0.91	0.91	0.33	0.07	-3.4	-0.24	1.62	1.06	0.61	0.03	0.00	0.00	0.08	-0.01	-0.14	-0.01	0.82	0.02
SES																				
FY 2004	#	278	219	59	13	1	191	51	10	6	3	1	0	0	1	0	1	0	6	0
	%	100	78.77	21.22	4.67	0.35	68.70	18.34	3.59	2.15	1.07	0.35	0.00	0.00	0.35	0.00	0.35	0.0	2.15	0.00
FY 2007	#	415	314	101	23	3	275	90	13	7	2	1	0	0	1	0	0	0	16	1
	%	100	75.66	24.33	5.54	0.72	66.26	21.68	3.13	1.68	0.48	0.24	0.00	0.00	0.24	0.00	0.00	0.00	3.85	0.24
Difference		137	95	42	10	2	84	39	3	1	-1	0	0	0	0	0	-1	0	10	1
Ratio Change		0.00	-3.11	3.11	0.87	0.37	-2.44	3.34	-0.46	-0.47	-0.59	-0.11	0.00	0.00	-0.11	0.00	-0.35	0.00	1.7	0.24
TSES																				
FY 2004	#																			
	%																			
FY 2007	#	146	113	33	4	2	93	27	11	3	4	1	0	0	1	0	0	0	4	0
	%	100	77.39	22.60	2.73	1.36	63.69	18.49	7.53	2.05	2.73	0.68	0.00	0.00	0.68	0.00	0.00	0.00	2.73	0.00
TSA 07 CLF			63.97	36.02	8.60	4.63	39.83	18.87	11.30	10.43	3.24	1.30	0.24	0.23	0.72	0.52	0.01	0.00	5.13	0.35

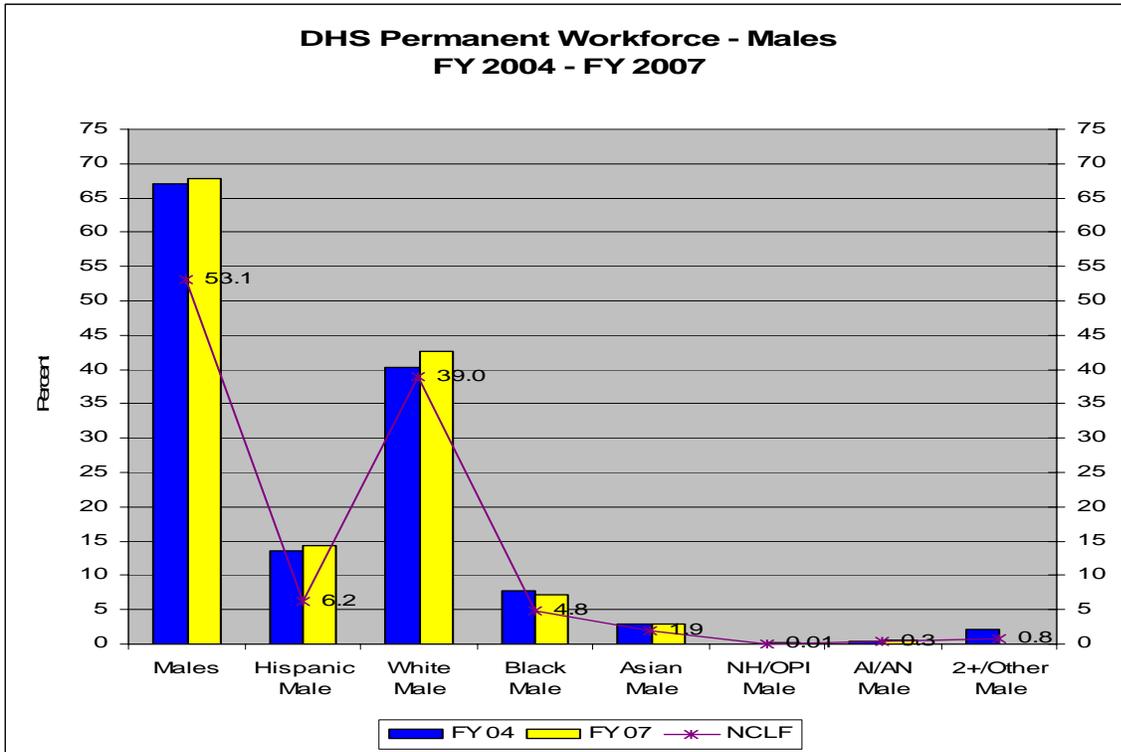
MCO Comparison - FY 2004-FY 2007

Table A/B-6	Total Employees			Hispanic or Latino		White		African American or Black		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/ Other Races		Disability	Targeted Disability		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
1896-BPA																					
FY 2004	#	10838	10224	614	5115	347	4811	249	136	9	108	5	0	0	48	4	6	0	45	2	
	%	100	94.33	5.66	47.19	3.20	44.39	2.29	1.25	0.08	0.99	0.04	0.00	0.00	0.44	0.03	0.05	0.00	0.41	0.01	
RCLF		100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	0.1	0.4			
FY 2007	#	14924	14145	779	7456	450	6351	313	152	8	128	5	0	0	53	3	5	0	82	8	
	%	100	94.78	5.21	49.95	3.01	42.55	2.09	1.01	0.05	0.85	0.03	0.00	0.00	0.35	0.02	0.03	0.00	0.54	0.05	
Difference		4086	3921	165	2341	103	1540	64	16	-1	20	0	0	0	5	-1	-1	0	37	6	
Ratio Change			0.45	-0.45	2.76	-0.19	-1.84	-0.2	-0.24	-0.03	-0.14	-0.01	0.00	0.00	-0.09	-0.01	-0.02	0	0.13	0.04	
Net Change		37.7007	38.35094	26.873	45.7674	29.683	32.01	25.7028	11.7647	-11.1111	18.51852				10.4167	-25	-16.667		82.222222	300	
1895-CBP Officer																					
FY 2004	#	18028	14118	3910	3938	1107	8385	2034	842	477	752	208	0	0	90	31	111	53	342	17	
	%	100	78.31	21.68	21.84	6.14	46.51	11.28	4.67	2.64	4.17	1.15	0.00	0.00	0.49	0.17	0.61	0.29	1.89	0.09	
RCLF		100	52.9	47.1	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6			
FY 2007	#	18418	14843	3575	4061	1031	8984	1908	792	399	893	205	15	8	84	22	14	2	320	13	
	%	100	80.58	19.41	22.04	5.59	48.77	10.35	4.30	2.16	4.84	1.11	0.08	0.04	0.45	0.11	0.07	0.01	1.73	0.07	
Difference		390	725	-335	123	-76	599	-126	-50	-78	141	-3	15	8	-6	-9	-97	-51	-22	-4	
Ratio Change			2.27	-2.27	0.2	-0.55	2.26	-0.93	-0.37	-0.48	0.67	-0.04	0.08	0.04	-0.04	-0.06	-0.54	-0.28	-0.16	-0.02	
Net Change		2.1633	5.135288	-8.5678	3.12341	-6.8654	7.1437	-6.1947	-5.9382	-16.3522	18.75	-1.442308			-6.66667	-29.032258	-87.387	-96.2264	-6.4327485	-23.5294118	
1811 - Criminal Investigator																					
FY 2004	#	7645	6625	1020	989	175	4973	698	409	104	151	28	0	0	52	5	51	10	41	1	
	%	100	86.65	13.34	12.93	2.38	65.04	9.13	5.34	1.36	1.97	0.38	0.00	0.00	0.68	0.06	0.66	0.13	0.53	0.01	
RCLF		100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.1	0.3	0.1	0.0	0.5	0.1	1.0	0.4			
FY 2007	#	8692	7491	1201	1110	204	5662	824	446	119	208	47	5	2	49	4	11	1	45	1	
	%	100	86.18	13.81	12.77	2.34	65.14	9.47	5.13	1.36	2.39	0.54	0.05	0.02	0.56	0.04	0.12	0.01	0.51	0.01	
Difference		1047	866	181	121	29	689	126	37	15	57	19	5	2	-3	-1	-40	-9	4	0	
Ratio Change			-0.47	0.47	-0.16	-0.04	0.1	0.34	-0.21	0.00	0.42	0.16	0.05	0.02	-0.12	-0.02	-0.54	-0.12	-0.02	0.00	
Net Change		13.6952	13.0717	17.7451	12.2346	16.57143	13.855	18.0516	9.04645	14.42308	37.74834	67.857143			-5.76923	-20	-78.431	-90	9.7560976	0	
1802 - TSO																					
FY 2004	#	49093	31806	17287	4433	2134	17718	8626	6101	4956	1836	730	0	0	279	191	1439	650	3278	242	
	%		64.78	35.21	9.02	4.34	36.09	17.57	12.42	10.09	3.73	1.48	0.00	0.00	0.56	0.38	2.93	1.32	6.68	0.49	
RCLF	100	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			
FY 2007	#	51388	30489	20899	4445	3047	17899	10508	5941	6077	1732	835	134	131	329	296	9	5	2865	259	
	%		59.33	40.66	8.64	5.92	34.83	20.44	11.56	11.82	3.37	1.62	0.26	0.25	0.64	0.57	0.01	0.00	5.57	0.50	
Difference		2295	-1317	3612	12	913	181	1882	-160	1121	-104	105	134	131	50	105	-1430	-645	-413	-17	
Ratio Change			5.45	5.45	0.38	1.58	1.26	2.87	0.86	1.73	0.36	0.14	0.26	0.25	0.08	0.19	-2.92	-1.32	1.11	0.01	
Net Change		4.67	-4.14	20.89	0.27	42.78	1.02	21.82	-2.62	22.62	-5.66	14.38	N/A	N/A	17.92	54.97	-99.37	-99.23	-12.59	-7.02	

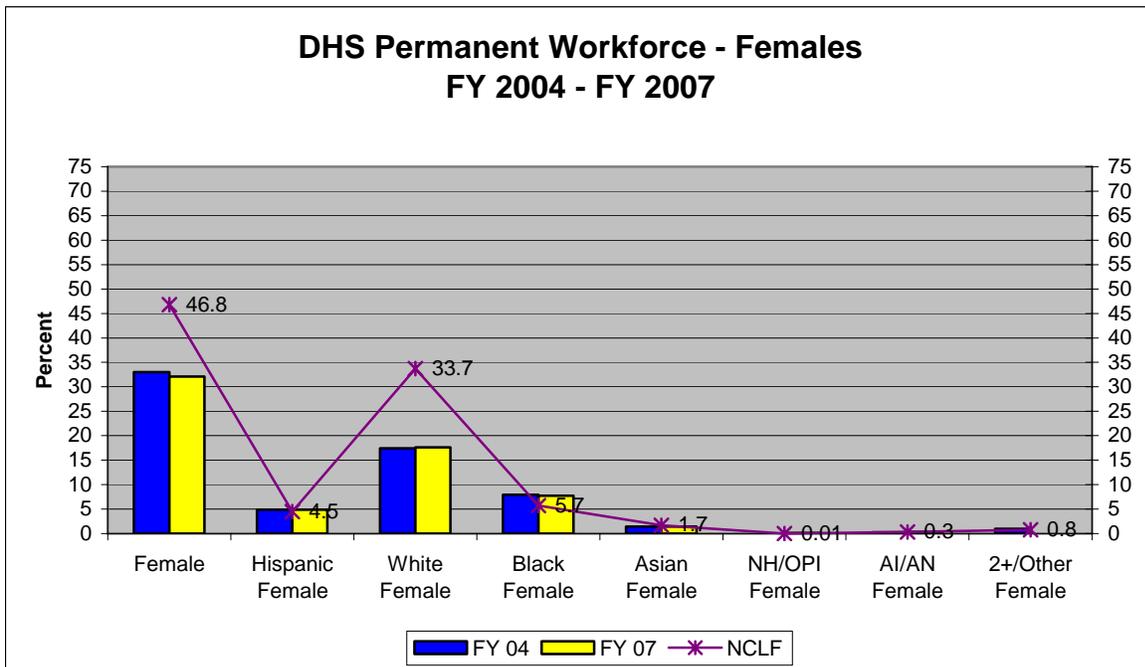


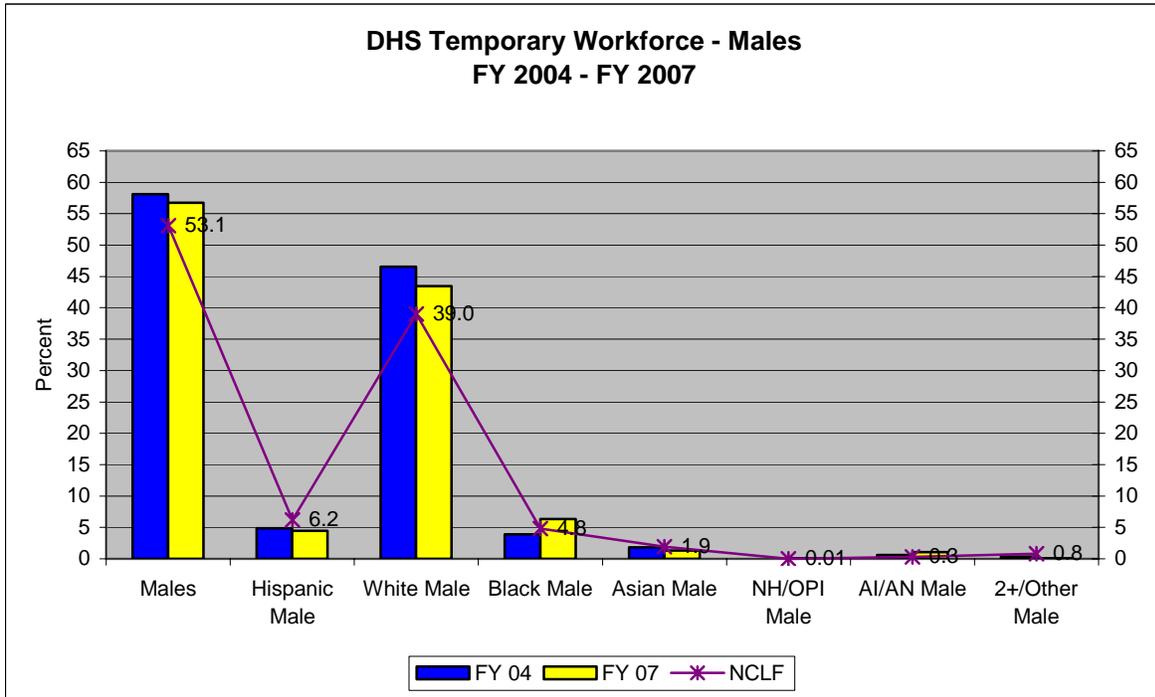
Each male employee group exceeded its availability in the National Civilian Labor Force (NCLF), except males identified as “Two or More/Other Races” in FY 2007. For the female employee groups, this pattern continued for Hispanic females, African American females, and American Indian/Alaskan Native females. Native Hawaiian/Other Pacific Islander females also exceeded their availability in FY 2007 (the National Finance Center did not capture data for this employee group in FY 2004).



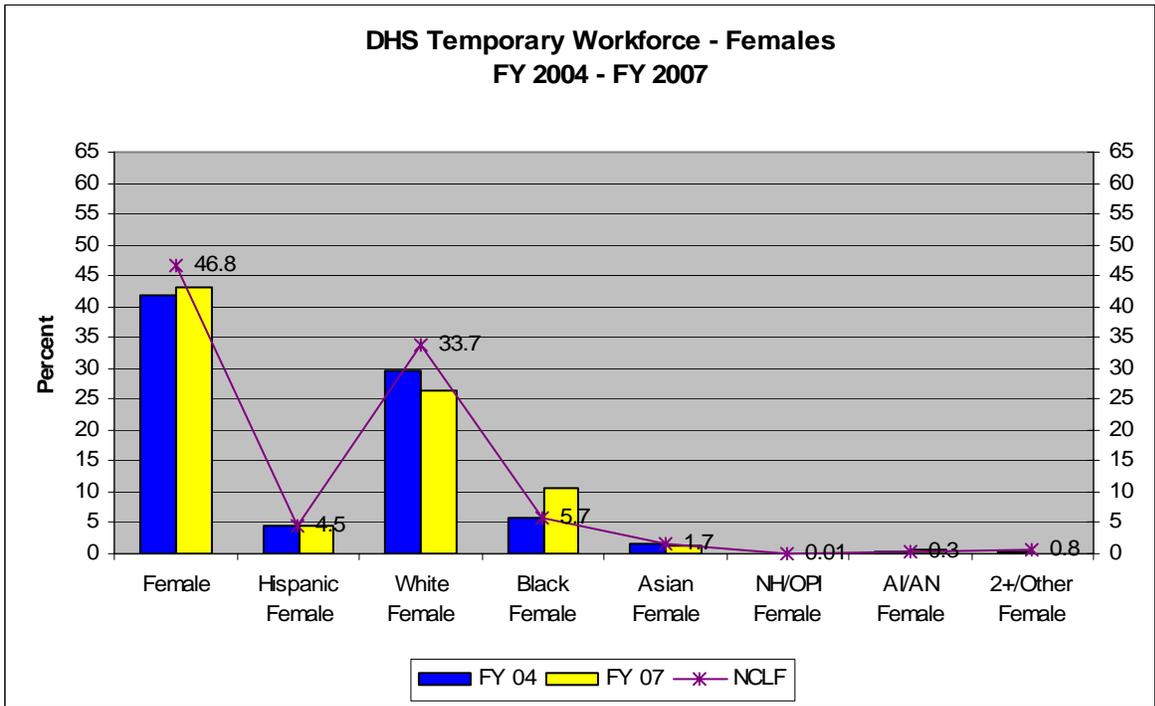


As was the case in the *total* workforce, each male employee group in the *permanent* exceeded its availability in the NCLF, except males identified as “Two or More/Other Races” in FY 2007. Hispanic females and African American females were the only female employee with participation rates above their NCLF availability in both fiscal years. Native Hawaiian/Other Pacific Islander females were employed above their NCLF availability in FY 2007. The National Finance Center did not capture data for this employee group in FY 2004.

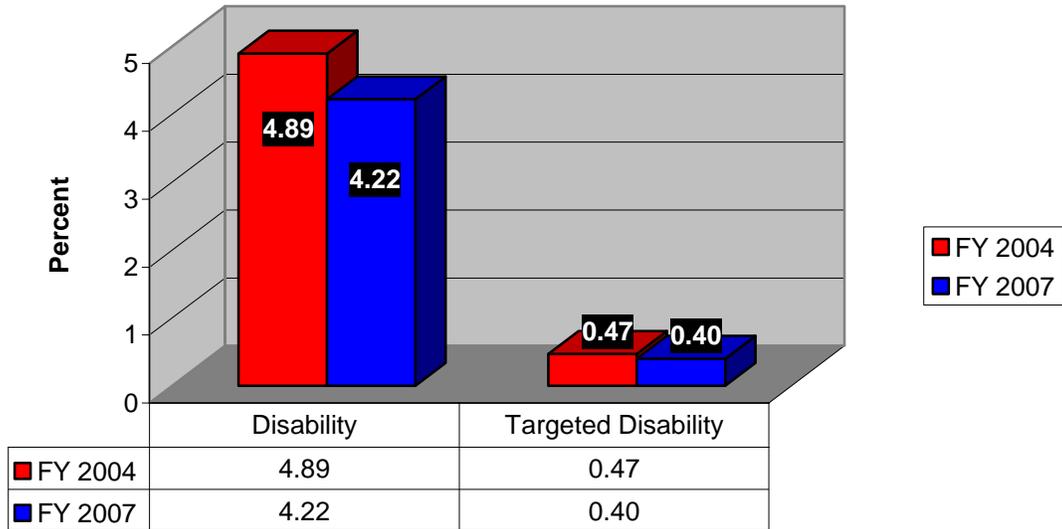




Only Males (collectively) and White males were employed in both fiscal years at rates above their NCLF availability in the DHS *temporary* workforce. Hispanic females, African American females, and American Indian/Alaskan Native females continued this pattern. Native Hawaiian/Other Pacific Islander females were also employed above their NCLF availability, but only in FY 2007.

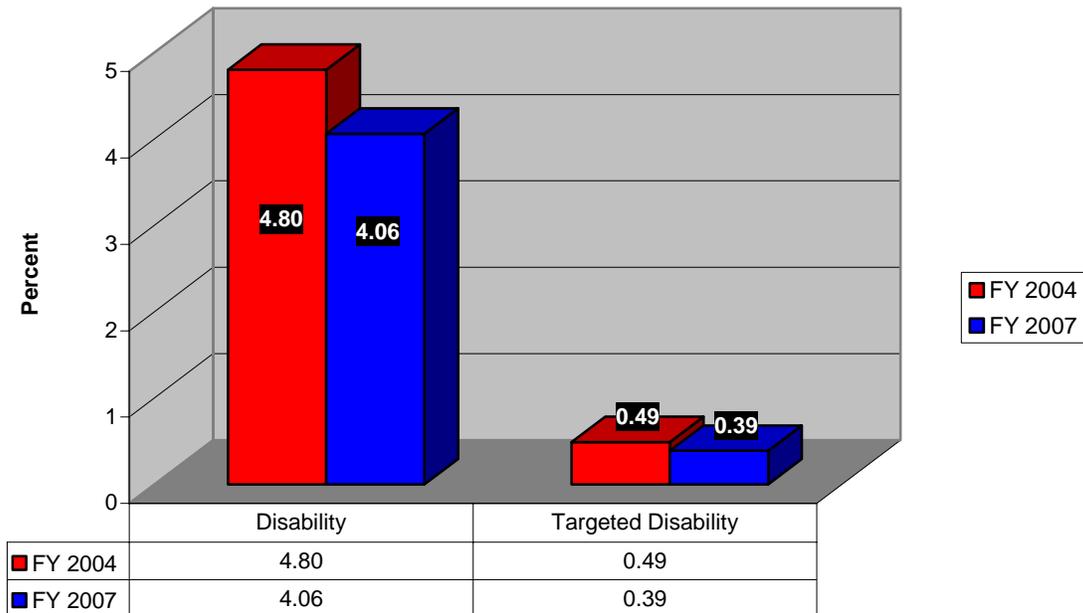


Employees with Disabilities - DHS Total Workforce FY 2004 - FY 2007

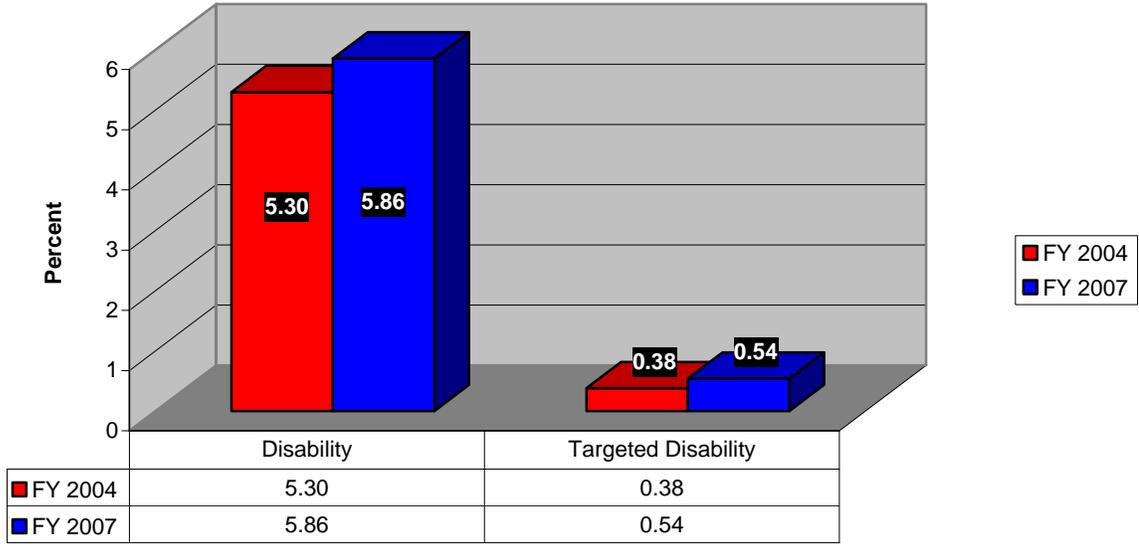


The percentage of employees with disabilities decreased from FY 2004 to FY 2007 in both the *total* and *permanent* workforce. This was also the employment pattern for employees with targeted disabilities.

Employees with Disabilities - Permanent Workforce FY 2004 - FY 2007

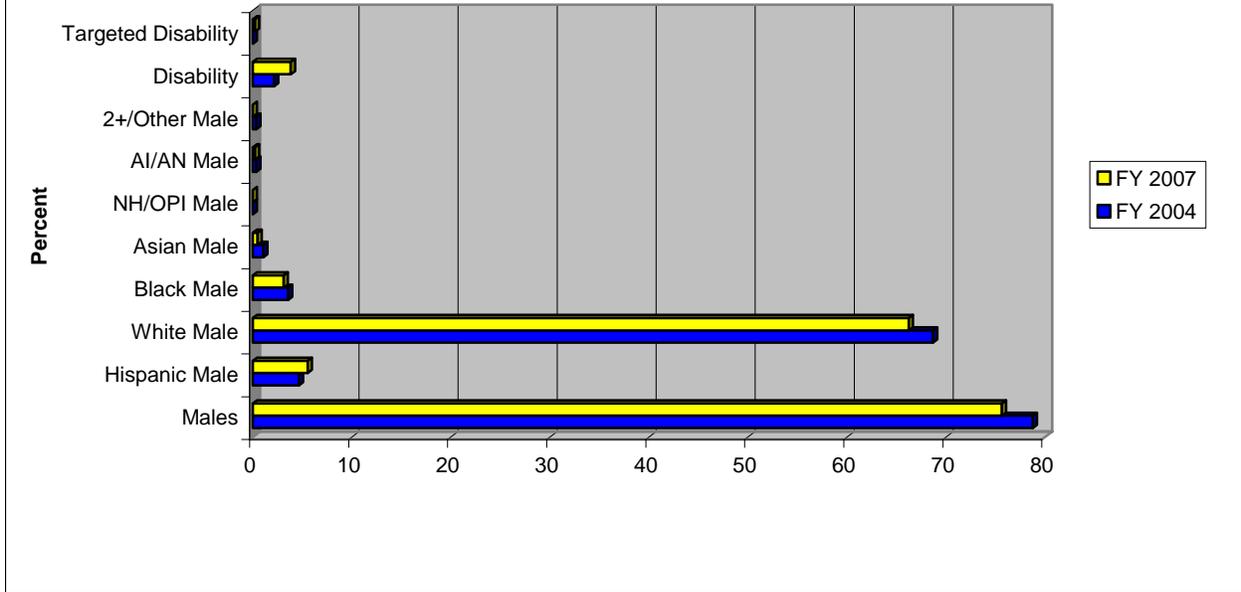


**Employees with Disabilities - DHS Temporary Workforce
FY 2004 - FY 2007**



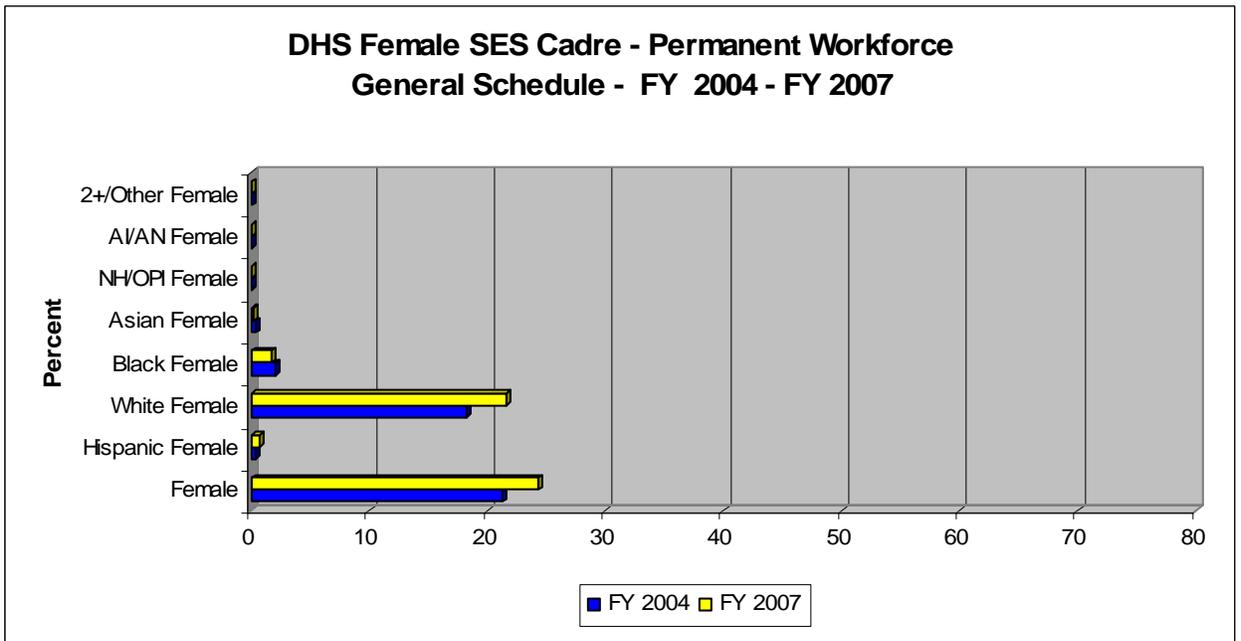
In the temporary workforce, the participation rate for employees with disabilities and employees with targeted disabilities increased from FY 2004 to FY 2007.

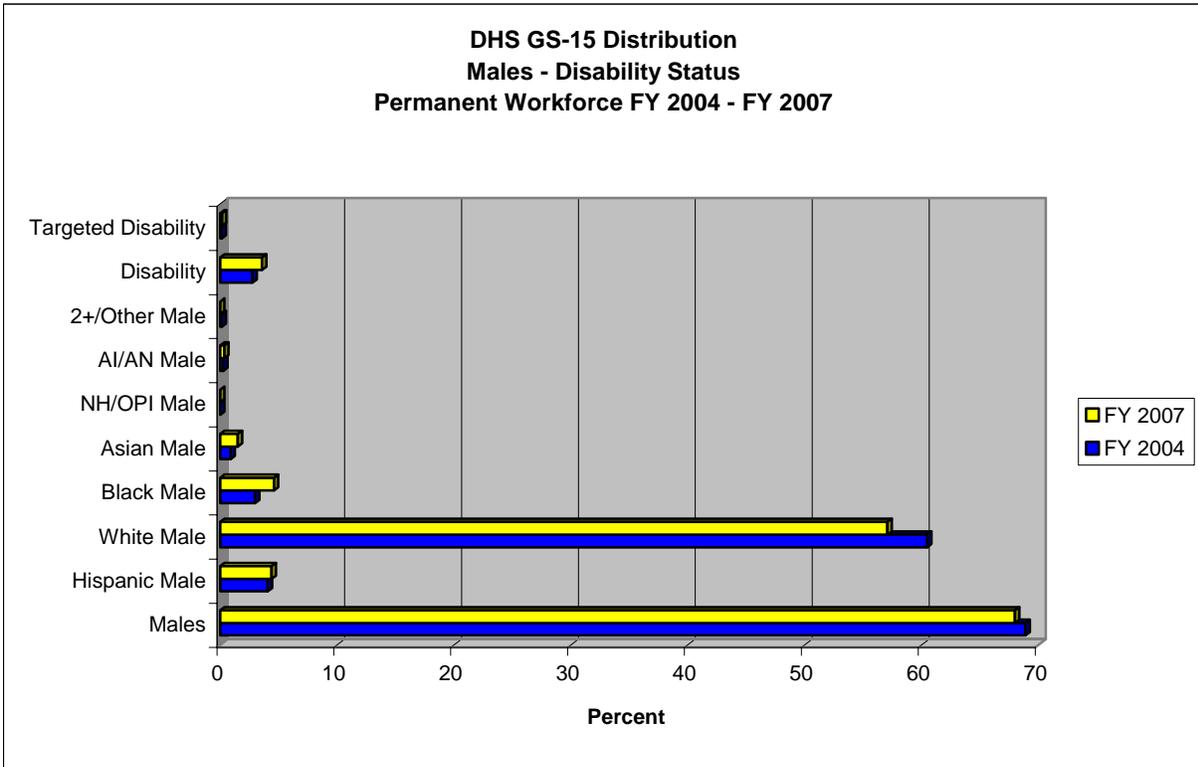
**DHS SES Cadre - Males and Disability Status
Permanent Workforce - General Schedule
FY 2004 - FY 2007**



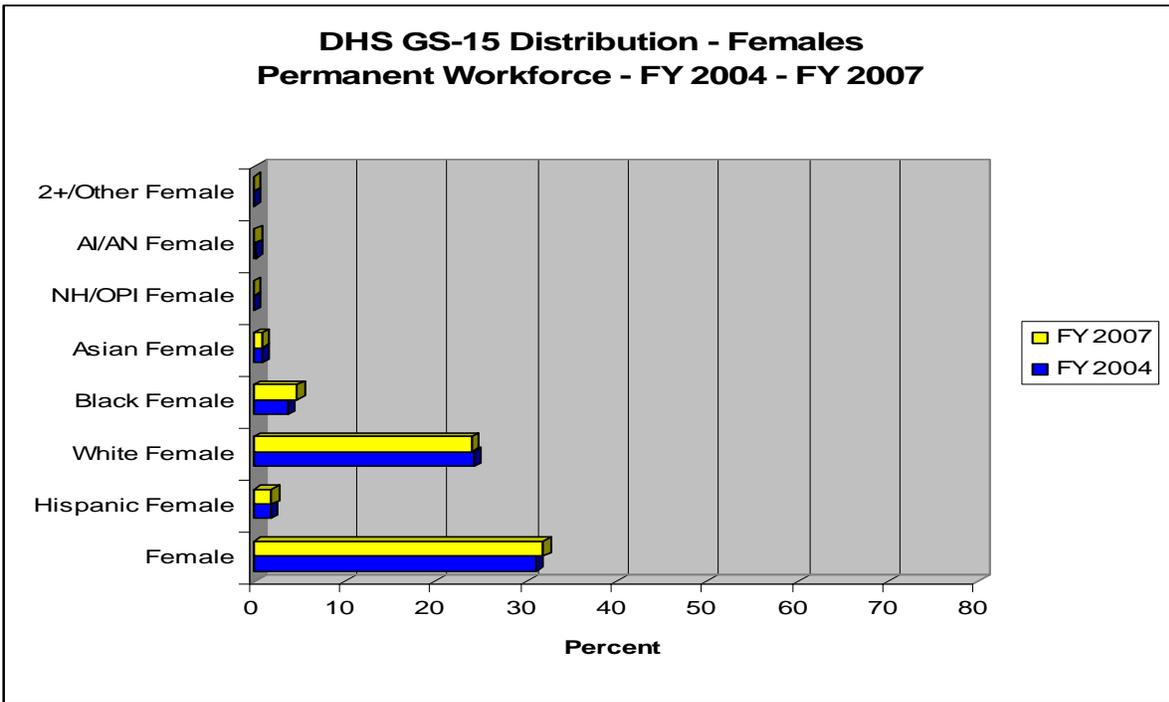
The number of employees in the SES cadre increased from 278 in FY 2004 to 415 for FY 2007. While each employee group, except Asian males and males identified as “Two or More/Other Races, increased in number, only White males and females had participation rates above their respective availability in the DHS permanent workforce. The participation rates for employees with disabilities and targeted disabilities increased from FY 2004 to FY 2007.

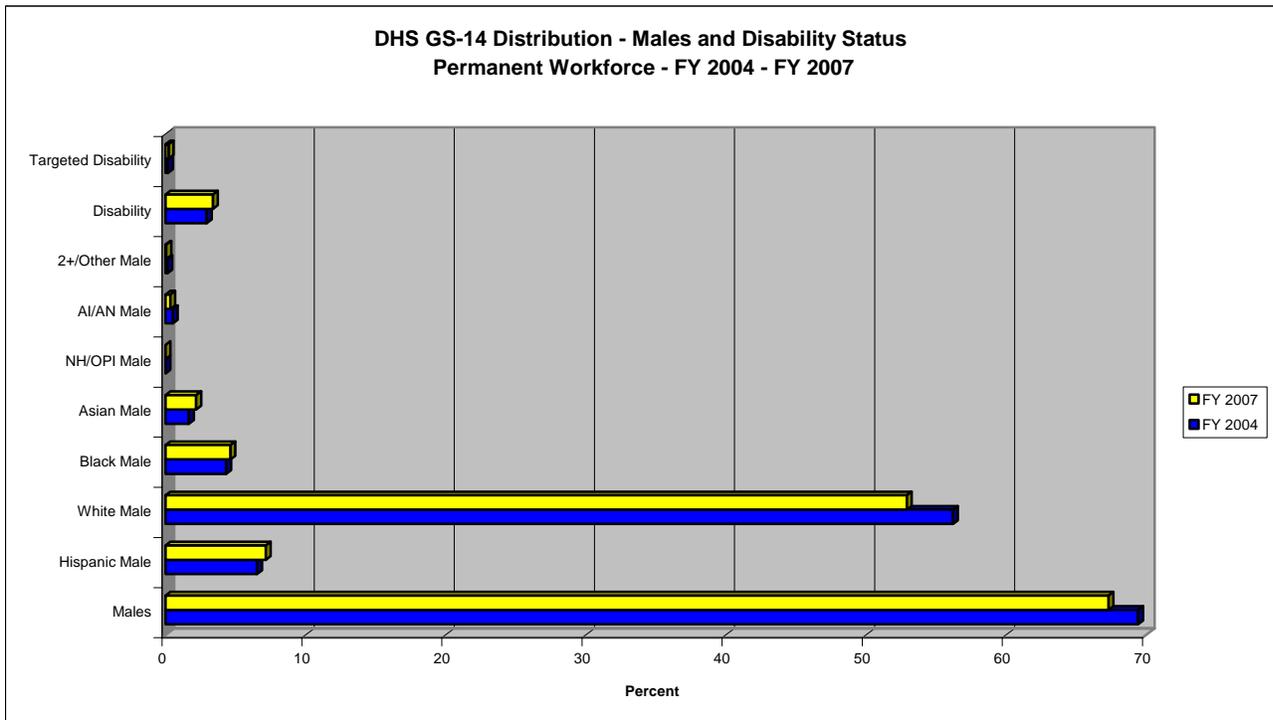
**DHS Female SES Cadre - Permanent Workforce
General Schedule - FY 2004 - FY 2007**



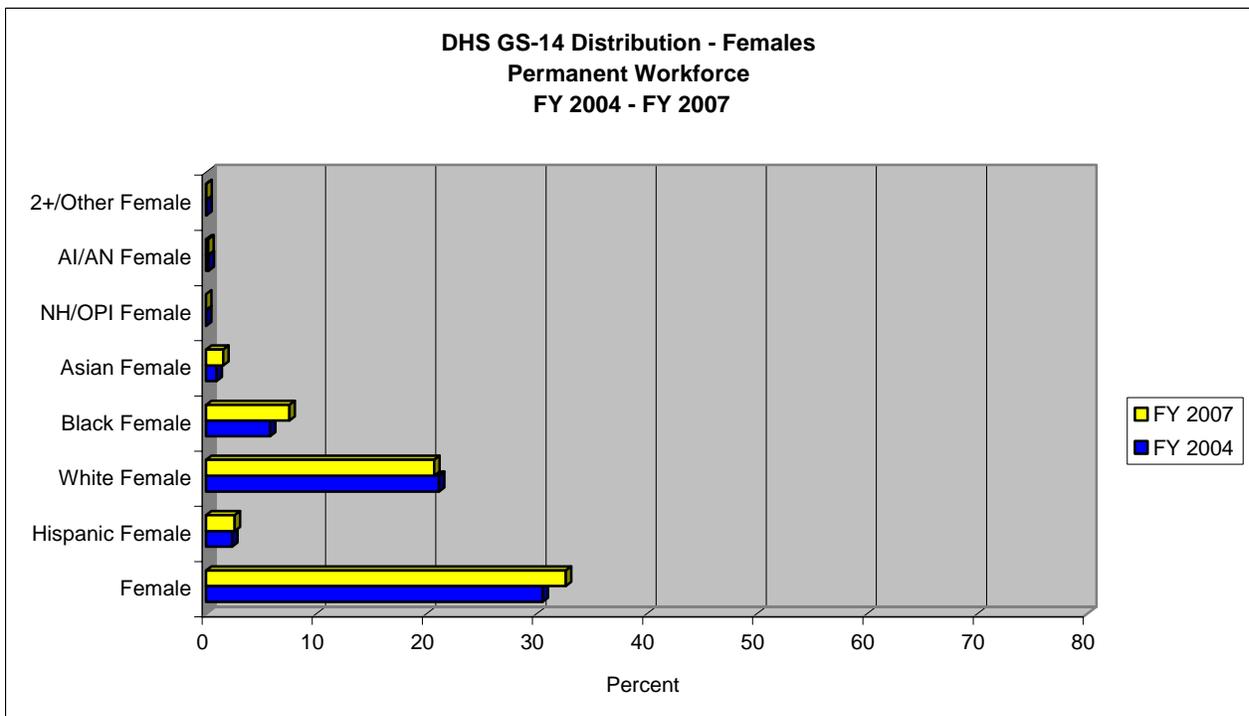


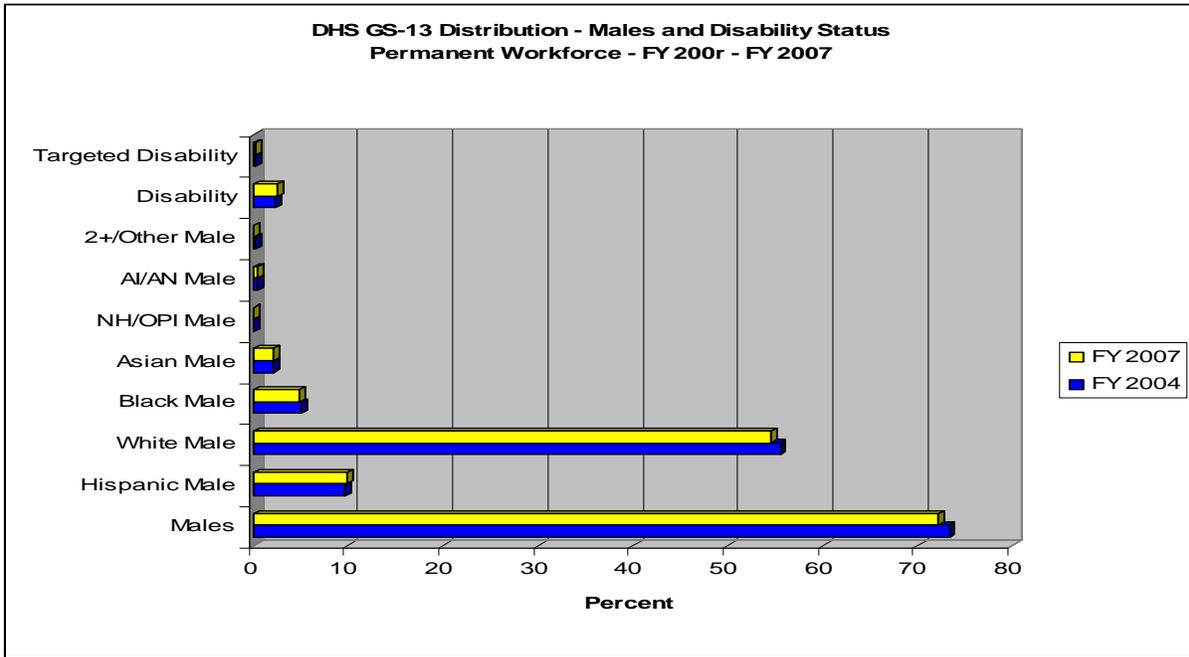
The number of employees at the GS-15 grade level increased by 931 from FY 2004 to FY 2007. With few exceptions, each employee group realized an increase in number and participation rate. Despite the increase in participation rates, each employee identified in FY 2004 as below its DHS onboard participation rate continued that employment pattern for FY 2007.



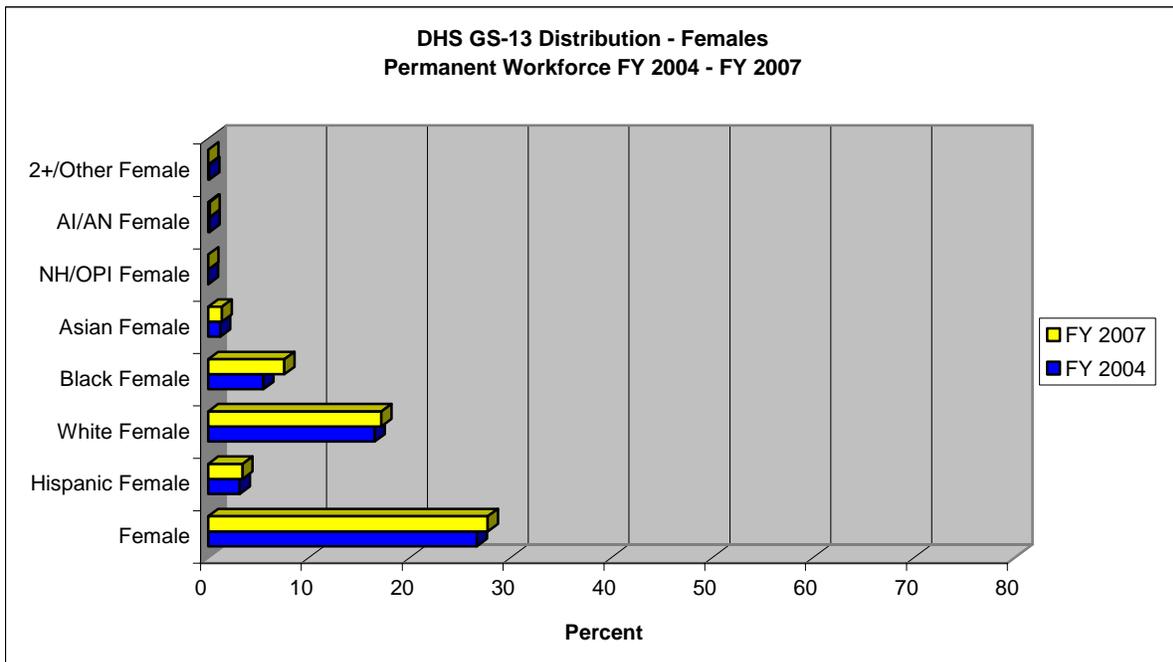


The number of GS-14's increased by 1,698—changing from 5,378 in FY 2004 to 7,076 for FY 2007. Most employee groups realized increases in their participation rates at this grade level as a result of the growth in the number of GS-14's. For Females (collectively), the increase was enough to raise the participation level above the group's onboard participation rate. Employees with disabilities and targeted disabilities realized increases in numbers and participation rates.





The number of employees at the GS-13 level increased by 2,727, changing from 11,619 in FY 2004 to 14,346 for FY 2007. All employee groups, except males and females identified as “Two or More/Other Races,” realized increases in their numbers; however, changes in participation rates varied. Decreases in participation rates were experienced primarily by male employee groups—females identified as “Two or More/Other Races” were the one exception. Employees with targeted disabilities also realized a decrease in their participation rate. For the most part Employee groups employed below their respective availability in the DHS FY 2004 permanent workforce continued that pattern for FY 2007.



Appendix C

Department of Homeland Security

Delegation Number: 19002

Issue Date: 02/04/2008

**DELEGATION TO THE
OFFICER FOR CIVIL RIGHTS
AND CIVIL LIBERTIES TO
INTEGRATE AND MANAGE
CIVIL RIGHTS, CIVIL
LIBERTIES AND EQUAL
EMPLOYMENT
OPPORTUNITY PROGRAMS**

I. Purpose

This is a delegation of authority to the Officer for Civil Rights and Civil Liberties to integrate and manage Civil Rights, Civil Liberties, and Equal Employment Opportunity (EEO) programs throughout the Department of Homeland Security (DHS).

II. Delegation

The Officer for Civil Rights and Civil Liberties is hereby delegated the authority to:

A. Direct and oversee the implementation of the integration of Civil Rights and Civil Liberties (CRCL) across the Department. The Office for Civil Rights and Civil Liberties will serve as the foundational DHS organization through which all Department-wide CRCL activities will be overseen, defined, and measured. DHS will standardize Civil Rights and Civil Liberties policies across DHS to ensure functional excellence, to include:

1. Developing and coordinating with Component heads, and approving, the policy direction and management of the Civil Rights, Civil Liberties and EEO programs.
2. In conjunction with Component heads and the Chief Financial Officer, reviewing and approving Civil Rights, Civil Liberties, EEO and Disability Coordinator budget formation and execution, and establishing reimbursable agreements.
3. Participating in and approving the recruitment and selection of key Civil Rights, Civil Liberties, EEO and Disability Coordinator officials.

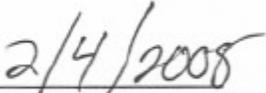
4. Coordinating with Component heads to establish training and development for Civil Rights, Civil Liberties and EEO professionals, and approving such training and development.
5. Participating in and approving the establishment of appropriate staffing plans.
6. In conjunction with Component heads and the Under Secretary for Management, coordinating, implementing and approving a strategy for the delivery and maintenance of enterprise EEO solutions and services.
7. Coordinating with Component heads on and approving any reorganization and/or restructuring plans affecting the Component's Civil Rights, Civil Liberties, EEO and Disability Coordinator functions prior and subsequent to implementation.

III. Re-delegation

The authority of the Officer for Civil Rights and Civil Liberties may be further re-delegated to the Deputy Officer for Programs and Compliance or the Deputy Officer for Equal Employment Opportunity Programs within the Office for Civil Rights and Civil Liberties

IV. Office of Primary Interest

The Office for Civil Rights and Civil Liberties has the primary interest in this delegation.

 _____ Michael Chertoff Secretary	 _____ Date
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Appendix D

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 Officers (1802)

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

Appendix E

APPENDIX E 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 F

APPENDIX F 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
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 G

APPENDIX G– 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 2006

‡ Reporting discontinued in FY 2007 until data field for determining career-ladder eligibility can be resolved

APPENDIX G – 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 2006

‡ Reporting discontinued in FY 2007 until data field for determining career-ladder eligibility can be resolved

Appendix H

Secretary

U.S. Department of Homeland Security
Washington, DC 20528



Homeland Security

May 23, 2006

MEMORANDUM FOR: All DHS Employees

FROM: Michael Chertoff /s/

SUBJECT: DHS Equal Employment Opportunity Policy Statement

The Department of Homeland Security has a unique mission of protecting America while preserving our way of life. We are charged with advancing our country's national security, and in doing so, we must treat each other and the public with dignity and respect. We all have a responsibility to ensure that equality of opportunity is afforded to all and that all employment decisions at DHS are made free from discrimination based on race, color, religion, sex, national origin, age, physical or mental disability, or reprisal. Discrimination is not acceptable at DHS, whether in personnel policies, program operations, or management practices. We must work to maintain an environment within which all employees and applicants for employment can compete on a fair and level playing field and achieve their fullest potential.

All DHS employees and contractors are responsible for complying with equal employment opportunity laws. If we are to remain a model employer, we must strengthen our efforts to hire and retain a talented, qualified, and inclusive workforce. I want to encourage all of you to continue recognizing the skills and abilities that people with disabilities, particularly disabled veterans, bring to our workforce. Please ensure that your facilities are fully accessible and that appropriate assistive technologies for individuals with disabilities are readily available.

This policy also applies to DHS' federally-conducted and federally-assisted programs and activities. DHS grant recipients and contractors must comply with all relevant civil rights laws while doing business with our Department.

By working together, DHS and our Nation are strengthened by a commitment to ensuring equal opportunity for all.

Workforce Tables

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL																		
FY 2006	#	171462	112983	58479	20585	8017	74462	34086	11703	13002	4774	2481	189	174	1187	694	83	25
	%	100	65.89	34.10	12.00	4.67	43.42	19.87	6.82	7.58	2.78	1.44	0.11	0.10	0.69	0.40	0.04	0.01
FY 2007	#	168344	111665	56679	22317	8214	71645	31698	11776	13522	4668	2455	187	168	981	595	91	27
	%	100	66.33	33.66	13.25	4.87	42.55	18.82	6.99	8.03	2.77	1.45	0.11	0.09	0.58	0.35	0.05	0.01
CLF (2000)	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
Difference	#	-3118	-1318	-1800	1732	197	-2817	-2388	73	520	-106	-26	-2	-6	-206	-99	8	2
Ratio Change	%	0.00	0.44	-0.44	1.25	0.20	-0.87	-1.05	0.17	0.45	-0.01	0.01	0.00	-0.01	-0.11	-0.05	0.01	0.00
Net Change	%	-1.81	-1.16	-3.07	8.41	2.45	-3.78	-7.00	0.62	3.99	-2.22	-1.04	-1.05	-3.44	-17.35	-14.26	9.63	8.00
PERMANENT																		
FY 2006	#	139971	95220	44751	19274	6720	60261	24593	10360	10763	4321	2060	175	168	751	427	78	20
	%	100	68.02	31.97	13.76	4.80	43.05	17.57	7.40	7.68	3.08	1.47	0.12	0.12	0.53	0.30	0.05	0.01
FY 2007	#	148355	100724	47631	21388	7204	63323	26104	10582	11489	4390	2178	176	165	780	468	85	23
	%	100	67.89	32.10	14.41	4.85	42.68	17.59	7.13	7.74	2.95	1.46	0.11	0.11	0.52	0.31	0.05	0.01

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino												Two or More/Other Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Difference	#	8384	5504	2880	2114	484	3062	1511	222	726	69	118	1	-3	29	41	7	3	
Ratio Change	%	0.00	-0.13	0.13	0.65	0.05	-0.37	0.02	-0.27	0.06	-0.13	-0.01	-0.01	-0.01	-0.01	0.01	0.00	0.00	
Net Change	%	5.98	5.78	6.43	10.96	7.20	5.08	6.14	2.14	6.74	1.59	5.72	0.57	-1.78	3.86	9.60	8.97	15.00	
TEMPORARY																			
FY 2006	#	30036	17286	12750	1218	1153	13896	8804	1313	2169	406	347	12	5	436	267	5	5	
	%	100	57.55	42.44	4.05	3.83	46.26	29.31	4.37	7.22	1.35	1.15	0.03	0.01	1.45	0.88	0.01	0.01	
FY 2007	#	18461	10474	7987	827	841	8025	4849	1165	1952	244	216	11	3	196	122	6	4	
	%	100	56.73	43.26	4.47	4.55	43.47	26.26	6.31	10.57	1.32	1.17	0.05	0.01	1.06	0.66	0.03	0.02	
Difference	#	-11575	-6812	-4763	-391	-312	-5871	-3955	-148	-217	-162	-131	-1	-2	-240	-145	1	-1	
Ratio Change	%	0.00	-0.82	0.82	0.42	0.72	-2.79	-3.05	1.94	3.35	-0.03	0.02	0.02	0.00	-0.39	-0.22	0.02	0.01	
Net Change	%	-38.53	-39.40	-37.35	-32.10	-27.05	-42.24	-44.92	-11.27	-10.00	-39.90	-37.75	-8.33	-40.00	-55.04	-54.30	20.00	-20.00	
NON-APPROPRIATED																			
FY 2006	#	1455	477	978	93	144	305	689	30	70	47	74	2	1	0	0	0	0	
	%	100	32.78	67.21	6.39	9.89	20.96	47.35	2.06	4.81	3.23	5.08	0.13	0.06	0.00	0.00	0.00	0.00	
FY 2007	#	1528	467	1061	102	169	297	745	29	81	34	61	0	0	5	5	0	0	

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	30.56	69.43	6.67	11.06	19.43	48.75	1.89	5.30	2.22	3.99	0.00	0.00	0.32	0.32	0.00	0.00	
Difference	#	73	-10	83	9	25	-8	56	-1	11	-13	-13	-2	-1	5	5	0	0
Ratio Change	%	0.00	-2.22	2.22	0.28	1.17	-1.53	1.40	-0.17	0.49	-1.01	-1.09	-0.13	-0.06	0.32	0.32	0.00	0.00
Net Change	%	5.01	-2.09	8.48	9.67	17.36	-2.62	8.12	-3.33	15.71	-27.65	-17.56	-100.00	-100.00	-	-	-	-

The Fiscal Years for this report have been set to FY 2006 , FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 14, 2007

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL FY 2007	148355	100724	47631	21388	7204	63323	26104	10582	11489	4390	2178	176	165	780	468	85	23
#																	
%	100	67.89	32.10	14.41	4.85	42.68	17.59	7.13	7.74	2.95	1.46	0.11	0.11	0.52	0.31	0.05	0.01
CLF (2000)	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
DHS Headquarters	3101	1809	1292	80	52	1481	786	173	389	64	56	0	0	10	9	1	0
#																	
%	100	58.33	41.66	2.57	1.67	47.75	25.34	5.57	12.54	2.06	1.80	0.00	0.00	0.32	0.29	0.03	0.00
Federal Emergency Management Agency	2553	1534	1019	38	30	1263	601	184	357	37	22	0	0	11	9	1	0
#																	

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	60.08	39.91	1.48	1.17	49.47	23.54	7.20	13.98	1.44	0.86	0.00	0.00	0.43	0.35	0.03	0.00	
Federal Law Enforcement Training Center	#	1009	670	339	27	19	584	259	39	51	6	5	0	0	14	5	0	0
	%	100	66.40	33.59	2.67	1.88	57.87	25.66	3.86	5.05	0.59	0.49	0.00	0.00	1.38	0.49	0.00	0.00
Transportation Security Administration	#	57612	36857	20755	4959	2672	22952	10877	6514	6013	1867	751	141	136	415	302	9	4
	%	100	63.97	36.02	8.60	4.63	39.83	18.87	11.30	10.43	3.24	1.30	0.24	0.23	0.72	0.52	0.01	0.00
U.S. Citizenship and Immigration Services	#	8003	3198	4805	404	736	2108	2556	346	1051	320	423	0	2	19	35	1	2
	%	100	39.96	60.03	5.04	9.19	26.34	31.93	4.32	13.13	3.99	5.28	0.00	0.02	0.23	0.43	0.01	0.02

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

This table is for All Agencies

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
U.S. Coast Guard	#	7346	4798	2548	204	104	3924	1612	457	681	161	123	7	8	27	15	18	5
	%	100	65.31	34.68	2.77	1.41	53.41	21.94	6.22	9.27	2.19	1.67	0.09	0.10	0.36	0.20	0.24	0.06
U.S. Customs and Border Protection	#	46993	36216	10777	12820	2523	20322	6077	1448	1561	1395	536	21	16	176	57	34	7
	%	100	77.06	22.93	27.28	5.36	43.24	12.93	3.08	3.32	2.96	1.14	0.04	0.03	0.37	0.12	0.07	0.01
U.S. Immigration and Customs Enforcement	#	16475	11767	4708	2648	960	7642	2566	927	944	435	201	7	3	87	29	21	5
	%	100	71.42	28.57	16.07	5.82	46.38	15.57	5.62	5.72	2.64	1.22	0.04	0.01	0.52	0.17	0.12	0.03
U.S. Secret Service	#	5263	3875	1388	208	108	3047	770	494	442	105	61	0	0	21	7	0	0
	%	100	73.62	26.37	3.95	2.05	57.89	14.63	9.38	8.39	1.99	1.15	0.00	0.00	0.39	0.13	0.00	0.00

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	2654	1902	752	142	51	1592	563	127	118	29	17	0	0	12	2	0	1
	%	100	71.66	28.33	5.35	1.92	59.98	21.21	4.78	4.44	1.09	0.64	0.00	0.00	0.45	0.07	0.00	0.03
- Mid-Level (Grades 13-14)	#	6537	4762	1775	773	246	3567	1104	264	335	123	78	0	1	27	7	8	4
	%	100	72.84	27.15	11.82	3.76	54.56	16.88	4.03	5.12	1.88	1.19	0.00	0.01	0.41	0.10	0.12	0.06
- First-Level (Grades 12 and Below)	#	5291	4158	1133	1338	245	2405	588	250	237	126	50	4	3	29	8	6	2
	%	100	78.58	21.41	25.28	4.63	45.45	11.11	4.72	4.47	2.38	0.94	0.07	0.05	0.54	0.15	0.11	0.03

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
- Other	#	42247	28982	13265	5951	2205	18987	7357	2285	2885	1503	701	18	21	210	92	28	4
	%	100	68.60	31.39	14.08	5.21	44.94	17.41	5.40	6.82	3.55	1.65	0.04	0.04	0.49	0.21	0.06	0.00
Officials and Managers Total	#	56729	39804	16925	8204	2747	26551	9612	2926	3575	1781	846	22	25	278	109	42	11
	%	100	70.16	29.83	14.46	4.84	46.80	16.94	5.15	6.30	3.13	1.49	0.03	0.04	0.49	0.19	0.07	0.01
Officials and Managers RCLF	%	100	61.19	38.5	3.3	2.4	52.1	30.6	2.8	3.5	2.09	1.3	0.0	0.0	0.2	0.2	0.7	0.5
2. Professionals	#	9372	5375	3997	559	388	3996	2625	417	694	373	264	4	1	20	19	6	6
	%	100	57.35	42.64	5.96	4.13	42.63	28.00	4.44	7.40	3.97	2.81	0.04	0.01	0.21	0.20	0.06	0.06
Professionals RCLF	%	100	46.09	53.7	2.3	2.8	37.09	42.3	2.7	4.9	3.2	2.6	0.0	0.0	0.2	0.3	0.6	0.8

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
3. Technicians	#	716	633	83	74	2	490	65	52	14	11	2	1	0	5	0	0	0
	%	100	88.40	11.59	10.33	0.27	68.43	9.07	7.26	1.95	1.53	0.27	0.13	0.00	0.69	0.00	0.00	0.00
Technicians RCLF	%	100	42.2	57.9	3.3	3.4	32.2	43.2	3.4	7.6	2.2	2.4	0.1	0.0	0.3	0.4	0.7	0.9
4. Sales Workers	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
	%	100	33.33	66.66	0.00	0.00	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sales Workers RCLF	%	100	49.5	50.5	4.0	4.9	39.5	37.0	3.1	5.5	1.8	1.8	0.0	0.1	0.2	0.3	0.9	0.9
5. Administrative Support Workers	#	4423	1085	3338	132	397	672	1837	185	916	84	158	0	3	10	26	2	1
	%	100	24.53	75.46	2.98	8.97	15.19	41.53	4.18	20.70	1.89	3.57	0.00	0.06	0.22	0.58	0.04	0.02

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Administrative Support Workers RCLF	%	100	24.2	75.69	2.9	6.7	16.5	56.3	3.3	8.89	1.0	2.0	0.0	0.1	0.1	0.5	0.4	1.2
6. Craft Workers	#	1535	1521	14	247	1	1064	12	148	1	39	0	4	0	12	0	7	0
	%	100	99.08	0.91	16.09	0.06	69.31	0.78	9.64	0.06	2.54	0.00	0.26	0.00	0.78	0.00	0.45	0.00
Craft Workers RCLF	%	100	94.4	5.4	11.9	0.6	72.5	3.9	6.2	0.6	1.5	0.2	0.1	0.0	0.8	0.1	1.4	0.0
7. Operatives	#	282	273	9	13	1	197	4	56	4	6	0	0	0	1	0	0	0
	%	100	96.80	3.19	4.60	0.35	69.85	1.41	19.85	1.41	2.12	0.00	0.00	0.00	0.35	0.00	0.00	0.00
Operatives RCLF	%	100	71.79	27.99	10.8	5.1	48.4	16.29	8.89	4.5	2.0	1.6	0.1	0.0	0.5	0.2	1.1	0.3
8. Laborers and Helpers	#	57	41	16	3	0	36	16	1	0	1	0	0	0	0	0	0	0
	%	100	71.92	28.07	5.26	0.00	63.15	28.07	1.75	0.00	1.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Laborers and Helpers RCLF	%	100	85.2	14.69	21.5	3.1	50.2	9.39	10.0	1.6	1.2	0.3	0.1	0.0	0.8	0.1	1.4	0.2
9. Service Workers	#	67738	46477	21261	11657	3465	26303	10649	6101	5918	1885	826	119	120	386	279	26	4
	%	100	68.61	31.38	17.20	5.11	38.83	15.72	9.00	8.73	2.78	1.21	0.17	0.17	0.56	0.41	0.03	0.00
Service Workers RCLF	%	100	40.8	59.2	6.6	7.9	25.0	38.0	6.2	9.6	1.6	1.9	0.1	0.1	0.4	0.5	0.9	1.2

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	2654	1902	752	142	51	1592	563	127	118	29	17	0	0	12	2	0	1
	%	1.88	1.99	1.64	0.67	0.72	2.68	2.26	1.28	1.06	0.69	0.81	0.00	0.00	1.68	0.46	0.00	4.54
- Mid-Level (Grades 13-14)	#	6537	4762	1775	773	246	3567	1104	264	335	123	78	0	1	27	7	8	4
	%	4.64	5.00	3.88	3.70	3.51	6.01	4.44	2.67	3.01	2.94	3.72	0.00	0.67	3.79	1.61	9.63	18.18
- First-Level (Grades 12 and Below)	#	5291	4158	1133	1338	245	2405	588	250	237	126	50	4	3	29	8	6	2
	%	3.75	4.36	2.48	6.40	3.49	4.05	2.36	2.52	2.13	3.01	2.38	2.66	2.01	4.07	1.84	7.22	9.09

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
- Other	#	42247	28982	13265	5951	2205	18987	7357	2285	2885	1503	701	18	21	210	92	28	4
	%	29.99	30.44	29.06	28.48	31.49	32.01	29.64	23.11	25.93	35.95	33.44	12.00	14.09	29.49	21.24	33.73	18.18
Officials and Managers Total	#	56729	39804	16925	8204	2747	26551	9612	2926	3575	1781	846	22	25	278	109	42	11
	%	40.26	41.79	37.06	39.25	39.21	44.75	38.70	29.58	32.13	42.59	40.35	14.66	16.77	39.03	25.15	50.58	49.99
2. Professionals	#	9372	5375	3997	559	388	3996	2625	417	694	373	264	4	1	20	19	6	6
	%	6.65	5.64	8.75	2.67	5.54	6.73	10.57	4.21	6.23	8.92	12.59	2.66	0.67	2.80	4.38	7.22	27.27
3. Technicians	#	716	633	83	74	2	490	65	52	14	11	2	1	0	5	0	0	0
	%	0.50	0.66	0.18	0.35	0.02	0.82	0.26	0.52	0.12	0.26	0.09	0.66	0.00	0.70	0.00	0.00	0.00

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
4. Sales Workers	#	3	1	2	0	0	1	1	0	1	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
5. Administrative Support Workers	#	4423	1085	3338	132	397	672	1837	185	916	84	158	0	3	10	26	2	1
	%	3.14	1.13	7.31	0.63	5.67	1.13	7.40	1.87	8.23	2.00	7.53	0.00	2.01	1.40	6.00	2.40	4.54
6. Craft Workers	#	1535	1521	14	247	1	1064	12	148	1	39	0	4	0	12	0	7	0
	%	1.08	1.59	0.03	1.18	0.01	1.79	0.04	1.49	0.00	0.93	0.00	2.66	0.00	1.68	0.00	8.43	0.00
7. Operatives	#	282	273	9	13	1	197	4	56	4	6	0	0	0	1	0	0	0
	%	0.20	0.28	0.01	0.06	0.01	0.33	0.01	0.56	0.03	0.14	0.00	0.00	0.00	0.14	0.00	0.00	0.00
8. Laborers and Helpers	#	57	41	16	3	0	36	16	1	0	1	0	0	0	0	0	0	0
	%	0.04	0.05	0.01	0.02	0.00	0.26	0.12	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

Occupational Categories	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.04	0.04	0.03	0.01	0.00	0.06	0.06	0.01	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers #	67738	46477	21261	11657	3465	26303	10649	6101	5918	1885	826	119	120	386	279	26	4
%	48.09	48.81	46.57	55.80	49.49	44.34	42.90	61.71	53.20	45.09	39.40	79.33	80.53	54.21	64.43	31.32	18.18

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL- 02 #	6	3	3	0	1	2	0	1	2	0	0	0	0	0	0	0	0
%	100	50.00	50.00	0.00	16.66	33.33	0.00	16.66	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 03 #	44	20	24	3	1	15	13	0	8	2	2	0	0	0	0	0	0
%	100	45.45	54.54	6.81	2.27	34.09	29.54	0.00	18.18	4.54	4.54	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 04 #	199	96	103	15	14	60	58	15	28	4	3	0	0	2	0	0	0
%	100	48.24	51.75	7.53	7.03	30.15	29.14	7.53	14.07	2.01	1.50	0.00	0.00	1.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 05 #	4845	3701	1144	1600	287	1840	595	132	183	111	65	0	0	15	10	3	4
%	100	76.38	23.61	33.02	5.92	37.97	12.28	2.72	3.77	2.29	1.34	0.00	0.00	0.30	0.20	0.06	0.08
GS/GG/GH/GM/GL- 06 #	1003	292	711	48	112	160	405	57	164	27	25	0	0	0	4	0	1
%	100	29.11	70.88	4.78	11.16	15.95	40.37	5.68	16.35	2.69	2.49	0.00	0.00	0.00	0.39	0.00	0.09
GS/GG/GH/GM/GL- 07 #	9269	5468	3801	1701	735	3166	2005	299	802	257	221	1	9	36	29	8	0
%	100	58.99	41.00	18.35	7.92	34.15	21.63	3.22	8.65	2.77	2.38	0.01	0.09	0.38	0.31	0.08	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 08 #	1483	491	992	58	139	300	472	90	314	39	62	0	1	3	3	1	1
%	100	33.10	66.89	3.91	9.37	20.22	31.82	6.06	21.17	2.62	4.18	0.00	0.06	0.20	0.20	0.06	0.06
GS/GG/GH/GM/GL- 09 #	7333	4834	2499	1429	417	2868	1394	338	541	164	132	1	2	28	13	6	0
%	100	65.92	34.07	19.48	5.68	39.11	19.00	4.60	7.37	2.23	1.80	0.01	0.02	0.38	0.17	0.08	0.00
GS/GG/GH/GM/GL- 10 #	225	92	133	10	22	58	64	19	43	5	3	0	0	0	1	0	0
%	100	40.88	59.11	4.44	9.77	25.77	28.44	8.44	19.11	2.22	1.33	0.00	0.00	0.00	0.44	0.00	0.00
GS/GG/GH/GM/GL- 11 #	24971	19432	5539	7133	1361	10268	2876	952	916	938	334	18	11	102	37	21	4

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	77.81	22.18	28.56	5.45	41.11	11.51	3.81	3.66	3.75	1.33	0.07	0.04	0.40	0.14	0.08	0.01
GS/GG/GH/GM/GL- 12 #	13397	9003	4394	1991	698	5931	2472	615	952	389	241	6	3	64	26	7	2
%	100	67.20	32.79	14.86	5.21	44.27	18.45	4.59	7.10	2.90	1.79	0.04	0.02	0.47	0.19	0.05	0.01
GS/GG/GH/GM/GL- 13 #	14346	10365	3981	1415	490	7828	2465	715	800	320	196	5	3	63	23	19	4
%	100	72.25	27.74	9.86	3.41	54.56	17.18	4.98	5.57	2.23	1.36	0.03	0.02	0.43	0.16	0.13	0.02
GS/GG/GH/GM/GL- 14 #	7076	4764	2312	507	184	3745	1465	329	536	155	110	0	0	24	15	4	2
%	100	67.32	32.67	7.16	2.60	52.92	20.70	4.64	7.57	2.19	1.55	0.00	0.00	0.33	0.21	0.05	0.02

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL-15	#	3034	2063	971	134	60	1732	733	140	146	46	27	0	0	11	4	0	1
	%	100	67.99	32.00	4.41	1.97	57.08	24.15	4.61	4.81	1.51	0.88	0.00	0.00	0.36	0.13	0.00	0.03
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	415	314	101	23	3	275	90	13	7	2	1	0	0	1	0	0	0
	%	100	75.66	24.33	5.54	0.72	66.26	21.68	3.13	1.68	0.48	0.24	0.00	0.00	0.24	0.00	0.00	0.00
ST	#	20	15	5	0	0	14	4	0	0	1	1	0	0	0	0	0	0
	%	100	75.00	25.00	0.00	0.00	70.00	20.00	0.00	0.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SQ	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	606	552	54	33	3	418	34	87	15	11	1	0	0	3	1	0	0
	%	100	91.08	8.91	5.44	0.49	68.97	5.61	14.35	2.47	1.81	0.16	0.00	0.00	0.49	0.16	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	#	164	149	15	8	0	118	6	23	8	0	1	0	0	0	0	0	0
	%	100	90.85	9.14	4.87	0.00	71.95	3.65	14.02	4.87	0.00	0.60	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
LE-05	#	55	48	7	2	0	43	3	3	4	0	0	0	0	0	0	0
	%	100	87.27	12.72	3.63	0.00	78.18	5.45	5.45	7.27	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	22	20	2	1	0	12	1	7	1	0	0	0	0	0	0	0
	%	100	90.90	9.09	4.54	0.00	54.54	4.54	31.81	4.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-08	#	13	12	1	0	0	10	1	2	0	0	0	0	0	0	0	0
	%	100	92.30	7.69	0.00	0.00	76.92	7.69	15.38	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
	%	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

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

This table is for All Agencies

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

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

This table is for All Agencies

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

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-D	#	16281	9004	7277	1391	1033	4964	3401	2094	2470	396	198	31	42	128	133	0	0
	%	100	55.30	44.69	8.54	6.34	30.48	20.88	12.86	15.17	2.43	1.21	0.19	0.25	0.78	0.81	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	#	20278	12627	7651	1906	1035	7277	3928	2431	2258	828	287	54	51	125	91	6	1
	%	100	62.26	37.73	9.39	5.10	35.88	19.37	11.98	11.13	4.08	1.41	0.26	0.25	0.61	0.44	0.02	0.00
SV-F	#	6387	4156	2231	543	265	2617	1277	700	529	234	108	28	21	33	30	1	1
	%	100	65.06	34.93	8.50	4.14	40.97	19.99	10.95	8.28	3.66	1.69	0.43	0.32	0.51	0.46	0.01	0.01
SV-G	#	5256	3679	1577	402	169	2523	983	543	312	153	69	21	13	37	30	0	1
	%	100	69.99	30.00	7.64	3.21	48.00	18.70	10.33	5.93	2.91	1.31	0.39	0.24	0.70	0.57	0.00	0.01
SV-H	#	1968	1408	560	121	61	1051	335	171	113	53	38	2	6	10	7	0	0
	%	100	71.54	28.45	6.14	3.09	53.40	17.02	8.68	5.74	2.69	1.93	0.10	0.30	0.50	0.35	0.00	0.00
SV-I	#	4909	4169	740	506	65	3048	466	413	175	142	28	2	3	58	2	0	1
	%	100	84.92	15.07	10.30	1.32	62.09	9.49	8.41	3.56	2.89	0.57	0.04	0.06	1.18	0.04	0.00	0.02

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-J	#	1474	1036	438	53	24	839	288	92	101	37	18	2	0	13	7	0	0
	%	100	70.28	29.71	3.59	1.62	56.91	19.53	6.24	6.85	2.51	1.22	0.13	0.00	0.88	0.47	0.00	0.00
SV-K	#	837	614	223	31	17	497	151	53	49	20	4	1	0	10	2	2	0
	%	100	73.35	26.64	3.70	2.03	59.37	18.04	6.33	5.85	2.38	0.47	0.11	0.00	1.19	0.23	0.23	0.00
SV-L	#	75	50	25	2	1	42	21	6	3	0	0	0	0	0	0	0	0
	%	100	66.66	33.33	2.66	1.33	56.00	28.00	8.00	4.00	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	#	146	113	33	4	2	93	27	11	3	4	1	0	0	1	0	0	0

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	77.39	22.60	2.73	1.36	63.69	18.49	7.53	2.05	2.73	0.68	0.00	0.00	0.68	0.00	0.00	0.00
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

TABLE A4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

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

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 02 #	6	3	3	0	1	2	0	1	2	0	0	0	0	0	0	0	0
%	0.00	0.00	0.01	0.00	0.02	0.00	0.00	0.02	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 03 #	44	20	24	3	1	15	13	0	8	2	2	0	0	0	0	0	0
%	0.05	0.03	0.08	0.01	0.02	0.03	0.08	0.00	0.14	0.08	0.14	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 04 #	199	96	103	15	14	60	58	15	28	4	3	0	0	2	0	0	0
%	0.22	0.15	0.38	0.09	0.30	0.15	0.38	0.40	0.51	0.16	0.21	0.00	0.00	0.57	0.00	0.00	0.00
GS/GG/GH/GM/GL- 05 #	4845	3701	1144	1600	287	1840	595	132	183	111	65	0	0	15	10	3	4
%	5.52	6.07	4.28	9.95	6.34	4.80	3.93	3.55	3.36	4.51	4.56	0.00	0.00	4.29	6.06	4.34	21.05
GS/GG/GH/GM/GL- 06 #	1003	292	711	48	112	160	405	57	164	27	25	0	0	0	4	0	1
%	1.14	0.47	2.66	0.29	2.47	0.41	2.67	1.53	3.01	1.09	1.75	0.00	0.00	0.00	2.42	0.00	5.26
GS/GG/GH/GM/GL- 07 #	9269	5468	3801	1701	735	3166	2005	299	802	257	221	1	9	36	29	8	0
%	10.57	8.97	14.22	10.58	16.24	8.27	13.26	8.04	14.73	10.44	15.53	3.22	31.03	10.31	17.57	11.59	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 08 #	1483	491	992	58	139	300	472	90	314	39	62	0	1	3	3	1	1
%	1.69	0.80	3.71	0.36	3.07	0.78	3.12	2.42	5.76	1.58	4.35	0.00	3.44	0.85	1.81	1.44	5.26
GS/GG/GH/GM/GL- 09 #	7333	4834	2499	1429	417	2868	1394	338	541	164	132	1	2	28	13	6	0
%	8.36	7.93	9.35	8.89	9.21	7.49	9.22	9.09	9.94	6.66	9.27	3.22	6.89	8.02	7.87	8.69	0.00
GS/GG/GH/GM/GL- 10 #	225	92	133	10	22	58	64	19	43	5	3	0	0	0	1	0	0
%	0.25	0.15	0.49	0.06	0.48	0.15	0.42	0.51	0.79	0.20	0.21	0.00	0.00	0.00	0.60	0.00	0.00
GS/GG/GH/GM/GL- 11 #	24971	19432	5539	7133	1361	10268	2876	952	916	938	334	18	11	102	37	21	4

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	28.48	31.87	20.73	44.39	30.08	26.83	19.03	25.62	16.83	38.13	23.47	58.06	37.93	29.22	22.42	30.43	21.05
GS/GG/GH/GM/GL- #	13397	9003	4394	1991	698	5931	2472	615	952	389	241	6	3	64	26	7	2
%	15.28	14.77	16.44	12.39	15.42	15.50	16.35	16.55	17.49	15.81	16.93	19.35	10.34	18.33	15.75	10.14	10.52
GS/GG/GH/GM/GL- #	14346	10365	3981	1415	490	7828	2465	715	800	320	196	5	3	63	23	19	4
%	16.36	17.00	14.90	8.80	10.83	20.45	16.31	19.24	14.70	13.00	13.77	16.12	10.34	18.05	13.93	27.53	21.05
GS/GG/GH/GM/GL- #	7076	4764	2312	507	184	3745	1465	329	536	155	110	0	0	24	15	4	2
%	8.07	7.81	8.65	3.15	4.06	9.78	9.69	8.85	9.84	6.30	7.73	0.00	0.00	6.87	9.09	5.79	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL-15	#	3034	2063	971	134	60	1732	733	140	146	46	27	0	0	11	4	0	1
	%	3.46	3.38	3.63	0.83	1.32	4.52	4.85	3.76	2.68	1.86	1.89	0.00	0.00	3.15	2.42	0.00	5.26
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	415	314	101	23	3	275	90	13	7	2	1	0	0	1	0	0	0
	%	0.47	0.51	0.37	0.14	0.06	0.71	0.59	0.34	0.12	0.08	0.07	0.00	0.00	0.28	0.00	0.00	0.00
ST	#	20	15	5	0	0	14	4	0	0	1	1	0	0	0	0	0	0
	%	0.02	0.02	0.01	0.00	0.00	0.03	0.02	0.00	0.00	0.04	0.07	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SQ	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	87668	60954	26714	16067	4524	38263	15112	3715	5442	2460	1423	31	29	349	165	69	19
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	606	552	54	33	3	418	34	87	15	11	1	0	0	3	1	0	0
	%	69.97	70.13	68.35	75.00	100	69.09	75.55	70.16	53.57	100	50.00	-	-	100	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	-	-
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	-	-
LE-04	#	164	149	15	8	0	118	6	23	8	0	1	0	0	0	0	0	0
	%	18.93	18.93	18.98	18.18	0.00	19.50	13.33	18.54	28.57	0.00	50.00	-	-	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
LE-05	#	55	48	7	2	0	43	3	3	4	0	0	0	0	0	0	0
	%	6.35	6.09	8.86	4.54	0.00	7.10	6.66	2.41	14.28	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
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-
LE-07	#	22	20	2	1	0	12	1	7	1	0	0	0	0	0	0	0
	%	2.54	2.54	2.53	2.27	0.00	1.98	2.22	5.64	3.57	0.00	0.00	-	-	0.00	0.00	-
LE-08	#	13	12	1	0	0	10	1	2	0	0	0	0	0	0	0	0
	%	1.50	1.52	1.26	0.00	0.00	1.65	2.22	1.61	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
	%	0.46	0.50	0.00	0.00	0.00	0.49	0.00	0.80	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.11	0.12	0.00	0.00	0.00	0.16	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-
LE-11	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.11	0.12	0.00	0.00	0.00	0.00	0.00	0.80	0.00	0.00	0.00	-	-	0.00	0.00	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	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	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-	-	
LE-15	#	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	-	-	
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	866	787	79	44	3	605	45	124	28	11	2	0	0	3	1	0	0	
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	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
	%	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	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	#	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
SV-D	#	16281	9004	7277	1391	1033	4964	3401	2094	2470	396	198	31	42	128	133	0
	%	28.26	24.43	35.06	28.05	38.66	21.62	31.26	32.14	41.07	21.21	26.36	21.98	30.88	30.84	44.03	0.00

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	#	20278	12627	7651	1906	1035	7277	3928	2431	2258	828	287	54	51	125	91	6	1
	%	35.19	34.26	36.86	38.43	38.73	31.70	36.11	37.31	37.55	44.34	38.21	38.29	37.50	30.12	30.13	66.66	25.00
SV-F	#	6387	4156	2231	543	265	2617	1277	700	529	234	108	28	21	33	30	1	1
	%	11.08	11.27	10.74	10.94	9.91	11.40	11.74	10.74	8.79	12.53	14.38	19.85	15.44	7.95	9.93	11.11	25.00
SV-G	#	5256	3679	1577	402	169	2523	983	543	312	153	69	21	13	37	30	0	1
	%	9.12	9.98	7.59	8.10	6.32	10.99	9.03	8.33	5.18	8.19	9.18	14.89	9.55	8.91	9.93	0.00	25.00
SV-H	#	1968	1408	560	121	61	1051	335	171	113	53	38	2	6	10	7	0	0
	%	3.41	3.82	2.69	2.44	2.28	4.57	3.07	2.62	1.87	2.83	5.05	1.41	4.41	2.40	2.31	0.00	0.00
SV-I	#	4909	4169	740	506	65	3048	466	413	175	142	28	2	3	58	2	0	1
	%	8.52	11.31	3.56	10.20	2.43	13.28	4.28	6.34	2.91	7.60	3.72	1.41	2.20	13.97	0.66	0.00	25.00

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-J	#	1474	1036	438	53	24	839	288	92	101	37	18	2	0	13	7	0	0
	%	2.55	2.81	2.11	1.06	0.89	3.65	2.64	1.41	1.67	1.98	2.39	1.41	0.00	3.13	2.31	0.00	0.00
SV-K	#	837	614	223	31	17	497	151	53	49	20	4	1	0	10	2	2	0
	%	1.45	1.66	1.07	0.62	0.63	2.16	1.38	0.81	0.81	1.07	0.53	0.70	0.00	2.40	0.66	22.22	0.00
SV-L	#	75	50	25	2	1	42	21	6	3	0	0	0	0	0	0	0	0
	%	0.13	0.13	0.12	0.04	0.03	0.18	0.19	0.09	0.04	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
	%	0.00	0.00	0.00	0.00	0.00	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	#	146	113	33	4	2	93	27	11	3	4	1	0	0	1	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	0.25	0.30	0.15	0.08	0.07	0.40	0.24	0.16	0.04	0.21	0.13	0.00	0.00	0.24	0.00	0.00	0.00	
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	#	57611	36856	20755	4959	2672	22951	10877	6514	6013	1867	751	141	136	415	302	9	4
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

TABLE A4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

AD and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Unspecified AD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	7	7	0	0	0	7	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-02	#	7	5	2	1	1	3	0	0	0	1	1	0	0	0	0	0	0
	%	100	71.42	28.57	14.28	14.28	42.85	0.00	0.00	0.00	14.28	14.28	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	16	13	3	0	0	11	3	1	0	1	0	0	0	0	0	0	0
	%	100	81.25	18.75	0.00	0.00	68.75	18.75	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	31	11	20	1	0	10	20	0	0	0	0	0	0	0	0	0	0
	%	100	35.48	64.51	3.22	0.00	32.25	64.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05	#	95	88	7	3	0	69	6	14	1	2	0	0	0	0	0	0
	%	100	92.63	7.36	3.15	0.00	72.63	6.31	14.73	1.05	2.10	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	127	117	10	19	0	68	10	28	0	1	0	0	0	1	0	0
	%	100	92.12	7.87	14.96	0.00	53.54	7.87	22.04	0.00	0.78	0.00	0.00	0.00	0.78	0.00	0.00
Grade-07	#	58	58	0	5	0	35	0	14	0	1	0	1	0	0	0	2
	%	100	100	0.00	8.62	0.00	60.34	0.00	24.13	0.00	1.72	0.00	1.72	0.00	0.00	0.00	3.44
Grade-08	#	264	247	17	37	1	165	13	28	2	12	1	0	0	4	0	1
	%	100	93.56	6.43	14.01	0.37	62.50	4.92	10.60	0.75	4.54	0.37	0.00	0.00	1.51	0.00	0.37
Grade-09	#	166	163	3	11	1	115	1	31	1	3	0	1	0	0	0	2
	%	100	98.19	1.80	6.62	0.60	69.27	0.60	18.67	0.60	1.80	0.00	0.60	0.00	0.00	0.00	1.20

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-10	#	1078	1071	7	231	1	713	5	89	1	27	0	2	0	7	0	2	0
	%	100	99.35	0.64	21.42	0.09	66.14	0.46	8.25	0.09	2.50	0.00	0.18	0.00	0.64	0.00	0.18	0.00
Grade-11	#	223	220	3	8	0	187	2	21	1	3	0	0	0	1	0	0	0
	%	100	98.65	1.34	3.58	0.00	83.85	0.89	9.41	0.44	1.34	0.00	0.00	0.00	0.44	0.00	0.00	0.00
Grade-12	#	67	66	1	1	0	63	1	1	0	1	0	0	0	0	0	0	0
	%	100	98.50	1.49	1.49	0.00	94.02	1.49	1.49	0.00	1.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	12	12	0	0	0	12	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	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	16.67	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	0.00	16.66	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	8	8	0	0	7	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	5	5	0	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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 Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	7	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.33	0.00	0.00	0.00	0.47	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00
Grade-02	#	7	5	2	1	1	3	0	0	0	1	1	0	0	0	0	0
	%	0.32	0.23	2.73	0.31	25.00	0.20	0.00	0.00	0.00	1.92	50.00	0.00	-	0.00	-	0.00
Grade-03	#	16	13	3	0	0	11	3	1	0	1	0	0	0	0	0	0
	%	0.73	0.61	4.10	0.00	0.00	0.74	4.91	0.43	0.00	1.92	0.00	0.00	-	0.00	-	0.00
Grade-04	#	31	11	20	1	0	10	20	0	0	0	0	0	0	0	0	0
	%	1.42	0.52	27.39	0.31	0.00	0.67	32.78	0.00	0.00	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

WD/WG, WL/WS & Other Wage Grades	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	95	88	7	3	0	69	6	14	1	2	0	0	0	0	0	0	0
	%	4.37	4.19	9.58	0.94	0.00	4.68	9.83	6.11	16.66	3.84	0.00	0.00	-	0.00	-	0.00	-
Grade-06	#	127	117	10	19	0	68	10	28	0	1	0	0	0	1	0	0	0
	%	5.85	5.57	13.69	5.97	0.00	4.61	16.39	12.22	0.00	1.92	0.00	0.00	-	7.69	-	0.00	-
Grade-07	#	58	58	0	5	0	35	0	14	0	1	0	1	0	0	0	2	0
	%	2.67	2.76	0.00	1.57	0.00	2.37	0.00	6.11	0.00	1.92	0.00	25.00	-	0.00	-	28.57	-
Grade-08	#	264	247	17	37	1	165	13	28	2	12	1	0	0	4	0	1	0
	%	12.16	11.77	23.28	11.63	25.00	11.19	21.31	12.22	33.33	23.07	50.00	0.00	-	30.76	-	14.28	-
Grade-09	#	166	163	3	11	1	115	1	31	1	3	0	1	0	0	0	2	0
	%	7.64	7.77	4.10	3.45	25.00	7.80	1.63	13.53	16.66	5.76	0.00	25.00	-	0.00	-	28.57	-

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-10	#	1078	1071	7	231	1	713	5	89	1	27	0	2	0	7	0	2	0
	%	49.67	51.07	9.58	72.64	25.00	48.37	8.19	38.86	16.66	51.92	0.00	50.00	-	53.84	-	28.57	-
Grade-11	#	223	220	3	8	0	187	2	21	1	3	0	0	0	1	0	0	0
	%	10.27	10.49	4.10	2.51	0.00	12.68	3.27	9.17	16.66	5.76	0.00	0.00	-	7.69	-	0.00	-
Grade-12	#	67	66	1	1	0	63	1	1	0	1	0	0	0	0	0	0	0
	%	3.08	3.14	1.36	0.31	0.00	4.27	1.63	0.43	0.00	1.92	0.00	0.00	-	0.00	-	0.00	-
Grade-13	#	12	12	0	0	0	12	0	0	0	0	0	0	0	0	0	0	0
	%	0.55	0.57	0.00	0.00	0.00	0.81	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-
Grade-14	#	6	6	0	1	0	5	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	0.27	0.28	0.00	0.31	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
Grade-15	#	8	8	0	0	7	0	1	0	0	0	0	0	0	0	0	0	
%	0.36	0.38	0.00	0.00	0.00	0.47	0.00	0.43	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
All Other Wage Grades	#	5	5	0	0	4	0	1	0	0	0	0	0	0	0	0	0	
%	0.23	0.23	0.00	0.00	0.00	0.27	0.00	0.43	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
TOTAL	#	2170	2097	73	318	4	1474	61	229	6	52	2	4	0	13	0	7	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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 Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Mission Critical Jobs																		
0080 - Security	#	1256	979	277	69	11	717	148	171	112	15	6	1	0	5	0	1	0
	%	100	77.94	22.05	5.49	0.87	57.08	11.78	13.61	8.91	1.19	0.47	0.07	0.00	0.39	0.00	0.07	0.00
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0083 - Police	#	1148	1053	95	71	5	764	53	198	34	15	2	0	0	5	1	0	0
	%	100	91.72	8.27	6.18	0.43	66.55	4.61	17.24	2.96	1.30	0.17	0.00	0.00	0.43	0.08	0.00	0.00
Occupational CLF	%	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2
0132 - Intelligence Research Specialist	#	1049	646	403	86	58	498	269	41	63	16	13	0	0	3	0	2	0

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	61.58	38.41	8.19	5.52	47.47	25.64	3.90	6.00	1.52	1.23	0.00	0.00	0.28	0.00	0.19	0.00
Occupational CLF %	100	50.1	49.9	1.9	2.2	42.0	40.4	2.4	3.8	2.0	2.1	0.1	0.0	0.6	0.5	1.1	0.9
0801 - GENERAL ENGINEERING #	226	198	28	4	3	166	17	8	3	20	5	0	0	0	0	0	0
%	100	87.61	12.38	1.76	1.32	73.45	7.52	3.53	1.32	8.84	2.21	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	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0802 - ENGINEERING TECHNICIAN #	67	62	5	1	0	56	4	2	0	2	1	0	0	1	0	0	0
%	100	92.53	7.46	1.49	0.00	83.58	5.97	2.98	0.00	2.98	1.49	0.00	0.00	1.49	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0803 - SAFETY ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0803 - SAFETY ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 #	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
0804 - FIRE PROTECTION ENGINEERING %	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	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0806 - MATERIALS ENGINEERING #	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	33.33	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0807 - LANDSCAPE ARCHITECTURE #	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	1.1	0.4
0808 - ARCHITECTURE #	51	43	8	2	1	34	5	2	1	5	1	0	0	0	0	0	0
%	100	84.31	15.68	3.92	1.96	66.66	9.80	3.92	1.96	9.80	1.96	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	79.6	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 #	28	28	0	0	0	28	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	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.5	0.1	0.1	0.0	0.7	0.1	1.2	0.1
0810 - CIVIL ENGINEERING #	90	78	12	3	1	66	9	3	1	6	1	0	0	0	0	0	0
%	100	86.66	13.33	3.33	1.11	73.33	10.00	3.33	1.11	6.66	1.11	0.00	0.00	0.00	0.00	0.00	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

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0817 - SURVEYING # TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.7	0.1	0.1	0.0	1.1	0.1	1.0	0.2
0818 - # ENGINEERING DRAFTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0819 - ENVIRONMENTAL ENGINEERING	#	20	16	4	0	0	12	4	1	0	3	0	0	0	0	0	0	
	%	100	80.00	20.00	0.00	0.00	60.00	20.00	5.00	0.00	15.00	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	5.8	1.9	0.1	0.0	0.2	0.1	1.1	0.1
0828 - CONSTRUCTION ANALYST	#	1	1	0	0	0	1	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	
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0830 - MECHANICAL ENGINEERING	#	63	60	3	0	0	49	2	0	1	11	0	0	0	0	0	0	
	%	100	95.23	4.76	0.00	0.00	77.77	3.17	0.00	1.58	17.46	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	6.8	0.6	0.1	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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
0850 - ELECTRICAL ENGINEERING	#	38	35	3	1	0	24	1	1	1	9	1	0	0	0	0	0	
	%	100	92.1	7.9	2.6	0.0	63.2	2.6	2.6	2.6	23.7	2.6	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	92.10	7.89	2.63	0.00	63.15	2.63	2.63	2.63	2.63	23.68	2.63	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	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1	
0854 - COMPUTER ENGINEERING #	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0	0	
%	100	85.71	14.28	0.00	0.00	85.71	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	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 #	95	89	6	2	0	75	4	4	2	8	0	0	0	0	0	0	0	
%	100	93.68	6.31	2.10	0.00	78.94	4.21	4.21	2.10	8.42	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1	
0856 - ELECTRONICS TECHNICIAN	#	89	89	0	5	0	75	0	8	0	0	0	0	0	1	0	0	0
	%	100	100	0.00	5.61	0.00	84.26	0.00	8.98	0.00	0.00	0.00	0.00	0.00	1.12	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	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4	
0858 - BIOMEDICAL 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	9.9	1.6	0.1	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0861 - AEROSPACE ENGINEERING	#	3	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	66.66	0.00	0.00	0.00	33.33	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	8.3	1.2	0.1	0.0	0.2	0.0	1.4
0871 - NAVAL ARCHITECTURE	#	36	33	3	1	0	29	3	0	0	3	0	0	0	0	0	0
	%	100	91.66	8.33	2.77	0.00	80.55	8.33	0.00	0.00	8.33	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

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0873 - SHIP SURVEYING	#	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	1.6	0.3	0.1	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0881 - PETROLEUM ENGINEERING	#	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0890 - AGRICULTURAL 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	9.9	1.6	0.1	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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0893 - CHEMICAL ENGINEERING #	9	7	2	0	0	7	0	0	0	0	2	0	0	0	0	0	0
0893 - CHEMICAL ENGINEERING %	100	77.77	22.22	0.00	0.00	77.77	0.00	0.00	0.00	0.00	22.22	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
0894 - WELDING ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0894 - WELDING ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	0	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	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0896 - INDUSTRIAL # ENGINEERING	19	18	1	2	1	16	0	0	0	0	0	0	0	0	0	0	0
%	100	94.73	5.26	10.52	5.26	84.21	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	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	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0905 - General Attorneys	#	1520	789	731	53	58	660	554	37	70	38	45	0	0	0	2	1	2
	%	100	51.90	48.09	3.48	3.81	43.42	36.44	2.43	4.60	2.50	2.96	0.00	0.00	0.00	0.13	0.06	0.13
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

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1102 - Contract Specialists	#	995	375	620	12	29	295	349	58	208	8	25	0	0	2	9	0	0
	%	100	37.68	62.31	1.20	2.91	29.64	35.07	5.82	20.90	0.80	2.51	0.00	0.00	0.20	0.90	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	1.3	0.0	0.1	0.2	0.3	0.4	0.8
1801 - Adjudications Officers	#	17710	13577	4133	2429	802	9239	2341	1156	664	590	288	9	8	138	27	16	3
	%	100	76.66	23.33	13.71	4.52	52.16	13.21	6.52	3.74	3.33	1.62	0.05	0.04	0.77	0.15	0.09	0.01
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 - Transportation Security Officers	#	51388	30489	20899	4445	3047	17899	10508	5941	6077	1732	835	134	131	329	296	9	5

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	59.33	40.66	8.64	5.92	34.83	20.44	11.56	11.82	3.37	1.62	0.26	0.25	0.64	0.57	0.01	0.00	
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0	
1811 - Criminal Investigators	#	8692	7491	1201	1110	204	5662	824	446	119	208	47	5	2	49	4	11	1
	%	100	86.18	13.81	12.77	2.34	65.14	9.47	5.13	1.36	2.39	0.54	0.05	0.02	0.56	0.04	0.12	0.01
Occupational CLF %	%	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
1895 - Customs and Border Protection Officers	#	18418	14843	3575	4061	1031	8984	1908	792	399	893	205	15	8	84	22	14	2
	%	100	80.58	19.41	22.04	5.59	48.77	10.35	4.30	2.16	4.84	1.11	0.08	0.04	0.45	0.11	0.07	0.01

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1896 - Border Patrol Agents #	14924	14145	779	7456	450	6351	313	152	8	128	5	0	0	53	3	5	0
%	100	94.78	5.21	49.95	3.01	42.55	2.09	1.01	0.05	0.85	0.03	0.00	0.00	0.35	0.02	0.03	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
2210 - Information Technology Specialists #	1757	1224	533	63	15	935	361	145	116	73	38	0	0	7	3	1	0
%	100	69.66	30.33	3.58	0.85	53.21	20.54	8.25	6.60	4.15	2.16	0.00	0.00	0.39	0.17	0.05	0.00
Occupational CLF %	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL #	119706	86384	33322	19877	5716	52656	17678	9166	7879	3784	1520	164	149	677	367	60	13

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

Type of Appointment	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent	#	22813	14747	8066	3672	1138	8817	4305	1676	2251	430	232	26	21	118	116	8	3
	%	100	64.64	35.35	16.09	4.98	38.64	18.87	7.34	9.86	1.88	1.01	0.11	0.09	0.51	0.50	0.03	0.01
Temporary	#	3851	2237	1614	90	71	1755	1016	329	455	48	52	1	1	10	19	4	0
	%	100	58.08	41.91	2.33	1.84	45.57	26.38	8.54	11.81	1.24	1.35	0.02	0.02	0.25	0.49	0.10	0.00
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	26664	16984	9680	3762	1209	10572	5321	2005	2706	478	284	27	22	128	135	12	3
	%	100	63.69	36.30	14.10	4.53	39.64	19.95	7.51	10.14	1.79	1.06	0.10	0.08	0.48	0.50	0.04	0.01

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

This table is for All Agencies

Type of Appointment	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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

The Fiscal Quarter for this report has been set to FY 2007 Quarter 1, FY 2007 Quarter 2, FY 2007 Quarter 3, FY 2007 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Eligible for Career Ladder Promotions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time in grade in excess of minimum																		
1-12 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
13-24 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
25+ months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

This table has been taken off-line temporarily. In researching the low numbers reported as 'Total Employees Eligible for Career Ladder,' DHS found that the 'Position Target Grade' data field was an optional field in the National Finance Center database and contains erroneous data. This data field represents part of the equation needed to compute the 'Total Employees Eligible for Career Ladder.' DHS is looking at options for capturing this data and will resume reporting when the 'Position Target Grade' data field can be resolved

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	15958	10129	5829	1284	648	6921	3543	1333	1343	489	233	11	12	84	50	7	0
	%	100	63.47	36.52	8.04	4.06	43.37	22.20	8.35	8.41	3.06	1.46	0.06	0.07	0.52	0.31	0.04	0.00
Total Hours	Hr	106945.0	68131.0	38814.0	8972.0	4491.0	46192.0	23254.0	9005.0	9152.0	3298.0	1507.0	60.0	74.0	548.0	336.0	56.0	0.0
Average Hours	Hr	6.7	6.7	6.7	7.0	6.9	6.7	6.6	6.8	6.8	6.7	6.5	5.5	6.2	6.5	6.7	8.0	-
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	11715	6805	4910	994	685	4752	2836	695	1099	300	241	2	1	52	47	10	1
	%	100	58.08	41.91	8.48	5.84	40.56	24.20	5.93	9.38	2.56	2.05	0.01	0.00	0.44	0.40	0.08	0.00
Total Hours	Hr	279048.0	160952.0	118096.0	22788.0	17015.0	113658.0	68035.0	15927.0	26169.0	7061.0	5682.0	34.0	16.0	1236.0	1163.0	248.0	16.0

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

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Average Hours	23.8	23.7	24.1	22.9	24.8	23.9	24.0	22.9	23.8	23.5	23.6	17.0	16.0	23.8	24.7	24.8	16.0	
Cash Awards - \$100-\$500																		
Total Cash Awards Given	#	49751	31411	18340	4116	2290	21044	10622	4301	4370	1505	731	134	126	284	193	27	8
	%	100	63.13	36.86	8.27	4.60	42.29	21.35	8.64	8.78	3.02	1.46	0.26	0.25	0.57	0.38	0.05	0.01
Total Amount	\$	14,708,215	9,240,365	5,467,850	1,282,592	717,073	6,204,974	3,155,410	1,202,386	1,283,240	430,681	225,380	30,921	29,206	79,914	54,804	8,897	2,737
Average Amount	\$	296	294	298	312	313	295	297	280	294	286	308	231	232	281	284	330	342
Cash Awards - \$501+																		
Total Cash Awards Given	#	87296	57089	30207	8242	3920	38089	16987	7319	7491	2718	1372	146	133	524	289	51	15
	%	100	65.39	34.60	9.44	4.49	43.63	19.45	8.38	8.58	3.11	1.57	0.16	0.15	0.60	0.33	0.05	0.01

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

This table is for All Agencies

Recognition or Award Program, # Awards Given, Total cash	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Amount	\$ 119,695,135	78,427,075	41,268,060	11,488,218	5,241,589	53,212,887	24,039,537	9,252,600	9,594,059	3,533,612	1,823,389	177,258	167,300	687,743	380,194	74,757	21,992
Average Amount	\$ 1,371	1,374	1,366	1,394	1,337	1,397	1,415	1,264	1,281	1,300	1,329	1,214	1,258	1,312	1,316	1,466	1,466
Quality Step Increases:																	
Total QSIs Awarded #	1330	683	647	48	64	546	423	50	123	37	33	0	1	2	3	0	0
%	100	51.35	48.64	3.60	4.81	41.05	31.80	3.75	9.24	2.78	2.48	0.00	0.07	0.15	0.22	0.00	0.00
Total Benefit	\$ 3,416,974	1,790,421	1,626,553	115,401	132,755	1,457,185	1,003,625	122,904	416,544	87,617	66,049	0	1,058	7,314	6,522	0	0
Average Benefit	\$ 2,569	2,621	2,514	2,404	2,074	2,669	2,373	2,458	3,387	2,368	2,001	-	1,058	3,657	2,174	-	-

The NOAC for this report has been set to PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, QUALITY INC

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2007 Quarter 1, FY 2007 Quarter 2, FY 2007 Quarter 3, FY 2007 Quarter 4
NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Voluntary	#	11720	7610	4110	1172	483	4997	2365	1026	1052	317	130	20	20	74	59	4	1
	%	100	64.93	35.06	10.00	4.12	42.63	20.17	8.75	8.97	2.70	1.10	0.17	0.17	0.63	0.50	0.03	0.00
Involuntary	#	2168	1325	843	278	132	669	362	325	327	36	12	3	2	14	8	0	0
	%	100	61.11	38.88	12.82	6.08	30.85	16.69	14.99	15.08	1.66	0.55	0.13	0.09	0.64	0.36	0.00	0.00
Reductions-in-Force	#	16	8	8	2	0	5	8	1	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	12.50	0.00	31.25	50.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	13904	8943	4961	1452	615	5671	2735	1352	1379	353	142	23	22	88	67	4	1
	%	100	64.31	35.68	10.44	4.42	40.78	19.67	9.72	9.91	2.53	1.02	0.16	0.15	0.63	0.48	0.02	0.00

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

This table is for All Agencies

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Work Force	#	148355	100724	47631	21388	7204	63323	26104	10582	11489	4390	2178	176	165	780	468	85	23
	%	100	67.89	32.10	14.41	4.85	42.68	17.59	7.13	7.74	2.95	1.46	0.11	0.11	0.52	0.31	0.05	0.01

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2007 Quarter 1, FY 2007 Quarter 2, FY 2007 Quarter 3, FY 2007 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	
TOTAL															
FY 2006	#	171462	160353	2182	7472	714	72	108	33	85	46	140	38	180	12
	%	100	93.52	1.27	4.35	0.41	0.04	0.06	0.01	0.04	0.02	0.08	0.02	0.10	0.00
FY 2007 ¹	#	166816	157639	2061	7116	680	72	100	30	78	42	126	37	181	14
	%	100	94.49	1.23	4.26	0.40	0.04	0.05	0.01	0.04	0.02	0.07	0.02	0.10	0.00
Difference	#	-4646	-2714	-121	-356	-34	0	-8	-3	-7	-4	-14	-1	1	2
Ratio Change	%	-	-	-	-	-0.01	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-4.76	-	-	-	-	-	-	-	-	-
Federal High*	%	-	-	-	-	2.16	-	-	-	-	-	-	-	-	-
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	
FY 2006	#	139971	132275	1712	5984	572	64	77	28	60	38	119	31	147	8
	%	100	94.50	1.22	4.27	0.40	0.04	0.05	0.02	0.04	0.02	0.08	0.02	0.10	0.00
FY 2007	#	148355	140546	1776	6033	579	65	79	27	61	36	115	30	157	9
	%	100	94.73	1.19	4.06	0.39	0.04	0.05	0.01	0.04	0.02	0.07	0.02	0.10	0.00
Difference	#	8384	8271	64	49	7	1	2	-1	1	-2	-4	-1	10	1
Ratio Change	%	-	-	-	-	-0.01	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	1.22	-	-	-	-	-	-	-	-	-
TEMPORARY															
FY 2006	#	30036	28078	470	1488	142	8	31	5	25	8	21	7	33	4
	%	100	93.48	1.56	4.95	0.47	0.02	0.10	0.01	0.08	0.02	0.06	0.02	0.10	0.01
FY 2007	#	18461	17093	285	1083	101	7	21	3	17	6	11	7	24	5

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	92.58	1.54	5.86	0.54	0.03	0.11	0.01	0.09	0.03	0.05	0.03	0.13	0.02	
Difference	#	-11575	-10985	-185	-405	-41	-1	-10	-2	-8	-2	-10	0	-9	1
Ratio Change	%	-	-	-	-	0.07	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-28.87	-	-	-	-	-	-	-	-	-
NON-APPROPRIATED															
FY 2006	#	1455	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
FY 2007 ²	#	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
Difference ³	#	-1455	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	0.00	-	-	-	-	-	-	-	-	-

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

*FY 2005 Federal High held by the U.S. Equal Employment Opportunity Commission.

The Fiscal Years for this report have been set to FY 2006 , FY 2007

NOTE: Percentages compute across rows and NOT down columns. NOTE: NAF data by disability status is current not available.¹Excludes NAF data which was not available for this quarter.²NAF data was not available for this quarter.³Not computed for this quarter since NAF data was not available.

Report generated on Nov 5, 2007

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 FY 2007	148355	140546	1776	6033	579	65	79	27	61	36	115	30	157	9	
#															
%	100	94.73	1.19	4.06	0.39	0.04	0.05	0.01	0.04	0.02	0.07	0.02	0.10	0.00	
Federal High*	%	-	-	-	2.16	-	-	-	-	-	-	-	-	-	
DHS Headquarters	#	3101	2801	109	191	16	1	6	0	3	2	2	0	2	0
%	100	90.32	3.51	6.15	0.51	0.03	0.19	0.00	0.09	0.06	0.06	0.00	0.06	0.00	
Federal Emergency Management Agency	#	2553	2292	78	183	16	1	4	1	6	1	1	0	2	0
%	100	89.77	3.05	7.16	0.62	0.03	0.15	0.03	0.23	0.03	0.03	0.00	0.07	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	
Federal Law Enforcement Training Center	#	1009	893	15	101	7	3	0	0	0	2	0	0	2	0
	%	100	88.50	1.48	10.00	0.69	0.29	0.00	0.00	0.00	0.19	0.00	0.00	0.19	0.00
Transportation Security Administration	#	57612	53847	807	2958	206	2	36	11	16	2	63	0	75	1
	%	100	93.46	1.40	5.13	0.35	0.00	0.06	0.01	0.02	0.00	0.10	0.00	0.13	0.00
U.S. Citizenship and Immigration Services	#	8003	7399	110	494	75	14	17	1	4	5	11	3	18	2
	%	100	92.45	1.37	6.17	0.93	0.17	0.21	0.01	0.04	0.06	0.13	0.03	0.22	0.02
U.S. Coast Guard	#	7346	6653	92	601	54	16	5	3	4	6	7	0	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	90.56	1.25	8.18	0.73	0.21	0.06	0.04	0.05	0.08	0.09	0.00	0.16	0.01	
U.S. Customs and Border Protection	#	46993	45577	384	1032	148	20	7	5	15	12	22	24	40	3
	%	100	96.98	0.81	2.19	0.31	0.04	0.01	0.01	0.03	0.02	0.04	0.05	0.08	0.00
U.S. Immigration and Customs Enforcement	#	16475	15902	166	407	41	2	4	5	10	5	6	2	6	1
	%	100	96.52	1.00	2.47	0.24	0.01	0.02	0.03	0.06	0.03	0.03	0.01	0.03	0.00
U.S. Secret Service	#	5263	5182	15	66	16	6	0	1	3	1	3	1	0	1
	%	100	98.46	0.28	1.25	0.30	0.11	0.00	0.01	0.05	0.01	0.05	0.01	0.00	0.01

*FY 2005 Federal High held by the U.S. Equal Employment Opportunity Commission.

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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)	#	2654	2501	71	82	3	0	0	0	2	1	0	0	0	0
	%	100	94.23	2.67	3.08	0.11	0.00	0.00	0.00	0.07	0.03	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	6537	6307	70	160	9	1	1	3	0	2	2	0	0	0
	%	100	96.48	1.07	2.44	0.13	0.01	0.01	0.04	0.00	0.03	0.03	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	5291	5167	21	103	12	0	1	1	0	4	3	0	2	1
	%	100	97.65	0.39	1.94	0.22	0.00	0.01	0.01	0.00	0.07	0.05	0.00	0.03	0.01

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	#	42247	40301	489	1457	128	12	14	5	28	8	22	1	35	3
	%	100	95.39	1.15	3.44	0.30	0.02	0.03	0.01	0.06	0.01	0.05	0.00	0.08	0.00
Officials and Managers Total	#	56729	54276	651	1802	152	13	16	9	30	15	27	1	37	4
	%	100	95.67	1.14	3.17	0.26	0.02	0.02	0.01	0.05	0.02	0.04	0.00	0.06	0.00
2. Professionals	#	9372	8685	190	497	46	8	4	3	3	8	7	0	13	0
	%	100	92.66	2.02	5.30	0.49	0.08	0.04	0.03	0.03	0.08	0.07	0.00	0.13	0.00
3. Technicians	#	716	639	20	57	3	1	0	0	1	0	0	0	1	0
	%	100	89.24	2.79	7.96	0.41	0.13	0.00	0.00	0.13	0.00	0.00	0.00	0.13	0.00
4. Sales Workers	#	3	1	0	2	1	1	0	0	0	0	0	0	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	33.33	0.00	66.66	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	4423	3947	62	414	93	20	18	1	7	5	12	16	14	0
	%	100	89.23	1.40	9.36	2.10	0.45	0.40	0.02	0.15	0.11	0.27	0.36	0.31	0.00
6. Craft Workers	#	1535	1400	24	111	9	5	1	0	0	0	0	0	2	1
	%	100	91.20	1.56	7.23	0.58	0.32	0.06	0.00	0.00	0.00	0.00	0.00	0.13	0.06
7. Operatives	#	282	259	5	18	3	2	0	0	0	0	0	1	0	0
	%	100	91.84	1.77	6.38	1.06	0.70	0.00	0.00	0.00	0.00	0.00	0.35	0.00	0.00
8. Laborers and Helpers	#	57	52	2	3	0	0	0	0	0	0	0	0	0	0
	%	100	91.22	3.50	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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)	#	2654	2501	71	82	3	0	0	0	2	1	0	0	0	0
	%	1.88	1.87	4.41	1.46	0.54	0.00	0.00	0.00	3.63	2.77	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	6537	6307	70	160	9	1	1	3	0	2	2	0	0	0
	%	4.64	4.71	4.35	2.85	1.62	1.53	1.31	13.04	0.00	5.55	1.85	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	5291	5167	21	103	12	0	1	1	0	4	3	0	2	1
	%	3.75	3.86	1.30	1.83	2.16	0.00	1.31	4.34	0.00	11.11	2.77	0.00	1.31	11.11

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	#	42247	40301	489	1457	128	12	14	5	28	8	22	1	35	3
	%	29.99	30.15	30.42	25.96	23.10	18.46	18.42	21.73	50.90	22.22	20.37	3.33	23.02	33.33
Officials and Managers Total	#	56729	54276	651	1802	152	13	16	9	30	15	27	1	37	4
	%	40.26	40.59	40.48	32.10	27.42	19.99	21.04	39.11	54.53	41.65	24.99	3.33	24.33	44.44
2. Professionals	#	9372	8685	190	497	46	8	4	3	3	8	7	0	13	0
	%	6.65	6.49	11.82	8.85	8.30	12.30	5.26	13.04	5.45	22.22	6.48	0.00	8.55	0.00
3. Technicians	#	716	639	20	57	3	1	0	0	1	0	0	0	1	0
	%	0.50	0.47	1.24	1.01	0.54	1.53	0.00	0.00	1.81	0.00	0.00	0.00	0.65	0.00
4. Sales Workers	#	3	1	0	2	1	1	0	0	0	0	0	0	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	0.03	0.18	1.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	4423	3947	62	414	93	20	18	1	7	5	12	16	14	0
	%	3.14	2.95	3.85	7.37	16.78	30.76	23.68	4.34	12.72	13.88	11.11	53.33	9.21	0.00
6. Craft Workers	#	1535	1400	24	111	9	5	1	0	0	0	0	0	2	1
	%	1.08	1.04	1.49	1.97	1.62	7.69	1.31	0.00	0.00	0.00	0.00	0.00	1.31	11.11
7. Operatives	#	282	259	5	18	3	2	0	0	0	0	0	1	0	0
	%	0.20	0.19	0.31	0.32	0.54	3.07	0.00	0.00	0.00	0.00	0.00	3.33	0.00	0.00
8. Laborers and Helpers	#	57	52	2	3	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.03	0.12	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	#	67738	64377	653	2708	247	15	37	10	14	8	62	12	85	4
	%	48.09	48.17	40.63	48.25	44.58	23.07	48.68	43.47	25.45	22.22	57.40	40.00	55.92	44.44

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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/GL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-02	#	6	4	0	2	0	0	0	0	0	0	0	0	0
	%	100	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	44	30	0	14	11	2	2	0	1	0	0	5	1
	%	100	68.18	0.00	31.81	25.00	4.54	4.54	0.00	2.27	0.00	0.00	11.36	2.27
GS/GG/GH/GM/GL-04	#	199	151	11	37	20	1	9	0	0	1	1	7	1

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	75.87	5.52	18.59	10.05	0.50	4.52	0.00	0.00	0.50	0.50	3.51	0.50	0.00
GS/GG/GH/GM/GL-05 #	4845	4627	46	172	45	9	2	0	3	3	5	9	13	1
%	100	95.50	0.94	3.55	0.92	0.18	0.04	0.00	0.06	0.06	0.10	0.18	0.26	0.02
GS/GG/GH/GM/GL-06 #	1003	885	20	98	14	1	1	1	3	1	3	1	3	0
%	100	88.23	1.99	9.77	1.39	0.09	0.09	0.09	0.29	0.09	0.29	0.09	0.29	0.00
GS/GG/GH/GM/GL-07 #	9269	8757	104	408	68	20	7	1	8	2	9	5	15	1
%	100	94.47	1.12	4.40	0.73	0.21	0.07	0.01	0.08	0.02	0.09	0.05	0.16	0.01
GS/GG/GH/GM/GL-08 #	1483	1387	22	74	12	0	1	1	2	3	1	1	2	1

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	93.52	1.48	4.98	0.80	0.00	0.06	0.06	0.13	0.20	0.06	0.06	0.13	0.06
GS/GG/GH/GM/GL-09 #	7333	6970	80	283	36	10	2	1	7	4	5	0	7	0
%	100	95.04	1.09	3.85	0.49	0.13	0.02	0.01	0.09	0.05	0.06	0.00	0.09	0.00
GS/GG/GH/GM/GL-10 #	225	219	2	4	2	0	1	0	0	1	0	0	0	0
%	100	97.33	0.88	1.77	0.88	0.00	0.44	0.00	0.00	0.44	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11 #	24971	24239	147	585	54	8	5	3	5	7	10	1	15	0
%	100	97.06	0.58	2.34	0.21	0.03	0.02	0.01	0.02	0.02	0.04	0.00	0.06	0.00
GS/GG/GH/GM/GL-12 #	13397	12741	157	499	45	0	7	3	5	4	10	0	13	3

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	95.10	1.17	3.72	0.33	0.00	0.05	0.02	0.03	0.02	0.07	0.00	0.09	0.02	
GS/GG/GH/GM/GL-13	#	14346	13825	141	380	30	4	1	5	5	6	3	0	5	1
%	100	96.36	0.98	2.64	0.20	0.02	0.00	0.03	0.03	0.04	0.02	0.00	0.03	0.00	
GS/GG/GH/GM/GL-14	#	7076	6733	103	240	16	1	3	1	4	1	2	0	4	0
%	100	95.15	1.45	3.39	0.22	0.01	0.04	0.01	0.05	0.01	0.02	0.00	0.05	0.00	
GS/GG/GH/GM/GL-15	#	3034	2837	88	109	5	0	1	0	1	1	1	0	1	0
%	100	93.50	2.90	3.59	0.16	0.00	0.03	0.00	0.03	0.03	0.03	0.00	0.03	0.00	
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	415	387	12	16	1	0	0	0	1	0	0	0	0
	%	100	93.25	2.89	3.85	0.24	0.00	0.00	0.00	0.24	0.00	0.00	0.00	0.00
ST	#	20	20	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
SQ	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	#	606	606	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	164	164	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-05	#	55	55	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 B4-1: PARTICIPATION RATES FOR USSS UNIFORMED DIVISION (LE) GRADES - Distribution by Disability

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	22	22	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-08	#	13	13	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-09	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-10	#	1	1	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-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

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

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
SV-B	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
SV-C	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
SV-D	#	16281	15653	79	549	42	0	15	0	2	0	9	0	16	0
	%	100	96.14	0.48	3.37	0.25	0.00	0.09	0.00	0.01	0.00	0.05	0.00	0.09	0.00
SV-E	#	20278	18610	344	1324	100	1	13	5	4	2	30	0	44	1
	%														

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	91.77	1.69	6.52	0.49	0.00	0.06	0.02	0.01	0.00	0.14	0.00	0.21	0.00	
SV-F	#	6387	5898	98	391	24	0	3	2	0	0	14	0	5	0
	%	100	92.34	1.53	6.12	0.37	0.00	0.04	0.03	0.00	0.00	0.21	0.00	0.07	0.00
SV-G	#	5256	4834	90	332	23	0	3	2	7	0	5	0	6	0
	%	100	91.97	1.71	6.31	0.43	0.00	0.05	0.03	0.13	0.00	0.09	0.00	0.11	0.00
SV-H	#	1968	1814	52	102	9	0	2	1	2	0	2	0	2	0
	%	100	92.17	2.64	5.18	0.45	0.00	0.10	0.05	0.10	0.00	0.10	0.00	0.10	0.00
SV-I	#	4909	4676	78	155	4	1	0	0	1	0	2	0	0	0
	%	100	95.25	1.58	3.15	0.08	0.02	0.00	0.00	0.02	0.00	0.04	0.00	0.00	0.00
SV-J	#	1474	1374	39	61	4	0	0	1	0	0	1	0	2	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	93.21	2.64	4.13	0.27	0.00	0.00	0.06	0.00	0.00	0.06	0.00	0.13	0.00
SV-K	#	837	777	21	39	0	0	0	0	0	0	0	0	0
	%	100	92.83	2.50	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	#	75	71	3	1	0	0	0	0	0	0	0	0	0
	%	100	94.66	4.00	1.33	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	#	146	139	3	4	0	0	0	0	0	0	0	0	0
	%	100	95.20	2.05	2.73	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)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

TABLE B4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

AD 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
Unspecified AD	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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/GL-01	#	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
GS/GG/GH/GM/GL-02	#	6	4	0	2	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	44	30	0	14	11	2	2	0	1	0	0	5	1
	%	0.05	0.03	0.00	0.47	3.06	3.57	4.76	0.00	2.22	0.00	0.00	17.24	1.25
GS/GG/GH/GM/GL-04	#	199	151	11	37	20	1	9	0	0	1	1	7	1

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
%	0.22	0.18	1.17	1.26	5.57	1.78	21.42	0.00	0.00	2.94	2.00	24.13	1.25	0.00
GS/GG/GH/GM/GL-05 #	4845	4627	46	172	45	9	2	0	3	3	5	9	13	1
%	5.52	5.52	4.93	5.88	12.53	16.07	4.76	0.00	6.66	8.82	10.00	31.03	16.25	14.28
GS/GG/GH/GM/GL-06 #	1003	885	20	98	14	1	1	1	3	1	3	1	3	0
%	1.14	1.05	2.14	3.35	3.89	1.78	2.38	6.25	6.66	2.94	6.00	3.44	3.75	0.00
GS/GG/GH/GM/GL-07 #	9269	8757	104	408	68	20	7	1	8	2	9	5	15	1
%	10.57	10.44	11.14	13.96	18.94	35.71	16.66	6.25	17.77	5.88	18.00	17.24	18.75	14.28
GS/GG/GH/GM/GL-08 #	1483	1387	22	74	12	0	1	1	2	3	1	1	2	1

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
%	1.69	1.65	2.35	2.53	3.34	0.00	2.38	6.25	4.44	8.82	2.00	3.44	2.50	14.28
GS/GG/GH/GM/GL-09 #	7333	6970	80	283	36	10	2	1	7	4	5	0	7	0
%	8.36	8.31	8.57	9.68	10.02	17.85	4.76	6.25	15.55	11.76	10.00	0.00	8.75	0.00
GS/GG/GH/GM/GL-10 #	225	219	2	4	2	0	1	0	0	1	0	0	0	0
%	0.25	0.26	0.21	0.13	0.55	0.00	2.38	0.00	0.00	2.94	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11 #	24971	24239	147	585	54	8	5	3	5	7	10	1	15	0
%	28.48	28.91	15.75	20.02	15.04	14.28	11.90	18.75	11.11	20.58	20.00	3.44	18.75	0.00
GS/GG/GH/GM/GL-12 #	13397	12741	157	499	45	0	7	3	5	4	10	0	13	3

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	
%	15.28	15.20	16.82	17.08	12.53	0.00	16.66	18.75	11.11	11.76	20.00	0.00	16.25	42.85	
GS/GG/GH/GM/GL-13	#	14346	13825	141	380	30	4	1	5	5	6	3	0	5	1
%	16.36	16.49	15.11	13.00	8.35	7.14	2.38	31.25	11.11	17.64	6.00	0.00	6.25	14.28	
GS/GG/GH/GM/GL-14	#	7076	6733	103	240	16	1	3	1	4	1	2	0	4	0
%	8.07	8.03	11.03	8.21	4.45	1.78	7.14	6.25	8.88	2.94	4.00	0.00	5.00	0.00	
GS/GG/GH/GM/GL-15	#	3034	2837	88	109	5	0	1	0	1	1	1	0	1	0
%	3.46	3.38	9.43	3.73	1.39	0.00	2.38	0.00	2.22	2.94	2.00	0.00	1.25	0.00	
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	415	387	12	16	1	0	0	0	1	0	0	0	0
	%	0.47	0.46	1.28	0.54	0.27	0.00	0.00	0.00	2.22	0.00	0.00	0.00	0.00
ST	#	20	20	0	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SQ	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	87668	83814	933	2921	359	56	42	16	45	34	50	29	80
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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	#	606	606	0	0	0	0	0	0	0	0	0	0	0
	%	69.97	69.97	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	164	164	0	0	0	0	0	0	0	0	0	0	0
	%	18.93	18.93	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	55	55	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
%	6.35	6.35	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	22	22	0	0	0	0	0	0	0	0	0	0	0
	%	2.54	2.54	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	13	13	0	0	0	0	0	0	0	0	0	0	0
	%	1.50	1.50	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.46	0.46	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	1	1	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
%	0.11	0.11	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.11	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	866	866	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to LE

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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	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
SV-B	#	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
SV-C	#	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
SV-D	#	16281	15653	79	549	42	0	15	0	2	0	9	0	16
	%	28.26	29.06	9.78	18.55	20.38	0.00	41.66	0.00	12.50	0.00	14.28	-	21.33
SV-E	#	20278	18610	344	1324	100	1	13	5	4	2	30	0	44
	%													

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	
%	35.19	34.56	42.62	44.75	48.54	50.00	36.11	45.45	25.00	100	47.61	-	58.66	100	
SV-F	#	6387	5898	98	391	24	0	3	2	0	0	14	0	5	0
	%	11.08	10.95	12.14	13.21	11.65	0.00	8.33	18.18	0.00	0.00	22.22	-	6.66	0.00
SV-G	#	5256	4834	90	332	23	0	3	2	7	0	5	0	6	0
	%	9.12	8.97	11.15	11.22	11.16	0.00	8.33	18.18	43.75	0.00	7.93	-	8.00	0.00
SV-H	#	1968	1814	52	102	9	0	2	1	2	0	2	0	2	0
	%	3.41	3.36	6.44	3.44	4.36	0.00	5.55	9.09	12.50	0.00	3.17	-	2.66	0.00
SV-I	#	4909	4676	78	155	4	1	0	0	1	0	2	0	0	0
	%	8.52	8.68	9.66	5.24	1.94	50.00	0.00	0.00	6.25	0.00	3.17	-	0.00	0.00
SV-J	#	1474	1374	39	61	4	0	0	1	0	0	1	0	2	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
%	2.55	2.55	4.83	2.06	1.94	0.00	0.00	9.09	0.00	0.00	1.58	-	2.66	0.00
SV-K	#	837	777	21	39	0	0	0	0	0	0	0	0	0
	%	1.45	1.44	2.60	1.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
SV-L	#	75	71	3	1	0	0	0	0	0	0	0	0	0
	%	0.13	0.13	0.37	0.03	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
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
SW	#	146	139	3	4	0	0	0	0	0	0	0	0	0
	%	0.25	0.25	0.37	0.13	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	#	57611	53846	807	2958	206	2	36	11	16	2	63	0	75	1
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

TABLE B4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

AD 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
Unspecified AD	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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-01	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	7	6	1	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	16	14	1	1	0	0	0	0	0	0	0	0	0
	%	100	87.50	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	31	25	0	6	1	0	0	0	0	0	1	0	0
	%	100	80.64	0.00	19.35	3.22	0.00	0.00	0.00	0.00	0.00	3.22	0.00	0.00
Grade-05	#	95	89	0	6	1	1	0	0	0	0	0	0	0
	%	100	93.68	0.00	6.32	1.05	1.05	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
%	100	93.68	0.00	6.31	1.05	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	127	3	10	1	1	0	0	0	0	0	0	0	0
	%	100	2.36	7.87	0.78	0.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	58	0	8	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	13.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	264	3	19	1	0	0	0	0	0	0	0	0	1
	%	100	1.13	7.19	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.37
Grade-09	#	166	2	12	1	1	0	0	0	0	0	0	0	0
	%	100	1.20	7.22	0.60	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	1078	17	72	8	4	1	0	0	0	1	0	2	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	91.74	1.57	6.67	0.74	0.37	0.09	0.00	0.00	0.00	0.09	0.00	0.18	0.00
Grade-11	#	223	207	5	11	0	0	0	0	0	0	0	0	0
	%	100	92.82	2.24	4.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	67	59	3	5	1	0	0	0	0	1	0	0	0
	%	100	88.05	4.47	7.46	1.49	0.00	0.00	0.00	0.00	1.49	0.00	0.00	0.00
Grade-13	#	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
Grade-14	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	100	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	8	7	0	1	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] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	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

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 Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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
Grade-01	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.35	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-02	#	7	6	1	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.30	2.77	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-03	#	16	14	1	1	0	0	0	0	0	0	0	0	0
	%	0.73	0.70	2.77	0.65	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-04	#	31	25	0	6	1	0	0	0	0	0	1	0	0
	%	1.42	1.26	0.00	3.94	7.14	0.00	0.00	-	-	-	0.00	100	0.00
Grade-05	#	95	89	0	6	1	1	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
%	4.37	4.49	0.00	3.94	7.14	14.28	0.00	-	-	-	0.00	0.00	0.00	0.00
Grade-06	#	127	114	3	10	1	1	0	0	0	0	0	0	0
	%	5.85	5.75	8.33	6.57	7.14	14.28	0.00	-	-	-	0.00	0.00	0.00
Grade-07	#	58	50	0	8	0	0	0	0	0	0	0	0	0
	%	2.67	2.52	0.00	5.26	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-08	#	264	242	3	19	1	0	0	0	0	0	0	0	1
	%	12.16	12.20	8.33	12.50	7.14	0.00	0.00	-	-	-	0.00	0.00	100
Grade-09	#	166	152	2	12	1	1	0	0	0	0	0	0	0
	%	7.64	7.66	5.55	7.89	7.14	14.28	0.00	-	-	-	0.00	0.00	0.00
Grade-10	#	1078	989	17	72	8	4	1	0	0	0	1	0	2

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
%	49.67	49.89	47.22	47.36	57.14	57.14	100	-	-	-	50.00	0.00	100	0.00
Grade-11	#	223	207	5	11	0	0	0	0	0	0	0	0	0
	%	10.27	10.44	13.88	7.23	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-12	#	67	59	3	5	1	0	0	0	0	1	0	0	0
	%	3.08	2.97	8.33	3.28	7.14	0.00	0.00	-	-	50.00	0.00	0.00	0.00
Grade-13	#	12	11	1	0	0	0	0	0	0	0	0	0	0
	%	0.55	0.55	2.77	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-14	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	0.27	0.25	0.00	0.65	0.00	0.00	0.00	-	-	0.00	0.00	0.00	0.00
Grade-15	#	8	7	0	1	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
%	0.36	0.35	0.00	0.65	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00	0.00
All Other Wage Grades	#	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.23	0.25	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00	0.00
TOTAL	#	2170	36	152	14	7	1	0	0	0	2	1	2	1
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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 Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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															
0080 - Security	#	1256	1189	19	48	4	0	0	0	1	2	0	0	1	0
	%	100	94.66	1.51	3.82	0.31	0.00	0.00	0.00	0.07	0.15	0.00	0.00	0.07	0.00
0083 - Police	#	1148	1130	7	11	0	0	0	0	0	0	0	0	0	0
	%	100	98.43	0.60	0.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	1049	951	31	67	5	1	0	1	1	1	0	0	1	0
	%	100	90.65	2.95	6.38	0.47	0.09	0.00	0.09	0.09	0.09	0.00	0.00	0.09	0.00
0801 - GENERAL ENGINEERING	#	226	207	4	15	2	0	0	1	0	0	1	0	0	0
	%	100	91.59	1.76	6.63	0.88	0.00	0.00	0.44	0.00	0.00	0.44	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
0802 - ENGINEERING TECHNICIAN	#	67	57	1	9	1	1	0	0	0	0	0	0	0
	%	100	85.07	1.49	13.43	1.49	1.49	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0804 - FIRE PROTECTION ENGINEERING	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0806 - MATERIALS ENGINEERING	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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	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	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - # ARCHITECTURE	51	49	0	2	0	0	0	0	0	0	0	0	0	0
%	100	96.07	0.00	3.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0809 - # CONSTRUCTION CONTROL	28	22	1	5	0	0	0	0	0	0	0	0	0	0
%	100	78.57	3.57	17.85	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
0810 - CIVIL ENGINEERING	#	90	81	5	4	0	0	0	0	0	0	0	0	0
	%	100	90.00	5.55	4.44	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0818 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0819 - ENVIRONMENTAL ENGINEERING	#	20	18	2	0	0	0	0	0	0	0	0	0	0
	%	100	90.00	10.00	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
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	#	63	59	2	2	0	0	0	0	0	0	0	0	0
	%	100	93.65	3.17	3.17	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL ENGINEERING	#	38	37	0	1	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	97.36	0.00	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEERING	#	7	6	1	0	0	0	0	0	0	0	0	0	0
%	100	85.71	14.28	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	#	95	86	1	8	0	0	0	0	0	0	0	0	0
%	100	90.52	1.05	8.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0856 - ELECTRONICS TECHNICIAN	#	89	73	4	12	1	0	0	0	0	0	0	1	0
%	100	82.02	4.49	13.48	1.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.12	0.00

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
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	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
0873 - SHIP # SURVEYING	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
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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0892 - CERAMIC 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
0893 - CHEMICAL ENGINEERING	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0896 - INDUSTRIAL ENGINEERING	#	19	17	1	1	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	89.47	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0905 - General Attorneys	#	1520	1437	30	53	4	0	1	0	1	1	1	0	0
	%	100	94.53	1.97	3.48	0.26	0.00	0.06	0.00	0.06	0.06	0.06	0.00	0.00
1102 - Contract Specialists	#	995	899	36	60	6	1	0	1	1	0	2	0	1
	%	100	90.35	3.61	6.03	0.60	0.10	0.00	0.10	0.10	0.00	0.20	0.00	0.10

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1801 - Adjudications # Officers	17710	16844	254	612	36	1	2	3	9	2	9	0	8	2
	%	100	95.11	1.43	3.45	0.20	0.00	0.01	0.01	0.05	0.01	0.05	0.00	0.04
1802 - # Transportation Security Officers	51388	47865	658	2865	259	15	39	11	20	8	64	12	86	4
	%	100	93.14	1.28	5.57	0.50	0.02	0.07	0.02	0.03	0.01	0.12	0.02	0.16
1811 - Criminal # Investigators	8692	8608	39	45	1	0	0	0	0	0	0	0	1	0
	%	100	99.03	0.44	0.51	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00
1895 - Customs and # Border Protection Officers	18418	18019	79	320	13	0	2	0	0	1	5	0	5	0
	%	100	97.83	0.42	1.73	0.07	0.00	0.01	0.00	0.00	0.02	0.00	0.02	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	
1896 - Border Patrol Agents	#	14924	14809	33	82	8	0	1	0	0	0	3	0	4	0
	%	100	99.22	0.22	0.54	0.05	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02	0.00
2210 - Information Technology Specialists	#	1757	1602	33	122	10	0	2	0	0	3	1	0	4	0
	%	100	91.17	1.87	6.94	0.56	0.00	0.11	0.00	0.00	0.17	0.05	0.00	0.22	0.00
TOTAL	#	119706	114120	1241	4345	350	19	47	17	33	18	86	12	112	6

The Status for this report has been set to Permanent

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	#	22813	21878	282	653	51	3	11	2	4	1	6	0	23	1
	%	100	95.90	1.23	2.86	0.22	0.01	0.04	0.00	0.01	0.00	0.02	0.00	0.10	0.00
Temporary	#	3851	3477	84	290	19	2	3	0	3	1	4	0	5	1
	%	100	90.28	2.18	7.53	0.49	0.05	0.07	0.00	0.07	0.02	0.10	0.00	0.12	0.02
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	26664	25355	366	943	70	5	14	2	7	2	10	0	28	2
	%	100	95.09	1.37	3.53	0.26	0.01	0.05	0.00	0.02	0.00	0.03	0.00	0.10	0.00

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

The Fiscal Quarter for this report has been set to FY 2007 Quarter 1, FY 2007 Quarter 2, FY 2007 Quarter 3, FY 2007 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time in grade in excess of minimum															
1-12 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13-24 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25+ months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

This table has been taken off-line temporarily. In researching the low numbers reported as 'Total Employees Eligible for Career Ladder,' DHS found that the 'Position Target Grade' data field was an optional field in the National Finance Center database and contains erroneous data. This data field represents part of the equation needed to compute the 'Total Employees Eligible for Career Ladder.' DHS is looking at options for capturing this data and will resume reporting when the 'Position Target Grade' data field can be resolved

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	#	15958	14838	198	922	74	9	11	3	4	3	8	5	30	1
	%	100	92.98	1.24	5.77	0.46	0.05	0.06	0.01	0.02	0.01	0.05	0.03	0.18	0.00
Total Hours	Hr	106945.0	99456.0	1297.0	6192.0	539.0	72.0	86.0	21.0	26.0	21.0	55.0	32.0	218.0	8.0
Average Hours	Hr	6.7	6.7	6.6	6.7	7.3	8.0	7.8	7.0	6.5	7.0	6.9	6.4	7.3	8.0
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	11715	10940	187	588	65	9	9	4	10	3	11	2	17	0
	%	100	93.38	1.59	5.01	0.55	0.07	0.07	0.03	0.08	0.02	0.09	0.01	0.14	0.00
Total Hours	Hr	279048.0	260892.0	4621.0	13535.0	1492.0	204.0	210.0	86.0	232.0	64.0	258.0	48.0	390.0	0.0

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	
Average Hours	23.8	23.8	24.7	23.0	23.0	22.7	23.3	21.5	23.2	21.3	23.5	24.0	22.9	-	
Cash Awards - \$100-\$500															
Total Cash Awards Given	#	49751	46262	646	2843	249	27	32	18	18	19	48	6	78	3
	%	100	92.98	1.29	5.71	0.50	0.05	0.06	0.03	0.03	0.03	0.09	0.01	0.15	0.00
Total Amount	\$	14,708,220	13,686,632	193,650	827,938	72,835	7,921	9,043	4,940	5,548	4,766	15,190	2,249	21,880	1,298
Average Amount	\$	296	296	300	291	293	293	283	274	308	251	316	375	281	433
Cash Awards - \$501+															
Total Cash Awards Given	#	87296	81815	1304	4177	315	22	52	17	35	19	77	5	84	4
	%	100	93.72	1.49	4.78	0.36	0.02	0.05	0.01	0.04	0.02	0.08	0.00	0.09	0.00
Total Amount	\$	119,695,122	112,304,948	1,857,153	5,533,021	405,373	19,657	67,934	21,571	45,733	28,133	102,911	3,815	111,394	4,225

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
Average Amount	\$ 1,371	1,373	1,424	1,325	1,287	894	1,306	1,269	1,307	1,481	1,337	763	1,326	1,056
Quality Step Increases:														
Total QSIs Awarded	#	1330	1237	26	67	6	0	1	0	1	1	0	2	0
	%	100	93.00	1.95	5.03	0.45	0.00	0.07	0.00	0.07	0.07	0.07	0.15	0.00
Total Benefit	\$	3,416,974	3,193,310	67,704	155,960	10,836	0	1,033	0	2,647	2,469	1,897	0	2,790
Average Benefit	\$	2,569	2,581	2,604	2,328	1,806	-	1,033	-	2,647	2,469	1,897	-	1,395

The NOAC for this report has been set to PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, 871, QUALITY INC

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2007 Quarter 1, FY 2007 Quarter 2, FY 2007 Quarter 3, FY 2007 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	#	11720	11065	184	471	39	1	6	1	3	3	7	0	18	0
	%	100	94.41	1.56	4.01	0.33	0.00	0.05	0.00	0.02	0.02	0.05	0.00	0.15	0.00
Involuntary	#	2168	2017	35	116	9	0	3	1	1	0	2	1	1	0
	%	100	93.03	1.61	5.35	0.41	0.00	0.13	0.04	0.04	0.00	0.09	0.04	0.04	0.00
Reductions-in-Force	#	16	14	1	1	1	0	1	0	0	0	0	0	0	0
	%	100	87.50	6.25	6.25	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	13904	13096	220	588	49	1	10	2	4	3	9	1	19	0
	%	100	94.18	1.58	4.22	0.35	0.00	0.07	0.01	0.02	0.02	0.06	0.00	0.13	0.00
Total Work Force	#	148355	140546	1776	6033	579	65	79	27	61	36	115	30	157	9

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

This table is for All Agencies

Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	94.73	1.19	4.06	0.39	0.04	0.05	0.01	0.04	0.02	0.07	0.02	0.10	0.00

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2007 Quarter 1, FY 2007 Quarter 2, FY 2007 Quarter 3, FY 2007 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 01	#	12	8	4	0	0	6	3	2	1	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	0.00	50.00	25.00	16.66	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 02	#	96	34	62	8	15	17	22	8	21	1	3	0	0	0	0	1
	%	100	35.41	64.58	8.33	15.62	17.70	22.91	8.33	21.87	1.04	3.12	0.00	0.00	0.00	0.00	1.04
GS/GG/GH/GM/GL- 03	#	134	52	82	6	6	28	43	17	31	1	2	0	0	0	0	0
	%	100	38.80	61.19	4.47	4.47	20.89	32.08	12.68	23.13	0.74	1.49	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 04 #	456	183	273	31	51	99	149	37	62	15	10	1	0	0	1	0	0
%	100	40.13	59.86	6.79	11.18	21.71	32.67	8.11	13.59	3.28	2.19	0.21	0.00	0.00	0.21	0.00	0.00
GS/GG/GH/GM/GL- 05 #	344	116	228	30	39	64	110	16	62	5	16	0	0	1	1	0	0
%	100	33.72	66.27	8.72	11.33	18.60	31.97	4.65	18.02	1.45	4.65	0.00	0.00	0.29	0.29	0.00	0.00
GS/GG/GH/GM/GL- 06 #	178	35	143	5	16	21	74	7	49	1	4	0	0	1	0	0	0
%	100	19.66	80.33	2.80	8.98	11.79	41.57	3.93	27.52	0.56	2.24	0.00	0.00	0.56	0.00	0.00	0.00
GS/GG/GH/GM/GL- 07 #	1488	535	953	128	135	285	433	100	358	20	24	0	0	1	2	1	1
%	100	35.95	64.04	8.60	9.07	19.15	29.09	6.72	24.05	1.34	1.61	0.00	0.00	0.06	0.13	0.06	0.06

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 08 #	56	25	31	4	8	13	14	7	5	1	4	0	0	0	0	0	0
%	100	44.64	55.35	7.14	14.28	23.21	25.00	12.50	8.92	1.78	7.14	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 09 #	2612	1106	1506	194	236	699	823	168	399	36	41	0	0	7	5	2	2
%	100	42.34	57.65	7.42	9.03	26.76	31.50	6.43	15.27	1.37	1.56	0.00	0.00	0.26	0.19	0.07	0.07
GS/GG/GH/GM/GL- 10 #	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	75.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 11 #	1347	760	587	58	66	579	354	88	142	27	17	0	0	5	8	3	0

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	56.42	43.57	4.30	4.89	42.98	26.28	6.53	10.54	2.00	1.26	0.00	0.00	0.37	0.59	0.22	0.00
GS/GG/GH/GM/GL- #	1431	900	531	61	39	701	345	96	109	36	34	1	1	5	3	0	0
12																	
%	100	62.89	37.10	4.26	2.72	48.98	24.10	6.70	7.61	2.51	2.37	0.06	0.06	0.34	0.20	0.00	0.00
GS/GG/GH/GM/GL- #	466	341	125	17	9	295	91	21	20	5	5	1	0	2	0	0	0
13																	
%	100	73.17	26.82	3.64	1.93	63.30	19.52	4.50	4.29	1.07	1.07	0.21	0.00	0.42	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	133	89	44	2	2	79	36	7	5	1	0	0	0	0	1	0	0
14																	
%	100	66.91	33.08	1.50	1.50	59.39	27.06	5.26	3.75	0.75	0.00	0.00	0.00	0.00	0.75	0.00	0.00

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 15	#	143	105	38	3	0	97	35	2	2	2	1	0	0	1	0	0	0
	%	100	73.42	26.57	2.09	0.00	67.83	24.47	1.39	1.39	1.39	0.69	0.00	0.00	0.69	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	451	382	69	20	3	307	49	46	15	9	2	0	0	0	0	0	0
	%	100	84.70	15.29	4.43	0.66	68.07	10.86	10.19	3.32	1.99	0.44	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	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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

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

This table is for All Agencies

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

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

This table is for All Agencies

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

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	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	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100	0.00	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
SV-C	#	7	3	4	0	0	2	4	1	0	0	0	0	0	0	0	0
	%	100	42.85	57.14	0.00	0.00	28.57	57.14	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	10	4	6	0	0	3	5	0	0	1	1	0	0	0	0	0
	%	100	40.00	60.00	0.00	0.00	30.00	50.00	0.00	0.00	10.00	10.00	0.00	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	#	4	0	4	0	0	0	2	0	1	0	1	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-F	#	26	4	22	0	2	3	13	0	7	1	0	0	0	0	0	0
	%	100	15.38	84.61	0.00	7.69	11.53	50.00	0.00	26.92	3.84	0.00	0.00	0.00	0.00	0.00	0.00
SV-G	#	11	0	11	0	0	0	6	0	4	0	1	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	0.00	54.54	0.00	36.36	0.00	9.09	0.00	0.00	0.00	0.00	0.00
SV-H	#	24	13	11	0	1	8	7	4	3	1	0	0	0	0	0	0
	%	100	54.16	45.83	0.00	4.16	33.33	29.16	16.66	12.50	4.16	0.00	0.00	0.00	0.00	0.00	0.00
SV-I	#	26	9	17	0	0	6	13	1	4	2	0	0	0	0	0	0
	%	100	34.61	65.38	0.00	0.00	23.07	50.00	3.84	15.38	7.69	0.00	0.00	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-J	#	92	72	20	1	0	62	14	7	2	2	4	0	0	0	0	0	0
	%	100	78.26	21.73	1.08	0.00	67.39	15.21	7.60	2.17	2.17	4.34	0.00	0.00	0.00	0.00	0.00	0.00
SV-K	#	35	24	11	0	0	19	9	2	1	1	1	0	0	2	0	0	0
	%	100	68.57	31.42	0.00	0.00	54.28	25.71	5.71	2.85	2.85	2.85	0.00	0.00	5.71	0.00	0.00	0.00
SV-L	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	16.66	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

TABLE A4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

AD and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Unspecified AD	#	8609	5439	3170	239	208	4465	2171	490	645	69	44	5	1	171	101	0	0
	%	100	63.17	36.82	2.77	2.41	51.86	25.21	5.69	7.49	0.80	0.51	0.05	0.01	1.98	1.17	0.00	0.00

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 01 #	12	8	4	0	0	6	3	2	1	0	0	0	0	0	0	0	0
%	0.13	0.18	0.08	0.00	0.00	0.20	0.11	0.34	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 02 #	96	34	62	8	15	17	22	8	21	1	3	0	0	0	0	0	1
%	1.07	0.79	1.34	1.46	2.41	0.56	0.86	1.38	1.65	0.65	1.86	0.00	0.00	0.00	0.00	0.00	25.00
GS/GG/GH/GM/GL- 03 #	134	52	82	6	6	28	43	17	31	1	2	0	0	0	0	0	0
%	1.50	1.21	1.77	1.09	0.96	0.93	1.69	2.95	2.44	0.65	1.24	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 04 #	456	183	273	31	51	99	149	37	62	15	10	1	0	0	1	0	0
%	5.12	4.26	5.92	5.66	8.19	3.31	5.88	6.42	4.89	9.86	6.21	33.33	0.00	0.00	4.76	0.00	0.00
GS/GG/GH/GM/GL- 05 #	344	116	228	30	39	64	110	16	62	5	16	0	0	1	1	0	0
%	3.86	2.70	4.94	5.48	6.27	2.14	4.34	2.77	4.89	3.28	9.93	0.00	0.00	4.34	4.76	0.00	0.00
GS/GG/GH/GM/GL- 06 #	178	35	143	5	16	21	74	7	49	1	4	0	0	1	0	0	0
%	2.00	0.81	3.10	0.91	2.57	0.70	2.92	1.21	3.87	0.65	2.48	0.00	0.00	4.34	0.00	0.00	0.00
GS/GG/GH/GM/GL- 07 #	1488	535	953	128	135	285	433	100	358	20	24	0	0	1	2	1	1
%	16.71	12.46	20.68	23.40	21.70	9.54	17.10	17.36	28.27	13.15	14.90	0.00	0.00	4.34	9.52	16.66	25.00

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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL- 08 #	56	25	31	4	8	13	14	7	5	1	4	0	0	0	0	0	0
%	0.62	0.58	0.67	0.73	1.28	0.43	0.55	1.21	0.39	0.65	2.48	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 09 #	2612	1106	1506	194	236	699	823	168	399	36	41	0	0	7	5	2	2
%	29.34	25.76	32.68	35.46	37.94	23.40	32.50	29.16	31.51	23.68	25.46	0.00	0.00	30.43	23.80	33.33	50.00
GS/GG/GH/GM/GL- 10 #	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
%	0.04	0.09	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 11 #	1347	760	587	58	66	579	354	88	142	27	17	0	0	5	8	3	0

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	15.13	17.70	12.74	10.60	10.61	19.39	13.98	15.27	11.21	17.76	10.55	0.00	0.00	21.73	38.09	50.00	0.00
GS/GG/GH/GM/GL- #	1431	900	531	61	39	701	345	96	109	36	34	1	1	5	3	0	0
%	16.07	20.96	11.52	11.15	6.27	23.47	13.62	16.66	8.60	23.68	21.11	33.33	100	21.73	14.28	0.00	0.00
GS/GG/GH/GM/GL- #	466	341	125	17	9	295	91	21	20	5	5	1	0	2	0	0	0
%	5.23	7.94	2.71	3.10	1.44	9.87	3.59	3.64	1.57	3.28	3.10	33.33	0.00	8.69	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	133	89	44	2	2	79	36	7	5	1	0	0	0	0	1	0	0
%	1.49	2.07	0.95	0.36	0.32	2.64	1.42	1.21	0.39	0.65	0.00	0.00	0.00	0.00	4.76	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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/GL-15	#	143	105	38	3	0	97	35	2	2	2	1	0	0	1	0	0	0
	%	1.60	2.44	0.82	0.54	0.00	3.24	1.38	0.34	0.15	1.31	0.62	0.00	0.00	4.34	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	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
ST	#	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

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

This table is for All Agencies

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
TOTAL	#	8900	4293	4607	547	622	2986	2532	576	1266	152	161	3	1	23	21	6	4
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-01	#	451	382	69	20	3	307	49	46	15	9	2	0	0	0	0	0	0
	%	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
	%	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	-	-	-	-	-	-
LE-04	#	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	-	-	-	-	-	-

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
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	-	-	-	-
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	#	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-08	#	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-09	#	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
LE-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-

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

This table is for All Agencies

LE and Related Grade	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	#	451	382	69	20	3	307	49	46	15	9	2	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

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	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
	%	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	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.41	0.00	0.93	0.00	0.00	0.00	0.00	4.34	0.00	0.00	-	-	0.00	-	-	-
SV-C	#	7	3	4	0	0	2	4	1	0	0	0	0	0	0	0	0
	%	2.89	2.22	3.73	0.00	0.00	1.85	5.47	6.66	0.00	0.00	0.00	-	-	0.00	-	-
SV-D	#	10	4	6	0	0	3	5	0	0	1	1	0	0	0	0	0
	%	4.13	2.96	5.60	0.00	0.00	2.77	6.84	0.00	0.00	12.50	12.50	-	-	0.00	-	-

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	#	4	0	4	0	0	0	2	0	1	0	1	0	0	0	0	0
	%	1.65	0.00	3.73	0.00	0.00	0.00	2.73	0.00	4.34	0.00	12.50	-	-	0.00	-	-
SV-F	#	26	4	22	0	2	3	13	0	7	1	0	0	0	0	0	0
	%	10.74	2.96	20.56	0.00	66.66	2.77	17.80	0.00	30.43	12.50	0.00	-	-	0.00	-	-
SV-G	#	11	0	11	0	0	0	6	0	4	0	1	0	0	0	0	0
	%	4.54	0.00	10.28	0.00	0.00	0.00	8.21	0.00	17.39	0.00	12.50	-	-	0.00	-	-
SV-H	#	24	13	11	0	1	8	7	4	3	1	0	0	0	0	0	0
	%	9.91	9.62	10.28	0.00	33.33	7.40	9.58	26.66	13.04	12.50	0.00	-	-	0.00	-	-
SV-I	#	26	9	17	0	0	6	13	1	4	2	0	0	0	0	0	0
	%	10.74	6.66	15.88	0.00	0.00	5.55	17.80	6.66	17.39	25.00	0.00	-	-	0.00	-	-

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SV-J	#	92	72	20	1	0	62	14	7	2	2	4	0	0	0	0	0	0
	%	38.01	53.33	18.69	50.00	0.00	57.40	19.17	46.66	8.69	25.00	50.00	-	-	0.00	-	-	-
SV-K	#	35	24	11	0	0	19	9	2	1	1	1	0	0	2	0	0	0
	%	14.46	17.77	10.28	0.00	0.00	17.59	12.32	13.33	4.34	12.50	12.50	-	-	100	-	-	-
SV-L	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	2.47	4.44	0.00	50.00	0.00	4.62	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	-	-	-
SW	#	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	-	-	-

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

This table is for All Agencies

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	242	135	107	2	3	108	73	15	23	8	8	0	0	2	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

TABLE A4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Race/Ethnicity and Sex

This table is for All Agencies

AD and Related Grade	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Unspecified AD	#	8609	5439	3170	239	208	4465	2171	490	645	69	44	5	1	171	101	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	-	-
TOTAL	#	8609	5439	3170	239	208	4465	2171	490	645	69	44	5	1	171	101	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#	4	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	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
Grade-03	#	10	9	1	0	0	9	1	0	0	0	0	0	0	0	0	0
	%	100	90.00	10.00	0.00	0.00	90.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	11	9	2	3	1	4	1	2	0	0	0	0	0	0	0	0
	%	100	81.81	18.18	27.27	9.09	36.36	9.09	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05	#	25	24	1	2	0	21	0	1	0	0	1	0	0	0	0	0
	%	100	96.00	4.00	8.00	0.00	84.00	0.00	4.00	0.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	18	17	1	1	0	8	0	3	0	2	0	3	1	0	0	0
	%	100	94.44	5.55	5.55	0.00	44.44	0.00	16.66	0.00	11.11	0.00	16.66	5.55	0.00	0.00	0.00
Grade-07	#	7	7	0	0	0	4	0	3	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	57.14	0.00	42.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	61	59	2	2	0	37	1	18	1	2	0	0	0	0	0	0
	%	100	96.72	3.27	3.27	0.00	60.65	1.63	29.50	1.63	3.27	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	9	9	0	1	0	2	0	6	0	0	0	0	0	0	0	0
	%	100	100	0.00	11.11	0.00	22.22	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	6	6	0	0	0	4	0	2	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	6	5	1	0	0	4	0	0	1	1	0	0	0	0	0	0
	%	100	83.33	16.66	0.00	0.00	66.66	0.00	0.00	16.66	16.66	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	1	1	0	0	0	1	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
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

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

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 Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	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-02	#	4	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	2.53	1.35	20.00	18.18	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
Grade-03	#	10	9	1	0	0	9	1	0	0	0	0	0	0	0	0	0
	%	6.32	6.08	10.00	0.00	0.00	9.57	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
Grade-04	#	11	9	2	3	1	4	1	2	0	0	0	0	0	0	0	0
	%	6.96	6.08	20.00	27.27	33.33	4.25	33.33	5.71	0.00	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

WD/WG, WL/WS & Other Wage Grades	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	25	24	1	2	0	21	0	1	0	0	1	0	0	0	0	0	0
	%	15.82	16.21	10.00	18.18	0.00	22.34	0.00	2.85	0.00	0.00	100	0.00	0.00	-	-	-	-
Grade-06	#	18	17	1	1	0	8	0	3	0	2	0	3	1	0	0	0	0
	%	11.39	11.48	10.00	9.09	0.00	8.51	0.00	8.57	0.00	40.00	0.00	100	100	-	-	-	-
Grade-07	#	7	7	0	0	0	4	0	3	0	0	0	0	0	0	0	0	0
	%	4.43	4.72	0.00	0.00	0.00	4.25	0.00	8.57	0.00	0.00	0.00	0.00	0.00	-	-	-	-
Grade-08	#	61	59	2	2	0	37	1	18	1	2	0	0	0	0	0	0	0
	%	38.60	39.86	20.00	18.18	0.00	39.36	33.33	51.42	50.00	40.00	0.00	0.00	0.00	-	-	-	-
Grade-09	#	9	9	0	1	0	2	0	6	0	0	0	0	0	0	0	0	0
	%	5.69	6.08	0.00	9.09	0.00	2.12	0.00	17.14	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

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	6	6	0	0	4	0	2	0	0	0	0	0	0	0	0	0
	%	3.79	4.05	0.00	0.00	4.25	0.00	5.71	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-
Grade-11	#	6	5	1	0	4	0	0	1	1	0	0	0	0	0	0	0
	%	3.79	3.37	10.00	0.00	4.25	0.00	0.00	50.00	20.00	0.00	0.00	0.00	-	-	-	-
Grade-12	#	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.63	0.67	0.00	0.00	1.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-

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

This table is for All Agencies

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-
TOTAL	#	158	148	10	11	3	94	3	35	2	5	1	3	1	0	0	0	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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 Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Mission Critical Jobs																		
0080 - Security	#	78	59	19	1	0	49	14	9	5	0	0	0	0	0	0	0	
	%	100	75.64	24.35	1.28	0.00	62.82	17.94	11.53	6.41	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	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0083 - Police	#	451	382	69	20	3	307	49	46	15	9	2	0	0	0	0	0	
	%	100	84.70	15.29	4.43	0.66	68.07	10.86	10.19	3.32	1.99	0.44	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2
0132 - Intelligence Research Specialist	#	9	4	5	1	0	3	4	0	1	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	44.44	55.55	11.11	0.00	33.33	44.44	0.00	11.11	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	2.0	2.1	0.1	0.0	0.6	0.5	1.1	0.9
0801 - GENERAL ENGINEERING	#	12	11	1	0	0	10	1	1	0	0	0	0	0	0	0	0
%	100	91.66	8.33	0.00	0.00	83.33	8.33	8.33	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	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0802 - ENGINEERING TECHNICIAN	#	14	11	3	2	0	7	3	1	0	0	0	1	0	0	0	0
%	100	78.57	21.42	14.28	0.00	50.00	21.42	7.14	0.00	0.00	0.00	7.14	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0803 - SAFETY ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0803 - SAFETY ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	0	0	0	0	0	0	0	0
0804 - FIRE PROTECTION ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0806 - MATERIALS 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	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0807 - LANDSCAPE ARCHITECTURE #	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	1.1	0.4
0808 - ARCHITECTURE #	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	66.66	0.00	33.33	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Occupational CLF %	100	79.6	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 #	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	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.5	0.1	0.1	0.0	0.7	0.1	1.2	0.1	
0810 - CIVIL ENGINEERING #	15	11	4	1	0	8	3	0	1	2	0	0	0	0	0	0	0	0
%	100	73.33	26.66	6.66	0.00	53.33	20.00	0.00	6.66	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0817 - SURVEYING # TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.7	0.1	0.1	0.0	1.1	0.1	1.0	0.2
0818 - # ENGINEERING DRAFTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0819 - ENVIRONMENTAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	77.8	22.0	2.2	0.9	65.4	17.8	3.0	1.2	5.8	1.9	0.1	0.0	0.2	0.1	1.1	0.1
0828 - CONSTRUCTION ANALYST	#	1	1	0	0	0	1	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	
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0830 - MECHANICAL 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	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8	0.6	0.1	0.0	0.2	0.0	1.1	0.1
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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
0850 - ELECTRICAL 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

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1
0854 - COMPUTER ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS 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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1
0856 - ELECTRONICS TECHNICIAN	#	8	8	0	0	0	8	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
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
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	9.9	1.6	0.1	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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	8.3	1.2	0.1	0.0	0.2	0.0	1.4	0.1
0871 - NAVAL ARCHITECTURE	#	1	0	1	0	0	0	1	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	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

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0873 - SHIP SURVEYING	#	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	1.6	0.3	0.1	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0881 - PETROLEUM ENGINEERING	#	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0890 - AGRICULTURAL 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	9.9	1.6	0.1	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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan 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	7.5	1.5	0.1	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
0893 - CHEMICAL ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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
0894 - WELDING ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0894 - WELDING ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees		Race/Ethnicity															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	0	0	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	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4	
0896 - INDUSTRIAL # ENGINEERING	0	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	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	
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0905 - General Attorneys	#	42	21	21	0	1	20	17	0	3	1	0	0	0	0	0	0	
	%	100	50.00	50.00	0.00	2.38	47.61	40.47	0.00	7.14	2.38	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4

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

This table is for All Agencies

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1102 - Contract Specialists	#	46	20	26	0	2	15	16	3	6	2	2	0	0	0	0	0	0
	%	100	43.47	56.52	0.00	4.34	32.60	34.78	6.52	13.04	4.34	4.34	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	1.3	0.0	0.1	0.2	0.3	0.4	0.8
1801 - Adjudications Officers	#	695	511	184	53	31	406	82	19	29	31	42	0	0	2	0	0	0
	%	100	73.52	26.47	7.62	4.46	58.41	11.79	2.73	4.17	4.46	6.04	0.00	0.00	0.28	0.00	0.00	0.00
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 - Transportation Security Officers	#	164	70	94	11	14	32	39	18	25	9	16	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	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	42.68	57.31	6.70	8.53	19.51	23.78	10.97	15.24	5.48	9.75	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0	
1811 - Criminal Investigators	#	1036	906	130	68	11	750	99	48	14	33	4	1	0	4	2	2	0
%	100	87.45	12.54	6.56	1.06	72.39	9.55	4.63	1.35	3.18	0.38	0.09	0.00	0.38	0.19	0.19	0.00	
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4	
1895 - Customs and Border Protection Officers	#	31	19	12	0	0	17	10	2	2	0	0	0	0	0	0	0	0
%	100	61.29	38.70	0.00	0.00	54.83	32.25	6.45	6.45	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
1896 - Border Patrol Agents #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
2210 - Information Technology Specialists #	324	221	103	16	4	151	71	39	21	12	5	0	0	1	2	2	0
%	100	68.20	31.79	4.93	1.23	46.60	21.91	12.03	6.48	3.70	1.54	0.00	0.00	0.30	0.61	0.61	0.00
Occupational CLF %	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	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	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL #	2938	2266	672	174	66	1793	409	187	122	99	71	2	0	7	4	4	0

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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/GL-01	#	12	9	1	2	1	0	0	0	0	1	0	0	0
	%	100	75.00	8.33	16.66	8.33	0.00	0.00	0.00	0.00	8.33	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	96	92	2	2	0	0	0	0	0	0	0	0	0
	%	100	95.83	2.08	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	134	125	3	6	2	0	1	0	0	1	0	0	0
	%	100	93.28	2.23	4.47	1.49	0.00	0.74	0.00	0.00	0.74	0.00	0.00	0.00
GS/GG/GH/GM/GL-04	#	456	418	8	30	5	0	2	0	0	1	1	1	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	91.66	1.75	6.57	1.09	0.00	0.43	0.00	0.00	0.00	0.21	0.21	0.21	0.00
GS/GG/GH/GM/GL-05 #	344	320	4	20	6	1	1	0	1	0	0	3	0	0
%	100	93.02	1.16	5.81	1.74	0.29	0.29	0.00	0.29	0.00	0.00	0.87	0.00	0.00
GS/GG/GH/GM/GL-06 #	178	160	1	17	4	0	0	0	1	0	0	1	2	0
%	100	89.88	0.56	9.55	2.24	0.00	0.00	0.00	0.56	0.00	0.00	0.56	1.12	0.00
GS/GG/GH/GM/GL-07 #	1488	1388	16	84	22	4	2	0	3	2	3	2	5	1
%	100	93.27	1.07	5.64	1.47	0.26	0.13	0.00	0.20	0.13	0.20	0.13	0.33	0.06
GS/GG/GH/GM/GL-08 #	56	50	0	6	0	0	0	0	0	0	0	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	89.28	0.00	10.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-09 #	2612	2470	35	107	11	0	3	0	3	0	0	0	4	1
%	100	94.56	1.33	4.09	0.42	0.00	0.11	0.00	0.11	0.00	0.00	0.00	0.15	0.03
GS/GG/GH/GM/GL-10 #	4	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
GS/GG/GH/GM/GL-11 #	1347	1275	22	50	8	1	1	1	1	3	1	0	0	0
%	100	94.65	1.63	3.71	0.59	0.07	0.07	0.07	0.07	0.22	0.07	0.00	0.00	0.00
GS/GG/GH/GM/GL-12 #	1431	1305	35	91	6	0	0	1	2	0	0	0	2	1

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	91.19	2.44	6.35	0.41	0.00	0.00	0.06	0.13	0.00	0.00	0.00	0.13	0.06
GS/GG/GH/GM/GL-13 #	466	430	11	25	1	0	1	0	0	0	0	0	0	0
%	100	92.27	2.36	5.36	0.21	0.00	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-14 #	133	124	2	7	0	0	0	0	0	0	0	0	0	0
%	100	93.23	1.50	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-15 #	143	133	6	4	0	0	0	0	0	0	0	0	0	0
%	100	93.00	4.19	2.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS) #	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	#	451	450	0	1	0	0	0	0	0	0	0	0	0
	%	100	99.77	0.00	0.22	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
LE-03	#	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
LE-05	#	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)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SV-B	#	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
SV-C	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-E	#	4	3	0	1	0	0	0	0	0	0	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	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-F	#	26	23	0	3	0	0	0	0	0	0	0	0	0
	%	100	88.46	0.00	11.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-G	#	11	10	0	1	0	0	0	0	0	0	0	0	0
	%	100	90.90	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	#	24	24	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-I	#	26	25	0	1	0	0	0	0	0	0	0	0	0
	%	100	96.15	0.00	3.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-J	#	92	89	0	3	0	0	0	0	0	0	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	96.73	0.00	3.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-K	#	35	34	0	1	0	0	0	0	0	0	0	0	0
	%	100	97.14	0.00	2.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	100	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

TABLE B4-1: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

AD 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	
Unspecified AD	#	8609	7871	136	602	35	1	10	1	6	0	5	0	10	2
	%	100	91.42	1.57	6.99	0.40	0.01	0.11	0.01	0.06	0.00	0.05	0.00	0.11	0.02

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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/GL-01	#	12	9	1	2	1	0	0	0	0	1	0	0	0	0
	%	0.13	0.10	0.68	0.44	1.51	0.00	0.00	0.00	0.00	16.66	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	96	92	2	2	0	0	0	0	0	0	0	0	0	0
	%	1.07	1.10	1.36	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	134	125	3	6	2	0	1	0	0	0	1	0	0	0
	%	1.50	1.50	2.05	1.33	3.03	0.00	9.09	0.00	0.00	0.00	16.66	0.00	0.00	0.00
GS/GG/GH/GM/GL-04	#	456	418	8	30	5	0	2	0	0	0	1	1	1	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
%	5.12	5.03	5.47	6.65	7.57	0.00	18.18	0.00	0.00	0.00	16.66	14.28	7.14	0.00
GS/GG/GH/GM/GL-05 #	344	320	4	20	6	1	1	0	1	0	0	3	0	0
%	3.86	3.85	2.73	4.43	9.09	16.66	9.09	0.00	9.09	0.00	0.00	42.85	0.00	0.00
GS/GG/GH/GM/GL-06 #	178	160	1	17	4	0	0	0	1	0	0	1	2	0
%	2.00	1.92	0.68	3.76	6.06	0.00	0.00	0.00	9.09	0.00	0.00	14.28	14.28	0.00
GS/GG/GH/GM/GL-07 #	1488	1388	16	84	22	4	2	0	3	2	3	2	5	1
%	16.71	16.71	10.95	18.62	33.33	66.66	18.18	0.00	27.27	33.33	50.00	28.57	35.71	33.33
GS/GG/GH/GM/GL-08 #	56	50	0	6	0	0	0	0	0	0	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
%	0.62	0.60	0.00	1.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-09 #	2612	2470	35	107	11	0	3	0	3	0	0	0	4	1
%	29.34	29.74	23.97	23.72	16.66	0.00	27.27	0.00	27.27	0.00	0.00	0.00	28.57	33.33
GS/GG/GH/GM/GL-10 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0
%	0.04	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11 #	1347	1275	22	50	8	1	1	1	1	3	1	0	0	0
%	15.13	15.35	15.06	11.08	12.12	16.66	9.09	50.00	9.09	50.00	16.66	0.00	0.00	0.00
GS/GG/GH/GM/GL-12 #	1431	1305	35	91	6	0	0	1	2	0	0	0	2	1

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
%	16.07	15.71	23.97	20.17	9.09	0.00	0.00	50.00	18.18	0.00	0.00	0.00	14.28	33.33
GS/GG/GH/GM/GL-13	#	466	430	11	25	1	0	1	0	0	0	0	0	0
%	5.23	5.17	7.53	5.54	1.51	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-14	#	133	124	2	7	0	0	0	0	0	0	0	0	0
%	1.49	1.49	1.36	1.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-15	#	143	133	6	4	0	0	0	0	0	0	0	0	0
%	1.60	1.60	4.10	0.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	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
ST	#	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
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	8900	8303	146	451	66	6	11	2	11	6	6	7	14
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

** Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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	#	451	450	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	-	100	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	-	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
%	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	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-10	#	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	-	0.00	-	-	-	-	-	-	-	-	-	-
LE-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	451	450	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to LE

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SV-B	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.41	0.43	-	0.00	-	-	-	-	-	-	-	-	-
SV-C	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	2.89	3.03	-	0.00	-	-	-	-	-	-	-	-	-
SV-D	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	4.13	4.32	-	0.00	-	-	-	-	-	-	-	-	-
SV-E	#	4	3	0	1	0	0	0	0	0	0	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
%	1.65	1.29	-	9.09	-	-	-	-	-	-	-	-	-	-
SV-F	#	26	23	0	3	0	0	0	0	0	0	0	0	0
	%	10.74	9.95	-	27.27	-	-	-	-	-	-	-	-	-
SV-G	#	11	10	0	1	0	0	0	0	0	0	0	0	0
	%	4.54	4.32	-	9.09	-	-	-	-	-	-	-	-	-
SV-H	#	24	24	0	0	0	0	0	0	0	0	0	0	0
	%	9.91	10.38	-	0.00	-	-	-	-	-	-	-	-	-
SV-I	#	26	25	0	1	0	0	0	0	0	0	0	0	0
	%	10.74	10.82	-	9.09	-	-	-	-	-	-	-	-	-
SV-J	#	92	89	0	3	0	0	0	0	0	0	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
%	38.01	38.52	-	27.27	-	-	-	-	-	-	-	-	-	-
SV-K	#	35	34	0	1	0	0	0	0	0	0	0	0	0
	%	14.46	14.71	-	9.09	-	-	-	-	-	-	-	-	-
SV-L	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	2.47	2.16	-	9.09	-	-	-	-	-	-	-	-	-
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	#	242	231	0	11	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

TABLE B4-2: PARTICIPATION RATES FOR FEMA AD PAY PLAN - Distribution by Disability

This table is for All Agencies

AD 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	
Unspecified AD	#	8609	7871	136	602	35	1	10	1	6	0	5	0	10	2
	%	100	100	100	100	100	100	100	100	100	-	100	-	100	100
TOTAL	#	8609	7871	136	602	35	1	10	1	6	0	5	0	10	2
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to AD

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	11	11	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	25	23	0	2	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	92.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	18	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.44	0.00	5.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	7	0	1	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
Grade-08	#	61	57	1	3	0	0	0	0	0	0	0	0	0
	%	100	93.44	1.63	4.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	9	7	0	2	0	0	0	0	0	0	0	0	0
	%	100	77.77	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	6	5	0	1	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	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	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-12	#	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
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	#	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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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 Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007

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
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-
Grade-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	2.53	2.72	0.00	-	-	-	-	-	-	-	-	-	-
Grade-03	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	6.32	6.80	0.00	-	-	-	-	-	-	-	-	-	-
Grade-04	#	11	11	0	0	0	0	0	0	0	0	0	0	0
	%	6.96	7.48	0.00	-	-	-	-	-	-	-	-	-	-
Grade-05	#	25	23	0	2	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
%	15.82	15.64	0.00	20.00	-	-	-	-	-	-	-	-	-	-
Grade-06	#	18	17	0	1	0	0	0	0	0	0	0	0	0
	%	11.39	11.56	0.00	10.00	-	-	-	-	-	-	-	-	-
Grade-07	#	7	6	0	1	0	0	0	0	0	0	0	0	0
	%	4.43	4.08	0.00	10.00	-	-	-	-	-	-	-	-	-
Grade-08	#	61	57	1	3	0	0	0	0	0	0	0	0	0
	%	38.60	38.77	100	30.00	-	-	-	-	-	-	-	-	-
Grade-09	#	9	7	0	2	0	0	0	0	0	0	0	0	0
	%	5.69	4.76	0.00	20.00	-	-	-	-	-	-	-	-	-
Grade-10	#	6	5	0	1	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
%	3.79	3.40	0.00	10.00	-	-	-	-	-	-	-	-	-	-
Grade-11	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	3.79	4.08	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.63	0.68	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-
Grade-15	#	0	0	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
%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-
TOTAL	#	158	147	1	10	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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 Year for this report has been set to FY 2007

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 5, 2007

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														
0080 - Security	#	78	68	4	6	0	0	0	0	0	0	0	0	0
	%	100	87.17	5.12	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0083 - Police	#	451	450	0	1	0	0	0	0	0	0	0	0	0
	%	100	99.77	0.00	0.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	9	6	0	3	0	0	0	0	0	0	0	0	0
	%	100	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0801 - GENERAL ENGINEERING	#	12	11	0	1	0	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	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
0802 - ENGINEERING TECHNICIAN	#	14	11	0	3	0	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	0.00
0803 - SAFETY ENGINEERING	#	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0806 - MATERIALS 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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0807 - LANDSCAPE # ARCHITECTURE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - # ARCHITECTURE	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
0809 - # CONSTRUCTION CONTROL	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

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
0810 - CIVIL ENGINEERING	#	15	12	0	3	0	0	0	0	0	0	0	0	0
	%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0818 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0819 - ENVIRONMENTAL 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
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	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL ENGINEERING	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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	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
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - ELECTRONICS ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0856 - ELECTRONICS TECHNICIAN	#	8	7	0	1	0	0	0	0	0	0	0	0	0
	%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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
0858 - BIOMEDICAL # ENGINEERING	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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0871 - NAVAL # ARCHITECTURE	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
0873 - SHIP # SURVEYING	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
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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0892 - CERAMIC 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
0893 - CHEMICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0896 - INDUSTRIAL 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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 - General Attorneys	#	42	39	3	0	0	0	0	0	0	0	0	0	0
	%	100	92.85	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1102 - Contract Specialists	#	46	39	1	6	1	0	1	0	0	0	0	0	0
	%	100	84.78	2.17	13.04	2.17	0.00	2.17	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	
1801 - Adjudications Officers	#	695	632	17	46	5	0	1	0	1	1	0	0	2	0
	%	100	90.93	2.44	6.61	0.71	0.00	0.14	0.00	0.14	0.14	0.00	0.00	0.28	0.00
1802 - Transportation Security Officers	#	164	136	1	27	16	5	2	0	4	0	1	3	1	0
	%	100	82.92	0.60	16.46	9.75	3.04	1.21	0.00	2.43	0.00	0.60	1.82	0.60	0.00
1811 - Criminal Investigators	#	1036	1026	1	9	0	0	0	0	0	0	0	0	0	0
	%	100	99.03	0.09	0.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - Customs and Border Protection Officers	#	31	31	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

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
1896 - Border Patrol Agents	#	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
2210 - Information Technology Specialists	#	324	299	11	14	2	0	0	1	0	1	0	0	0
	%	100	92.28	3.39	4.32	0.61	0.00	0.00	0.30	0.00	0.30	0.00	0.00	0.00
TOTAL	#	2938	2780	38	120	24	5	4	1	5	2	1	3	3

The Status for this report has been set to Temporary

The Fiscal Year for this report has been set to FY 2007

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 5, 2007