

U.S. Department of Homeland Security

**MD-715
EEO Program Status Report
FY 2009**

Prepared by the Office for Civil Rights and Civil Liberties

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Homeland
Security

MESSAGE FROM THE OFFICER FOR CRCL

The Department of Homeland Security (DHS) is proud to present its Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year 2009, as required by the Equal Employment Opportunity Commission's Management Directive (MD)-715. In order to achieve its mission of successfully securing the United States, DHS promotes the highest level of organizational performance. The Department works to create and maintain an inclusive work environment where individual differences are valued, empowering all employees to reach their potential and maximize their contributions to DHS's vital objectives. The Department is committed to equal employment opportunity for all employees and applicants, and to effective diversity management.

DHS succeeds in part by ensuring that our workplace decisions are equitable and based upon merit, and by employing a workforce that reflects one of our nation's greatest strengths—the diversity of our citizens. This diversity extends not only to the variety of races and ethnicities but to the multitude of American backgrounds, talents, skills, education, experiences, beliefs, and perspectives. Maintaining a fair workplace and recruiting, developing, and retaining a diverse workforce reaps for the Department and the Nation the many advantages of personnel who can develop and apply the widest possible range of competencies, ideas, and solutions.

DHS's Office for Civil Rights and Civil Liberties (CRCL) provides technical and policy advice to the Secretary of DHS and to senior DHS leadership on civil rights and civil liberties issues, including guidance and standards for establishing and maintaining effective programs for EEO and diversity management. Within CRCL, the Deputy Officer for EEO and Diversity Programs leads the Department's EEO programs, and is responsible for developing EEO and diversity plans, monitoring implementation, and submitting annual progress reports including this MD-715 Report.

During FY 2009, DHS continued to make noteworthy progress toward building a model EEO and diversity program. DHS achieved numerous significant EEO and diversity management strategic objectives, including in the following areas:

1. Positive employment profiles for most underrepresented groups;
2. Commitment of senior leadership to diversity;
3. DHS Diversity Sub-Council and 120-day Diversity Action Plan;
4. DHS and component diversity forums and training;
5. Commitment to hiring women and to advancing female leadership;
6. Commitment to hiring Veterans and disabled Veterans;
7. Outreach to minority-serving institutions; and
8. Effective processing of final actions for complaints of employment discrimination.

We are pleased with the progress, and will continue to work at this vital set of tasks in the months ahead. This report provides a comprehensive look at DHS's FY 2009 EEO and diversity management programs.

A handwritten signature in blue ink that reads "Margo Schlanger". The signature is written in a cursive style and is positioned above a horizontal line.

Margo Schlanger
Officer
Office for Civil Rights and Civil Liberties
U.S. Department of Homeland Security

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For period covering October 1, 2008 to September 30, 2009

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. 171,295
	2. Enter total number of temporary employees			2. 16,788
	3. Enter total number employees paid from non-appropriated funds			3. 1,424
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 189,507
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Janet Napolitano, Secretary U.S. Department of Homeland Security	
	2. Agency Head Designee		2. Margo Schlanger Officer for Civil Rights and Civil Liberties	
	3. Principal EEO Director/Official Official Title/series/grade		3. Stephen T. Shih Deputy Officer, and Director for EEO Programs	
	4. Title VII Affirmative EEO Program Official		4. Junish Arora	
	5. Section 501 Affirmative Action Program Official		5. Tanya Cantrell	
	6. Complaint Processing Program Manager		6. Chrystal Young	
	7. EEO and Diversity Manager		7. Ivelisse Reyes-Sainz	
	8. Other EEO Officials		8. Connie McGriff-Belgrave (Special Emphasis Program Manager)	

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
DHS Headquarters is comprised of: 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) Office of the Under Secretary for National Protection and Programs Directorate Office of Policy Office of the General Counsel Office of Legislative Affairs Office of Public Affairs	DHS Headquarters		
	Federal Emergency Management Agency	HSCB	7022
	Federal Law Enforcement Training Center	HSBE	7015
	Transportation 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

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U.S. Department of Homeland Security

For period covering October 1, 2008 to September 30, 2009

EXECUTIVE SUMMARY

Introduction

U.S. Department of Homeland Security (DHS) Secretary Janet Napolitano, Deputy Secretary Jane Holl Lute, and other senior DHS leaders are committed to the recruitment, development, and retention of a diverse workforce. This commitment is evident in DHS's continued progress in building a model Equal Employment Opportunity (EEO) Program during Fiscal Year (FY) 2009. This DHS EEO Management Directive 715 (MD-715) Report for FY 2009 outlines the agency's EEO program and diversity management strategy—specifically, the core principles and goals that guide the Department's EEO and diversity efforts; plans for initiating changes and making necessary improvements; and results the agency expects to achieve.

Note that in addition to this aggregate Departmental report, each DHS Operational Component submits its own MD-715 Report to the Equal Employment Opportunity Commission (EEOC). DHS-HQ does not submit a separate MD-715 report because DHS-HQ comprises only DHS Support Components whose activities are described in this report.

Agency Mission

A workforce with diverse backgrounds, experiences, and competencies optimizes DHS's effectiveness in serving a heterogeneous public and coordinating with international partners to secure the homeland. The following major organizational Components currently constitute the Department:

Component	Component Mission	Total Workforce
<i>Federal Emergency Management Agency (FEMA)</i>	Prepares the nation for hazards, manages Federal response and recovery efforts following any national incident, and administers the National Flood Insurance Program	16,938
<i>U.S. Customs and Border Protection (CBP)</i>	Protects our nation's borders in order to prevent terrorists and terrorist weapons from entering the United States, while facilitating travel and trade and enforcing the nation's drug laws	58,581
<i>Transportation Security Administration (TSA)</i>	Protects the nation's transportation systems to ensure freedom of movement for people and commerce, facilitating the flow of legitimate trade and travel	61,036
<i>U.S. Immigration and Customs Enforcement (ICE)</i>	Protects the security of the American people and homeland by vigilantly enforcing the nation's immigration and customs laws	20,196
<i>Federal Law Enforcement Training Center (FLETC)</i>	Provides career-long training to law enforcement professionals to help them fulfill their responsibilities safely and proficiently	1,212
<i>U.S. Citizenship and Immigration Services (CIS)</i>	Administers immigration and naturalization adjudication functions and establishes immigration services policies and priorities	10,627
<i>U.S. Coast Guard (USCG)</i>	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	9,693
<i>U.S. Secret Service (USSS)</i>	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	6,773
<i>Headquarters (DHS-HQ)</i>	Provides leadership and operational support to the DHS organization	4,451
DHS		189,507

Office for Civil Rights and Civil Liberties Role

The Office for Civil Rights and Civil Liberties (CRCL) is located within the Office of the Secretary, and provides technical and policy advice to Department leadership on civil rights and civil liberties issues, including guidance and standards for establishing and maintaining effective programs for diversity management and EEO. The Deputy Officer for EEO and Diversity Programs leads the Department’s EEO programs, and is responsible for developing EEO and diversity plans, monitoring implementation, and submitting annual progress reports including this MD-715 Report, as well as other progress reports to the Office of Personnel Management (OPM), the White House Initiatives Offices, and Congress. The CRCL EEO and Diversity Programs Division includes the following organizational units: Diversity Management Unit; EEO Complaints Adjudication Unit; Special Services Unit; and the DHS-HQ EEO Office.

In conducting the analysis in this report, CRCL reviewed a number of other DHS diversity reports, for which it is also responsible. These include but are not limited to: the Federal Equal Opportunity Recruitment Program (FEORP) report; Disabled Veterans Affirmative Action Program (DVAAP) report; the Report to the President on Hispanic Employment in the Federal Government; the White House Initiative on Historically Black Colleges and Universities (HBCU) report; and the White House Initiative on Tribal Colleges and Universities (TCU) report.

Workforce Profile

With 189,507 employees, DHS is the third largest Executive Branch agency, smaller only than the Department of Defense (approximately 670,000 employees) and the Department of Veterans Affairs (approximately 274,000 employees). In FY 2009, DHS hired 25,646 employees, compared to 28,311 employees hired in FY 2008. In both years, workforce growth occurred in both the total and permanent workforce, with a decrease in the size of the temporary workforce. See Table A-1, Total Workforce, for the complete data underlying the statistics presented here.

The DHS workforce’s racial and ethnic diversity exceeds the levels in the Civilian Labor Force (CLF) in most categories, including Hispanic or Latino, Black or African American, Asian, Native Hawaiian or Other Pacific Islander, and American Indian or Alaskan Native.

FY 2009, Total DHS Workforce, by Race/Ethnicity

Category	% DHS Workforce	% Civilian Labor Force
Hispanic or Latino	18.35%	10.7%
White	61.62%	72.7%
Black or African American	14.25%	10.5%
Asian	4.11%	3.6%
Native Hawaiian or Other Pacific Islander	0.27%	0.2%
American Indian or Alaskan Native	0.89%	0.6%
Two or More/Other Races	0.5%	1.6%

In contrast, the Department’s workforce is underrepresented with respect to female employees – constituting 33.3% at DHS compared to 46.8% in the CLF. During FY 2009, DHS hired women at a comparable pace to FY 2008; specifically, the Department’s workforce increased in FY 2009 by approximately 2,500 female

employees, with a corresponding, extremely minor decrease in the percentage of women in DHS's workforce (from 33.68% to 33.30%). White women are most significantly underrepresented at the Department (18.83% at DHS compared to 33.7% in the CLF). Asian women are slightly underrepresented in the DHS workforce (1.44% at DHS compared to 1.70% in the CLF). The comparison to the CLF is, however, favorable for Hispanic or Latino women, African American women, Native Hawaiian or Other Pacific Islander women, and American Indian or Alaskan Native women.

DHS's Senior Executive Service (SES) ranks – which include the pay band equivalents for positions at TSA (SV/SW) and at USSS (LE-10 and LE-11) – demonstrated progress during FY 2009, particularly with respect to female representation. As total SES numbers increased (from 657 to 664 employees (+1%)), total female SES employees increased at a higher rate (from 153 to 178 employees (+16%)). White females increased from 133 to 146 employees, accounting for 13 of the 25 new SES female employees. Hispanic females increased from 4 to 8 employees (+100%); African American females increased from 10 to 17 employees (+70%); and Asian females increased from 6 to 7 employees (+17%). The SES totals are reported in Tables A/B-4.1, Participation Rates for General Schedule (GS) Grades; A/B-4.1, Participation Rates for TSA (SV/SW) Grades; and A/B-4.1, Participation for USSS (LE) Grades.

In FY 2009, DHS hired the following groups, for permanent positions, above their participation rate in the CLF: total males; Hispanic males; White males; and American Indian or Alaskan Native males.

DHS's total workforce employment of individuals with disabilities (4.30%) was below the Federal average (5.91%). Representation in the DHS workforce of individuals with targeted disabilities (0.38%) also was below both the Federal average (0.88%) and the Federal Benchmark (2.00%).¹

DHS's FY 2009 SES participation rates for individuals with disabilities (23 employees) remained the same as in FY 2008 as a percentage of the total SES workforce. Representation of individuals with targeted disabilities at the SES level decreased from 1 to 0 employees.

Barrier Analysis—Race, National Origin, and Gender

This section discusses trigger identification and barrier analysis.² DHS's FY 2009 workforce data does not indicate any new triggers or barriers. The four triggers identified in the FY 2009 MD-715 Part I, EEO Plan to Eliminate Identified Barriers, were first identified in the FY 2004 MD-715 Report and are as follows:

1. Underrepresentation of women and White women in the Total Workforce; Officials and Managers, Professionals, and Service Workers Occupational Categories; and New Hires;
2. Apparent Grade Disparity in the General Schedule (GS) 14-15³ and Senior Executive Service (SES) grade levels;
3. Separation rates of Hispanic females, African American males and females, and employees with targeted disabilities are higher than their representation rate in DHS;
4. The number of Individuals with Targeted Disabilities in the DHS workforce is below the established

¹ The "Federal Benchmark" is the participation rate established by the EEOC for Federal agencies with 500 or more permanent employees.

² Following the EEOC's ordinary usage for these terms, we use the word "barrier" to mean 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; and we use the word "trigger" to mean any piece of information (a statistical anomaly, a trend, etc.) that indicates that additional scrutiny is necessary to determine whether an actual barrier exists.

³ The GS includes pay band equivalent for TSA (S-J/K/L) and USSS (LE-8/9).

Federal Benchmark of 2.0%.

By the end of FY 2009, DHS had completed 19 of the 38 activities planned in previous years to address previously identified triggers and program deficiencies. Planned activities, identified in MD-715 Part I, are specific plans of action aimed at removing barriers from policies, procedures, or practices that limit or restrict free and open competition of all groups to participate in employment opportunities and benefits.

The workforce numbers used in this Report were generated by DHS's MD-715 Information Technology (IT) solution (FALCON), and were based on an extraction of the National Finance Center's data as of the end of pay period 19, which ended September 27, 2009. DHS employees voluntarily submitted all race, national origin, gender, and disability data relied upon in this report (information is not available on the number of employees who did not submit such data). While DHS complies in this report with the processes and methods established by current Federal law and policy for collecting and reporting race and ethnicity, the data set forth in this report – in the absence of additional context and reliability indicators – is of limited probative value in drawing reliable and consistent conclusions regarding workforce trends at DHS. Further, DHS does not assume legal liability for the accuracy, completeness, or usefulness of any information or process disclosed herein.

Progress on Essential Elements of a Model EEO Program

The EEOC has set out six essential elements for Federal agencies to use in assessing their progress toward achieving a model EEO program. By the end of the reporting period, DHS had completed 20 of the 37 previously identified planned activities. Planned activities, identified in MD-715 Part H, are specific plans of action aimed at correcting those facets of their EEO Program that are not fully compliant with the essential elements prescribed in EEO MD-715. An analysis of the Department's EEO and Diversity programs did not reveal any new program deficiencies.⁴ A summary of the Department's progress/status for each of the six essential elements follows.

Essential Element A – Demonstrated Commitment from Agency Leadership – During FY 2009, DHS implemented a number of best practices involving Agency leadership, including by issuing a new DHS Anti-Harassment Policy (Directive 256-01); reconvening the DHS Diversity Sub-Council; preparing a new DHS Non-Discrimination Policy Statement; and establishing a Diversity, Recruitment and Veterans Outreach (DRVO) program, Office of the Chief Human Capital Officer (OCHCO). DHS reviewed the 2008 Federal Human Capital Survey (FHCS), sponsored by OPM which confirms that the Department is continuing to improve its workplace climate. Overall, the majority of DHS employees report satisfaction with their jobs (62%) and that they would recommend DHS as a good place to work (58%).

Essential Element B – Integration of EEO into the Agency's Strategic Mission – During FY 2009, DHS continued to integrate EEO and diversity into its strategic goals. For example, CRCL participated in recurring high-level strategic activities, including the following: Secretary's senior staff meetings; DHS Management Council meetings (chaired by the Under Secretary for Management and composed of all DHS Component management heads); and Human Capital Leadership meetings (chaired by the OCHCO) and composed of all DHS Component Human Resources Directors). Finally, DHS leadership committed to the establishment of a Diversity Executive Steering Committee beginning in FY 2010, to be chaired by the Deputy Secretary.

⁴ Program deficiencies are unmet measures that negatively impact the agency's EEO program; they are agency systems and documents needed to operate a model EEO program but not in place.

Essential Element C – Management and Program Accountability During FY 2009, DHS OCHCO included a “Diversity Advocacy” element in SES performance plans and developed a “Diversity Advocacy” element for validation and future inclusion in managerial and supervisory performance plans. DHS CRCL posted to the public website a No FEAR Act Notice; published a No FEAR Act Notice in the Federal Register; posted improved EEO complaints data to the public website; delivered an enterprise No FEAR Act training; and provided a “State of the EEO” Briefing to the Secretary. DHS also included the CRCL Deputy Officer for EEO and Diversity Programs on SES selection and performance/award approval panels (e.g., Executive Resources Council, Executive Review Board, etc.).

Essential Element D – Proactive Prevention - Most Components are still in the early stages of conducting comprehensive barrier analyses. During FY 2009, the OCHCO commenced a phased implementation of its automated Human Resources Information Technology (HRIT) system, which will provide the IT platform for applicant flow analysis. DHS also expects to develop MD-715 workforce tables A/B-7, 9, and 11, in conjunction with the phased implementation of its HRIT. The system is part of the DHS’s enterprise-wide Human Capital Business System modernization and consolidation initiative.

For the first time, DHS is able to provide data tables A/B-7 (Applicant and Hires for Major Occupations), A/B-9 (Selections for Internal Competitive Promotions for Major Occupations), A/B-11 (Internal Selections for Senior Level Positions (GS-13, GS-14, GS-15, and SES)), and A/B-12 (Participation in Career Development). Seven of nine DHS Components were able to provide complete or partial applicant, selection, and career development data.

Essential Element E – Efficiency - DHS made progress in this area by improving the timely processing of investigations and Final Actions. From FY 2005 to FY 2009, DHS improved the speed of EEO investigations, with a 34% decrease in average processing time. During FY 2009, DHS showed progress in the number of merit FADs produced, realizing a more than 241% increase in FADs issued over FY 2008. During the reporting period, DHS also procured a new EEO complaints database (iComplaints), with an anticipated installation and implementation in mid-FY 2010. The Department is currently reviewing options to replace and upgrade DHS’s existing workforce analysis database by the end of FY 2010.

Furthermore, CRCL designed and implemented process improvements in the area of complaints management to streamline workflow, enhance process efficiencies, improve customer service, and incorporate accountability. CRCL completed staffing initiatives by hiring a Senior Complaints Manager, one EEO Specialist, and two EEO Assistants. CRCL instituted enhanced performance metrics and numerous process improvements to maximize efficiency by: providing internal training on work processes; developing or revising standard operating procedures; developing and instituting uniform naming conventions and Final Action Type Codes; effectively leveraging technology to electronically transmit all Final Actions to DHS Component EEO offices and offices of counsel; and establishing enhanced communications and working relationships with personnel in the EEOC’s Office of Federal Operations, particularly in the area of compliance, resulting in the resolution of numerous outstanding compliance actions. CRCL designed an internal electronic tracking system to better manage workflow and accountability. As a result, 96% of incoming Final Actions were in-processed within 2 business days of receipt by CRCL, and 91% of Final Action issuances were out-processed within 2 business days of signature by the Deputy Officer, or designee.

Essential Element F – Responsiveness and Legal Compliance – DHS did not report any programmatic deficiencies for this essential element. A review of the FY 2009 Form 462 Report showed the following trends:

- Increase in counselings from FY 2008-2009 (2064 to 2479 counselings), due to the closure of the Puerto Rico-National Processing Service Center (PR-NPSC), FEMA – approximately 380 employees of the PR-NPSC requested counseling;
- Increase in complaints filed from FY 2008-2009 (1145 to 1457 complaints), due to the closure of the PR-NPSC, FEMA – approximately 360 employees of the PR-NPSC filed formal complaints;
- Increase in allegations of harassment, assignment of duties, terms/conditions of employment, reduction in force (RIF), and release from temporary duty and bases of reprisal and national origin (Hispanic/Latino) from FY 2008-2009, due to the closure of the PR-NPSC, FEMA; See MD-715, Part I for a complete list of issues and bases most commonly alleged from FY 2005-2009;
- DHS had 23 Findings for FY 2009, an increase of two over the number of findings in FY 2008;
- In FY 2009, DHS spent \$3.7 million on EEO investigations (\$.7 million more than in FY 2008). The average investigation cost almost \$4,300; See MD-715, Part I, for a complete list of EEO costs;
- Monetary benefits paid out for FINDINGS and Settlements decreased significantly from FY 2008-2009 – from \$4.4 million to \$2.9 million; and
- Attorneys’ fees payments decreased from \$1.2 million in FY 2008 to \$909,000 in FY 2009.

Conclusion

DHS has made progress towards correcting the deficiencies and triggers identified in prior FY MD-715 Reports. As noted above, a review of FY 2009 workforce data shows higher participation rates for many EEO groups compared to their respective CLF in both the total and permanent workforce. Other notable EEO accomplishments include: increased commitment by senior leadership to diversity as demonstrated by a ‘Diversity Advocacy’ element in SES performance plans; innovative Component diversity training sessions; and outreach to Veterans and disabled Veterans.

Challenges identified in this report include: continued significant underrepresentation of White women in the DHS workforce; the need for an effective workforce analysis tool; the need to establish an effective career development program; the need to obtain a pipeline of talented and diverse candidates for GS-14/15 and SES positions; the need to establish a retention strategy; and the need to increase the participation of persons with targeted disabilities.

To address these challenges, DHS CRCL, OCHCO, and organizational Components have initiated high-level strategic plans including: the CRCL Diversity and Inclusion Action Plan; the Human Capital Strategic Plan for 2009-2013; the DHS Diversity Management and Inclusion Strategic Plan for FY 2010-2013; the DHS 120-day Diversity Action Plan; and accountability reporting, which includes measures to monitor EEO and Diversity progress. CRCL will continue to work closely with DHS Components to identify solutions and to resolve program deficiencies, triggers, and barriers.

Part F

CERTIFICATION of ESTABLISHMENT of CONTINUING EEO Program

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

I, Stephen T. Shih, Deputy Officer, and Director, for EEO and Diversity 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
Stephen T. Shih
Deputy Officer, and Director
for EEO and Diversity Programs
U.S. Department of Homeland Security
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715

2/1/10

Date



Signature of Agency Head or Agency Head Designee
Margo Schlanger
Officer for Civil Rights and Civil Liberties
U.S. Department of Homeland Security

2/1/10

Date

Part H

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

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FY 2009 Barrier Analysis Update

Part H - EEO Program Deficiencies Affecting DHS Equal Employment Opportunity

Model EEO Program

When establishing a model EEO program, an agency should incorporate a structure for effective management, accountability, and self-analysis, to ensure effective implementation and compliance with MD-715. MD-715 provides six essential elements of a model agency EEO program, as listed below. An agency should review its EEO and personnel programs, policies, and performance standards against all six elements to identify areas for improvement. The six essential elements for a model EEO program are:

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

CRCL's EEO and Diversity Programs Division created a Diversity Management Unit during FY 2009, and it became fully functional during the course of the fiscal year. This FY 2009 MD-715 Report reflects DHS's commitment to excellence through EEO and diversity management, with a focus on a strong, meaningful MD-715 Report and Program. This MD-715 Report reflects numerous FY 2009 improvements in DHS's model EEO program and analyses, including the following:

- Consolidation of past programmatic deficiencies, identified triggers, and workplace barriers for more efficient analysis;
- Full coordination and alignment with OCHCO diversity strategies and plans;
- Analysis of secondary sources, including employee surveys and other information (e.g., EEO complaint data and media articles) pursuant to recommendations made by the Government Accountability Office (GAO), after its FY 2009 review of DHS's MD-715 program;
- Stronger project management principles, including the addition of interim milestones, pursuant to GAO recommendation;
- Alignment with FEORP and DVAAP reports and plans;
- Incorporation of EEO Program Compliance Assessment (EPCA) results reported by EEOC to DHS;
- Review of EEOC feedback on FY 2004-2007 MD-715 Reports;
- Collaboration with OPM and OMB to improve collection and tracking of Ethnicity/Race Indicator data for employees who do not voluntarily self-identify, including solutions to separately code such employees; and
- Solutions to obtain additional workforce data for EEO MD-715 tables (i.e., Applicant and Hires for Major Occupations, Selections for Internal Competitive Promotions for Major Occupations, Internal Selections for Senior Level Positions (GS-13, GS-14, GS-15, and

SES), and Participation in Career Development) to enable stronger trigger identification and barrier analysis.

DHS began FY 2009 with the following eight outstanding EEO program deficiencies, identified in previous years, and applicable to five of the six essential elements⁵:

- Embrace best practices in EEO leadership;
- Make EEO an integral part of agency's strategic mission;
- Expand recruitment system and strategy, in addition to the use of the Internet to recruit applicants;
- Ensure management and program accountability;
- Collect applicant flow data and exit survey data;
- Ensure sufficiency of data/document collection or analysis;
- Complete EEO investigations in applicable prescribed time frame; and
- Complete Final Agency Decisions (FADs) in applicable prescribed time frame.

By the end of FY 2009, DHS had completed 20 of DHS's 37 activities planned in previous years to address DHS's outstanding program deficiencies. An analysis of the Department's EEO and diversity programs did not reveal any new program deficiencies. The following provides a short synopsis of noteworthy accomplishments relating to EEO, diversity, and inclusion, in supporting the Department's efforts to build a model EEO Program. This report provides a subsequent discussion of these achievements, providing specific information regarding DHS's EEO program essential elements, program deficiency analyses, objectives, activities, and timeframes on remaining actions, including the addition of interim milestones.

EEO and Diversity Accomplishments

1. *Commitment to Hiring Women and Advancing Female Leadership* – The Department continues to evaluate the representation of women in its workforce and implement strategies to promote professional development and advancement. USCG co-hosts the Sea Services Leadership Association Women's Leadership Symposium – along with the Department of the Navy (DON) and the U.S. Marine Corps (USMC) – to foster education and career development, and provide networking and mentoring opportunities for military active duty and reserve women in the sea services. This conference is the only event in the U.S. addressing the needs of women across all ranks in the sea services. The collaboration among the USCG, DON, and the USMC enables the leveraging of shared resources as well as a coordinated effort to support and advance women across Federal Departments.

⁵ In the EEOC's FY 2008 EPCA evaluation, EEOC relied upon FY 2007 data indicating DHS submitted complaint files to EEOC at the appellate stage with a lengthy average response time of 93 days. The EEOC scored DHS zero points for that measure of the sixth essential element ("responsiveness and legal compliance"). At the end of FY 2009, DHS contacted EEOC in order to provide more recent and accurate data upon which DHS should be measured; however, EEOC did not respond to DHS as of the date DHS prepared this Report. Therefore, without validation of the EEOC's EPCA score on this particular metric, DHS did not address this potential programmatic deficiency in this report.

Various Department Components maintain Special Emphasis Program Managers (SEPMs), including Federal Women's Program (FWP) Managers, to promote the employment and advancement of women throughout DHS. DHS-HQ EEO Office has supported agency-wide interest in the FWP through a Working Group that helps plan and coordinate training, workshops, and forums focused on the professional development and advancement of women, and these efforts have helped spark Department-wide increased interest in the FWP. For example, TSA maintains an FWP which sponsors a Women's Leadership Initiative to promote the TSA-wide recruitment, retention, and advancement of women. In addition, TSA is building a succession planning strategy which will facilitate increased career advancement opportunities for women in TSA professional occupations. TSA also commenced a Career Resident Program in FY 2009, consisting of a class with 50% female participation.

TSA's Office of Law Enforcement (OLE) recently conducted barrier analysis research to identify specific obstacles to recruitment and retention of female Federal Air Marshals (FAMs). OLE administered a survey instrument to female attendees at the 2008 Women in Federal Law Enforcement (WIFLE) training conference and explored several issues, including the following: (1) important factors identified by female law enforcement officers (LEOs) when making initial career decisions and considering the field of Federal law enforcement; (2) factors identified as most important by female LEOs when deciding whether to switch careers; and (3) information on female perceptions and knowledge regarding the FAM occupation and career track. This research will enable OLE to gather and analyze data regarding female attitudes, perceptions, and considerations, informing TSA's future recruitment strategies.

Next, DHS-HQ EEO Office supports the recruitment and professional development of female employees through an Annual Women's Leadership Forum. This forum provides attendees with a variety of information and opportunities, including: interaction with senior DHS leaders; training on leadership and professional advancement; information on the value and availability of mentoring; and a forum for networking. The value of the FY 2009 program was reflected by participants' responses to a participant survey, with 88% of respondents rating the event as "Very Good" or "Excellent."

Additionally, the Department supported the employment of women through its sponsorship of a Pre-Conference DHS Agency Forum and Career Fair during the Federally Employed Women (FEW) 40th National Training Program. FEW is a private organization, providing advocacy to improve the status of women employed by the Federal government. The goals and objectives of the DHS Pre-Conference Forum are to improve recruitment, retention, and advancement of women in DHS by showcasing management support, providing education and training, supporting networking opportunities, and encouraging involvement in mentoring opportunities.

2. *Commitment to Hiring Veterans and Disabled Veterans* – DHS continues to provide significant and strong support to Veterans from across the Armed Services by providing Veterans with tremendous employment opportunities in the DHS workforce. Presently, DHS's civilian workforce consists of approximately 189,507 employees, 25% of whom are Veterans. USCG also employs approximately 42,000 active-duty military personnel. During FY 2009, DHS hired more than 6,800 Veterans, bringing DHS's present Veteran employment total to 46,000 employees. Moreover, the Secretary of DHS announced during

FY 2009 a goal of employing a total of 50,000 Veterans by 2012. Consequently, OCHCO has implemented an aggressive outreach and recruitment strategy for the employment of Veterans to include the establishment of the DRVO Office and hiring a Department-wide Veterans Employment Program Manager (VEPM).

During FY 2009, the Department continued to actively participate in bi-weekly events at the Walter Reed Army Medical Center in Washington, DC, to support the Department of Defense's (DOD) Operation Warfighters (OWF) program – housed in the National Naval Medical Center in Bethesda, Maryland – which provides Veterans convalescing at military treatment facilities with temporary detail assignments in Federal agencies based on their skills, expertise, and interest. DHS has placed OWFs throughout the Department, including in human resources, security, operations, and administrative offices. Through the OWF program, detailees are assigned a supervisor and a mentor to provide employment assistance, and receive meaningful activity and work experience outside of the hospital environment to assist their recovery and transition back to the military or civilian workforce.

During FY 2009, DHS received the honor of launching the National Expansion of DOD's OWF beyond Walter Reed Army Medical Center and the Bethesda Naval Medical Center. To facilitate outreach to Veterans, the OCHCO VEPM organized employee points of contact located within 100 miles of Veteran medical service centers across the nation to assist Veterans with Federal employment. Once this expansion is completed, DHS employees will provide quick assistance to wounded service members seeking career opportunities, assistance with resume writing, and information on the Federal Veteran/disabled hiring process. This expansion also involved the Department of Army's Wounded Warrior Program (WWP), which places disabled service members, who served in the Iraq and Afghanistan theaters of war, into temporary employment assignments. During FY 2009, CIS maintained the Department's WWP, specifically targeting the nationwide hiring of severely wounded Veterans (i.e., Veterans with 50% or more compensable disabilities).

DHS OCHCO also partnered with the America's Heroes at Work Program (AHWP), a pilot initiative managed by the Department of Labor (DoL) to assist Veterans with Traumatic Brain Injuries (TBI)/Post Traumatic Stress Disorder (PTSD) in obtaining employment and succeeding in the workplace. This employment pilot, under DoL, also studied individual Veteran's experiences with TBI/PTSD. DHS is an active member on the Steering Committee and has promoted this pilot program throughout the workforce.

On July 17, 2009, the Department through OCHCO hosted its first Veterans Job Fair in Washington, DC, attended by DHS Deputy Secretary Lute and more than 745 participants. During this job fair, DHS collected resumes from prospective applicants and forwarded the resumes to DHS Components for consideration. DHS will continue monitoring results from the job fair.

On July 22, 2009, DHS OCHCO re-established a Veterans Outreach Forum, comprised of the Department of Veterans Affairs (VA), DoL, DOD, and representatives from Veterans' service organizations, including: VFW; American Legion; Vietnam Veterans of America; Disabled Veterans of America; and each military branch. The Veterans Outreach Forum provides a valuable venue for information-sharing and coordination on DHS's Veterans employment programs.

On August 20, 2009, the Secretary signed the Department's first Veterans Coordination Strategy to ensure a unified DHS approach to supporting Veterans, including the hiring and recruitment of disabled and non-disabled Veterans. The policy identified four specific areas for coordination: (1) Increase Veterans Employment Opportunities; (2) Increase Awareness of Contracting Opportunities for Veteran Owned Businesses; (3) Enhance Veteran Engagement in Homeland Security Enterprise; and (4) Improve External Communications and Intra-DHS Collaboration.

On August 26, 2009, the Secretary of DHS addressed the American Legion at their annual conference held in Louisville, Kentucky, where she shared her vision and commitment to increasing DHS Veteran hires, with an employment goal of 50,000 Veterans by 2012. OCHCO is currently working with DHS Components to integrate this Veterans employment goal into Component recruitment plans in the following two fiscal years.

During FY 2009, DHS OCHCO sponsored an all-day Veterans Training Program, hosted by the American Legion, Washington, DC, for Human Resources (HR) personnel, EEO personnel, and managers from all DHS Components and DHS will repeat this training program twice in FY 2010. The program included information on the following topics: Veterans Preference; Veteran Hiring authorities; the Uniformed Services Employment and Reemployment Rights Act of 1994; Eliminating Barriers to Veterans with TBI/PTSD; Reasonable Accommodations and the DOD Computer/Electronic Accommodations (CAP) Program; updates on the DVAAP; and information on the national expansion of OWF. As a result of this training, DHS managers and human resources personnel have demonstrated an increased interest and willingness to participate in Veterans recruitment and outreach programs.

During FY 2009, DHS participated in 276 recruiting and outreach events for disabled Veterans – a tremendous increase from the 81 events DHS attended in FY 2008. As a result, DHS hired 878 disabled Veterans – 484 of whom were 30% or more disabled Veterans – whereas DHS hired 471 Veterans with a 30% or more disability in the prior year. Four of nine DHS Components met or exceeded the Federal government-wide average (8.6%) for new hires of disabled Veterans. DHS also promoted 1,580 disabled Veterans in FY 2009 – 740 of whom were 30% or more disabled.

In FY 2009, DHS Components reported the hiring of 170 interns with disabilities – 23 fewer than DHS's FY 2008 record-high recruitment of 193 interns with disabilities. DHS hired these FY 2009 interns from a variety of sources, including eight from the Workforce Recruitment Program for College Students with Disabilities, and seven of nine of the available Microsoft Foundation-American Association of People with Disabilities (AAPD) Federal IT [Information Technology] Scholars. DHS Components also provided disability awareness and hiring training to 8,399 managers and supervisors in FY 2009.

During FY 2009, DHS's participation in DOD's CAP decreased. Specifically, DHS employees received 275 CAP products and services, 75 fewer than in FY 2008, saving DHS \$151,551.53. Since June 30, 2003, when DHS became a CAP partner, DHS employees with disabilities received 1,368 products and services from CAP, saving DHS \$668,941.72.

3. *Outreach to Minority Serving Institutions* – The Department is fully committed to supporting the objectives of the following authorities: Executive Order 13256 (Historically Black Colleges and Universities); Executive Order 13270 (Tribal Colleges and Universities); and Executive Order 13230 (Educational Excellence for Hispanic Americans). During FY 2009, DHS applied key strategies for HBCUs, including the following: participation in research and development; program evaluation; training; technical assistance; equipment donation; fellowships; internships; tuition assistance; recruitment; and direct institutional subsidies. DHS Components projected a total FY 2009 contribution to HBCUs of \$9,776,234, representing 16.9% of the total awards DHS projected for Institutions of Higher Education (IHEs). This amount denotes an FY 2009 projected increase in contributions to HBCUs of \$4,555,550 (84%), particularly noteworthy because DHS's FY 2009 overall projected IHEs contribution decreased by \$5,440,558 (8.6%). This increase primarily resulted from additional program commitments made by DHS for the following other financial award categories: Research and Development; Program Evaluation; Training & Technical Assistance; and Fellows, Internships and Recruitment.

Furthermore, the Department consistently built on the goals and objectives established through existing and long-standing relationships between DHS organizational elements with Minority Serving Institutions (MSIs) and surrounding communities. Some of these achievements are as follows:

- DHS staff participated in the American Indians Higher Education Consortium (AIHEC) Board Meeting, held in Montana. AIHEC is comprised of presidents from all 36 TCUs. DHS participated in AIHEC's Science, Technology, Engineering, and Mathematics (STEM) meeting. The STEM Working Group is comprised of officials from TCUs with engineering programs, and TCUs seeking to develop such programs. DHS also conducted a second site visit to Salish-Kootenai College (SKC) in Montana, and met with the tribal college career center director to discuss DHS careers and internship opportunities, while touring new facilities on the expanding campus. USSS and USCG officials provided briefings to the TCU presidents, and officials from USCG, USSS, TSA and DHS's Corporate Recruitment Program participated in the AIHEC-TCU Students Conference in Montana.
- CIS partnered with the Howard University School of Law to establish an externship program. This program will permit students to gain law school credit for working a set number of hours per week at CIS, performing work designed to expose them to the immigration processes for refugees, asylees, citizens, and those seeking other benefits.
- ICE maintained a Memorandum of Understanding with the following four HBCUs: Florida Memorial College, Jackson State University, Howard University, and Huston-Tillotson College. ICE also continues to implement a five-year plan to work with Turtle Mountain Community College to develop a forensic science curriculum.
- TSA established a strong relationship with Salish-Kootenai College (SKC). Senior TSA officials made several site visits within FY 2009, and met with students, faculty and the president. TSA also placed an official on a 30-day detail to SKC to further facilitate relations. TSA staff has drafted a report on this partnership opportunity and have submitted the report to TSA leadership for further consideration. CRCL staff have twice visited SKC and hosted DHS meetings between the SKC Engineering Department instructor and DHS officials to explore opportunities of mutual benefit.

- DHS is currently engaged in discussions with the Chair of the Working Group on Engineering Studies at the Tribal Colleges and Universities – a group comprising 11 TCUs.
- DHS’s Office of Inspector General sponsored three HBCU students to participate in their Student Temporary Employment Program. These students are employed on a year-round basis as part-time employees.
- DHS plans to collaborate with Tohono O’oldam Community College, which is hosting the annual American Indians in Higher Education Consortium Student Conference (AIHEC) in Phoenix, AZ.

DHS OCHCO established an MSI Outreach Planning (MOP) Taskforce, comprised of officials from DHS’s S&T Directorate University Programs, CRCL’s EEO and Diversity Programs Division, and the DHS Corporate Recruiting Council, to help accomplish Department-wide objectives related to diversity outreach and recruitment – specifically aligning all DHS Support and Operational Components’ strategies relating to: the White House Initiatives on HBCUs and TCUs; the Hispanic Employment Program; the Federal Women’s Program; the Federal Equal Opportunity Recruitment Program; and the Disabled Veterans Affirmative Action Program. The MSI MOP Taskforce’s primary objective for FY 2010 is to plan four MSI outreach events promoting DHS career/scholar/fellow/institutional grant opportunities to the largest segments of underrepresented minority groups in three key regions: (1) Delta Region Internship Program (southern colleges and HBCUs); (2) Nation Heritage Internship Program (TCUs, HSI); and (3) Criminal Justice Internship Program (nationwide). DHS uses these programs as ways to further partner with academic institutions and professional organizations serving minorities and individuals with disabilities.

DHS participates in Heritage Intelligence Community (IC) events such as CRCL-sponsored Regional Heritage Community Meetings, where the IC partners and coordinates on IC outreach and recruitment opportunities.

4. *Effectively Processing Complaints of Employment Discrimination* – In FY 2009, CRCL received a total of 941 requests for Final Action (FA), and issued 1071 closures. As reported in the DHS FY 2009 462 Report, CRCL issued 507 Final Agency Decisions and 309 Final Orders. As of September 30, 2009, DHS has reduced its inventory of pending FAs to 438 cases, and anticipates eliminating this inventory in no more than two years.

Complaints Adjudication

CRCL developed and implemented strategies that significantly increased the number and quality of merit FADs produced during FY 2009, including the following: instituting enhanced performance metrics for FAD production volume; designing standard operating procedures for the assignment, preparation, and review of FADs; streamlining the FAD review process to expedite issuance of decisions; training analysts in more effective analysis and writing techniques; cross-training analysts in the production of various types of Final Actions to more effectively share the workload; instituting a pre-assignment triage process to identify case complexity and required resources; and implementing an internal electronic tracking system to manage case assignments and inventory. During FY 2009, CRCL’s EEO and Diversity Programs Division’s Complaints Adjudication Unit (CAU) successfully forwarded 95% of draft

Final Actions to the CRCL Deputy Officer, for signature within 10 business days of initial submission by the FAD Analyst, including interim reviews, as needed. Finally, in September 2009, CRCL awarded a contract to a vendor to provide FAD-drafting services, and CRCL expects this solution to help further reduce CRCL's FAD inventory during 2010. Note that the contractors are merely providing a draft which is reviewed, modified, and issued by Federal employees, therefore, the award is not for a function that is inherently governmental.

Per its annual 462 Report, DHS significantly improved its FY 2009 merit FAD production, achieving more than a 241% increase in FADs issued during FY 2008.

Complaints Management

During FY 2009, CRCL's EEO and Diversity Programs Divisions CAU designed and implemented process improvements for the intake, tracking, maintenance, and out-processing of EEO complaints, including the following: streamlining workflow processes; enhancing process efficiencies; improving customer service; increasing accountability through performance plans; providing internal training on work processes; developing or revising standard operating procedures; developing and instituting uniform naming conventions and Final Action Type Codes; effectively utilizing technology by electronically transmitting all Final Actions to DHS Component EEO offices and offices of counsel; and establishing enhanced communications and working relationships with personnel in the EEOC's Office of Federal Operations, particularly in the area of compliance, resulting in the resolution of numerous outstanding compliance actions. Furthermore, CRCL designed an internal electronic tracking system to better manage workflow and accountability; as a result, 96% of incoming Final Actions were in-processed within 2 business days of receipt by CRCL, and 91% of Final Action issuances were out-processed within 2 business days of signature by the Deputy Officer, or designee. CRCL also bolstered its CAU staff by hiring a Senior Complaints Manager, an EEO Specialist, and two EEO Assistants.

Proactive Policy and Training

During FY 2009, CRCL's EEO and Diversity Programs Division prepared and implemented a new Department-wide No FEAR Act Notice (posted to the DHS website and published in the Federal Register), as well as an Anti-Harassment Procedure. CRCL also developed a Department-wide No FEAR Act training, delivered to all DHS personnel through the Department's Learning Management Systems. Furthermore, CRCL drafted a Department-wide Anti-Discrimination Policy, as well as the beginnings of a DHS Diversity Management and Inclusion Strategic Plan, both currently under review by the Office of the Secretary.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #1: Essential Element A – Demonstrated Commitment and Leadership	<i>Embrace best practices in EEO leadership</i>	
PROGRAM DEFICIENCY ANALYSIS:	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 HR Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 - <i>Revised to 9/30/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Develop a communication, marketing, and education 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.	September 30, 2008 <i>Revised to 9/30/2010</i>	
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 - “DHS leadership is educated, committed, and accountable for embedding and sustaining diversity in the DHS culture in order to achieve a high performance workforce.”	September 30, 2009 <i>Completed</i>	
3. Establish reconstituted Diversity Sub-Council at DHS and Component Diversity Committees.	March 30, 2010 <i>Completed</i>	
4. Develop and provide executives and managers with necessary training, tools, and resources to leverage diversity.	March 30, 2010 <i>Revised to September 30, 2010</i>	

5. Secretary issues Diversity Policy Statement to all DHS employees.	September 30, 2009 <i>Revised to September 30, 2010</i>
6. Secretary issues EEO Policy Statement to all DHS employees.	September 30, 2009 <i>Revised to September 30, 2010</i>
7. Revise and update DHS anti-harassment policy and procedures.	September 30, 2009 <i>Completed</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

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Note that 3 of 7 planned activities have been completed.

- On 10/2/2008, CRCL and OCHCO reconstituted the Diversity Sub-Council, with the approval of the Management Council (de facto Diversity Council). The Diversity Sub-Council disseminated information on the Department’s diversity initiatives and met on a bi-weekly basis throughout the FY to lead enterprise diversity activities in order to achieve specific, measurable objectives. The Sub-Council established working groups on topics such as: Diversity Training; Performance Management; Recruitment, Hiring and Advancement; Retention; Succession Planning; Conflict Resolution; and Job Satisfaction.
- On 10/27/08, the agency sponsored its first annual DHS Disability Forum for Leaders with more than 100 hiring managers, recruiters, and supervisors.
- On 10/31/08, then Secretary Chertoff issued an all-DHS Diversity Statement. See Appendix A.
- In 11/2008, the Department’s OCHCO issued a Human Capital Strategic Plan outlining specific plans and actions to implement the diversity strategy across a five-year period, from FY 2009-2013. Initial efforts under this plan have included the establishment of the high-level Diversity Sub-Council; the establishment of a Department Recruiting Council; the creation of a new Veterans Outreach Program; and the appointment of a SES Diversity Program Executive in the OCHCO.
- On 11/2/08, then Secretary Chertoff presented the Secretary’s Award for Outstanding Achievement in Diversity Management at the 4th Annual Secretary’s Awards Program.
- On 4/16/09, DHS was named “2009 Public Sector Employer of the Year Award” by readers of Careers & the disABLED. Magazine readers rated DHS as the place where they most wanted to work.
- On 4/16/09, DHS Diversity Council sent a memo to DHS management officials across Components to create a snapshot of diversity efforts to establish a baseline for future actions and needs. Components were required to answer a set of questions, including whether Components had established: diversity management strategies and metrics to determine effectiveness of diversity efforts; diversity-based training to managers; and formal assessments related to diversity. The Sub-Council reviewed a compiled list of Component responses, which indicated a wide range of approaches and activities. Additional Department-level activities (e.g., DVAAP and FEORP initiatives) were added to the

FY 2009 UPDATE (Continued)

Component responses to provide a framework for planning and integration to advance diversity and address gaps across the Department. The Diversity Snapshot results underscored the importance of close coordination between Human Capital and EEO Offices. These results were summarized and presented to the Diversity Council.

- In April 2009, at the request of Secretary Napolitano, the OCHCO initiated a 120-Day Action Plan to assess progress under the Department's Diversity Action Plan, and to determine what additional steps could to be taken over a 120-day period to accelerate the Department's diversity efforts. See Appendix F. As part of this effort, DHS OCHCO and CRCL focused on the following initiatives:
 - Targeted marketing, outreach for all vacant SES positions, including partnering with groups such as minority focused professional organizations;
 - Performance measurements for DHS managers and supervisors that include diversity hiring efforts. Such measures have been drafted and are currently under review for validation;
 - Implementation of revised DHS-wide procedures for SES selection to enhance diversity, including creation of diversity panels, mandatory interviews and mandatory workforce training on SES application process;
 - Organizational assessment to identify barriers to diversity;
 - Implementation of partnering agreements with diverse universities and colleges for recruiting, internships, academic projects;
 - Implementation of diversity management training;
 - Establishment of a centralized DHS student hiring program to develop a pipeline for diverse talent;
 - Continued leveraging of current Veterans outreach efforts as integral part of diversity outreach; and
 - Establishment of corporate and Component level goals for hiring individuals with disabilities, along with accompanying action plans.
- On 5/1/09, a new DHS Anti-Harassment Policy Directive, 256-01, was approved and signed. See Appendix G.
- On 5/29/09, USCG held a Diversity Round Table, which included strong attendance by USCG leadership.⁶ USCG's Director of Personnel Management, Curt Odom, moderated a panel discussion on the critical steps to achieve successful diversity planning, effects of national diversity initiatives, and challenges to growing and maintaining a diverse workforce. Based on the success of this event, USCG has initiated plans to conduct such forums annually. OCHCO attended the USCG event and sought endorsement of a similar event for the Department.
- In the June/July 2009 issue, the Department was named by readers of Diversity/Careers in Engineering and Information Technology magazine as a "2009 Best Diversity Company."
- On 6/17/09, several DHS employees received recognition at the 10th Annual WIFLE Foundation, including WIFLE Outstanding Federal Law Enforcement Employee Award, Distinguished Public Service and Distinguished Honorable Mentions, and the first WIFLE Scholarship.

⁶ The panel members included: Mrs. Harriet Fulbright, President, Fulbright Center; Ms. Cristina Caballero, President, Dialogue on Diversity; Mr. John Palguta, National Partnerships for Public Service; Catherine Smith, President, National Diversity Best Practices; Maria Morukian, Executive Director, National Multicultural Institute; Lynn Gardner-Heffron, President, Diversity Spectrum Corporation (World leader in diversity news, information and intelligence); Grace Rivera-Oven, Host Maryland Cable Television, "Week in Review."

FY 2009 UPDATE (Continued)

- On 8/13/09, DHS issued a Report to the White House Council on Women and Girls. See Appendix C. In furtherance of the goal to build One DHS, a unified workforce across Components, the Department recognized that work to create professional opportunity for women and girls must begin with our own leadership Department-wide.
- On 8/25/09, USCG Commandant Admiral Thad Allen delivered remarks on diversity initiatives at the USCG Training Forum of the Blacks in Government (BIG) National Training Convention.
- On 9/16/09, OCHCO sponsored the first DHS Diversity Forum, which included attendees from 12 external diversity-based organizations and DHS Components.⁷ The purpose of the forum was to seek insight and input from these organizations to learn ways DHS can enhance the diversity of its SES and leadership ranks.
- As of 9/30/09, CRCL recruited three additional staff members for CRCL's EEO and Diversity Programs' Diversity Management Unit – two of whom have yet to report (i.e., specifically, one is pending the security process, and one will be transferred from another Component). OCHCO also hired a Diversity Program Manager to report to the Executive Director, Diversity, Recruitment and Veterans Outreach.
- On 10/13/09, DHS issued Directive 112-06, Employee Associations, to improve relations with employee associations on issues of equal employment opportunity. See Appendix E.
- Admiral Thad Allen, USCG, developed and deployed an enterprise-wide Diversity Strategic Plan linking accountability and leadership as keys to enhancing workplace climate, employee retention, and professional development. The agency head has directed top leadership on a quarterly basis to assess progress toward achieving plan goals, beginning the second quarter of FY 2010.
- USCG created a Strategic Communication Campaign Plan, "Championing Diversity Leadership" seminar series designed to enhance and communicate the Commandant's message on diversity to all employees in Coast Guard.
- The following constitute EEO and diversity-related plans and statements pending review at the end of FY 2009:
 - DHS drafted a Department Diversity Management & Inclusion Strategic Plan for FY 2010-2013, which is currently under review. The DHS Diversity Strategic Plan builds on the Human Capital Strategic Plan 2009-2013 and aligns to the Diversity Sub-Council's 120-day Diversity Action Plan.
 - CRCL submitted a new proposed anti-discrimination policy statement for issuance by the Secretary. This statement will enable the Secretary to underscore her commitment to anti-discrimination, merit system principles, and whistleblower protection laws. The policy statement will also be accompanied by an all-DHS memo for the Secretary to issue to notify all employees regarding the new anti-discrimination policy,

⁷ The list of organizations represented included: African American Federal Executive Association, Inc. (AAFEA); Women in Federal Law Enforcement (WIFLE); Blacks in Government (BIG); National Asian Pacific American Bar Association (NAPABA); Partnership for Public Service (PPS); Federally Employed Women (FEW); Gay and Lesbian Leadership Institute (GLLI); Metro DC GLBT Community Center; National Gay and Lesbian Chamber of Commerce (NGLCC); Hispanic; Alliance for Career Enhancement (HACE); National Association of Hispanic Federal Executives (NAHFE); and National Urban League.

FY 2009 UPDATE (Continued)

as well as the previously published No FEAR Act Notification which covers similar protections and is required by the No FEAR Act statute as well as OPM regulations.

- Management Directive (DHS Directive 256-03) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management and an Instruction Guide (DHS Instruction 256-03-001) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management were forwarded to the Deputy Secretary and are currently pending review.
- Draft Diversity Performance Standards for managers and supervisors were submitted to OPM for review. They will be released during FY 2010 for incorporation into FY 2011 performance plans.
- Diversity Policy Statement anticipated completion date is end of FY 2010.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #2: Essential Element B – Integration of EEO into the Agency's Strategic Mission	<i>Make EEO an integral part of agency's strategic mission</i>	
PROGRAM DEFICIENCY ANALYSIS:	The barrier analysis found insufficient evidence of clear linkages between the DHS mission and EEO. 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.	
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 HR Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 - <i>Revised to 9/30/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
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 <i>Revised to 9/30/2009</i> <i>Completed</i>	
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 <i>Completed</i>	

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 <i>Revised to 9/30/2009</i> Completed
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 <i>Revised to 9/30/2009</i> Completed
5. Establish reconstituted Diversity Sub-Council at DHS and Component Diversity Committees.	September 30, 2009 Completed
6. Participate in daily DHS Senior Management Meetings.	December 31, 2008 Completed
7. Participate in DHS Management Council, chaired by the Under Secretary for Management and comprised of all DHS Component management heads.	December 31, 2008 Completed
8. Develop plans to align the EEO function to execute and communicate as a team that will constitute excellence in governance.	September 30, 2010
9. Issue Management Directive (DHS Directive 256-03) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management	September 30, 2010
10. Issue Instruction Guide (DHS Instruction 256-03-001) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management	September 30, 2011
11. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with the Office of the Chief Human Capital Officer (OCHCO))	September 30, 2010 Completed
12. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with OCHCO)	September 30, 2010

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note that 8 of 12 planned activities have been completed.

- DHS organized a workshop for DHS TCU Program Managers in which the Chair of the Working Group on Engineering Studies at the Tribal Colleges and Universities, a group comprised of 11 TCUs, provided insight on building capacity and developing relationships with TCUs. The President of Turtle Mountain Community College (TMCC) met with DHS TCU Program Managers to discuss

FY 2009 UPDATE (Continued)

coordination on programs in support of Executive Order 13270 on Tribal Colleges and Universities. ICE also continues to work toward implementing a five-year plan to work with TMCC to develop a forensic science curriculum.

- DHS provided training on DVAAP and FEORP. Attendees included diversity and special emphasis staff responsible for managing these programs and preparing the plans and reports. In addition to DHS DVAAP and FEORP program managers, DHS invited additional presenters from OPM, DOD, and OCHCO to share their insights, best practices and provide resources to the attendees and managing the programs with the skills resources and best practices. CRCL also provided training on the EEO MD-715 and provided an overview of reporting requirements, elements of a model EEO program, workforce analysis, and coordination of EEO and Human Capital functions.
- USSS delivered Diversity training, including a Conference on “Culture: Diversity and Inclusion for supervisors and managers.” The 2.5-day Conference included a two-day training course led by Harlan Consulting plus a half-day of internal briefings from leadership. Features of the curriculum included: an ability to adjust the curriculum on the spot to accommodate unique needs and situations that may surface during the course; engagement at the participants’ discretion; theater-based role-play activities; and a suite of foundational principles to promote genuine, open dialogue and an environment where participants can stretch their comfort zones and engage in difficult conversations.
- TSA provided diversity training to TSA managers, supervisors and other staff. The workshop, “Building and Maintaining Diversity at TSA” was piloted in December 2008. Since then, TSA has delivered eight classes to approximately 300 people. TSA also offers a 1.5/2-hour course entitled “Diversity Listening Sessions” to complement EEO activities. These sessions target “micro-inequities” across TSA. At the end of the session, participants are provided with a copy of the current TSA demographics. TSA uses employee engagement surveys as one of its tools for measuring the effectiveness of the course.
- USCG developed a 2-day Executive Level/Diversity Training course focusing on incorporation of EEO and diversity initiatives into strategic plans. Evaluations of this program by Senior Leaders who have attended have been overwhelmingly favorable. Coast Guard held two courses in FY 2009 and plans to conduct at least two sessions a year so that all Executive leaders will have the opportunity to attend. In addition, all Commanding Officers (0-4 and above) are required to attend at least one affinity group conference during their command tour.
- USCG developed and implemented a Civil Rights Program Checklist to assist commanders at all levels in ensuring their EEO/EO programs comport with applicable laws, regulations, and policies regarding safeguarding of Personally Identifiable Information collected during the EEO/EO process. Coast Guard requires each commander to certify annually in writing that their unit complies with applicable laws, policies, and regulations.

FY 2009 UPDATE (Continued)

- In FY 2008, 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. Both a Management Directive (DHS Directive 256-03) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management and an Instruction Guide (DHS Instruction 256-03-001) on Civil Rights, Civil Liberties and Equal Employment Opportunity Integration and Management have been drafted.
- CRCL participated in recurring high-level strategic activities, including the following: Secretary's senior staff meetings; Deputy Secretary's operations meetings; DHS Management Council meetings (chaired by the Under Secretary for Management and comprised of all DHS Component management heads); and Human Capital Leadership meetings (chaired by the OCHCO and comprised of all DHS Component Human Resources Directors).

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PROGRAM STATUS REPORT	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #3: Essential Element B – Integration of EEO into the Agency's Strategic Mission	<i>Make EEO an integral part of agency's strategic mission</i>	
PROGRAM DEFICIENCY ANALYSIS:	<p>It appears that there was an over-reliance on the use of the Internet to recruit applicants for cross-cutting, high-profile occupations. <i>[Identified Cross-Cutting Barriers (FY 2004-2007)]</i></p> <p>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.</p> <p><i>In FY 2009, OCHCO conducted a “Return On Investment” study as part of its Recruiting & Marketing initiative. The results reveal that an increase in “virtual” recruiting and marketing online will yield a larger impact on attracting talent nationwide. Consequently this is no longer a trigger.</i></p> <p>The FY 2007 barrier analysis identified 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.</p>	
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. Expand recruitment system and	

	<p>strategy, in addition to the use of the Internet to recruit applicants.</p> <p>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. Increase the use of appropriate hiring flexibilities (e.g., Schedule A and other competitive and non-competitive hiring authorities).</p>
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HR Directors
DATE OBJECTIVE INITIATED:	March 30, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 - <i>Revised to 12/31/2010</i>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Partner with the Office of 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 2013 - <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>	September 30, 2009 <i>Completed</i>
2. Partner with the Office of the Chief Human Capital Officer staff on Action 5.2.1 of the DHS HR LOB Goals and Objectives for FY 2009-FY 2013 - <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 and #4 below.	September 30, 2008 <i>Revised to 12/31/2009</i> <i>Completed</i>
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.	September 30, 2009 <i>Revised to 12/31/2010</i> <i>Completed</i>
4. 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.	September 30, 2009 <i>Revised to 12/31/2010</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note that 3 of 4 planned activities have been completed.

- Per the FY 2009 Human Capital Management Report (HCMR), OCHCO conducted market research on Internet recruiting tools and discovered the market leader in sourcing technology due to superior proprietary software and sourcing methodology using Boolean (math) techniques. OCHCO also worked with the Human Capital Business Systems TalentLink team to incorporate the functional and reporting needs of the OCHCO recruiting team and CRCL. The configuration process for the sourcing tool is progressing in a latter phase of TalentLink implementation.
- OCHCO drafted a “College Benefit Analysis (CBA)” matrix based on the acknowledged talent development needs of DHS offices and mission Components. The CBA matrix was developed to show which offices and Components will benefit from recruiting at 2- and 4-yr colleges based on student internships, and entry-level hiring and development programs. The CBA matrix is also accompanied by a list of 650 colleges (HBCUs, HSIs, etc.) as leading schools in various disciplines of interest to DHS.
- OCHCO also developed an Employee Value Proposition (EVP) matrix to address career pattern analysis findings, and to leverage best practices to attract and retain employees who best meet talent management and mission needs.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #4: Essential Element C – Management and Program Accountability	<i>Ensure management and program accountability</i>	
PROGRAM DEFICIENCY ANALYSIS:	Lack of procedures to prevent discrimination; performance management processes that were not formally codified; the lack of clearly defined policies on selection, performance, conduct, and disciplinary actions; recruitment activities that failed to demonstrate coordination between EEO and related human resource programs; and ensuring 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.	
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 and Director for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HR Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2009 - <i>Revised to 9/30/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
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 <i>Revised to 9/30/2010</i>	
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>	December 31, 2009 <i>Completed</i>	

<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 <i>Revised to 12/31/2009</i> Completed</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 the following qualifications: knowledge of cultures; communication of cultural dynamics; and linguistic competencies needed to read and analyze multicultural and multilingual information. 	<p>September 30, 2009 <i>Revised to 12/31/2010</i></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 <i>Revised to 12/31/2010</i></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 <i>Revised to 12/31/2009</i> Completed</p>
<p>7. Assess SES performance plan element relating to ‘Diversity Advocacy’.</p>	<p>September 30, 2009 Completed</p>
<p>8. Develop and implement DHS enterprise No FEAR Act training.</p>	<p>September 30, 2009 Completed</p>
<p>9. Post quarterly NO FEAR Act data and submit No FEAR Act annual report.</p>	<p>September 30, 2009 Completed</p>
<p>10. Participate in DHS Employee Resources Committee, responsible for reviewing and approving all DHS SES selections.</p>	<p>September 30, 2009 Completed</p>

11. Participate in DHS Employee Resources Board, responsible for reviewing and approving all DHS SES appraisals and awards.	September 30, 2009 <i>Completed</i>
12. Participate in DHS CDP Employee Resources Board, responsible for reviewing and approving all DHS SES CDP program completion certifications.	September 30, 2009 <i>Completed</i>
13. Revise and update Reasonable Accommodation (RA) Procedures.	September 30, 2009 <i>Revised to 9/30/10</i>
14. Follow up with the Components on the status of their reasonable accommodation procedures.	September 30, 2010
15. CRCL will monitor compliance in conjunction with its EEO Program Evaluation schedule.	September 30, 2010
16. Provide State of the EEO Briefing to Secretary.	September 30, 2009 <i>Completed</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note 10 of 16 planned activities have been completed.

- DHS accomplished the following with regard to this model element: including a “Diversity Advocacy” element in SES performance plans; developing a “Diversity Advocacy” element for validation and future inclusion in managerial and supervisory performance plans; posting to the public website a No FEAR Act Notice; publishing a No FEAR Act Notice in the Federal Register; posting improved EEO complaints data to the public website; delivering an enterprise No FEAR Act training; the participation of the CRCL Deputy Officer for EEO and Diversity Programs in SES selection and performance/award approval panels (e.g., Executive Resources Council, Executive Review Board, etc.); and providing a “State of the EEO” Briefing to the Secretary.
- A GAO audit was conducted this fiscal year and found that, in FYs 2007 and 2008, the Department delayed nearly all original target completion dates for planned activities aimed at eliminating barriers to equal opportunity, from 12 to 21 months, and the Department had not completed any of these planned activities. DHS officials clarified, however, that DHS extended its FY 2007 target completion dates as a result of identifying and implementing approximately 154 new and related planned activities in FY 2008. DHS staff noted DHS had in fact completed 34 activities originally set forth in its FY 2007 and/or FY 2008 reports. Other contributing factors included CRCL EEO Programs’ resource limitations, including: limited contract funding, and severe staff shortages (e.g., the FY 2008 retirement of three senior officials, including the CRCL Deputy Officer for EEO Programs).

FY 2009 UPDATE (Continued)

GAO issued two recommendations: (1) Direct the Officer for CRCL to develop a strategy to regularly include employee input from such sources as the Federal Human Capital Survey (FHCS) and DHS's internal survey in identifying potential barriers to EEO, and (2) Direct the Officer of CRCL and the Chief Human Capital Officer (OCHCO) to identify essential activities and establish interim milestones necessary for the completion of all planned activities to address identified barriers to EEO.

- DHS agreed with both recommendations and noted that DHS Component EEO and human capital programs already use employee survey data to develop annual action plans to address identified management issues. DHS's Components track and report the results of their action plans on a quarterly basis. DHS will continue to examine the DHS Today on-line Departmental newsletter, periodicals, and news media as a means to identify potential triggers. DHS Component EEO programs have previously identified and implemented action plans with milestones to address their Component specific barriers to EEO.
- EEO and human capital representatives at the Component level have worked with OCHCO staff to address Component-specific EEO and Diversity challenges during the past four years, and successfully achieved improvements as reflected in DHS's FY 2008 FHCS scores.
- CRCL developed and proposed a DHS management directive on reasonable accommodations to provide guidance to the Components in updating Reasonable Accommodation Policy and Procedures to take into consideration ADA Amendments Act of 2009.
- DHS issued a Directive on Employee Associations (drafted by OCHCO), providing formal guidance for the creation of employee associations whose purpose will be to provide DHS with input on diversity management. These associations may include women's groups, minority professional groups, and position-specific groups. See Appendix E. CRCL is working on a Department-wide strategy to regularly include employee input from the Federal Human Capital Survey (FHCS) and DHS's Employee Satisfaction Survey for consideration in DHS's regular barrier analyses. DHS's Components track and report the results of their action plans on a quarterly basis.
- CRCL developed and proposed a DHS management directive on reasonable accommodations. The directive will provide guidance to the Components in updating Reasonable Accommodation Policy and Procedures, which includes the ADA Amendments Act of 2009, as well as guidance on using reassignments as an accommodation of last resort. CRCL will review and monitor Component compliance.
- CIS established a reasonable accommodation program. Specifically, CIS:
 - Issued numerous announcements on disability accommodations, alcoholism as it relates to accommodations, the provision of sign language interpreters to CIS customers, and other policies and guidance through both the Leadership Alert and CIS Today;
 - Revised its welcome letter to new employees to include information on how to request disability accommodations;

FY 2009 UPDATE (Continued)

- Established a full-time position for a Disability Accommodation Program Manager to ensure that accommodation issues are appropriately handled and resolved;
 - Proactively contacted all deaf and hard of hearing employees in an effort to identify barriers, resulting in improved/increased accommodations for over 25 employees; and
 - Reported a total of 250 reasonable accommodation requests, 95% of which were granted. In addition to \$43,160 provided by CAP, CIS spent \$363,455 to provide reasonable accommodations to employees with disabilities.
-
- The USSS also created a new *Employee EEO Handbook* and distributed to all employees, which included a section on *Reasonable Accommodation of Persons with Disabilities and Religious Reasonable Accommodation*.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #5: Element D - Proactive Prevention of Unlawful Discrimination	<i>Conduct trend analysis of workforce profiles to identify and remove unnecessary barriers to employment</i>	
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 that could not be tracked through existing data systems), inadequate tools to track and analyze return on investment for recruitment activities, and the absence or inadequacy of 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 OFFICIAL:	Deputy Officer for EEO Programs - Chief Human Capital Officer	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2009 - <i>Revised 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
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 2013 - <i>“Deploy applicant flow tool to analyze recruitment and hiring results.”</i>	September 30, 2008 <i>Completed</i>	
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	July 31, 2008 <i>Revised 12/31/2010</i>	
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	December 31, 2008 <i>Revised 12/31/2010</i>	

<p>information about workplace experiences and reasons for separation. Analyze this data by employee group, and track to facilitate assessment of trends.</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 <i>Revised 12/31/2010</i></p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note 1 of 4 planned activities has been accomplished. While only one of the planned activities has been completed, DHS has implemented interim solutions such as the manual collection of applicant flow data.

- The Department launched a web-based staffing solution, which is designed to simplify and accelerate DHS recruiting and hiring activities. The system is part of the DHS’s enterprise-wide Human Capital Business System modernization and consolidation initiative. The system has been deployed to DHS Headquarters, the Office of Inspector General (OIG), and the FLETC. DHS Secretary Napolitano is committed to a “One DHS,” and the implementation of an enterprise hiring system will help support the Secretary’s goal of unifying the Department.
- All approvals were received by Privacy and OGC for this system. A voluntary capture functionality was immediately activated to begin collecting information on applicants. For legal and privacy reasons, the system allows only the applicants to enter and view their ERI designations (neither staffing specialists nor managers have access to this information), and applicants may opt out of providing the information or include only partial data.
- For the first time, DHS is able to provide data tables A/B-7 (Applicant and Hires for Major Occupations), 9 (Selections for Internal Competitive Promotions for Major Occupations), 11 (Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES)), and 12 (Participation in Career Development). Seven of nine DHS Components were able to provide complete or partial applicant, selection, and career development data.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #6: Essential Element E – Efficiency	<i>Ensure sufficiency of data/document collection or analysis</i>	
PROGRAM DEFICIENCY ANALYSIS:	Lack of adequate complaint tracking and complaint management in the current data systems. Lack of trend analyses of workforce conducted by race, national origin, sex, and disability.	
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 - <i>Revised 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Submit New Business Requirements Proposals to OCIO and benchmark alternatives to current workforce analysis and EEO complaint databases.	December 31, 2008 <i>Completed</i>	
2. Deploy new workforce analysis database providing for: the collection of real-time data; robust reporting capabilities; and continuous maintenance and support.	December 31, 2010	
3. Finalize benchmarking and market research for workforce analysis database.	March 31, 2010	
4. Determine acquisition and procurement strategy to ensure product meeting functional requirements.	March 31, 2010	
5. Develop Department-wide automated system to capture participation in career development programs (Table A/B12 - Participation in Career Development)	September 30, 2011	
6. Deploy new EEO complaint database with capability to identify, monitor, and report significant trends in complaint processing activity, and to provide all ad hoc complaint processing timelines and inventory reports.	December 31, 2010	

7. Determine hosting and infrastructure requirements to ensure enterprise solution.	March 31, 2010
8. Determine most efficient pathways for data migration and to ensure continuity of service.	July 1, 2010
9. Produce new, automated FY 2010 EEOC Form 462 Report to ensure data integrity.	October 31, 2010

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note 1 of 9 activities has been completed.

- CRCL conducted market research and a benchmarking process by observing demonstrations of the following IT products: (1) Department of Veteran Affairs' Veterans Health Administration (VHA) Support Service Center (VSSC) workforce analysis tools, and (2) Micropact's e-versity. In FY 2010, CRCL is planning a demonstration of Treasury's HR Connect Workforce Analytics system. Currently, DHS OCIO has validated Functional Requirements for the new database, with an anticipated completion by the end of FY 2010.
- DHS awarded an outside vendor, Micropact, the procurement for iComplaints. CRCL anticipates installation and implementation of the new database in mid-FY 2010.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #7: Essential Element E – Efficiency	<i>Agency completes investigations within the applicable prescribed time frame</i>	
PROGRAM DEFICIENCY ANALYSIS:	Time frame to conduct investigations exceeds established guidelines.	
OBJECTIVE:	Complete investigations within the applicable prescribed time frame. 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	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 31, 2006 – <i>Revised to 9/30/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Develop and issue new complaint investigation policy and procedures.	August 1, 2005 <i>Revised to 9/30/2010</i>	
2. Implement new policy.	September 30, 2005 <i>Revised to 9/30/2010</i>	
3. Assess and revise policy/procedure as appropriate.	January 31, 2006 <i>Revised to 9/30/2010</i>	
4. Develop enterprise solution to improve the quality of investigations and decrease the costs.	September 30, 2010	
5. Streamline review process to expedite issuance of ROIs.	September 30, 2010	
6. Supplement internal controls regarding timeliness of investigations.	September 30, 2010	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

None of 6 planned activities has been completed. While none of the planned activities have been completed, DHS did establish a Working Group on EEO Investigations from FY 2007-2008 to begin to conduct benchmarking and identify best practices.

- Per its annual Form 462 Report, DHS has shown marked progress in the timeliness of EEO investigations, and number of investigations completed. From FY 2005 to FY 2009, DHS improved the number of cases timely investigated from 217 in FY 2005 to 561 in FY 2009. The following table highlights this accomplishment:

<i>DHS TIMELINESS for EEO INVESTIGATIONS</i>					
<i>FY 2005-2009</i>					
<i>FY</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>
<i>Total #</i>	930	796	742	787	861
<i># Timely</i>	217	254	375	448	561
<i>% Timely</i>	23.3%	31.9%	50.5%	56.9%	65.16%
<i>Average Processing Days</i>	330	279	248	215	217

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission DEPARTMENT OF HOMELAND SECURITY ANNUAL EEO PROGRAM STATUS REPORT	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #8: Essential Element E – Efficiency	<i>Agency issues the decision within 60 days of the request</i>	
PROGRAM DEFICIENCY ANALYSIS:	Issuance of FADs exceeds the established 60 days time frame.	
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 Unit Program Manager	
DATE OBJECTIVE INITIATED:	March 13, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 28, 2007 - <i>Revised to 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Complete staffing requirements.	September 30, 2007 <i>Revised to 12/31/2008</i> <i>Completed</i>	
2. Develop and implement strategies for achieving operational efficiencies.	September 30, 2007 <i>Revised to 9/30/2009</i> <i>Completed</i>	
3. Assess impact on office operations and complaint processing timeframes and revise as appropriate.	December 28, 2007 <i>Revised to 12/31/2010</i> <i>Completed</i>	
4. Streamline review process to expedite issuance of FADs.	December 31, 2010 <i>Completed</i>	
5. Train analysts in more effective analysis and writing techniques.	December 31, 2010	
6. Cross-train analysts to prepare various types of Final Agency Actions to more effectively share workload.	December 31, 2010 <i>Completed</i>	
7. Supplement internal controls regarding FAD production.	December 31, 2010	
8. Award a short-term contract for FAD inventory reduction.	December 31, 2010	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note 5 of 8 planned activities have been completed.

- CRCL developed and implemented strategies which significantly increased the number of merit FADs produced over FY 2008. CRCL engaged the following strategies: instituted enhanced performance metrics for FAD production; designed standard operating procedures for the assignment, preparation, and review of FADs; streamlined the FAD review process to expedite issuance of decisions; trained analysts in more effective analysis and writing techniques; cross-trained analysts in the production of various types of Final Actions to more effectively share the workload; instituted a pre-assignment triage process to identify case complexity and required resources; and implemented an internal electronic tracking system to manage case assignments and inventory. In September 2009, a contract was awarded for FAD production, which will contribute to CRCL's FY 2010 FAD inventory reduction efforts.
- CRCL designed an internal electronic tracking system to better manage workflow and accountability; as a result, 96% of incoming Final Actions were in-processed within 2 business days of receipt by CRCL, and 91% of Final Action issuances were out-processed within 2 business days of signature by the Deputy Officer, or designee.
- Per its annual Form 462 Report, DHS has shown some progress in the timeliness of its merit FADs. The following table shows this progress:

<i>DHS TIMELINESS for MERIT FADs</i>					
<i>FY 2005-2009</i>					
<i>FY</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>
<i>Total #</i>	551	266	249	86	280
<i># Timely</i>	0	4	4	21	16
<i>% Timely</i>	0%	1.5%	1.6%	25.6%	5.7%
<i>Average Processing Days</i>	1013	400	355	545	567

Part I

EEO Plan to Eliminate Identified Barriers

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FY 2009 Barrier Analysis Update Part I - Identified Triggers

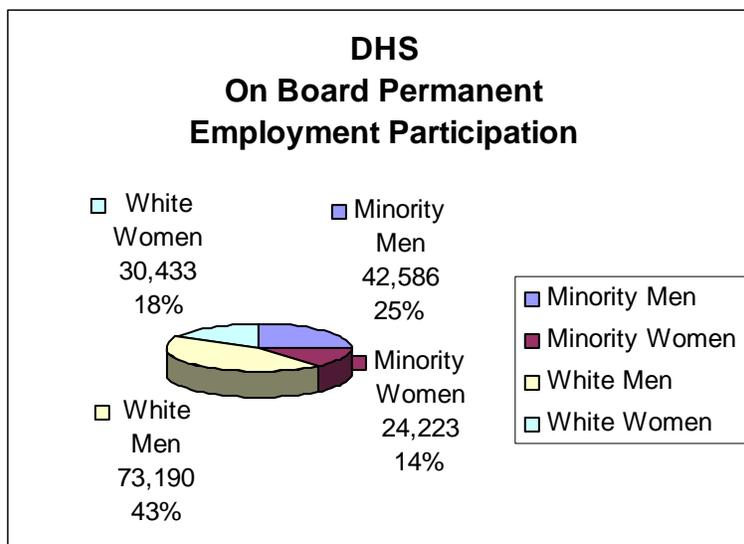
In December 2007, CRCL completed the Department's first enterprise-wide barrier analysis project based on the triggers identified in the DHS FY 2004 MD-715 EEO Program Status Report. While the identification and elimination of structural barriers were the primary objectives of this first enterprise-wide barrier analysis effort, it is important to note that numerous EEO Program deficiencies were revealed in conjunction with this barrier analysis effort. In conducting this barrier analysis, CRCL reviewed information gathered for the FEORP, DVAAP, Hispanic Employment in the Federal Government, and White House Initiatives on HBCUs and TCUs reports. CRCL included all relevant information from this barrier analysis in DHS's subsequent MD-715 report. Note that the DHS workforce is reviewed and compared to appropriate comparators to seek indications of triggers to possible employment barriers for any group.

FY 2009 marked the first time CRCL gathered and reviewed any data for tables A/B-7 (Applicant and Hires for Major Occupations), 9 (Selections for Internal Competitive Promotions for Major Occupations), 11 (Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES)), and 12 (Participation in Career Development). Unlike prior Fiscal Years, CRCL asked all Components currently collecting applicant flow data to provide this information for the Department's MD-715 report. Seven of nine DHS Components were able to provide the requested data. In the future, Tables A/B 7-11 will be available in an automated manner through the *TalentLink* Application once it is fully rolled down to the Components.

CRCL also reviewed DHS employee surveys (both government-wide employee surveys and internal employee surveys) for possible triggers. Each Federal agency is required by law to conduct an Annual Employee Survey (AES) that measures the agency's performance in leadership practices, work environment, rewards and recognition, professional development and growth opportunities, and an opportunity to contribute to the organizational mission. DHS scores on the 2008 Federal Human Capital Survey (FHCS), managed by OPM, confirm that DHS is continuing to improve its workplace climate. DHS's 2008 scores reflect notable increases from the DHS Annual Employee Survey (AES) scores in 2007 and DHS's FHCS scores in 2006. Considerable improvements were evident for questions about Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction (i.e., the four Human Capital Assessment and Accountability Framework [HCAAF] indices). DHS is among the top five Federal agencies with the largest percentage-point increases in positive scores since 2006 for all four HCAAF indices. Positive scores for nearly half (38 of 73) of the FHCS survey items increased from 2006 to 2008 by at least five percentage points. Positive scores for more than one-third (18 of 45) of the survey items increased from 2007 to 2008. Top Increases from 2007 AES to 2008 FHCS include: Question 36 "Managers/supervisors/team leaders work well with employees of different backgrounds" (which increased by 8 percentage points). Overall, approximately six out of 10 DHS employees are satisfied with their jobs (62%) and would recommend DHS as a good place to work (58%).

Workforce Profiles and Barrier Analysis—Race, National Origin, and Gender

As previously noted, a review of FY 2009 workforce data shows mostly positive employment profiles. A review of FY 2008 and 2009 data showed continued growth in the total workforce, permanent workforce, non-appropriated workforce, and a decrease in the temporary workforce.



Component Workforce Profiles and Barrier Analysis—Ethnicity, Race, and Gender

Noteworthy DHS Component employment profiles for ERI groups include:

★**CBP** – The Component grew 11.52%, from 52,528 employees at the end of FY 2008 to 58,581 at the end of the reporting period, adding 6,053 employees during the course of the year. CBP is the second largest DHS Component.

Hispanics comprise 31.36% of the CBP workforce as opposed to the CLF of 10.7%. CBP employs the highest percentage of Hispanic men in the Department at 26.54%, much higher than the CLF of 6.2%. Its Office of Border Patrol, which deploys law enforcement and mission support employees, is 49% Hispanic.

While Hispanic men account for 10.47% of the SES at CBP, the highest percentage within DHS, they are still well below their participation rate within the Component.

★**CIS** – This Component increased slightly from 10,474 employees at the end of FY 2008 to 10,627 at the end of FY 2009 for a 1.46% increase.

Among all DHS Components, CIS employs the highest percentage of women at 58.45% -- above the CLF of 46.8%.

Among all DHS Components, CIS employs the highest percentage of Hispanic women at 7.80% -- above the CLF of 4.5%.

Among all DHS Components, CIS employs the highest percentage of Asian men and women. Asian men make up 4.66% of the Component (higher than the CLF of 1.9%), and Asian women make up 5.71% of the Component (higher than the CLF of 1.7%).

★FEMA – The Component increased its workforce by 547 employees, from 16,391 to 16,938 employees in the time period, reflecting a 3% increase. Its permanent workforce increased from 3,392 to 4,153 employees, an increase of 761 employees (+22.43%). The temporary workforce decreased from 12,999 employees to 12,785 employees.

In the permanent workforce, African American males and females showed significant improvement in distribution in the upper grade levels. In the Officials and Managers total, the number of African American males increased to 226 by the end of FY 2009, from: 92 in FY 2006; 114 in FY 2007; and 176 in 2008. In this same category, African American females increased to 364 by the end of FY 2009, from: 182 in FY 2006; 222 in FY 2007; and 300 in FY 2008.

White females also made progress in the Officials and Managers total as they increased to 795 at the end of FY 2009, from: 330 in FY 2006; 386 in FY 2007; and 596 in FY 2008.

★FLETC – The Component increased from 1,166 employees to 1,212 employees in the course of the fiscal year (+3.94%).

★DHS-HQ – The Component grew from 3,389 at the end of FY 2008 to 4,451 by the end of FY 2009 (+31%), reversing the trend in FY 2008 when DHS-HQ decreased its permanent workforce by 11%.

Among all DHS Components, HQ employs the highest percentage of African American women at 13.54%, well above the CLF of 5.7%.

★ICE – This Component increased from a total of 18,081 employees at the end of FY 2008 to 20,196 at the end of FY 2009 (+11.69%).

★TSA – This Component lost 993 employees, dropping from 62,029 to 61,036. TSA remains the largest DHS Component, and employs the highest percentage of African American men at 10.62%, above the CLF of 4.8%.

Among all DHS Components, TSA employs the highest percentage of Native Hawaiian or Other Pacific Islander men and women at 0.20% and 0.22%, respectively – above the respective CLF rates of 0.1% and 0.1%.

Among all DHS Components, TSA employs the highest percentage of American Indian or Alaskan Native men and women at 0.70% and 0.54%, respectively – above the respective CLF rates of 0.3% and 0.3%.

★**USCG** – This Component gained 471 employees, increasing from 9,222 to 9,693 (+5.10%). USCG’s total workforce included 7,806 permanent employees, 463 temporary employees, and 1,424 non-appropriated employees. In addition, USCG employs approximately 42,000 active-duty military personnel.

★**USSS** – This Component increased from 6,591 employees to 6,773 at the end of FY 2009. African American men comprise 9.03% of the USSS workforce -- well above the CLF rate of 4.8%.

Component Workforce Profiles and Barrier Analysis—Employees with Disabilities

★**CIS** - This Component reported a total of 250 reasonable accommodation requests, 95% of which were granted by CIS. In addition to \$43,160 provided by CAP, CIS spent \$363,455 to provide reasonable accommodations to employees with disabilities.

This Component has the highest percentage of persons with targeted disabilities at 0.93% -- exceeding the Federal average of 0.88%. During FY 2009, CIS implemented the following activities: formalizing the WWP, hiring 39 disabled Veterans; establishing the Department’s only full-time position for a Disability Accommodation Program Manager to ensure that accommodation issues are appropriately handled and resolved; and proactively contacting all deaf and hard of hearing employees in an effort to identify barriers, resulting in improved/increased accommodations for over 25 employees.

★**FLETC** – This Component awarded its 92 (9.01%) employees with disabilities a total of 128 (10.63%) cash awards. FLETC also awarded its 6 (0.58%) employees with targeted disabilities a total of 8 (0.66%) cash awards.

★**TSA** – This Component employs one third of the Department’s employees with disabilities.

★**USCG** – This Component completed 98% of their ten-year plan to upgrade 123 buildings to meet Section 504 requirements. USCG will complete their plan for compliance with the Uniform Federal Accessibility Standards in FY 2010.

Identified Triggers

The four triggers identified in the MD-715, Part I, EEO Plan to Eliminate Barriers, are described as follows:

Trigger #1 – Underrepresentation of women and White women in the Total Workforce; Officials and Managers, Professionals, and Service Workers Occupational Categories; and New Hires (from FY 2004 MD-715 Report)

All DHS Components, with the exception of CIS, demonstrated below-CLF representation of total females. The table below shows the underrepresentation of total women and White females

in a number of employment categories, and compares their respective participation rates to the CLF or the Relevant Civilian Labor Force (RCLF).⁸

Category	Total Women	White Females
Total Workforce	-13.5% below CLF	-14.9% below CLF
Officials and Managers	-7.79% below RCLF	-12.97 below RCLF
Professionals	-10.92% below RCLF	-14.29% below RCLF
Service Workers	-28.46% below RCLF	-22.50% below RCLF
TSOs	-14.60% below OCLF	-23.82% below OCLF
Adjudication Officers	-20.62% below OCLF	-19.26% below OCLF
Criminal Investigators	-7.13% below OCLF	-5.05% below OCLF
CBP Officers	-28.16% below OCLF	-23.08 below OCLF
CBP Agents	-16.15% below OCLF	-12.61 below OCLF

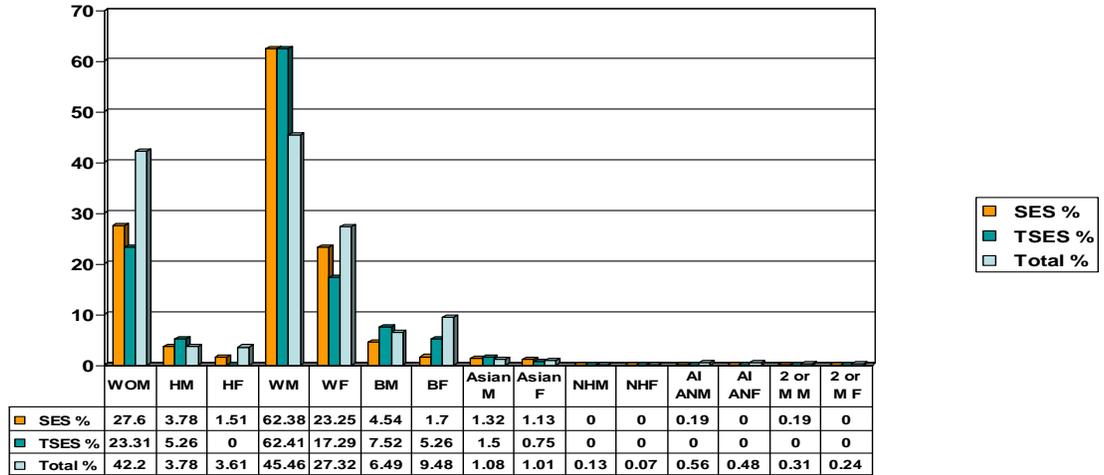
For the permanent workforce, DHS hired women during FY 2009 at a 16.96% lower rate than their corresponding availability in the National Civilian Labor Force (NCLF), showing a downward trend from FY 2008, when DHS hired women at an 11.3% lower rate than the NCLF. In FY 2009, DHS hired White females at a 16.98% lower rate than their corresponding availability in the NCLF.

Trigger #2 – Apparent Grade Disparity in the General Schedule (GS) 14-15 and Senior Executive Service (SES) grade levels (from FY 2004 MD-715 Report).

With respect to the SES and TSES (TSA SES) workforce, only White men and White women were employed during FY 2009 at rates above their respective availability in the DHS permanent workforce. The tables on the next page provide snapshots of this trigger.

⁸ The RCLF is a subset of CLF, focused more precisely on specific occupations and geographic locations of the specific occupations; there, the RCLF constitutes a more reliable benchmark for analyzing data on major occupations and applicant flows.

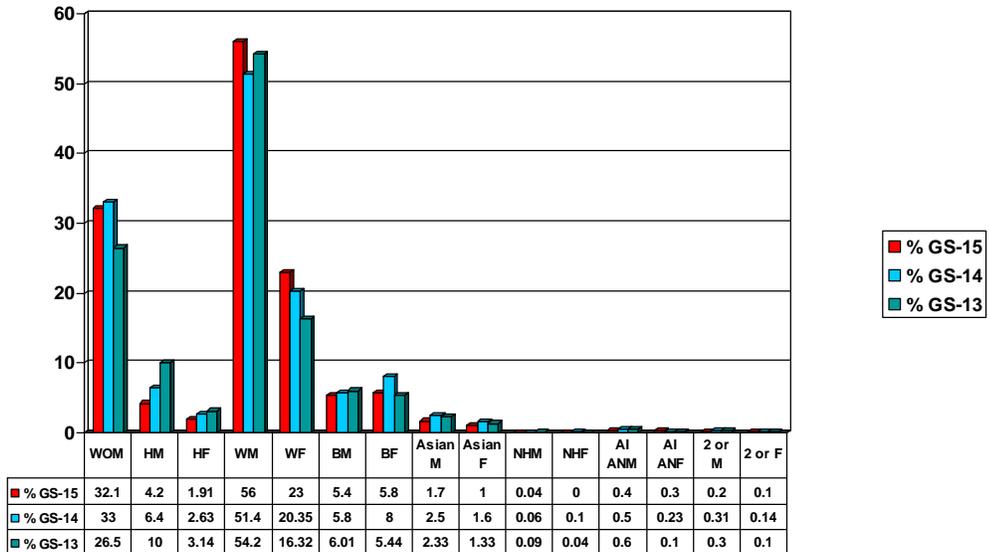
DHS 2009 SES and TSES Participation



*

C:2009 DHS Pipeline

DHS 2009 Leadership Pipeline



C:2009 DHS Pipeline and SES/TSES Participation

None of the following groups were represented in the SES or TSES ranks: Native Hawaiian/ Other Pacific Islander males and females; American Indian females; and females in the Two or More Races/Other categories.

The table below provides information on groups with participation rates in the SES/TSES below their availability in the DHS permanent workforce.

EEO Group	Participation Rate in SES/TSES	Availability in DHS Permanent Workforce	Percentage Below Availability
Total Females	26.81%	32.11%	-5.30%
Hispanic Males	4.07%	14.60%	-10.53%
Hispanic Females	1.20%	4.81%	-3.61%
African American Males	5.12%	6.70%	-1.58%
African American Females	2.56%	7.42%	-4.86%
Asian Males	1.36%	2.82%	-1.46%
Asian Females	1.05%	1.45%	-0.40%
American Indian Males	0.15%	0.56%	-0.41%
American Indian Females	0%	0.32%	-0.32%
Hawaiian/Pacific Islander Males	0%	0.29%	-0.29%
Hawaiian/Pacific Islander Females	0%	0.20%	-0.20%

Trigger #3 – Separation rates of Hispanic females, African American males and females, and employees with targeted disabilities are higher than their representation rate in DHS (from FY 2004 MD-715 Report).

In FY 2009, DHS separated 9,584 permanent employees – 1,685 of which involved involuntary separations. African American males and females were subject to involuntary separations at a much higher rate than their representation rate within the agency; males were separated at a rate of 11.27% versus a 6.70% representation rate, and females were separated at a rate of 11.15% versus a 7.42% representation rate.

In FY 2009, DHS separated 9,584 total employees – 4,039 fewer separations than in FY 2008. The total number of separated employees with disabilities decreased from 626 in FY 2008 (including 69 employees with targeted disabilities) to 467 employees with disabilities in FY 2009 (including 40 employees with targeted disabilities). As a result, the separation rate for employees with a targeted disability decreased from 0.50% in FY 2008 to 0.41% in FY 2009.

Trigger #4 – The number of Individuals with a Targeted Disability in the DHS workforce is below the established Federal Benchmark of 2.0% (from FY 2004 MD-715 Report).

In FY 2009, DHS increased the total number of employees with disabilities, including those with targeted disabilities, in the total and permanent workforce.

In the total workforce, the number of employees with disabilities increased by 584 employees – from 7,519 at the end of FY 2008, to 8,103 by the end of FY 2009 (a 4.30% representation rate, but below the Federal average of 5.91%). People with targeted disabilities also increased – from 697 at the end of FY 2008, to 730 at the end of FY 2009 (0.38% representation rate, still well below the Federal average of 0.88% and the Federal high of 2.00%).

Similar patterns emerged in the permanent workforce, as DHS’s permanent workforce increased from 6,408 employees with disabilities in FY 2008, to 6,933 employees in FY 2009, and from 595 to 642 employees with targeted disabilities. Within the permanent workforce, employees with disabilities were represented at 4.05%, and employees with targeted disabilities constituted 0.37% of the workforce.

The table below shows the DHS Components with the highest percentage of employees with disabilities and of employees with targeted disabilities.

DHS Component	Percentage of Employees with Disabilities	Percentage of Employees with Targeted Disabilities
FLETC	9.01%	0.58%
USCG	7.71%	0.61%
FEMA	6.83%	0.60%
DHS-HQ	6.58%	0.56%
CIS	6.54%	0.95%
TSA	4.79%	0.33%
ICE	2.80%	0.28%
CBP	2.54%	0.29%
USSS	1.20%	0.27%
DHS Average	4.30%	0.38%
Federal Government Average	5.95%	2.00%

At the end of FY 2009, DHS employed 4,112 employees in the GS-15 grade level and 622 employees in the SES/TSES level. Employees with disabilities constituted 186 of those GS-15 employees (4.52%) and 23 members of the SES/TSES (3.70%). Three DHS Components (USCG, ICE, and TSA) also distinguished themselves with respective SES participation rates for employees with disabilities of 7.69%, 7.27%, and 6.25%.

During the past five years, DHS gained 585 employees with disabilities in the higher grade levels (TSA Bands I, J, K, and L plus GS 13-15), amounting to a 69.64% increase in the higher grade levels, and an increase of 10 (76.92%) at the SES/TSES grade level. In FY 2009, DHS SES employees with disabilities remained stable at 23, and increased as follows: 126 (28.38%) at the GS-13, level; 79 (25.73%) at GS-14 level; and 47 (33.81%) at the GS-15 level. During FY 2009, DHS employed only five employees with targeted disabilities at the GS-15 level (0.12%) and none at the SES level.

Of DHS’s 20,346 new permanent hires in FY 2009, 777 were employees with a disability (3.81%), and 59 were employees with a targeted disability (0.28%) – indicating a continuing trigger in the recruitment of employees with a targeted disability.

Component EEO Complaint Trends Analysis

In order to measure progress regarding *Essential Element C, Management and Program Accountability*, agencies are expected to review EEO complaints in which a finding of discrimination has been made (by the EEOC and/or the agency) to identify potential trends, to determine the appropriateness of taking disciplinary action against agency officials engaging in discriminatory actions, and to develop other action plans to remove barriers to EEO.

The table on the next page provides a breakdown on DHS Findings for FY 2004-2009. EEO complaint trends identified during FY 2009 include the following:

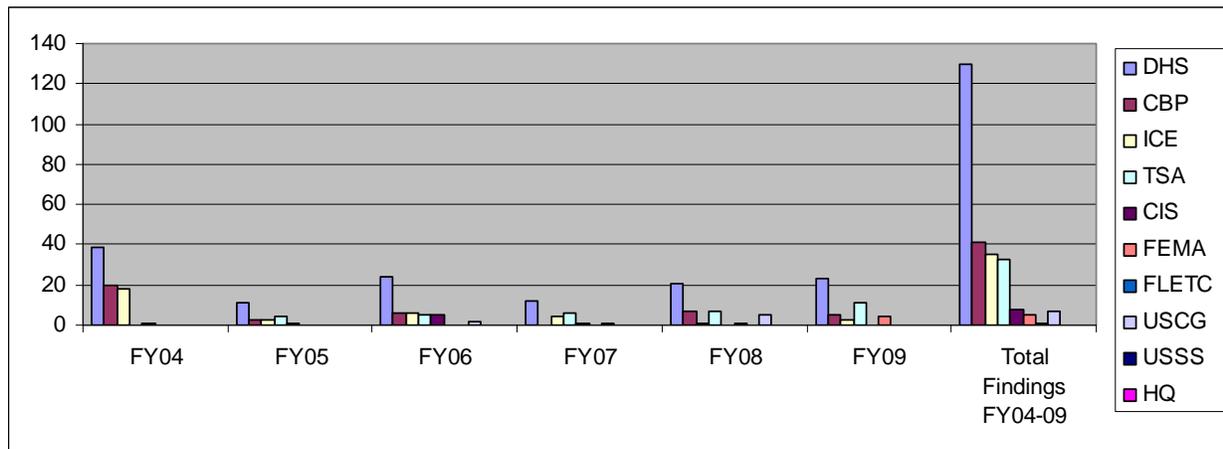
- TSA experienced a record-high 11 Findings of discrimination, and TSA Findings have increased each year from FY 2004-2009
- Findings at FEMA increased from one to four from FY 2008-2009; previously, FEMA did not have any Findings from FY 2004-2007
- USCG's Findings dropped from five in FY 2008 to none in FY 2009
- HQ and USSS have not had any Findings during FY 2004-2009
- CIS and FLETC did not have any Findings in both FY 2008 and FY 2009
- DHS has experienced an increase in total formal investigation costs and average investigation costs for FY 2004-2009 (displayed in the below table)

The total costs to DHS resulting from EEO complaints decreased from FY 2008-2009, mostly because of a decrease in monetary benefits awarded (see table on the next page).

Costs to DHS Associated with EEO Complaints FY 2004-2009

EEO Costs Scorecard	FY04	FY05	FY06	FY07	FY08	FY09
Pre-Complaint Settlement Costs	\$47,054	\$20,058	\$73,919	\$27,302	\$108,071	\$100,991
ADR Funding	\$699,488	\$538,682	\$1,750,499	\$701,437	\$875,878	\$508,852
Formal Investigation Costs	\$1,666,495	\$2,589,137	\$2,588,951	\$2,684,281	\$3,003,547	\$3,697,662
-Cost Per Investigation	\$2,222	\$2,784	\$3,252	\$3,618	\$3,816	\$4,295
Formal Closures With Monetary Benefits	\$1,953,893	\$1,627,342	\$2,746,648	\$2,216,520	\$4,383,731	\$2,863,210
-Back Pay/Front Pay	\$94,545	\$124,369	\$101,005	\$474,289	\$946,547	\$207,380
-Lump Sum Payment	\$1,324,565	\$339,366	\$1,856,927	\$633,058	\$1,174,657	\$1,454,960
-Attorney's Fees/Costs	\$391,387	\$488,108	\$672,216	\$794,589	\$1,191,009	\$909,071
-Compensatory Damages	\$143,396	\$675,499	\$116,500	\$314,583	\$531,517	\$291,800
TOTAL COSTS	\$6,323,045	\$6,405,345	\$9,909,917	\$7,849,677	\$8,371,227	\$7,170,715

Number of Findings at DHS from FY 2004-2009



DHS has demonstrated significant improvement in the timely completion of EEO investigations. From FY 2005 to 2009, DHS has decreased the average processing time for investigations by 34%. See table below for the issues and bases most commonly alleged from FY 2005-2009. These trends generally reflect Federal government-wide trends.

DHS FISCAL YEAR (FY) 2005-2009 ALLEGATIONS: EEO COMPLAINTS FILED BY ISSUES AND BASES					
	<i>FY</i> 2005	<i>FY</i> 2006	<i>FY</i> 2007	<i>FY</i> 2008	<i>FY</i> 2009
ISSUES					
Promotion/Non-Selection	250	277	277	248	257
Non-Sexual Harassment	225	231	289	314	630
Disciplinary Action (All)	185	100	136	135	104
Termination	155	107	135	112	134
Terms/Conditions of Employment	81	116	142	108	421
Assignment of Duties	65	53	61	68	346
Reduction in Force (RIF)	N/A	N/A	N/A	N/A	345
Release From Temporary Position	0	20	35	44	301
BASES					
Reprisal	390	346	389	432	761
Age	269	296	283	321	317
Sex—Female	212	207	229	256	210
Disability—Physical	209	156	231	206	189
Race—Black	181	192	185	196	194
Sex—Male	163	76	105	129	120
National Origin--Hispanic Origin	115	106	95	104	445

DHS's Component FY 2009 Form 462 Reports showed the following trends:

★ *CIS*

- Reduction of average investigation processing times – from 229 days in FY 2008 to 151 days in FY 2009, with a corresponding increase in percentages of timely investigations from 37% to 94%
- Improvement in merit FAD issuances – from six in FY 2008 to 32 in FY 2009, with an improvement to average processing time from 663 days to 505 days
- Improvement in issuances of procedural dismissals (from 26 in FY 2008 to 37 in FY 2009), as well as an improvement in average processing time (from 153 days to 134 days)
- This Component also enhanced accountability by shifting responsibility for payment of discrimination judgments and settlements from a central Chief Financial Officer fund to the program in which the EEO complaint arose

★ *CBP*

- Third most commonly alleged basis was sex (female)
- Completed 98% of investigations in a timely manner and reduced average processing time for investigations to 142 days

- Production of merit FADs increased from 16 in FY 2008 to 52 in FY 2009
- Average processing time for procedural dismissals decreased from 127 days in FY 2008 to 104 days in FY 2009
- Formal complaints decreased by 5% – from 290 in FY 2008 to 275 in FY 2009

★ *FLETC*

- Completed all 11 FY 2009 counselings in a timely manner
- Increased average processing time for investigations to 409 days (compared to average processing time of 248 days in FY 2007 and 244 days in FY 2008)
- Complaints decreased from 14 in FY 2008 to eight in FY 2009

★ *FEMA*

- Complaints increased significantly from 148 in FY 2008 to 515 in FY 2009; this increase occurred due to FEMA's closure of its PR-NPSC facility in Puerto Rico, and resulted in approximately 360 affected employees filing formal EEO complaints

★ *HQ*

- Of the 19 formal EEO complaints filed in FY 2009, 14 complaints raised issues regarding the assignment of awards, and 16 complaints contained allegations of discrimination based on sex (female)
- Production of merit FADs increased from two in FY 2008 to 11 in FY 2009, with a corresponding decrease in average processing time from 421 days in FY 2008 to 234 days in FY 2009

★ *ICE*

- This Component achieved noteworthy success in its EEO counseling performance during FY 2009 with a 93% timely completion rate, and had no counselings pending at the end of the fiscal year despite receiving an increase in counseling from 211 in FY 2008 to 366 in FY 2009.
- There were 90 formal settlements in FY 2009
- This Component also demonstrated improvement in its investigations performance, achieving an improved timely completion rate from 54% in FY 2008 to 74% in FY 2009, despite experiencing an increased workload from 109 investigations in FY 2008 to 146 investigations in FY 2009
- Production of FADs significantly increased from six in FY 2008 to 35 in FY 2009
- Experienced an FY 2009 increase in total number of complaints filed (207) after observing decreases in complaints activity from FY 2005-2008 (274 complaints in FY 2005; 185 in FY 2006; 169 in FY 2007; and 156 in FY 2008)

★ *TSA*

- Average processing time for investigations: 221 days, continuing to show marked progress from FY 2005-2009 as this component has decreased from 414 average processing days in FY 2005, 371 days in FY 2006, 334 days in FY 2007, and 230 days in FY 2008
- Formal complaints decreased from 349 in FY 2008 to 278 in FY 2009
- Percentage of timely counselings improved to 65%

- Production of FADs increased from 38 in FY 2008 to 94 in FY 2009

★ *USCG*

- Complaints decreased from 49 in FY 2008 to 40 in FY 2009 (-19%)
- Achieved 13 formal Alternative Dispute Resolution settlements

★ *USSS*

- Most frequently-alleged bases of discrimination: race (African American (8 complaints)); reprisal (7); and sex (female (5))
- Reduced end-of-year Final Agency Action pending inventory to a single complaint
- Completed 100% of counselings in a timely manner
- Average processing time for investigations increased from 234 days in FY 2008 to 365 days in FY 2009
- Production of FADs increased from one in FY 2008 to seven in FY 2009, and average processing days for FADs decreased from 769 days in FY 2008 to 328 days in FY 2009
- Average processing time for procedural dismissals decreased from 279 days in FY 2008 to 151 days in FY 2009

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #1:

Underrepresentation of Women and White Females in the Total Workforce; Officials and Manager, Professionals, and Service Workers occupational categories; and New Hires

With regard to total workforce, women and White females were represented at 13.5% and 14.9%, respectively, which is lower than their availability in the CLF.

With regard to the Officials and Managers occupational category, women were 7.79% lower than their respective RCLF, and White females were 12.97% lower than their RCLF. The 71,990 Officials and Managers account for 42.03% of the DHS FY 2009 permanent workforce.

With regard to the occupational category of Professionals – which includes Attorneys, Engineers, Intelligence Research Specialists and IT Specialists – total women were 10.92% below their RCLF, and White females were 14.29% lower than their RCLF.

With regard to the occupational category of Service Workers – which includes Transportation Security Officers (TSOs), Adjudication Officers, CBP Officers, CBP Agents, and Criminal Investigators – women were 28.46% below their RCLF, and White females were 22.50% below the RCLF. The 72,899 Service Workers account for 42.56% of the DHS FY 2009 permanent workforce.

With regard to the TSO job series, which account for 51,994 employees, total females were 14.60% below the Occupational Civilian Labor Force (OCLF), and White females were 23.82% below the OCLF.

The Adjudication Officers (23,913 employees) and Criminal Investigators job series (9,733 employees), demonstrated under-representation by total women (20.62% below the OCLF for Adjudication Officers; and 7.13% below the OCLF for Criminal Investigators) and White women (19.26% below the

	<p>OCLF for Adjudication Officers, and 5.05% less than the OCLF for Criminal Investigators).</p> <p>Within the major occupations of CBP Officers (21,312 permanent employees) and Agents (19,996 permanent employees), women participated at respective rates of 18.64% and 4.95%. White females accounted for these respective positions at 10.62% and 2.09%, well below their OCLF. African American females were also well below their OCLF for both major occupations, and African American males were well below their OCLF for CBP Agents.</p> <p>A review of applicant flow data for Border Patrol Agents shows that CBP received 119,801 applications and selected 4,355 of the applicants. Women, White females, and Black males were selected below their respective OCLF.</p> <p>For the permanent workforce, women were hired at a 16.96% lower rate than their corresponding availability in the National Civilian Labor Force (NCLF). White females were hired at a 16.98% lower rate than their corresponding availability in the NCLF.</p>
<p>BARRIER ANALYSIS:</p>	<p>Table A-1 shows a pattern of underrepresentation for women and White women in the total workforce compared to the appropriate CLF.</p> <p>Table A-3 shows these groups are also underrepresented in comparison to their respective OCLF for the following occupations: Officials and Manager; Professionals; and Service Workers.</p> <p>Table A-8 shows these groups were hired at rates below their availability in the NCLF.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p>	<p>Preliminary analysis has shown that women and White females are not hired at a rate comparable to their representation in the NCLF. Upon implementation of a Department-wide applicant flow tool, DHS will be in a better position to identify the root causes for this condition.</p>
<p>OBJECTIVE:</p>	<p>Conduct a thorough analysis of Department-wide applicant flow data, and identify barriers impeding the</p>

	employment of women and White females. Develop a plan to eliminate any identified barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer and Director for EEO Programs, Chief Human Capital Officer
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	May 30, 2006 - <i>Revised to December 31, 2010</i>
DHS Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Complete plans to establish DHS-wide applicant flow process, implement, and assess. (<i>Revised in FY 2008 report to “Complete plans to establish HQ-level applicant flow process, implement, and address” –See FY 2009 update below.</i>)	March 31, 2006 <i>Revised to 12/31/2009</i> Completed
2. Staff Diversity Management Unit within CRCL with five additional FTEs: one supervisory Diversity Program Manager; two MD-715 Program Managers; one Special Emphasis Program Manager, and one Staff Assistant.	September 30, 2009 Completed
3. Develop agency-wide Federal Women’s Program and Council to target the recruitment, advancement, and retention of women. Establish funding, activities, training, and development plans for the program.	December 31, 2009 Completed
4. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009 Completed
5. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with OCHCO).	December 31, 2010 Completed
6. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with OCHCO).	December 31, 2010
7. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010 Completed
8. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.	December 31, 2010
9. Include ‘Diversity Advocacy’ element in SES performance plans.	December 31, 2010 Completed

10. Capitalize on partnerships with minority-serving institutions for targeted recruitment of highly-qualified candidates.	December 31, 2010
11. Finalize plan, including procedures to monitor progress, to eliminate identified barriers.	May 30, 2006 <i>Revised to 12/31/2010</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note 7 of 11 planned activities have been completed.

- Commitment to Hiring Women and Advancing Female Leadership. Program evaluations of the 2009 USCG Sea Services Leadership Association Women’s Leadership Symposium were overwhelmingly positive, with 90% of respondents noting they were very satisfied with the program, and 79% noting that the training provided would be beneficial to job performance. Also, participants expressed extremely positive feedback for DHS’s Annual Women’s Leadership Forum; for example, one respondent noted appreciation for “being given tools for personal growth, understanding, and coping,” while another noted, “hearing from leaders in the Department was awesome.”
- TSA’s OLE recently conducted barrier analysis research to identify specific obstacles to the recruitment and retention of female FAMs. OLE used these research results to inform TSA’s strategic initiatives to encourage greater numbers of women to consider and pursue careers as FAMs, including the following: revising recruiting and marketing materials; continuing to conduct workforce analyses on a quarterly basis to monitor the diversity/gender composition of the workforce; identifying trends to shape diversity program goals; and exploring creative intern and special hire programs to provide flexible hiring and developmental opportunities for women (and other highly qualified persons). Additionally, OLE conducted Focus Group sessions with female FAMs to identify recruitment, and retention issues, and to identify concerns and solutions. OLE also maintained a partnership with the Women in Federal Law Enforcement (WIFLE) professional association, to promote women’s issues in Federal law enforcement, and to market/advertise FAM vacancies. Many of the Department’s Components, including TSA, market their employment opportunities at traditionally women’s colleges throughout the country and through outreach to potential female recruits through key organizations, job fairs and professional events. A number of Components in addition to TSA also participate in WIFLE recruitment, training, and professional development events.
- OCHCO developed a ‘Diversity Advocacy’ element for managerial and supervisory performance plans. OPM is currently validating this element; anticipated completion date is end of FY 2010.
- During FY 2009, DHS established a Minority Serving Institution Outreach Planning (MOP) Taskforce, with representatives from the S&T Directorate’s University Programs, CRCL’s EEO and Diversity Programs Division, FEMA’s Grants Management Office, Health and Human Services’ Center for Faith Based and Community Initiatives, and DHS’s Corporate Recruiting Council, to align and accomplish Department-wide diversity outreach and recruitment objectives.

FY 2009 UPDATE (Continued)

- OCHCO established three regional DHS internship programs with emphasis on attracting talent from nationwide colleges, HBCUs, TCUs, and HSIs: (1) Delta Region Internship Program (southern colleges and HBCUs); (2) Nation Heritage Internship Program (TCUs, HSIs); and (3) Criminal Justice Internship Program (nationwide).
- FEMA collaborated with the White House Commission on HBCUs to hold a conference at the Emergency Management Institute (EMI) in January 2009, with 30 HBCU Presidents and upper-level academic Deans attending. This partnership provides opportunities for faculty exchanges, FEMA off-site conferences and grants, development of curriculum that leads to a degree or certification in emergency management, and student employment for pay or course credit at FEMA regional offices. FEMA is planning a second HBCU conference for 50 college Presidents and Deans, at EMI in December 2009, and will plan other conferences for TCUs and HSIs.
- FEMA hired a Diversity Recruiter to identify, formulate, and administer diversity. The Diversity Recruiter is specifically tasked with developing and implementing outreach programs for minorities, women, and people with disabilities, and is currently implementing a Diversity Outreach and Recruitment Program as well as partnerships with HBCUs, TCUs, and HSIs.
- USCG initiated a program for senior executives (flag officers and members of the senior executive service) to support ongoing partnership efforts with HSIs, TCUs, and HBCUs focused on outreach activities to underrepresented communities.
- USCG created and staffed a senior officer liaison position to work with the National Association for Equal Opportunity in Higher Education – an umbrella organization for HBCU. This position will help USCG increase awareness within the HBCU network on USCG career (civilian, active duty, or reserve duty) and professional development opportunities. USCG also detailed a senior civilian manager to serve a one-year assignment with National IMAGE Inc. – an affinity organization for Hispanics in the Federal government.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PLAN TO ELIMINATE IDENTIFIED BARRIER
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #2:	<p><i>Apparent Grade Disparity in the General Schedule (GS) 14-15⁹ and Senior Executive Service (SES)¹⁰ grade levels.</i></p> <p>At the GS-14 level, all EEO groups – with the exception of White males and females, African American females, and Asian females – were represented at rates lower than their availability in the DHS workforce.</p> <p>At the GS-15 grade level, all EEO groups – with the exception of White men and women and Native Hawaiian/Pacific Islander females – were represented at rates lower than their availability in the DHS workforce. DHS experienced a decrease in representation of employees with targeted disabilities in this grade level.</p> <p>At the SES/TSES level, all EEO groups – with the exception of White males, and White females – were employed at rates below their respective availability in the DHS workforce. DHS experienced a decrease in representation of employees with targeted disabilities at the SES level.</p>
BARRIER ANALYSIS:	Tables A4-1 and B4-1 are the primary source documents for analysis of this potential barrier.
STATEMENT OF IDENTIFIED BARRIER:	<p>Preliminary analysis of Tables A4-1 and B4-1 indicates an apparent grade disparity in the GS 14-15 and SES grade levels.</p> <p>The barrier analysis conducted in FY 2007 identified a potential barrier involving the composition of some interview panels, which did not reflect the diversity of applicants. [<i>Identified Cross-Cutting Barriers (FY 2004-2007)</i>]</p> <p>Additional comprehensive analysis will be required,</p>

⁹ The General Schedule (GS) includes pay band equivalent for TSA (SV-J/K/L) and USSS (LE-8/9).

¹⁰ The Senior Executive Service (SES) includes the pay band equivalent for TSA (SW), also known as TSES.

	however, to verify whether this condition in fact constitutes a barrier, and to identify any root causes. This planned analysis will include a review of hiring policies, applicant flow data, and hiring and internal promotion data.
OBJECTIVE:	Identify the barriers impeding the employment and/or promotion of the specific groups noted above and develop a plan to remove any barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs, Chief Human Capital Officer, and Component HR Officers
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 12/31/2010</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Executive Diversity Council leads and coordinates enterprise diversity activities including barrier analysis committee to analyze and address SES under-representation	December 31, 2010
2. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with OCHCO)	December 31, 2010 <i>Completed</i>
3. Provide executives and managers with necessary Diversity training, tools, and resources	December 31, 2010
4. Include ‘Diversity Advocacy’ element in SES performance plans	December 31, 2010 <i>Completed</i>
5. Implement rotational assignments, coaching, and mentoring for SES development	December 31, 2010
6. Participate in DHS ERC, responsible for reviewing and approving all DHS SES selections	September 30, 2009 <i>Completed</i>
7. Participate in DHS ERB, responsible for reviewing and approving all DHS SES appraisals and awards	September 30, 2009 <i>Completed</i>
8. Participate in DHS CDP ERB, responsible for reviewing and approving DHS SES CDP program completion certifications	September 30, 2009 <i>Completed</i>

9. Develop and implement DHS enterprise No FEAR Act training	September 30, 2009 <i>Completed</i>
10. Collaborate with OCHCO in the development of guidelines that address the diversity/composition of interview panels.	September 30, 2008 <i>Revised to 9/30/2010</i>
11. Collect additional data to determine the impact of non-diverse interview panels. ¹¹	September 30, 2008 <i>Revised to 9/30/2010</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

Note 6 of 11 planned activities have been completed. While the target date for completion of this action plan has been significantly delayed, the Department has made significant progress recently, as the majority of the 6 planned activities were completed during FY 2008-2009.

- **Commitment to Hiring Women and Advancing Female Leadership.** CIS conducted focus groups to help identify barriers to equal employment opportunity at higher grade levels for women, various minorities, and people with disabilities.
- **DHS and Component Diversity Forums and Training.** TSA completed implementation of a Performance Accountability and Standards System (PASS), which included a Diversity performance element for managers and supervisors. This performance element evaluates supervisors' performance in diversity activities, including: recruitment, development, and retention of a diverse workforce, in an equitable manner; leading and managing an inclusive workplace to maximize the talents of each person and achieve sound business results; and respecting, understanding, valuing, and seeking individual differences to achieve the mission and vision of the organization.
- 100% of CIS employees completed the Department-wide No FEAR Act training.

¹¹ DHS will consider additional, appropriate data required for further analytical efforts, including the following potential data: composition of interview panels (race/ethnicity/gender/disability status, occupation/position title); applicant flow data; and information on hiring decisions.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PLAN TO ELIMINATE IDENTIFIED BARRIER
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #3:	<p><i>Separation rates of Hispanic females, African American males and females, and employees with targeted disabilities are higher than the representation rate of these groups in DHS.</i></p> <p>In FY 2009, DHS separated 9,584 permanent employees, of which 1,685 received involuntary separations. Hispanic females were separated at a rate of 6.40%, as compared to their 4.81% representation in the workforce; African American males were separated at a rate of 11.27%, as compared to their 6.70% representation; African American females were separated at a rate of 11.15%, as compared to their 7.42% representation; and Employees with targeted disabilities were separated at a rate of 0.71%, as compared to their 0.37% representation.</p>
BARRIER ANALYSIS:	Tables A14 and B14 show the rate of involuntary separations and workforce representation for the groups mentioned above.
STATEMENT OF IDENTIFIED BARRIER:	Preliminary analysis of Tables A14 and B14 have shown that involuntarily separations of Hispanic females, African American males and females, and employees with disabilities exceeded their corresponding participation in the DHS workforce. However, a more thorough analysis is needed in order to determine the root causes of this condition.
OBJECTIVE:	Identify why the specific groups noted above are being separated from the DHS workforce and develop a plan to remove any barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 – Revised to 12/31/2010

DHS Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Diversity Sub-Council leads and coordinates enterprise diversity activities, including the creation of a barrier analysis committee to analyze and address the high rate of separations for African American males and females.	December 31, 2010
2. Develop enterprise exit survey to gather retention information data and its impact on diversity (in partnership with OCHCO).	December 31, 2010
3. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
4. Conduct enterprise cultural audit to assess current profile in order to develop new strategies (in partnership with OCHCO)	<i>Completed</i>
5. Develop diversity dashboard to monitor and analyze workforce trend lines and to develop new strategies (in partnership with OCHCO)	December 31, 2010
6. <i>Revise and update enterprise Reasonable Accommodation Procedures</i>	<i>December 31, 2010</i>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p> <p style="text-align: center;">FY 2009 UPDATE</p> <p><i>Note 1 of 6 planned activities have been completed.</i></p> <ul style="list-style-type: none"> • DHS is currently considering a proposal to elevate Department-wide responsibility for diversity management from the Diversity Sub-Council and Council to a new Diversity executive Steering Committee, which will be composed of DHS Component Heads and chaired by the Deputy Secretary. DHS anticipates further addressing the barrier at issue once the Diversity Steering Committee has formed, in order to more effectively plan and allocate Department-wide resources. • CIS developed a draft management directive on Employee and Contractor Clearance Procedures, which includes a procedure to obtain data from departing employees through an Exit Interview Questionnaire. The Questionnaire will solicit perspectives and feedback from departing employees on their employment and the Department's employment policies and practices. Simultaneously, OCHCO is looking to implement a similar directive department-wide. • DHS Executives and managers attended Diversity Forums and received diversity training throughout the reporting year. 	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission DHS ANNUAL EEO PROGRAM STATUS REPORT EEO PLAN TO ELIMINATE IDENTIFIED BARRIER	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #4:	<p><i>The number of Individuals with a Targeted Disability in the DHS workforce is below the established Federal Benchmark of 2.0%.</i></p> <p>Participation of individuals with targeted disabilities in the DHS workforce remains significantly below the Federal Benchmark of 2.00%. The representation percentage of individuals with targeted disabilities is as follows:</p> <ul style="list-style-type: none"> • Total workforce: 0.33% • Permanent workforce: 0.28% • Temporary workforce: 0.57% 	
BARRIER ANALYSIS:	Table B8 is the primary source document for analysis of this barrier.	
STATEMENT OF IDENTIFIED BARRIER:	An analysis of Table B8 shows the representation of employees with targeted disabilities in the total, permanent, and temporary workforce is significantly below the Federal Benchmark of 2.00%. Additional analysis and data (including information of outreach and recruitment/hiring practices) will be required in order to determine the root causes of this condition and to identify any barriers to equal employment opportunity.	
OBJECTIVE:	Identify the barriers impeding employment opportunities for individuals with targeted disabilities. Conduct focused recruitment for individuals with targeted disabilities.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	March 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 – <i>Revised to 9/30/10</i>	
DHS Plan To Eliminate Identified Barrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Increase use of the Workforce Recruitment Program (WRP) to increase the participation rate of employees with targeted disabilities.	September 30, 2010	

<p>2. Expand DHS use of nationwide referral services, including services provided by the following: the Department of Veterans Affairs, Employer Assistance and Resource Network (EARN), state rehabilitation offices, and independent living centers.</p>	<p>September 30, 2010</p>
<p>3. Identify resources to target recruitment of qualified applicants with disabilities for mission critical positions at all levels.</p>	<p>September 30, 2010</p>
<p>4. Enhance strategies for the recruitment of people with disabilities.</p>	<p>September 30, 2010</p>
<p>5. Review mission-critical vacancy announcements for inclusion of special hiring authority statements, noting eligibility of people with disabilities to apply outside of the area of consideration.</p>	<p>May 2005 <i>Revised to 9/30/2010</i></p>
<p>6. Issue directive to implement uniform DHS-wide procedures for using Schedule A to hire people with disabilities. Revised to: Develop Schedule A Implementing Guidelines (in partnership with OCHCO).</p>	<p>August 2005 <i>Revised to 12/30/10</i></p>
<p>7. Provide managers and supervisors with updated DHS Toolkit for Increasing Employment of People with Disabilities. Post the Toolkit on DHS website.</p>	<p>September 2005 <i>Completed March 2008</i></p>
<p>8. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with OCHCO).</p>	<p>December 31, 2010 <i>Completed</i></p>
<p>9. Deploy enterprise web-based training on employment of people with disabilities.</p>	<p>December 31, 2010 <i>Completed</i></p>
<p>10. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with OCHCO).</p>	<p>December 31, 2010 <i>Completed</i></p>
<p>11. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with OCHCO).</p>	<p>December 31, 2010</p>
<p>12. Provide executives and managers with necessary Diversity training, tools, and resources.</p>	<p>December 31, 2010</p>
<p>13. Revise and update enterprise RA Procedures.</p>	<p>September 30, 2009 <i>Revised to 9/30/10</i></p>
<p>14. Use direct-hire authority at recruitment events (in conjunction with OCHCO), with teams comprised of Human Resources staffing specialists, interview panelists, and selecting officials.</p>	<p>December 31, 2010</p>
<p>15. Lead Interagency Coordinating Council (ICC) on Emergency Preparedness and Individuals with Disabilities, and provide guidance for emergency management planning for Special Needs Populations.</p>	<p>December 31, 2010</p>

16. Enhance partnerships with institutions of higher learning for targeted recruitment of highly-qualified disabled candidates.	December 31, 2010
17. Monitor Components' progress on facility accessibility studies.	<i>Revised to 9/30/10</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2009 UPDATE

- DHS hired 170 interns with disabilities – placing eight WRP students and seven of the 10 available Microsoft Foundation-American Association of People with Disabilities Federal IT Interns.
- DHS OCHCO held a first annual DHS Disability Forum for Leaders, attended by more than 100 hiring managers, recruiters, and supervisors focused on the recruitment, hiring, and retention of qualified persons with disabilities. The Forum included: a panel of four DHS employees who discussed their disabilities and their experiences working for the agency; audience-participation exercise designed to increase their awareness about misconceptions about disabilities; and participation by senior-level officials such as the Under Secretary for Management, pledging their commitment to increasing the percentage of persons with disabilities.
- CRCL provided technical assistance on a function-based approach to emergency planning, in support of state and local emergency managers. CRCL provided subject matter expertise for planning projects based in California, including: Urban Area Security Initiative Catastrophic Earthquake plans for the San Francisco Bay Area and San Jose shelter; regional mass care; and evacuation planning.
- CRCL prepared the *Hurricane Ike Impact Report, Special Needs Populations Impact Assessment Source Document*. This is the first DHS Assessment examining the long term community recovery needs facing special needs populations, and included information from state, local, and nongovernmental organizations representing special needs populations. This assessment identified specific actions, for communities impacted by Hurricane Ike, to rebuild capacity and ensure the inclusion of special needs population strategies in long-term recovery planning.
- USCG completed 98% of activities contained in the USCG's ten-year plan to upgrade 123 buildings in compliance with Section 504 of the Rehabilitation Act of 1973. Having already completed upgrades to 120 buildings, USCG will conduct the following FY 2010 actions on the three final, non-compliant buildings: relocation from one facility to a newly-identified building; funding allocation to complete construction upgrades at another facility; and additional planning resulting from a determination that renovations/improvements at the third building are not either feasible or cost-effective. USCG will also complete its plan for compliance with the Uniform Federal Accessibility Standards.
- DHS HQ began conducting accessibility surveys with the Safety and Occupational Health Manager, Office of Chief Administrative Services' Office of Safety and Emergency Preparedness, when alerted to accessibility issues. DHS HQ is working with the chief architect for the new DHS HQ campus at the St. Elizabeth's hospital campus, in Washington, DC, to ensure the proactive identification and resolution of accessibility issues during the planning stages. DHS HQ will develop a long range plan to address identified deficiencies, including those at the new DHS HQ campus.

FY 2009 UPDATE (Continued)

- Also, DHS HQ is working with the Office of Emergency Preparedness Program, and the Consolidated Emergency services offices, in Washington, DC, to alert first responders to the presence and locations of individuals with disabilities in Washington, DC DHS facilities.

Part J

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

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EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
PART I Department or Agency Information	1. Agency		1. U.S. Department of Homeland Security						
	1.a. 2 nd Level Component		1.a. All Agencies						
	1.b. 3 rd Level or lower								
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the end of FY 2008		... end of FY 2009		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	161,592	100	171,295	100	9,703	6.00		
	Reportable Disability	6,408	3.96	6,933	4.04	525	8.19		
	Targeted Disability*	595	0.36	642	0.37	47	7.89		
	* 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.								777	
PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	6,468	226	3.49	19	0.29	57	0.88	6,185	95.62
4. Non-Competitive Promotions	9,643	380	3.94	34	0.35	222	2.30	9,041	93.75
5. Employee Career Development Programs									
5.a. Grades 5 – 12									
5.b. Grades 13 – 14									
5.c. Grade 15/SES									
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	461,004	20,054	4.35	1,539	0.33	7,099	1.53	433,851	94.11
6.b. Cash Awards (total \$\$\$ awarded)	\$139,083,308	\$5,088,627	3.65	\$420,144	0.30	\$1,966,135	1.41	\$132,028,546	94.92
6.c. Quality-Step Increase	1,785	71	3.97	5	0.28	27	1.51	1,687	94.50
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 effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>								

PART V: GOALS FOR EMPLOYEES WITH TARGETED DISABILITIES

DHS is committed to making additional progress to become an employer of choice in the 21st century for people with disabilities. Accordingly, DHS has set a hiring goal¹² of 128 employees with targeted disabilities for FY 2010. To achieve this goal, DHS is adopting the following strategies and monitoring progress quarterly:

Recruitment/Hiring

- Enhancing efforts to recruit individuals with targeted disabilities at all grades, particularly the SES level. Widening 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.
- Increasing the use of expedited hiring authorities such as Schedule A and Disabled Veterans, including appropriate use of special temporary hiring authority for the employment of 30% or more disabled Veterans.
- Providing paying and non-paying internship opportunities.
- Increasing the use of on-the-spot-hiring of people 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 to participate in recruitment and outreach efforts at their alma maters.
- 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.
- Establishing and maintaining contact with Veterans' organizations, VA, VA hospitals, DoL Employment Service, state and local employment agencies, and private Veterans' assistance centers in respective geographic areas.
- Expanding outreach programs (including presentations to Veterans' groups).
- Marketing DHS careers and participating in job fairs and conferences sponsored by Veterans' organizations.
- Expanding Operation Warfighter, nationwide, as a pipeline for hiring disabled Veterans.
- Developing on-the-job training programs for Veterans with compensable, service-connective disabilities.

¹² The hiring goal was identified by DHS Components. The breakdown by component is: CBP – 36; ICE – 13; TSA – 5; CIS – 15; USCG – 6; FLETC – 10; USSS – 2; HQ – 41.

- Engaging currently-employed disabled Veterans to recruit and share information about DHS to disabled Veterans.

Training

- Increasing awareness of DOD’s Operation Warfighter Program, VA programs (Coming Home Program and Vocational Rehabilitation and Employment Programs), flexible hiring authorities (including Schedule A and disabled Veterans authorities), and reasonable accommodation (highlighting traumatic brain injuries and Post Traumatic Stress Disorder).
- Enhancing partnership with the Military Severely Injured Center.
- Expanding use of the Selective Placement Program.
- Increasing marketing of potential applicants to managers.
- Ensuring employees with disabilities receive notice of career development opportunities.
- Holding joint training programs with the Disability Employment and Accommodations Committee and Human Capital officials.
- Providing training opportunities to increase effectiveness of Selective Placement Coordinators.

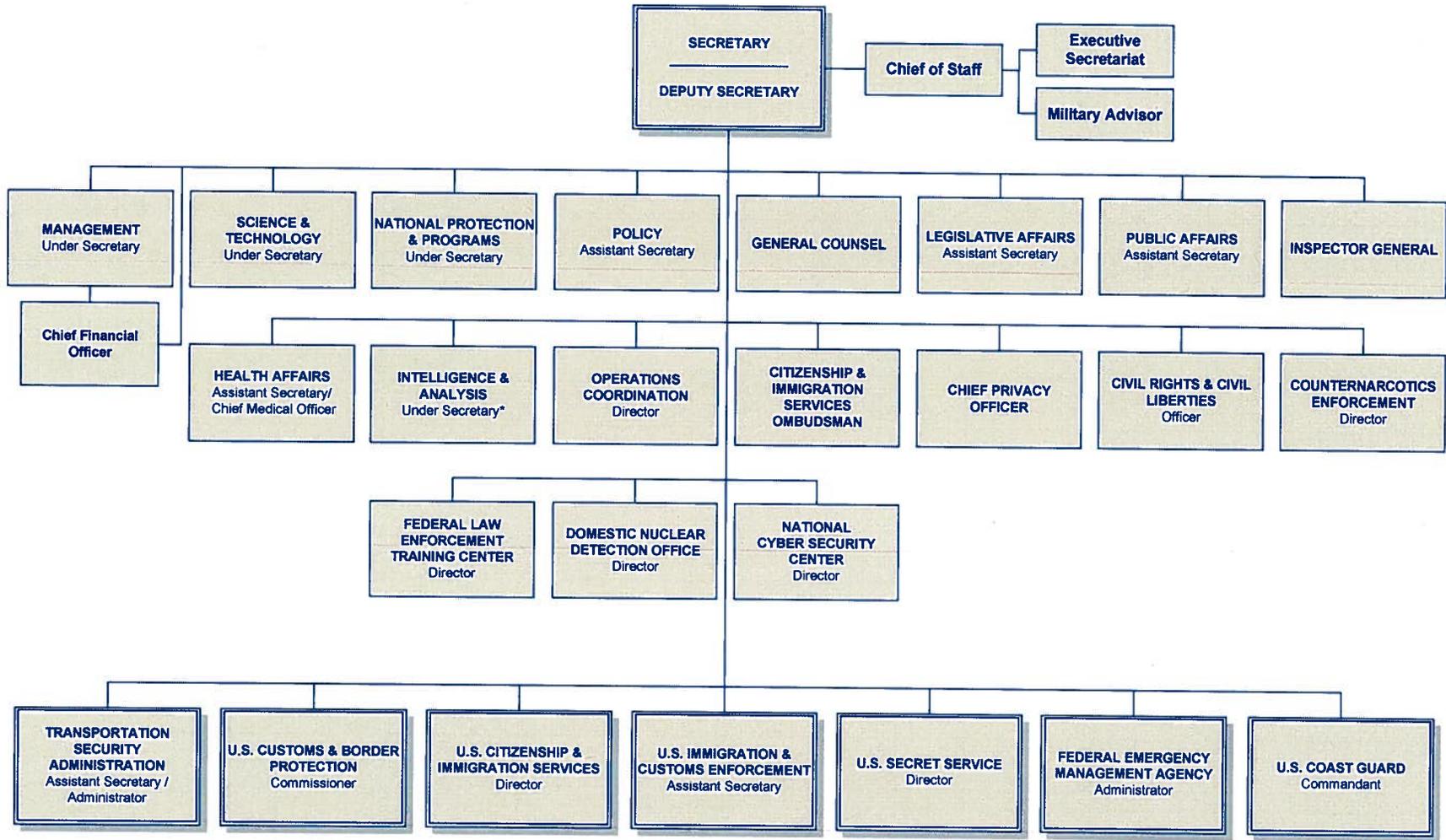
Career Development/Promotion

- Increasing efforts to promote employees with disabilities into current leadership and other career-enhancing courses and programs. Also including external government-wide career development programs.
- Developing Individual Development Plans (IDP). Coordinating with State Vocational Rehabilitation Services for necessary training.
- Monitoring time-in-grade data, non-competitive promotions, and competitive promotions to ensure career development free of barriers.
- 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.
- Launching the new web-based training course “A Roadmap to Success: Employing People with Disabilities to train all DHS managers and supervisors.”

Organizational Chart

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U.S. DEPARTMENT OF HOMELAND SECURITY



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

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Appendix A

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From: DHS Employee Communications

Sent: Friday, October 31, 2008 3:31 PM

To: ^DHS-HQ-ALL-QB

Subject: MEMORANDUM FROM SECRETARY CHERTOFF: WORKFORCE DIVERSITY AT THE DEPARTMENT OF HOMELAND SECURITY

MEMORANDUM FOR: All Department of Homeland Security Employees

FROM: Michael Chertoff /s/

SUBJECT: Workforce Diversity at the Department of Homeland Security

To protect and safeguard the homeland effectively, it is important that we reflect the Nation that we serve and capitalize on one of its greatest strengths – the exceptional diversity of our citizens. A diverse DHS workforce helps us better understand the diversity of our customers in a multicultural society. It also provides us a dynamic workforce with the requisite talents, multidisciplinary knowledge, and up-to-date skills to optimize our effectiveness as we work to secure the country and preserve our freedoms.

To achieve the highest level of organizational performance, DHS will maintain a positive work environment where the similarities and differences of individuals are valued, so that all can reach their potential and maximize their contributions to the Department's strategic goals and objectives. This requires moving beyond compliance with equal employment opportunity (EEO) laws to a much broader view of diversity that consciously acknowledges and embraces all individual differences as a way to enhance our organizational capacity. To meet the needs of our customers in this complex and interdependent society, DHS values a diverse workforce to ensure a rich source of business solutions, ideas, and decisions to accomplish our mission. Our efforts must include engagement, recruitment, retention, employee development, and succession planning.

Our commitment to enhancing diversity begins with me and our senior leadership team. Last year, we took a major step in this direction by charging our executive leaders to become "diversity advocates" and incorporating this competency into their performance plans. This year, the Office of the Chief Human Capital Officer issued additional guidance on rating executive performance regarding diversity.

I have initiated the following actions to further enhance and leverage the diversity of our workforce now and in the future:

- Established a DHS *Diversity Council* composed of the senior management from each Component and chaired by the Under Secretary for Management. The Chief Human Capital Officer and the Office for Civil Rights and Civil Liberties serve as *ex officio* advisers.
- Issued a DHS *Corporate Diversity Strategy* under the aegis of the Council.
- Developed a DHS *Diversity Master Action Plan* with an eye toward developing similar, complimentary Component diversity action plans next year that are aligned with the final Diversity Strategy. Significant actions in the Plan for FY 2009 include:
 - Implementing diversity management training to all executives, managers, and supervisors;
 - Establishing a DHS Diversity Advisory Forum of external stakeholders and partners;
 - Enhancing our efforts in the areas of rotational assignments, mentoring, and coaching; and
 - Increasing our diversity outreach efforts in recruiting executives and senior managers.

We must integrate diversity permanently into the fabric of our business culture rather than view it as a separate, stand-alone program. Diversity is an organizational priority and not merely a Human Resources or EEO program. We all have responsibility for enhancing diversity, and I welcome your ideas to help us achieve and maintain a qualified, diverse workforce at all levels of the Department.

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Appendix B

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DRAFT CRCL Diversity and Inclusion Action Plan

MISSION: *The mission of the Diversity Management Unit is to provide legal and policy advice to Department leadership on diversity and inclusion.*

VISION: The vision of the Diversity Management unit is to create and achieve the highest standards of excellence in diversity leadership. We develop strategies and objectives to attract, develop, and retain a workforce that values and respects others.

GOALS:

- a) To identify and eliminate barriers to employment
- b) To develop a shared vision and collective focus
- c) To inspire shared ownership and joint responsibility
- d) To ensure work efficiency, effectiveness, and accountability in achieving desired outcomes

OBJECTIVES:

OBJECTIVES:	Strategies/Actions	Target Dates
<p>Objective A: To obtain a workforce analysis system that is user friendly and enables users to timely complete required reports.</p>	1. Select Management Tool workforce analysis database that captures real-time data and provides robust reporting capabilities and continuous maintenance and support.	December 2010 In progress – OCIO is validating Functional Requirements
	2. Analyze workforce demographic data in comparison with the Relevant Civilian Labor Force (RCLF) to identify triggers and potential barriers.	December 2010
	3. Conduct individualized and virtual MD 715 EEO Plan technical assistance conferences with all components	December 2010
	4. Provide ad hoc workforce diversity reports and trends analyses to internal and external stakeholders.	December 2010
	5. Compile data, conduct annual barrier analysis, and submit annual EEO Plan Program Status report to Equal Employment Opportunity Commission (EEOC) in Compliance with Management Directive 715 (MD 715).	Yearly December 2010
	6. Compile data and submit Federal Equal Opportunity Recruitment Report (FEORP) to the Office of Personnel Management (OPM).	Yearly December 2010
	7. Compile workforce diversity data quarterly for agency leadership	December 2010
	8. Identify and implement an automated applicant flow/adverse impact analysis system to identify barriers to equal opportunity in the selection process.	March 2011

<p>Objective B: To establish a Career Development Program that will assist the employment participation of groups that are underrepresented.</p>	<p>1. Develop strategic partnerships and collaboration with community organizations, affinity groups, and educational institutions to target underrepresented groups.</p>	<p>December 2010 Established the taskforce in collaboration with Science & Technology, FEMA Grants Management Office, Center for Faith Based Community Initiatives and Corporate Recruiting Council. Established three regional DHS internship programs with Historically Black Colleges and Universities (HBCUs), Tribal Colleges and Universities (TCUs), and Hispanic Serving Institutions (HSIs).</p>
	<p>2. Participate in discussions with management to increase outreach of targeted groups.</p>	<p>December 2010</p>
	<p>3. Develop, collaborate, and coordinate Mentoring Program with Agency Offices and Components.</p>	<p>December 2010</p>
	<p>4. Utilize and promote intern programs that will support the diversity efforts.</p>	<p>December 2010</p>
	<p>5. Promote and Market internal and external educational campaigns to groups that are underrepresented.</p>	<p>December 2010</p>
<p>Objective C: To develop Pipeline of Diverse Employee Talent to improve the grade disparity in underrepresented groups at the GS-14, GS-15, and SES grade levels.</p> <p>Objective C continued: To develop Pipeline of Diverse Employee Talent to improve the</p>	<p>1. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies in partnership with Chief Human Capital Office (CHCO).</p>	<p>March 2011</p>
	<p>2. Revise and update enterprise Reasonable Accommodation Procedures.</p>	<p>March 2011</p>
	<p>3. Diversity sub council leads and coordinates enterprise diversity activities and barrier analysis.</p>	<p>March 2011</p>

grade disparity in underrepresented groups at the GS-14, GS-15, and SES grade levels.	4. Develop enterprise exit survey to gather retention information data and its impact on diversity.	March 2011
	5. Market the mission and career field within the academic community. Encourage the interchange of professional employees and academicians between colleges and universities.	March 2011
	6. Issue guidelines for the Department wide execution of Individual Development Plans (IDP) for all employees.	December 2011
	7. Promote and utilize work life programs (compressed work schedule, flex time, telecommute).	December 2010
Objective D: To establish a Retention Strategy to reduce the number of involuntary separation of employees leaving the agency.	1. Develop plans to align the EEO function to execute and communicate as a team that will constitute excellence in governance.	December 2011 In progress – pending review by Deputy Secretary
	2. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.	December 2010 In progress - standards are currently being validated
	3. Develop enterprise exit survey to gather retention information data and its impact on diversity (in partnership with CHCO).	December 2010 In progress – CHCO
	4. Promote Career enhancing assignments, training, and rotations.	December 2010
Objective E: To increase the employment participation of persons with targeted disabilities.	1. Promote and increase the use of the Workforce Recruitment Program (WRP) as one way to increase the participation of employees with targeted disabilities.	March 2010
	2. Implement ‘Diversity Advocacy’ plan element into managerial and supervisory performance plans.	December 2010 In progress
	3. Revise and update enterprise Reasonable Accommodation (RA) Procedures.	In progress December 2010
	4. Promote and partner with institutions of higher learning for targeted recruitment of disabled candidates.	December 2010

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Appendix C

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U.S. Department of Homeland Security
Current Status and Future Goals Report
White House Council on Women and Girls

A. Executive Summary

The U.S. Department of Homeland Security's (the Department or DHS) mission is guided by responsibilities to protect the nation, to secure our borders, to formulate and enforce smart laws for the immigration that occurs across those borders, to strengthen our nation's preparedness for, response to, and recovery from natural or man-made disasters, and to foster a unified DHS agency. Because of the nature of the Department's responsibilities, our work naturally lends itself to focus on the public and our workforce at large.

At the same time, however, the Department has fostered various initiatives that focus specifically on reaching out to women and girls. Whether this work is to teach young women how to help their communities prepare for a disaster, to empower immigrant women who have been the victim of gender-based crimes or persecution, or to enhance female leadership among the Department's workforce, the accomplishment of these efforts ultimately serves the best interest not only of the women and girls that it impacts, but also our entire nation.

This report is provided as a brief summary and overview of some of the women and girl-focused efforts that are currently taking place at the Department. In addition, as this Council and its work was discussed throughout the Department, DHS employees suggested various ways in which the Department could break new ground in further serving the interests and needs of women and girls.

Overall, based on the missions of this Department and the priorities of Secretary Napolitano, it is clear that DHS has a uniquely critical role to play in an international context for protecting and supporting women and girls who may be victims or targets of crime. Through the critical enforcement and policy arms of DHS components, DHS shares this commitment with interagency, international, and other key partners. In addition, as the agency responsible for working with State, local, tribal, and territorial governments to prepare our nation to respond to disasters and national incidents, DHS has an obligation to ensure that women and girls are educated and trained to be leaders for preparedness and response within their own families and communities. Finally, in furtherance of the goal to build One DHS, a unified workforce across components, the

Department recognizes that work to create professional opportunity for women and girls must begin with our own leadership Department-wide.

The Department appreciates the opportunity to conduct this review of our current efforts, and is committed to being a full partner and a leader in moving new initiatives forward.

B. Programs That Improve the Lives of the Federal Workforce

1. Program Descriptions

- **Advancing Female Leadership among the DHS Workforce:** The Department continues to evaluate its workforce and implement strategies to promote professional development and advancement. Various Department components host workshops to support work-life balance, job search skills, Women’s History month, and leadership development. These efforts often involve special events and lunch seminars.

For example, the U.S. Coast Guard (USCG) co-hosts the Sea Services Leadership Association Women’s Leadership Symposium to foster education and career development, and provide networking and mentoring opportunities for active duty and reserve women in the sea services. The program evaluations of the 2009 program were overwhelmingly positive with 90% of respondents noting they were very satisfied with the program, and 79% noting that the training provided would be beneficial to job performance. This conference is the only event that addresses the needs of women across all ranks and rates in the sea services. The collaboration between the USCG, the Navy, and the Marine Corp is an example of the value in uniting resources to support and advance women across federal departments.

In addition, DHS strives to support women and provide professional development of participants through the agency-wide Annual Women’s Leadership Forum. The forum provided leadership training, discussed the importance of mentoring relationships, and facilitated networking opportunities for its presenters and participants. The survey results demonstrated an appreciation for the program with 88% of respondents rating the event as very good or excellent. As an example of the motivation that the event helped stir, one respondent noted an appreciation for “being given tools for personal growth, understanding, and coping” while another noted, “hearing from leaders in the Department was awesome.”

- **Implementing Strategies to Advance Women in Leadership Roles:** Various Department components maintain Special Emphasis Program Managers including Federal Women’s Program Managers to promote the employment and advancement of women within the agency. The DHS Office for Civil Rights and Civil Liberties (CRCL) has supported agency-wide interest in the Federal Women’s Program through a Working Group that helps plan and coordinate

training, workshops and forums focused on the professional development and advancement of women. CRCL facilitates feedback for the Department's Federal Women's Program through evaluation forms and personal contact. The Federal Women's Program training, forums and workshops are well attended and consistently filled to at least 85% to 90% capacity. As a result of this work and individual leadership among employees, the Department has experienced increased interest in Federal Women's Programs. For example, the TSA Federal Women's Program sponsors the Women's Leadership Initiative to promote the recruitment, retention and advancement of women TSA-wide. In addition, the Transportation Security Administration (TSA) is building a succession planning strategy that is expected to facilitate increased opportunity for women and ultimately impact participation rates of women in TSA professional occupations. Its Career Resident Program is just beginning and is made up of a class that is 50% female.

- **Reaching Out to Partners to Promote Opportunity Within DHS:** In 2008, the TSA conducted the Federal Air Marshall Service (FAMS) Barrier Analysis to identify perceived barriers to hiring and retention of female FAMS. Survey data was collected from non-FAMS participants at the 2008 Women in Federal Law Enforcement (WIFLE) Conference. The FAMS also facilitated a focus group of conference attendees to obtain ideas on improving the quality of life for women in the FAMS workplace; and suggestions for increasing opportunities to develop skills and advancement within the organization. Barrier Analysis findings and recommendations are currently being finalized and will identify ways to effectively interest and employ women in the FAMS. Statistics in the upcoming hiring process will be collected to measure hiring by gender. In addition, the National Fire Academy Superintendent's annual meeting with Women in Fire Service (WFS) is held specifically to discuss current issues, needs, and challenges among women fire fighters.

Another example of strengthening external relations is the Department's sponsorship of a Pre-Conference DHS Agency Forum and Career Fair during the FEW 40th National Training Program in conjunction with the Federally Employed Women organization. Federally Employed Women (FEW) is a private organization that works as an advocacy group to improve the status of women employed by the Federal government. The goals and objectives of the Pre-conference are to improve recruitment, retention, and advancement of women in DHS, by showcasing management support, providing education and training, supporting networking opportunities, and encouraging involvement in mentoring opportunities. DHS will also participate in the FEW Conference to provide information on DHS mission critical career opportunities. The partnership has already resulted in increased training opportunities for women, and increased interest in FEW activities.

- **Targeting Recruitment and Awareness Efforts:** Many of the Department's components market their employment opportunities at traditionally women's

colleges throughout the country and through strategic plans that help them reach more women recruits through key organizations, job fairs and professional events. One example is the Department's strong partnership with Women in Federal Law Enforcement (WIFLE). Numerous Department components participate in WIFLE recruiting events, training, and professional development opportunities.

In addition, the Coast Guard Recruiting Command (CGRC) designated 2009 as the Year of the Woman as it set out to recruit more females to its force. The CGRC developed a team of recruiters to focus on gender specific issues. The team conducted research and explored new strategies to attract women to the Coast Guard workforce. The CGRC is employing recommended strategies, best practices, training & mentoring, partnerships, and advertising in order to increase the number of women in active duty, Reserve, and officer programs. Activities that support recruiting women include mentoring young females, coaching girl athletic teams, and assigning a female Lieutenant to meet with women and their families on the day they leave for basic training. The plan also includes the "Year of the Woman" and "Born Ready" advertising campaigns. As a result of these efforts, the USCG recruited 905 enlisted women, which constitutes 23% of the overall recruiting mission. The result of this focused leadership reflects a 9% increase from FY08.

- **Creating a Pipeline for More Females in the DHS Workforce:** Numerous DHS components utilize the Student Temporary Employment Program (STEP) as an on-the-job training program to allow students to gain exposure to public service while enhancing their educational goals and shaping their career choices. This program has served as an avenue for full-time employment for female students at various components such as the Secret Service and the Federal Law Enforcement Training Center. As a measurement of the success of this program, in FY08, 63% of those individuals who converted to career employment with DHS were female. In addition, 59.81% of all STEP participants in FY08 were female.
- **Educating Children of Employees about the Important Work of DHS**
Like many work places, DHS also supports participation in the National Take Your Daughter and Son to Work day. Each year the Transportation Security Administration (TSA) offers a program that exposes children to security roles and missions, cutting edge technology and detection equipment, and operational aspects of TSA's mission. TSA noted that more than half of their young participants were female, and they developed the program to include a good representation of female and male presenters. ICE also adds seminars that address internet safety, drug prevention, making good choices, and various homeland security demonstrations. In addition, the Science and Technology Directorate and the Office of Health Affairs jointly hosted a program for the children of their employees to promote an interest in science and technology through various hands-on activities.

- **Collaborating With External Partners:** The Department, through a diverse mix of components, has created meaningful partnerships with a variety of national and local educational and community-based organizations. For example, the Secret Service partners with Boys and Girls Clubs throughout the country to increase access to technology through the donation of used computer equipment. In addition, Customs and Border Patrol (CBP), as well as the Federal Law Enforcement Training Center work with the Explorers Club (which is made of up nearly 40% females) to promote careers in law enforcement. In addition, DHS has been well represented at career day events at schools throughout the country, both to promote law enforcement and to encourage careers in science and technology. DHS components have also partnered with local groups to donate cellular phones to a domestic violence shelter and to assist military families and wives.

2. Future Efforts to Improve the Lives of the Federal Workforce

Creating an Infrastructure to Support the Advancement of Women in DHS

In an effort to establish consistent support across the agency, the Department will establish a high-level leadership team to identify issues most critical and particular to women in the Department and to identify capacity-building initiatives that support improved representation of women in DHS overall and in particular, in senior-level positions.

The leadership team will be charged with addressing issues including recruitment, retention, and promotion of women, as well as supporting a positive work/life balance within DHS. The work of the leadership team will begin with an assessment of the current efforts taking place within DHS to promote and support the advancement of women in these areas, as there is meaningful work already taking place within the Department.

Baseline data will also be an important starting point for the leadership team, including identifying baseline representation of women at different levels of leadership and grade levels so that progress can be measured moving forward.

DHS recognizes that enhanced efforts must be made to educate women about opportunities within DHS, particularly because a significant portion of the DHS workforce serves in law enforcement or uniformed services, which are fields that traditionally experience underrepresentation of women overall. Personnel data confirms this, as women currently make up slightly more than one third of the overall DHS workforce. This compares to 44% of the larger Federal workforce who are women.

With this in mind, DHS has much room to improve our outreach efforts to women who may be interested in seeking employment with, or advancement within,

DHS. With preliminary feedback and data, the leadership team will recommend specific goals and strategies for the Department. In doing so, the leadership team may work either independently or in conjunction with larger efforts within the Department to promote a diverse workforce and to increase professional advancement opportunity for all underrepresented populations within the DHS workforce and particularly in senior level positions.

In order to provide support to the work of the leadership team, a collaborative effort between DHS Federal Women Managers will be simultaneously utilized to provide support and preliminary feedback to the leadership team. These Managers, who have served as leaders on these very issues within their own components, will be an additional resource to educate the leadership team on baseline data, current efforts, and potential action steps that can make a difference going forward.

DHS is enthused about this effort. Indeed, the long-term goal is that the efforts will ultimately become embedded in the standard business practices within the Department, so that a specially focused team will no longer be needed at a point in the near future. Secretary Napolitano is asking her leadership team to take this charge very seriously and looks forward to the meaningful ways in which this work will improve the status of women and the professional opportunities afforded to them within DHS.

C. Programs Which Improves the Lives of Women and Girls

1. Program Descriptions

- **Establishing Preparedness as a Priority for Our Young Female Leaders:** In partnership with the American Legion Auxiliary's Girls State Program, the Federal Emergency Management Administration (FEMA) Community Preparedness Division is in process of developing a Girls State Community Preparedness Program. Girls State is a nonpartisan program that teaches young women responsible citizenship through working with high school girls who have completed their junior year. The Girls State Community Preparedness Program will encourage Girls State Programs across the country to incorporate disaster preparedness and emergency management into the mock governmental roles the girls perform during their time at Girls State. In addition, the Girls State Community Preparedness Program will encourage girls to engage with their own communities by taking their knowledge from the program and working with local community officials to further promote disaster preparedness in their schools and neighborhoods.
- **Building Preparedness Leaders for the Future and Today:** The Federal Emergency Management Administration (FEMA) Community Preparedness Division is working in partnership with the Girl Scout Council of the Nation's Capital (GSCNC) to develop a pilot Emergency Preparedness Patch Program.

The Emergency Preparedness Patch will encourage Daisies up through Girl Scout Ambassadors to learn more about personal disaster preparedness and community-wide involvement in emergency planning, preparedness, mitigation, response and recovery. The patch curriculum is currently being piloted in day camps in the Washington, DC area. Through August of 2009, 500 girls will participate in 45-60 minutes of emergency preparedness activities each day, totaling approximately 3.75 to 5 hours of emergency preparedness programming per camper each week. The activities are specifically designed to provide the girls with disaster knowledge and protective action know-how so they can be empowered to protect themselves, their families, and their communities. As the pilot stage concludes, it is expected that the program will be offered to Councils nationwide in 2010. GSCNC has also agreed to be a mentor to ten other high-threat areas in the United States in cooperation with FEMA to offer the patch through these Girl Scout Councils.

- **Empowering Females in Vulnerable Situations:** The United States Citizenship and Immigration Service (USCIS) has developed resources to specifically address victims of human trafficking, domestic violence, and certain other crimes. These programs include the T nonimmigrant visa, the U nonimmigrant visa, and Violence Against Women Act (VAWA) self-petitions. Currently, the Department is re-invigorating the process to finalize a new regulation that will provide a much-needed analytical framework for particular social group refugee and asylum claims and, in particular, claims involving domestic violence. A regulation would provide much needed guidance to refugee and asylum applicants, government adjudicators, and immigration lawyers and judges alike, and help provide relief, where appropriate, to victims of domestic violence who come to the United States seeking protection. While these types of immigration relief are not limited to women and girls, reality demonstrates that the crimes and abuse they address do disproportionately affect women and girls.

DHS took this leadership a step further in June of 2009 by hosting a two-day training program for adjudicators of T, U and VAWA proceedings. The program included advocacy leaders who shared insight into cultural diversity, legislative history, and obstacles faced by immigrant victims of domestic violence. These are examples of tools that the Department utilizes to contribute to the overall safety and well being of women and girls.

- **Recognizing the Significance of a Journey:** In 1995, the U.S. became the second country in the world to publish guidelines recognizing gender-based persecution as a potential ground for asylum. USCIS regularly updates the Asylum Gender Guidelines and issues the guidelines as a memorandum to all asylum officers adjudicating affirmative asylum claims. The guidelines offer guidance for incorporating gender-sensitive insight into both substantive and procedural aspects of the asylum determination process.

- **Ensuring Women’s Access to Redress:** In response to longstanding concerns of nongovernmental immigration, women’s rights and civil rights organizations, CRCL recently began to serve as the Department’s central point for redress for complaints involving the VAWA and alleged violations of the VAWA confidentiality provisions (at 8 U.S.C. § 1367). In this role, CRCL determines whether allegations implicate VAWA and proactively works to resolve both individual concerns and broader policy issues with DHS component partners.
- **Reducing and Preventing Sex Tourism and Trafficking:** The Department has recognized that young women are vulnerable to sexual exploitation by tourists and that the sex tourism industry fuels human trafficking and child abuse globally, affecting young women and girls in particular. To combat sexual exploitation by American tourists, Immigration and Customs Enforcement (ICE) has launched a variety of programs including Operation Predator, which targets sexual predators and child sex tourists, and the National Child Victim Identification Program which identifies child pornography and aids law enforcement in child rescue. While the program does not track the gender of victims, Operation Predator has facilitated more than 12,000 arrests. In addition, ICE’s international attachés work closely with host country law enforcement to stop human trafficking and child exploitation. The Office of International Affairs works regularly with other ICE offices to integrate these programs into the Department’s global law enforcement agenda, including through the G8 Lyon-Roma group and in partnership with the European Union’s developing program against child exploitation.
- **Collaborating With External Partners:** The Department, through a diverse mix of components, has created meaningful partnerships with a variety of national and local educational and community-based organizations. For example, the Secret Service partners with Boys and Girls Clubs throughout the country to increase access to technology through the donation of used computer equipment. In addition, Customs and Border Patrol (CBP), as well as the Federal Law Enforcement Training Center work with the Explorers Club (which is made of up nearly 40% females) to promote careers in law enforcement. In addition, DHS has been well represented at career day events at schools throughout the country, both to promote law enforcement and to encourage careers in science and technology. DHS components have also partnered with local groups to donate cellular phones to a domestic violence shelter and to assist military families and wives. There are currently no evaluation methods in place for these partnerships, but the involved components believe these relationships are important tools to reach young people, including girls, and offer much needed support to the communities in which our employees serve.

- **Targeting Resources in Times of Disaster:** In response to an emergency, FEMA provides voluntary agency coordination amongst volunteer organizations, technical assistance, and reimbursement to jurisdictions for the operation of functional shelters or units that can be used to meet the special needs of fragile elderly adults and women in the later stages of pregnancy. FEMA also contracts with and coordinates non-governmental organizations (i.e. Lutheran Social Services) that offer services specifically for women. While these services are critical, FEMA does not currently have a system in place that tracks the delivery or effectiveness of these contracted services.

2. Future Efforts to Improve the Lives of Women and Girls

Focus Education and Training to Reflect the Specific Needs of Women and Children who are Victims of Human Trafficking, Domestic Violence and Certain Crimes

Secretary Napolitano consistently speaks about the need for a multilayered approach to achieve the mission of the Department. DHS's growing cooperation with the international community to combat multinational threats, including human trafficking, is one example of successful relationship building that can help support and protect women and children who are victims or targets of crime.

Due to our responsibilities for the country, the Department consistently encounters victims of trafficking and violence, the majority of whom are women and children. Because of this, DHS components work to identify, protect, and provide forms of relief to these individuals. DHS personnel who have significant contact with potential victims are currently provided training related to relevant trafficking policies and procedures as they are, in most cases, the first line of contact with potential victims. In order to further strengthen the ability to enforce crimes related to human trafficking, and to support victims or targets, DHS will be working with components to develop enhanced training to reflect the specific needs associated with women and children victims of human trafficking, domestic violence, and certain crimes.

Ultimately, DHS must be at the forefront in partnering with organizations and leaders across the country and the world to develop solutions and take action to end human trafficking and systemic crime against women and children. DHS is committed to continuing to develop new strategies to carry out this responsibility.

Ensuring that DHS is reaching out to Women Owned Businesses

In an effort to ensure that DHS is reaching out robustly to both female and male entrepreneurs, DHS will be creating and implementing a plan to increase education of contracting opportunities to women-owned businesses.

In May of 2008, the Committee on Homeland Security in the U.S. House of Representatives issued a report that recommended that the Secretary of Homeland Security remedy weaknesses in small, minority, and disadvantaged business contracting, which often include women-owned businesses. The Department has engaged in strategies to address this. However, the challenge put forth by this Administration to seek new ways to improve the economic security of women is leading the Department to further efforts to educate women-owned businesses about contracting opportunities that may exist with DHS. DHS is committed to progressing more deliberately and strategically to accomplish this goal.

The significance of strong outreach to small, minority, and disadvantaged businesses is apparent considering the business opportunities that exist with DHS. As the Committee on Homeland Security's report notes, in FY2007, DHS spent a total of \$12.2 billion in the private sector with approximately two-thirds being distributed to large firms.

Secretary Napolitano is tasking DHS with identifying specific strategies to empower and educate women entrepreneurs about the federal contracting marketplace and DHS opportunities. In addition, leaders for this initiative will identify and utilize baseline performance metrics, and develop metrics that can be used moving forward to best measure improvement. As part of this work, each operating component and central procurement within DHS will be asked to inventory their efforts to reach out to small, minority, and disadvantaged businesses, including efforts that are specific to women-owned businesses. Each of these components will be further asked to recommend enhanced strategies that can be taken to increase awareness and education among women-owned businesses.

Improving Preparedness and Resiliency by Educating Mothers and Parents of Young Children

Secretary Napolitano describes individual citizens as our nation's greatest asset against the threats that our homeland faces. As such, DHS is committed to finding new ways to support, inform, and engage this greatest asset. In an effort to enhance knowledge and preparedness among mothers and parents, DHS will launch an enhanced education and communications initiative aimed squarely at this important set of leaders.

In homes across the country, it is the parent that will ensure that a family is doing all that it can to be prepared for an emergency situation. In recognition of this, DHS created a resource for parents and children through the www.ready.gov website. Today, DHS will build on this foundation and further advance this communication by going directly to household leaders to share information about key threats and the actions that can be taken to prevent or minimize risks associated with the threat. A crucial method of delivery for this message will be reaching out to the country's network of mother hosted blogs and websites, and

other parent focused resources. Every day, parents use these resources to help them make important decisions for their children and themselves.

This method of outreach can touch on issues ranging from cyber security to pandemic outbreaks of disease. When designated as the Principle Federal Official for a national incident, the Secretary of DHS is responsible for overall incident response, as highlighted during the recent H1N1 influenza outbreak. In this type of situation, DHS has a responsibility to draw upon the combined efforts of government officials to educate the public and the private sector about what to expect from the federal government during emergency situations and where the best resources lie for advice on how to prepare and respond.

The overarching goal of this work is to reach the leaders in our communities who will have the most impact on how families prepare for and respond to a crisis. We can begin, but not end, with enlisting parents in the challenge to stop the spread of H1N1 influenza. Mothers, in particular, and parents in every household are undoubtedly the first line of defense in this challenge. DHS is committed to supporting HHS and other Federal agencies with all of our resources. There's no question that helping guidance from our public health experts at the Health and Human Services Department (HHS) get into as many hands as possible will be an important part of the ongoing response to H1N1 influenza. DHS's goal is to build a model communication network that can be replicated to deal with a variety of topics. It is an important opportunity for DHS to live out its role as what Secretary Napolitano has described as "the hub of a very large wheel that involves every single person in our country."

D. Overarching Recommendations

DHS is proud to support women and girls through diverse collaborations throughout the United States and even across international lines. While this report does not provide information about all of the ways that the Department is engaged in advancing women and girls through our work, it does provide some important highlights.

Developing this report was, itself, an important tool for DHS to identify and inventory ongoing efforts focused on women and girls. In addition, it provides a chance to identify best practices within our own organization and to look for opportunity to strengthen our methods of assessing and evaluating whether or not a program is successfully meeting its intended purpose.

The mission of the Department of Homeland Security, and each member of the DHS team, is central to the lives of all individuals in our nation. In living out the mission central responsibilities of preventing and combating terrorism, securing our borders, enforcing smart immigration laws, strengthening our nation's ability to prepare for, respond to, and recover from disasters, and building a unified DHS, there will continue to be new approaches to keeping our nation safe and secure. As we move forward with these new approaches, including the future initiatives that are included here, Secretary

Napolitano and the DHS leadership team will continue to look for meaningful approaches to improve the lives of female federal employees and women and girls generally as part of the DHS mission to protect the public at large.

Appendix D

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GAO

Report to the Chairman, Committee on
Homeland Security, House of
Representatives

August 2009

**EQUAL
EMPLOYMENT
OPPORTUNITY**

**DHS Has
Opportunities to
Better Identify and
Address Barriers to
EEO in Its Workforce**



GAO

Accountability * Integrity * Reliability



Highlights of [GAO-09-639](#), a report to the Chairman, Committee on Homeland Security, House of Representatives

Why GAO Did This Study

The federal government is faced with a workforce that is becoming increasingly eligible for retirement. GAO has reported that it is important for federal agencies, including the Department of Homeland Security (DHS), to use available flexibilities to acquire, develop, motivate, and retain talented individuals who reflect all segments of society and our nation's diversity. The Equal Employment Opportunity Commission's (EEOC)

Management Directive (MD) 715, provides that in order to attract and retain top talent, federal agencies are to identify barriers to equal employment opportunity (EEO) in the workplace, execute plans to eliminate barriers, and report annually to EEOC.

In response to a request to determine the extent to which DHS has taken steps to identify and address barriers to EEO and how DHS oversees and supports component agencies in identifying and addressing barriers, GAO reviewed DHS's MD-715 reports and EEOC guidance on MD-715 and interviewed officials from DHS's civil rights and human capital offices responsible for EEO.

What GAO Recommends

GAO recommends that DHS (1) develop a strategy to regularly include employee input in identifying potential barriers to EEO and (2) establish interim milestones for completing planned activities to address identified barriers. DHS agreed with our recommendations.

[View GAO-09-639 or key components.](#)
For more information, contact Yvonne D. Jones at (202) 512-6806 or jonesy@gao.gov.

EQUAL EMPLOYMENT OPPORTUNITY

DHS Has Opportunities to Better Identify and Address Barriers to EEO in Its Workforce

What GAO Found

DHS has generally relied on workforce data and has not regularly included employee input from available sources to identify "triggers," the term EEOC uses for indicators of potential barriers. GAO's analysis of DHS's MD-715 reports showed that DHS generally relied on workforce data to identify 13 of 15 triggers, such as promotion and separation rates. According to EEOC, in addition to workforce data, agencies are to regularly consult a variety of sources, such as exit interviews, employee groups, and employee surveys, to identify triggers. Involving employees helps to incorporate insights about operations from a frontline perspective in determining where potential barriers exist. DHS does not consider employee input from such sources as employee groups, exit interviews, and employee surveys in conducting its MD-715 analysis. Data from the governmentwide employee survey and DHS's internal employee survey are available, but DHS does not use these data to identify triggers. By not considering employee input on DHS personnel policies and practices, DHS is missing opportunities to identify potential barriers. Once a trigger is revealed, agencies are to investigate and pinpoint actual barriers and their causes. In 2007, through its departmentwide barrier analysis, DHS identified four barriers: (1) overreliance on the Internet to recruit applicants, (2) overreliance on noncompetitive hiring authorities, (3) lack of recruitment initiatives that were directed at Hispanics in several components, and (4) nondiverse interview panels.

GAO's analysis of DHS's 2007 and 2008 MD-715 reports showed that DHS has articulated planned activities to address identified barriers, has modified nearly all of its original target completion dates by a range of 12 to 21 months, and has not completed any planned activities; although officials reported completing other activities in fiscal year 2007 and 2008 associated with its EEO program. Nearly half of the planned activities involve collaboration between the civil rights and human capital offices. DHS said that it modified the dates because of staffing shortages. In order to ensure that agency programs are effectively and efficiently implemented, it is important for agencies to implement internal control activities, such as establishing and tracking implementation goals with timelines. This allows agencies to pinpoint performance shortfalls and gaps and suggest midcourse corrections. DHS has not developed project plans with milestones beyond what is included in its MD-715 report and its *Human Capital Strategic Plan*. These documents include only the anticipated outcomes and target completion dates, not the essential activities needed to achieve the outcome. Identifying the critical phases of each planned activity necessary to achieve the intended outcome with interim milestones could help DHS ensure that its efforts are moving forward and manage any needed midcourse corrections, while minimizing modification of target dates.

DHS uses a variety of means to oversee and support components, including providing written feedback on draft reports to components that are required to prepare their own MD-715 reports, conducting program audits, and convening a council of EEO directors from each of the components.

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Abbreviations

CLF	Civilian Labor Force
CRCL	Office of Civil Rights and Civil Liberties
DHS	Department of Homeland Security
EEO	Equal Employment Opportunity
EEOC	Employment Opportunity Commission
EPCA	EEO Program Compliance Assessment
FHCS	Federal Human Capital Survey
FMFIA	Federal Managers' Financial Integrity Act of 1982
LOB	Lines of Business
MD	Management Directive
OCHCO	Office of the Chief Office of the Chief Human Capital Officer
OPM	Office of Personnel Management
RCLF	Relevant Civilian Labor Force
SES	Senior Executive Service
USM	Under Secretary for Management

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United States Government Accountability Office
Washington, DC 20548

August 31, 2009

The Honorable Bennie G. Thompson
Chairman
Committee on Homeland Security
House of Representatives

Dear Mr. Chairman:

Since March 2003, when it was created from a disparate group of 22 agencies with multiple missions, values, and cultures, the Department of Homeland Security (DHS) has faced enormous challenges related to protecting the nation from terrorism while organizing its predecessor agencies—several with existing program and management challenges—into a coherent and integrated department.¹ Because these challenges could have serious consequences for the security of our country, we designated DHS's implementation and transformation as a high-risk area in 2003. While progress has been made, DHS's implementation and transformation remains on the high-risk list today.²

One key challenge DHS has faced is effectively and strategically managing its large workforce (about 216,000 employees) to respond to current and emerging 21st century issues. Strategic human capital management must be the centerpiece of any serious change management strategy.³ The federal government is faced with a workforce that is becoming increasingly eligible for retirement. We have reported that it is important for federal agencies, including DHS, to use available flexibilities to acquire, develop, motivate, and retain talented individuals who reflect all segments

¹DHS comprises 16 major components: Directorate for National Protection and Programs, Directorate for Science and Technology, Directorate for Management, Office of Policy, Office of Health Affairs, Office of Intelligence and Analysis, Office of Operations Coordination, Federal Law Enforcement Training Center, Domestic Nuclear Detection Office, Transportation Security Administration, U.S. Customs and Border Protection, U.S. Citizenship and Immigration Services, U.S. Immigration and Customs Enforcement, U.S. Coast Guard, Federal Emergency Management Agency, and U.S. Secret Service.

²GAO, *High-Risk Series: An Update*, [GAO-09-271](#) (Washington, D.C.: January 2009).

³GAO, *Homeland Security: Overview of Department of Homeland Security Management Challenges*, [GAO-05-573T](#) (Washington, D.C.: Apr. 20, 2005).

of society and our nation's diversity.⁴ While DHS overall has a low proportion—20 percent—of workers eligible to retire by 2012, attention to strategic human capital management is still important as 50 percent or more of its customs and border agents, who serve in a mission-critical occupation, are eligible to retire by 2012.⁵ According to the Equal Employment Opportunity Commission (EEOC), to attract, develop, and retain a top-quality workforce, agencies must ensure that their workforces are free of barriers to equal employment opportunity (EEO). Through Management Directive (MD) 715, EEOC provides that as part of a model EEO program, to prevent unlawful discrimination, federal agencies are to identify barriers to EEO in the workplace, execute plans to eliminate barriers, and report annually to EEOC.

As agreed, we present our findings on (1) the extent to which DHS has taken steps, according to its MD-715 reports, to identify barriers to EEO in the workplace; (2) the extent to which DHS has taken steps to address identified barriers and what progress has been reported; and (3) how DHS oversees and supports component agencies in identifying and addressing barriers. We reviewed DHS's MD-715 reports for fiscal years 2004 through 2008, and analyzed DHS's identified barriers and plans to address those barriers obtained from its fiscal year 2007 and 2008 reports. Because it was beyond the scope of this engagement, we did not evaluate the accuracy of the data contained in the workforce data tables, the extent to which DHS identified all potential barriers, or the extent to which plans to eliminate barriers or activities would address identified barriers. In addition, we reviewed DHS policies, guidance, directives, and diversity plans related to identifying and addressing barriers; the 2008 Federal Human Capital Survey (FHCS) results for DHS; and DHS's 2007 internal employee survey results. We interviewed DHS officials from its Office of Civil Rights and Civil Liberties (CRCL) and the Office of the Chief Human Capital Officer (OCHCO). We also reviewed MD-715 and EEOC instructions and guidance on MD-715, and interviewed EEOC officials from its Office of Federal Operations. We obtained information from the Office of Personnel Management's (OPM) Strategic Human Resource Policy Division on the availability of FHCS data to federal agencies.

⁴GAO, *Human Capital: Federal Workforce Challenges in the 21st Century*, [GAO-07-556T](#) (Washington, D.C.: Mar. 6, 2007).

⁵GAO, *Older Workers: Enhanced Communication among Federal Agencies Could Improve Strategies for Hiring and Retaining Experienced Workers*, [GAO-09-206](#) (Washington, D.C.: Feb. 24, 2009).

We conducted this performance audit from January 2009 to August 2009 in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

Background

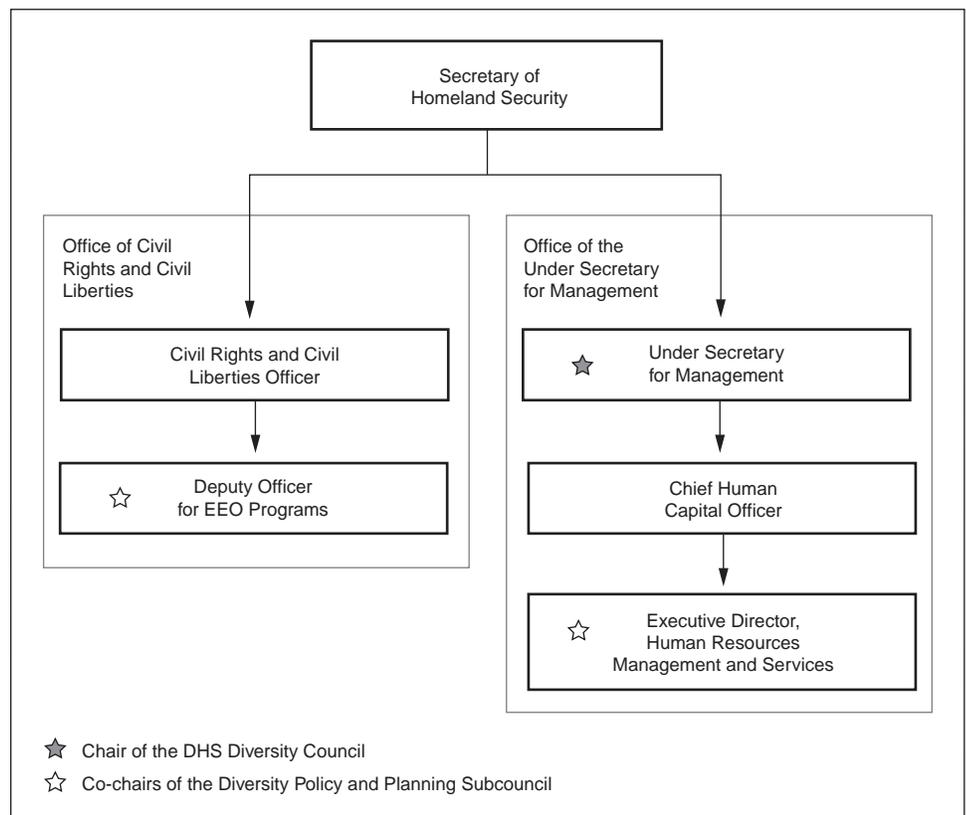
Under MD-715, federal agencies are to identify and eliminate barriers that impede free and open competition in their workplaces. EEOC defines a barrier as an agency policy, principle, or practice that limits or tends to limit employment opportunities for members of a particular gender, race, ethnic background, or disability status. According to EEOC's instructions, many employment barriers are built into the organizational and operational structures of an agency and are embedded in the day-to-day procedures and practices of the agency. In its oversight role under MD-715, EEOC provides instructions to agencies on how to complete their barrier analyses and offers other informal assistance. Based on agency submissions of MD-715 reports, EEOC provides assessments of agency progress in its *Annual Report on the Federal Workforce*, feedback letters addressed to individual agencies, and the EEO Program Compliance Assessment (EPCA).⁶

At DHS, the Officer for CRCL, through the Deputy Officer for EEO Programs, is responsible for processing complaints of discrimination; establishing and maintaining EEO programs; fulfilling reporting requirements as required by law, regulation, or executive order; and evaluating the effectiveness of EEO programs throughout DHS. Consistent with these responsibilities, the Officer for CRCL, through the Deputy Officer for EEO Programs, is responsible for preparing and submitting DHS's annual MD-715 report.

⁶EPCA, which was released in January 2009, provided EEOC's assessment of the performance of selected federal agencies' EEO programs, including DHS, during fiscal year 2006 and evaluated agencies on selected indicators under each model element of MD-715. EPCA also provided outcome indicators based on selected responses from OPM's fiscal year 2006 FHCS. According to EEOC, it has removed the EPCA Web page because EEOC is evaluating the appropriate use of the EPCA program indicators in an attempt to ensure that the indicators chosen are accurate measures of the performance of agency EEO programs.

In addition, the Deputy Officer for EEO Programs and the Under Secretary for Management (USM) are also responsible for diversity management at DHS. Under the USM, the Chief Human Capital Officer is responsible for diversity management and has assigned these duties to the Executive Director of Human Resources Management and Services. According to CRCL's Deputy Officer for EEO Programs, CRCL and OCHCO collaborate on a number of EEO and diversity activities through participation in work groups, involvement in major projects, policy and report review, and participation on the Diversity Council and its Diversity Policy and Planning Subcouncil. Figure 1 shows the officials who are primarily responsible for EEO and diversity management at DHS.

Figure 1: DHS Officials with Primary Responsibility for DHS Departmentwide EEO and Diversity Activities



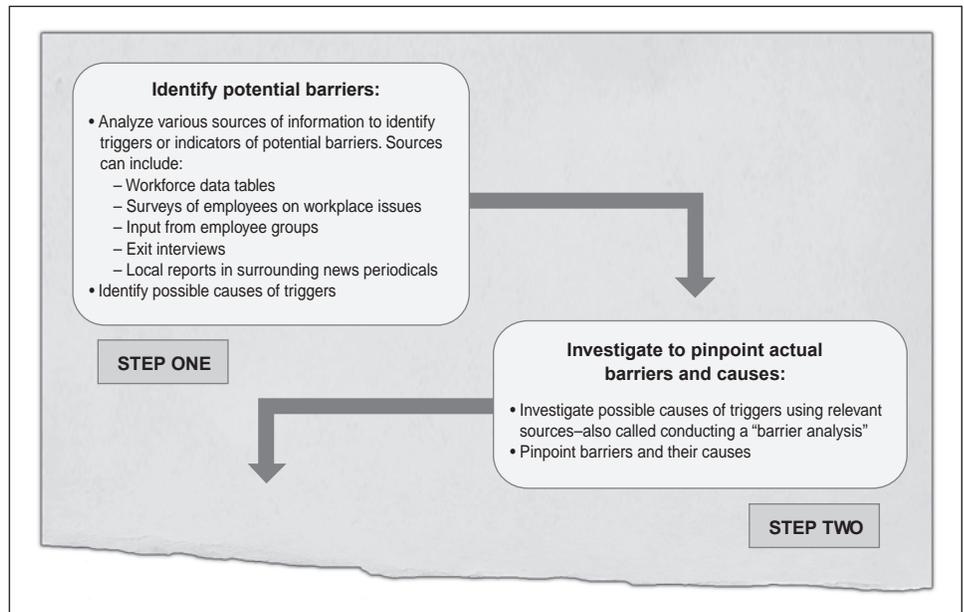
Source: GAO, based on information obtained from DHS.

The DHS Diversity Council is composed of the members of the DHS Management Council, which is chaired by the USM and includes component representatives—generally a component’s equivalent of a chief management officer or chief of staff. The Diversity Council charter gives the DHS Management Council the responsibility of meeting as the Diversity Council at least bimonthly. CRCL’s Deputy Officer for EEO Programs and OCHCO’s Executive Director of Human Resources Management and Services chair the Diversity Council’s Policy and Planning Subcouncil, which includes at least one member from each DHS component represented on the Management Council. The Diversity Policy and Planning Subcouncil meets every 2 weeks and is to identify, research, and analyze workforce diversity issues, challenges, and opportunities and report and make recommendations to the Diversity Council on DHS diversity strategies and priorities.

DHS Has Generally Relied on Workforce Data and Has Not Regularly Included Employee Input in Identifying Potential Barriers

According to EEOC’s MD-715 instructions, barrier identification is a two-part process. First, using a variety of sources, an agency is to identify triggers. Second, the agency is to investigate and pinpoint actual barriers and their causes. According to EEOC officials, this should be an ongoing process. Figure 2 shows the barrier identification steps under MD-715.

Figure 2: Barrier Identification Process



Source: GAO modification of EEOC guidance.

Note: EEOC concurred with GAO’s modification of EEOC’s guidance.

Our review of DHS’s MD-715 reports for each of the fiscal years 2004 through 2007 showed that in 2004 DHS identified 14 triggers, which were present in each subsequent year. According to DHS’s MD-715 reports, DHS identified 13 of the 14 triggers based on its analysis of participation rates contained in the workforce data tables.⁷ The remaining trigger—incomplete accessibility studies on all facilities—was identified based on responses to the self-assessment checklist contained in the MD-715 form and comments made at disability awareness training for managers. In addition, in 2008, DHS identified one new trigger based on a joint

⁷Although DHS identified a number of triggers based on workforce data, DHS did not include in its 2008 MD-715 submission required data tables on (1) applicants and new hires for major occupations, (2) selections for internal competitive promotions, (3) internal selections for senior-level positions, and (4) participation in career development programs. CRCL officials stated that DHS did not submit these tables because DHS does not currently track the data necessary to complete these tables. DHS is in the process of testing and implementing new systems to collect and analyze applicant flow data, which would enable it to complete the tables on hiring and promotions. According to documents from OCHCO, implementation of these systems is expected by the first quarter of fiscal year 2011.

statement from EEOC, the Department of Justice, and the Department of Labor related to heightened incidents of harassment, discrimination, and violence in the workplace against individuals who are or are perceived to be Arab, Muslim, Middle Eastern, South Asian, or Sikh. Table 1 shows a summary of DHS-identified triggers and the sources of information from which they were identified.

Table 1: Triggers Identified in DHS's 2008 Management Directive 715 Report

Trigger	Groups affected	Source
1. Participation rates in the total workforce were below participation rates in the civilian labor force (CLF) ^a	Total females and White females	Analysis of workforce data
2. Participation rates among officials and managers ^b were below participation rates in the relevant civilian labor force (RCLF) ^c	Total females and White females	Analysis of workforce data
3. Participation rates among professionals ^b were below participation rates in the RCLF	Total females and White females	Analysis of workforce data
4. Participation rates among service workers ^b were below participation rates in the RCLF	Total females and White females	Analysis of workforce data
5. Participation rates among General Schedule (GS) grades GS-14 and GS-15 and the Senior Executive Service (SES) were below participation rates in DHS's total GS workforce population	GS-14: Hispanic males GS-15: Hispanic males SES: Hispanic males, females (collectively), African American females, and African American males	Analysis of workforce data
6. Participation rates among cross-cutting, high-profile occupations ^d were below participation rates in the RCLF	Total females and White females	Analysis of workforce data
7. Participation rates among new hires by type of appointment ^e were below participation rates in the CLF	Total females and White females	Analysis of workforce data
8. Award rates of quality salary increases were below participation rates in DHS's permanent workforce	Total males, Hispanic males, White males, African American males, American Indian/Alaskan Native males, American Indian/Alaskan Native females, and males identified as two or more/other races	Analysis of workforce data
9. Separation rates (voluntary and involuntary) were higher than participation rates in DHS's permanent workforce	Voluntary: Total females, White females, African American males, and African American females Involuntary: African American males and total females	Analysis of workforce data
10. Participation rates (temporary and permanent workers) were below the "federal high" in DHS's total workforce ^f	DHS employees with targeted disabilities ^g	Analysis of workforce data

Trigger Groups	affected	Source
11. Physical barriers to employment	DHS employees with targeted disabilities	MD-715 self-assessment checklist (part G) and comments made at a disability awareness training for managers
12. Separation rates (total and voluntary) exceeded participation rates in DHS's permanent workforce	DHS employees with disabilities and targeted disabilities	Analysis of workforce data
13. Promotion rates (competitive and noncompetitive) were below participation rates in DHS's permanent workforce	DHS employees with disabilities and targeted disabilities	Analysis of workforce data
14. Participation rates were below the "federal high" in DHS's temporary workforce	DHS employees with disabilities and targeted disabilities	Analysis of workforce data
15. Increased incidents of workplace harassment, discrimination, and violence	Muslims, Arabs, South Asians, and Sikhs	November 19, 2001, EEOC, Department of Justice and Department of Labor "Joint Statement Against Employment Discrimination in the Aftermath of the September 11 Terrorist Attacks"

Source: GAO analysis of DHS's 2007 and 2008 MD-715 reports.

^aThe CLF is defined as those 16 and older (including federal workers) who are employed or looking for work and are not in the military or institutionalized.

^bEEOC uses nine occupational categories for the federal workforce—officials and managers, professionals, technicians, sales, administrative support workers, craft workers, operatives, laborers, and service workers. See EEOC publication for definitions of the nine occupational categories.

^cEEOC defines the RCLF as the available pool in the CLF for a specific occupation, including geographic considerations of the recruitment area.

^dAccording to DHS's 2008 MD-715 report, cross-cutting, high-profile occupations within DHS are mission-critical occupations that reside in multiple organizational elements or by their very nature are high-profile occupations, for example, transportation security officers.

^eTypes of appointment include permanent, temporary, and nonappropriated funds.

^fEEOC has designated the "federal high" as the benchmark for comparing an agency's employment of individuals with targeted disabilities. The federal high is of a federal agency (with 500 or more permanent employees) that had the highest participation rate of employees with targeted disabilities during the prior fiscal year. For 2008, the federal high was 2.65 percent.

^gAccording to EEOC, to encourage the hiring, placement, and advancement of selected individuals with disabilities in affirmative action planning, EEOC has identified nine categories of targeted disabilities: (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, spine, or both.

To identify triggers, agencies are to prepare and analyze workforce data tables comparing participation rates to designated benchmarks (such as representation in the civilian labor force (CLF)⁸ or the agency's total

⁸The CLF is defined as those 16 and older (including federal workers) who are employed or looking for work and are not in the military or institutionalized.

workforce) by gender, race, ethnicity, or disability status in various subsets of their workforces (such as by grade level or major occupations and among new hires, separations, promotions, and career development programs). According to EEOC's MD-715 instructions, participation rates below a designated benchmark for a particular group are triggers. Along with the workforce data tables, according to EEOC's MD-715 instructions, agencies are to regularly consult additional sources of information to identify areas where barriers may operate to exclude certain groups. Other sources of information include, but are not limited to

- EEO complaints and EEO-related grievances filed;
- findings of discrimination on EEO complaints;
- surveys of employees on workplace environment issues;
- exit interview results;
- surveys of human resource program staff, managers, EEO program staff, counselors, investigators, and selective placement coordinators;
- input from agency employee and advocacy groups and union officials;
- available government reports (i.e., those of EEOC, GAO, OPM, the Merit Systems Protection Board, and the Department of Labor); and
- local and national news reports.

EEOC officials said that these sources may reveal triggers that may not be present in the workforce data tables. Several of the above-listed sources provide direct employee input on employee perceptions of the effect of agency policies and procedures. For example, according to EEOC instructions, employee surveys may reveal information on experiences with, perceptions of, or difficulties with a practice or policy within the agency. Further, EEOC's instructions state that reliance solely on workforce profiles and statistics will not meet the mandate of MD-715. When workforce data and other sources of information indicate that a barrier may exist, agencies are to conduct further inquiry to identify and examine the factors that caused the situation revealed by workforce data or other sources of information.

To identify triggers, CRCL stated that it regularly reviews complaint data it must submit annually to EEOC and data collected from reports CRCL is required to submit under various statutes, executive orders, and initiatives, including the Notification and Federal Employee Antidiscrimination and Retaliation Act,⁹ Federal Equal Employment Opportunity Recruitment

⁹Pub. L. No. 107-174 (May 15, 2002).

Program,¹⁰ Executive Order 13171 on Hispanic employment in the federal government, Disabled Veterans Affirmative Action Program,¹¹ White House Initiative on Historically Black Colleges and Universities, and White House Initiative on Tribal Colleges and Universities. According to CRCL officials, in the past, CRCL has also relied upon the DHS online departmental newsletter, periodicals, and news media to identify triggers.

We have previously reported that successful organizations empower and involve their employees to gain insights about operations from a frontline perspective, increase their understanding and acceptance of organizational goals and objectives, and improve motivation and morale.¹² Obtaining the input of employees in identifying triggers would provide a frontline perspective on where potential barriers exist. Employee input can come from a number of sources including employee groups, exit interviews, and employee surveys. CRCL said that it does not consider input from employee groups in conducting its MD-715 analysis, but the Diversity Council's Diversity Policy and Planning Subcouncil has recently begun to reach out to form partnerships with employee associations such as the National Association of African-Americans in the Department of Homeland Security. In addition, according to DHS's 2008 MD-715 report, DHS does not currently have a departmentwide exit survey, but according to a senior OCHCO official, OCHCO plans to develop a prototype exit survey with the eventual goal of proposing its use throughout DHS.

Although DHS does not have the structures in place to obtain employee input departmentwide from employee groups and exit surveys, DHS could use the FHCS and DHS's internal employee survey to obtain employee input in identifying potential barriers. OPM administers the FHCS biennially in even-numbered years, and DHS administers its own internal

¹⁰5 C.F.R. §§ 720.201-207.

¹¹5 C.F.R. §§ 720.301-307.

¹²GAO, *High-Risk Series: Strategic Human Capital Management*, GAO-03-120 (Washington, D.C.: January 2003).

survey in off years.¹³ Both surveys collect data on employees' perceptions of workforce management, organizational accomplishments, agency goals, leadership, and communication. We have previously reported that disaggregating employee survey data in meaningful ways can help track organizational priorities.¹⁴ According to information from officials in OPM's Division for Strategic Human Resources Policy, which administers and analyzes the FHCS, results by gender, national origin, and race are available at the agency level (i.e., DHS) on each agency's secure site.¹⁵ DHS's internal survey also collects demographic data on race, gender, and national origin of respondents. DHS could analyze responses from the FHCS and its internal employee survey by race, gender, and national origin to determine whether employees of these groups perceive a personnel policy or practice as a possible barrier. For example, one question on the 2008 FHCS asked whether supervisors or team leaders in the employee's work unit support employee development. Fifty-eight percent of DHS respondents agreed and 21 percent disagreed with the statement. The 2007 DHS internal survey asked whether employees receive timely information about employee development programs. Thirty-nine percent of respondents provided a positive response; 35 percent provided a negative response. Although a CRCL staff member reviews the FHCS and DHS's internal survey data as part of an OCHCO employee engagement working group, the staff member does not review DHS responses based on race, gender, and national origin. Responses based on demographic group could indicate whether a particular group perceives a lack of opportunity for employee development and suggest a need to further examine these areas

¹³ According to OPM's Web site, the FHCS, which was first administered in 2002, is administered to full-time, permanent employees of the major agencies represented on the President's Management Council and the small/independent agencies that accepted an invitation to participate in the survey. For the 2008 survey, these agencies made up approximately 97 percent of the executive branch workforce. Of the 417,128 employees receiving surveys, 212,223 completed the survey for a governmentwide response rate of 51 percent. According to DHS's summary of results, DHS's internal survey was electronically administered to all permanent civilian DHS employees as of August 2007. A total of 65,753 of 141,160 eligible employees responded to the survey for a response rate of 47 percent.

¹⁴ GAO, *Result-Oriented Cultures, Creating a Clear Linkage between Individual Performance and Organizational Success*, [GAO-03-488](#) (Washington, D.C.: Mar. 14, 2003).

¹⁵ According to OPM's responses, results by age, supervisory status, and work location departmentwide are also available on an agency's internal secure site. At the component level, results for each question are available on each agency's internal secure site and results by some demographic groups are available at the request of the agency, provided results for any group contain at least 10 respondents. When there are fewer than 10 respondents in a group, OPM stated that it would typically combine demographic groups (i.e., minority/nonminority, nonsupervisors/supervisors, etc.) and then create a report.

to determine if barriers exist. Without employee input on DHS personnel policies and practices, DHS is missing opportunities to identify potential barriers. Regular employee input could help DHS to identify potential barriers and enhance its efforts to acquire, develop, motivate, and retain talent that reflects all segments of society and our nation's diversity.

DHS Identified Workforce Barriers in 2007

In fiscal year 2007, DHS conducted its first departmentwide barrier analysis. This effort involved further analysis of the triggers initially identified in 2004 to determine if there were actual barriers and their causes. According to DHS's 2007 MD-715 report, DHS limited its barrier analysis to an examination of policies and management practices and procedures that were in place during fiscal year 2004. Therefore, according to the report, policies, procedures, and practices that were established or used after fiscal year 2004 were outside the scope of this initial barrier analysis.¹⁶ Based on triggers DHS identified in 2004, DHS's departmentwide barrier analysis identified the following four barriers:

1. Overreliance on the Internet to recruit applicants.
2. Overreliance on noncompetitive hiring authorities.
3. Adequacy of responses to Executive Order 13171, *Hispanic Employment in the Federal Government*; specifically, in several components that there was no evidence of specific recruitment initiatives that were directed at Hispanics.
4. Nondiverse interview panels; specifically, interview panels that did not reflect the diversity of applicants.

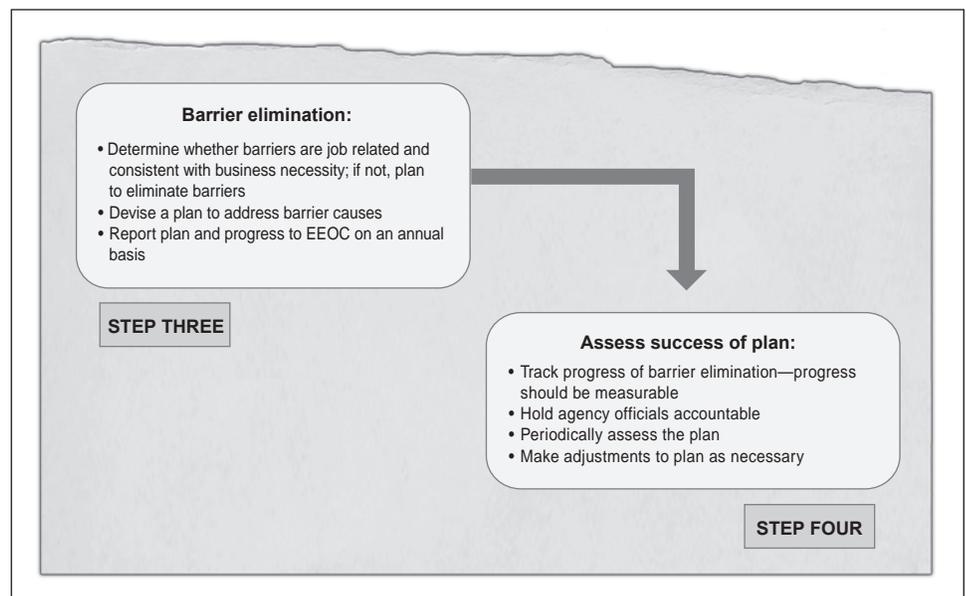
DHS Has Identified Planned Activities to Address Barriers, but Has Modified Nearly All of Its Target Completion Dates

According to EEOC guidance, barrier elimination is vital to achieving the common goal of making the federal government a model employer. Once an agency identifies a likely factor (or combination of factors) adversely affecting the employment opportunities of a particular group, it must decide how to respond. Barrier elimination is the process by which an agency removes barriers to equal participation at all levels of its workforce. EEOC's instructions provide that in MD-715 reports, agencies are to articulate objectives accompanied by specific action plans and planned activities that the agency will take to eliminate or modify barriers to EEO. Each action item must set a completion date and identify the one high-level agency official who is responsible for ensuring that the action

¹⁶To date, DHS has not conducted any other barrier analyses. According to CRCL officials, DHS has not conducted subsequent barrier analyses because of resource limitations, such as staffing and limited funding to contract for this activity.

item is completed on time. In addition, according to EEOC's instructions, agencies are to continuously monitor and adjust their action plans to ensure the effectiveness of the plans themselves, both in goal and execution. This will serve to determine the effectiveness of the action plan and objectives. Figure 3 shows the barrier elimination and assessment steps under MD-715.

Figure 3: Barrier Elimination and Assessment



Source: GAO modification of EEOC guidance.

Note: EEOC concurred with GAO's modification of EEOC's guidance.

DHS Modified Nearly All Target Completion Dates on Planned Actions to Address Barriers

Our analysis of DHS's MD-715 2007 and 2008 reports showed DHS articulated 12 different planned activities to address the identified barriers, including 1 new planned activity in 2008.¹⁷ Of the 12 planned activities, 2 relate to recruitment practices and strategies, specifically implementing a departmentwide recruitment strategy and targeting recruitment where there are low participation rates. Two other planned activities relate to the development of additional guidance, specifically on composition of interview panels and increasing educational opportunities. For each barrier, DHS identifies at least one planned activity—eight in total—

¹⁷Two of the planned activities were listed under multiple barriers.

related to collecting and analyzing additional data. According to DHS's 2007 and 2008 MD-715 reports, DHS's primary objective is to capture and analyze the additional data needed to link the barriers to the relevant triggers.

In addition, of the 12 different planned activities, 5 involve collaboration between CRCL and OCHCO. One planned activity to address overreliance on the use of the Internet to recruit applicants calls for the development of an applicant flow tool to gather data on applicants, which would enable CRCL and OCHCO to analyze recruitment and hiring results. According to CRCL, its staff collaborate with OCHCO by evaluating and providing feedback on development of the tool. We have previously reported on the benefits of coordination and collaboration between the EEO and the human capital offices within agencies.¹⁸ During our previous work reviewing coordination of federal workplace EEO, an EEOC official commented that a review of barrier analyses in reports submitted under MD-715 showed that the highest-quality analyses had come from agencies where there was more coordination between staff of the human capital and EEO offices.

Table 2 shows DHS's planned activities, the identified barriers to which they relate, and the target completion dates.

¹⁸GAO, *Equal Employment Opportunity: Improved Coordination Needed between EEOC and OPM in Leading Federal Workplace EEO*, GAO-06-214 (Washington, D.C.: June 16, 2006).

Table 2: DHS-Identified Barriers, Planned Activities, and Target Completion Dates

Identified barrier	Planned activities ^a	Modified target completion date from 2008 MD-715 report and (original date from 2007 MD-715 report)	2008 update
Overreliance on the Internet to recruit applicants for cross-cutting, high-profile occupations.	1. Partner with OCHCO to “Implement an enterprise-wide recruitment strategy.” ^{ab}	(09/30/2009)	No 2008 update was listed for this planned activity.
	2. Partner with OCHCO to “Deploy applicant flow tool to analyze recruitment and hiring results.”	12/31/2009 (09/30/2008)	OCHCO indicated that it is working toward a redeployment of the e-Recruitment System.
	3. Collect and analyze additional data that could more conclusively demonstrate a link between overreliance on online recruiting media and equality of opportunity for applicants. ^c	12/31/2010 (09/30/2009)	A lesson learned in fiscal year 2008 was that targeted recruiting can be done more efficiently over the Internet and that DHS needs to develop an online methodology in fiscal year 2009 to reach active candidates looking for jobs and passive (not actively looking) candidates who have the appropriate skills and education.
	4. Develop a financial grid with information about the employee group(s) targets for a specific recruitment tactic. ^d	12/31/2010 (03/30/2009)	See #3.
Overreliance of noncompetitive hiring authorities.	1. Coordinate with OCHCO to ensure that the applicant flow tool has the capability to capture the additional data identified in #2.	12/31/2009 (09/30/08)	CHCO indicated it is working toward a redeployment of the e-Recruitment System.
	2. Collect and analyze additional data that would more conclusively demonstrate a link between overreliance on noncompetitive hiring authorities and equality of opportunity for applicants. ^c	12/31/2010 (09/30/2009)	CRCL will identify any specific follow-on actions required after the potential barriers are confirmed.
	3. Have the DHS Corporate Recruitment Council target candidates for components that have low participation rates. ^e	12/31/2010	N/A ^f
Lack of specific recruitment initiatives directed to Hispanics in several components.	1. Partner with OCHCO to “Implement an enterprise-wide recruitment strategy.” ^{ab}	(09/30/2009)	CRCL participated in the DHS Corporate Recruitment Council, which in fiscal year 2008 targeted five major categories of candidates to target.
	2. Coordinate with OCHCO to ensure that the applicant flow tool has the capability to capture the additional data identified under item #3.	12/31/2009 (12/31/2008)	OCHCO indicated that it is working towards a redeployment of the e-Recruitment System.

Identified barrier	Planned activities ^a	Modified target completion date from 2008 MD-715 report and (original date from 2007 MD-715 report)	2008 update
	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. ^c	12/31/2010 (09/30/2009)	CRCL will identify any specific follow-on actions required after the potential barriers are confirmed.
	4. Develop departmentwide guidance to address the issue of levels of education among Hispanics in the pipeline.	12/31/2010 (03/31/2009)	No 2008 update was listed for this planned activity.
	5. Have the DHS Corporate Recruitment Council target candidates for components that have underrepresentation. ^e	12/31/2010	N/A ^f
Nondiverse interview panels.	1. Collaborate with OCHCO in the development of guidelines that addresses the diversity/composition of interview panels.	12/31/2009 (09/30/2008)	No 2008 update was listed for this planned activity.
	2. Collect additional data to determine the impact of nondiverse interview panels. ^c	12/31/2010 (09/30/2009)	CRCL will identify any specific follow-on actions required after the potential barriers are confirmed.

Source: GAO analysis of DHS's 2007 and 2008 MD-715 reports.

^aDHS has identified 12 unique planned activities. The planned activities listed total 14 because 2 planned activities are listed twice.

^bThis planned activity is listed twice.

^cIn the fiscal year 2008 MD-715 report, DHS specifies the additional information to obtain.

^dAccording to DHS's 2008 MD-715 report, the financial grid will identify the cost-effectiveness and human capital yield that results from using a specific recruitment tactic to acquire specific employee groups. Also, the grid data will produce 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.

^eThis planned activity is listed twice.

^fNot applicable. This planned activity was first identified in the fiscal year 2008 MD-715 report; therefore, it could not have been modified in the 2008 report.

For the planned activities identified in its 2007 MD-715 report, DHS has modified the target date for all but one of them. As reported in the 2008 MD-715 report, the original target completion dates have been delayed anywhere from 12 to 21 months. In addition, since DHS filed its 2008 MD-715 report, DHS modified one of the target dates it had previously modified in its 2008 report. DHS has not completed any of the planned activities articulated in its 2007 and 2008 MD-715 reports. According to CRCL officials, although it has not completed any planned activities to address identified barriers, DHS has completed some planned activities

identified in fiscal years 2007 and 2008 related to improving its EEO program.

According to CRCL, DHS modified target dates primarily because of staffing shortages in both CRCL and OCHCO, including the retirement in 2008 of three senior CRCL officials (including the Deputy Officer for EEO Programs) and extended absences of the remaining two staff. In addition, according to senior officials, during fiscal year 2008, OCHCO experienced significant staff shortages and budgetary issues and lost its contract support. According to the Deputy Officer for EEO Programs, fiscal year 2009 is a rebuilding year. CRCL is adding five new positions, in addition to the existing three, to the CRCL unit responsible for preparing and submitting DHS's MD-715 reports and implementing MD-715 planned activities. According to CRCL, once it is fully staffed, it will be able to expand services and operations.

DHS has not established interim milestones for the completion of planned activities to address barriers. According to DHS officials, its MD-715 reports and *Human Capital Strategic Plan* represent the extent of DHS project plans and milestones for completing planned activities. These documents include only the anticipated outcome, not the essential activities needed to achieve the outcome. For example, in DHS's 2007 and 2008 MD-715 reports, CRCL identifies an applicant flow tool to analyze recruitment and hiring results as a planned activity to address the barrier of overreliance on the use of the Internet to recruit applicants. DHS's *Human Capital Strategic Plan* also identifies an applicant flow tool to analyze recruitment and hiring results as an action to achieve its departmentwide diversity goal. DHS does not articulate interim steps, with milestones, to achieve this outcome in either document.

In order to help ensure that agency programs are effectively and efficiently implemented, it is important that agencies implement effective internal control activities.¹⁹ These activities help ensure that management

¹⁹GAO, *Standards for Internal Control in the Federal Government*, [GAO/AIMD-00-21.3.1](#) (Washington, D.C.: November 1999). We used the criteria in these standards, issued pursuant to the requirements of the Federal Managers' Financial Integrity Act of 1982 (FMFIA), to provide the overall framework for establishing and maintaining internal control in the federal government. Pub. L. No. 97-255, 96 Stat. 814. Also pursuant to FMFIA, the Office of Management and Budget issued Circular No. A-123, revised December 21, 2004, to provide the specific requirements for assessing and reporting on internal controls. Internal control standards and the definition of internal control in Circular No. A-123 are based on the aforementioned GAO standards.

directives are carried out. We have previously reported that it is essential to establish and track implementation goals and establish a timeline to pinpoint performance shortfalls and gaps and suggest midcourse corrections. Further, it is helpful to focus on critical phases and the essential activities that need to be completed by a given date.²⁰ In addition, we recommended in our 2005 report on DHS's management integration that DHS develop a management integration strategy. Such a strategy would include, among other things, clearly identifying the critical links that must occur among initiatives and setting implementation goals and a timeline to monitor the progress of these initiatives and to ensure that the necessary links occur.²¹ Identifying the critical phases of each planned activity necessary to achieve the intended outcome with interim milestones could help DHS ensure that its efforts are moving forward and manage any needed midcourse corrections, while minimizing modifications of target completion dates.

DHS Reports Progress on EEO and Diversity Initiatives

According to CRCL and OCHCO officials, DHS is making progress on initiatives relating to (1) outreach and recruitment, (2) employee engagement, and (3) accountability. DHS's Executive Director of Human Resources Management and Services told us that DHS is currently implementing a targeted recruitment strategy based on representation levels, which includes attending career fairs and entering into partnerships with organizations such as the Black Executive Exchange Program. CRCL officials also said that CRCL staff participate on the Corporate Recruitment Council, which meets each month and includes recruiters from each of the components. In addition, according to the *Human Capital Strategic Plan* diversity goal, DHS plans to establish a diversity advisory network of external stakeholders. According to CRCL, this effort includes specific outreach and partnership activities with such groups as the National Association for the Advancement of Colored People, Blacks in Government, League of United Latin American Citizens, Organization of Chinese Americans, Federal Asian Pacific American Council, Federally Employed Women, National Organization of Black Law Enforcement Executives, and Women in Federal Law Enforcement.

²⁰GAO, *Results-Oriented Cultures: Implementation Steps to Assist Mergers and Organizational Transformations*, GAO-03-669 (Washington, D.C.: July 2, 2003).

²¹GAO, *Department of Homeland Security: A Comprehensive and Sustained Approach Needed to Achieve Management Integration*, GAO-05-139 (Washington, D.C.: Mar. 16, 2005).

DHS has also reported progress on employee engagement efforts. The Executive Director of Human Resources Management and Services also told us that DHS is in the planning stages of forming a department-level employee council comprising representatives from each diversity network at each of DHS's components.²² In addition, according to DHS's *Human Capital Strategic Plan*, DHS will incorporate questions into its internal employee survey specifically addressing leadership and diversity. The planned completion for this effort is the first quarter of fiscal year 2010.

To address accountability, the Executive Director of Human Resources Management and Services said that DHS added a Diversity Advocate core competency as part of DHS's fiscal year 2008 rating cycle for Senior Executive Service (SES) performance evaluations. Under DHS's SES pay-for-performance appraisal system, ratings on this and other core competencies affect SES bonuses and pay increases. According to DHS's *Competency Illustrative Guidance*, the standard provides for each senior executive to promote workforce diversity, provide fair and equitable recognition and equal opportunity, and promptly and appropriately address allegations of harassment or discrimination. According to the Executive Director of Human Resources Management and Services, OCHCO is currently developing plans, with the participation of CRCL, to implement a similar competency in 2010 for managers and supervisors, although the specific details on implementation are not yet finalized.

DHS Reports Using a Variety of Means to Oversee and Support Components

According to MD-715 and its implementing guidance, a parent agency is to ensure that its components implement the provisions of MD-715 and make a good faith effort to identify and remove barriers to equality of opportunity in the workplace. Among other requirements, the parent agency is responsible for ensuring that its reporting components—those that are required to submit their own MD-715 reports—complete those reports. The parent agency is also responsible for integrating the

²²Diversity networks are also called advisory, advocacy, support, affinity, or resources groups.

components' MD-715 reports into a departmentwide MD-715 report.²³ According to officials from EEOC's Office of Federal Operations, how a department oversees and manages this process is at the discretion of the department. In addition, to ensure management accountability, the agency, according to MD-715, should conduct regular internal audits, at least annually, to assess, among other issues, whether the agency has made a good faith effort to identify and remove barriers to equality of opportunity in the workplace.

At DHS, according to the DHS Acting Officer for CRCL and the Deputy Officer for EEO Programs, component EEO directors do not report directly to CRCL but to their respective component heads. While this EEO organizational structure is similar to other cross-cutting lines of business (LOB), other cross-cutting LOBs have indirect reporting relationships, established through management directives, between the component LOB head and the DHS LOB chief for both daily work and annual evaluation. In contrast, the Deputy Officer for EEO Programs stated that he relies on a collaborative relationship with the EEO directors of the components to carry out his responsibilities. According to the Deputy Officer for EEO Programs, component EEO programs have supported department-wide initiatives when asked to join such efforts.

On February 4, 2008, the Secretary of Homeland Security delegated authority to the Officer for CRCL to integrate and manage the DHS EEO Program, and currently a management directive interpreting the scope of this authority is awaiting approval. The Deputy Officer for EEO Programs stated that until the management directive is approved and implemented, the actual effect of the delegated authority is unclear. Lacking direct authority, the Deputy Officer stated that he relies on a collaborative relationship with the EEO directors of the components to carry out his responsibilities. According to the Deputy Officer for EEO Programs, one means of collaboration with the components is through the EEO Council, which meets monthly and is chaired by the Deputy Officer for EEO

²³ According to MD-715 guidance, components with a certain amount of autonomy from their parent agencies are to prepare their own MD-715 reports. Components are to submit these reports to their headquarters for inclusion in the agencywide report and must also file a copy with EEOC. DHS has eight reporting components that must prepare and submit their own MD-715 reports. DHS reporting components are the Federal Emergency Management Agency, Federal Law Enforcement Training Center, Transportation Security Administration, U.S. Citizenship and Immigration Services, U.S. Coast Guard, U.S. Customs and Border Protection, U.S. Immigration and Customs Enforcement, and U.S. Secret Service.

Programs and is composed of the EEO directors from each component. The Deputy Officer for EEO Programs said that he uses the EEO Council to share best practices, enhance cooperation, and enforce accountability.

To assist the components in their MD-715 analyses, according to CRCL officials, CRCL prepares the workforce data tables for each of the components required to submit its own MD-715 report. CRCL obtains the data from OCHCO and sends them to a contractor to create the workforce data tables. According to CRCL officials, DHS is pursuing an automated information management system that will allow CRCL to conduct in-house centralized workforce data analysis at the component level.

To ensure timely submissions of component MD-715 reports, DHS's CRCL sets internal deadlines by which reporting components are to submit their final MD-715 reports. CRCL instructs the components to follow EEOC guidance in completing their reports. CRCL also gives components the option of submitting a draft report for CRCL to review and provide technical guidance on before the final report is submitted. For those components that have submitted draft reports, CRCL has provided written comments that could be incorporated into the components' final reports. A CRCL official told us that for fiscal year 2009 draft submissions, CRCL will continue this practice and encourage components to submit draft reports.

Since DHS was formed in 2003, CRCL has completed a full EEO program evaluation of the Federal Law Enforcement Training Center (FLETC) in fiscal year 2007, which focused on FLETC's EEO Office's operations and activities. In fiscal year 2008, CRCL conducted the audit work on a full program evaluation of the Federal Emergency Management Agency's Equal Rights Office's operations and activities, but to date CRCL has not issued the audit report. In fiscal year 2006, CRCL conducted a partial evaluation of the Transportation Security Administration's Office for Civil Rights, which focused on EEO counseling, complaint tracking, and alternative dispute resolution. In addition, in fiscal year 2009, a contractor issued a report describing the findings of a program review of the U.S. Coast Guard's Office of Civil Rights.²⁴ The Deputy Officer for EEO Programs told us that CRCL intends to conduct program reviews of the EEO programs at all operational components by 2010, although no schedule for completing these audits has been established.

²⁴The results of the Coast Guard review are for official use only.

Conclusions

Input from employee groups reflects the perspective of the individuals directly affected by employment policies and procedures and could provide valuable insight into whether those policies and procedures may be barriers to EEO. Because CRCL does not regularly include employee input from available sources, such as the FHCS and DHS's internal employee survey, it is missing opportunities to identify potential barriers to EEO. For barriers DHS has already identified, it is important for DHS to ensure the completion of planned activities through effective internal control activities, including the identification of critical schedules and milestones that need to be completed by a given date. Effective internal controls could help DHS ensure that its efforts are moving forward, manage any needed midcourse corrections, and minimize modifications of target completion dates. Additional staff, which DHS plans to add in 2009, could help DHS implement effective internal control activities.

Recommendations for Executive Action

We recommend that the Secretary of Homeland Security take the following two actions:

- Direct the Officer for CRCL to develop a strategy to regularly include employee input from such sources as the FHCS and DHS's internal survey in identifying potential barriers to EEO.
- Direct the Officer for CRCL and the CHCO to identify essential activities and establish interim milestones necessary for the completion of all planned activities to address identified barriers to EEO.

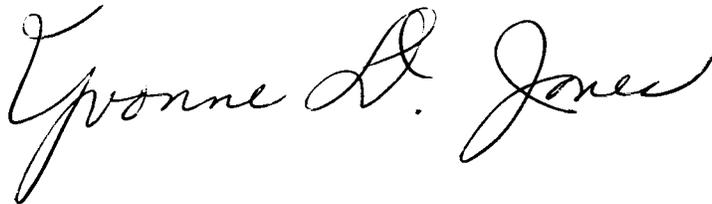
Agency Comments

We provided a draft of this report to the Secretary of Homeland Security for review and comment. In written comments, which are reprinted in appendix I, the Director of DHS's Departmental GAO/OIG Liaison Office agreed with our recommendations. Regarding the first recommendation, the Director agreed that DHS should develop a departmentwide strategy to regularly include employee input from the FHCS and DHS internal employee survey to identify barriers, but noted that DHS component EEO programs already use employee survey data to develop annual action plans to address identified management issues. Regarding the second recommendation, the Director wrote that CRCL has already begun revising its plans to identify specific steps and interim milestones to accomplish the essential activities. DHS also provided technical comments, which we incorporated as appropriate.

As agreed with your office, unless you publicly announce the contents of this report earlier, we plan no further distribution until 30 days from the report date. At that time, we will send copies to the Secretary of Homeland Security and other interested parties. The report also will be available at no charge on GAO's Web site at <http://www.gao.gov>.

If you or your staff have any questions concerning this report, please contact me at (202) 512-6806 or jonesy@gao.gov. Contact points for our Offices of Congressional Relations and Public Affairs may be found on the last page of this report. Staff who made major contributions to this report are listed in appendix II.

Sincerely yours,

A handwritten signature in black ink that reads "Yvonne D. Jones". The signature is written in a cursive style with a large, stylized initial "Y".

Yvonne D. Jones
Director, Strategic Issues

Appendix I: Comments from the Department of Homeland Security

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



**Homeland
Security**

July 13, 2009

Ms. Yvonne D. Jones,
Director, Strategic Issues
United States Government Accountability Office
Washington, DC 20548

Dear Ms. Jones:

Thank you for the opportunity to review and comment on the U.S. Government Accountability Office's (GAO) Draft Report GAO-09-639, entitled *DHS Has Opportunities to Better Identify and Address Barriers to EEO in its Workforce*. The Department of Homeland Security (DHS) and the Office for Civil Rights and Civil Liberties (CRCL) concurs with GAO's proposed recommendations.

Below, we address the specific GAO recommendations:

GAO Recommendation #1: Direct the Officer for CRCL to develop a strategy to regularly include employee input from such sources as the Federal Human Capital Survey (FHCS) and DHS's internal survey in identifying potential barriers to EEO.

DHS Response: Concur. CRCL agrees DHS should develop a department-wide strategy to regularly include employee input from the FHCS and DHS Employee Satisfaction Survey as part of DHS's regular barrier analyses. CRCL notes, however, DHS component EEO and human capital programs already use employee survey data to develop annual action plans to address identified management issues. DHS's components track and report the results of their action plans on a quarterly basis. CRCL also notes DHS has relied upon, and will continue to examine the DHS Today on-line departmental newsletter, periodicals, and news media as a means to identify potential triggers.

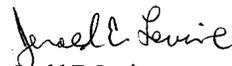
GAO Recommendation #2: Direct the Officer of CRCL and the Chief Human Capital Officer (CHCO) to identify essential activities and establish interim milestones necessary for the completion of all planned activities to address identified barriers to EEO.

DHS Response: Concur. Although CRCL included an action plan in DHS's FY 2008 MD-715 report, CRCL has already begun revising the plan to include specific steps to accomplish the essential activities, as well as interim milestones. Also, DHS component EEO programs have previously identified and implemented action plans with milestones to address their component specific barriers to EEO.

**Appendix I: Comments from the Department
of Homeland Security**

We thank you for considering our comments on this important issue. We look forward to working with the GAO on future Homeland Security issues.

Sincerely,



Jerald E. Levine
Director
Departmental GAO/OIG Liaison Office

Appendix II: GAO Contact and Staff Acknowledgments

GAO Contact

Yvonne D. Jones, (202) 512-6806 or jonesy@gao.gov

Acknowledgments

In addition to the contact named above, Belva Martin, Acting Director; Amber Edwards; Karin Fangman; Melanie H. Papasian; Tamara F. Stenzel; and Greg Wilmoth made key contributions to this report.

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Appendix E

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EMPLOYEE ASSOCIATIONS

I. Purpose

This Directive sets forth the policy for recognizing private, not-for-profit Employee Associations within the Department of Homeland Security (DHS).

II. Scope

This Directive is applicable throughout the DHS.

III. Authority

Title 5, Code of Federal Regulations (C.F.R.), Part 251, "Agency Relationships with Organizations Representing Federal Employees and Other Organizations"

IV. Policy and Requirements

- A. The Department may recognize private, not-for-profit Employee Associations. The associations may be incorporated or unincorporated.
- B. Future recognition of an Employee Association requires submittal to the Under Secretary for Management, or delegee, of: (1) a copy of the organizing and functioning documents; (2) a statement of purpose; and (3) the names, positions, and telephone contact numbers of the individuals who are responsible for the organization (board of directors, officers, etc.). The organization identifies the individual who is the point of contact for DHS interaction.
 1. Employee Associations are recognized only when it is in the best interest of the Department to do so. Recognition is also dependent upon organization for one or more specific purposes related to the benefit of, or service to, employees of DHS such as: social, entertainment and recreational affairs; athletic activities, games and hobbies; cultural and educational pursuits; and professional development fostering the employment issues of specific groups, such as women's groups, minority professional groups and position specific groups.
 2. As a condition of recognition by the Department, the Employee Association:

- a. Opens membership and participation only to current Federal employees and retired Federal employees of the Department, without regard to race, color, creed, sexual orientation, religion, national origin, age, marital status, political affiliation, disabling condition, or membership in a labor organization.
 - b. Opens participation to all members for all activities.
 - c. Organizes and operates in a democratic fashion.
 - d. Assesses dues on an equal basis for all members.
 - e. Complies with federal ethics law and DHS ethics policy.
 - f. Prohibits members from engaging in the use of DHS' franking privileges for U.S. Mail.
 - g. Prohibits compensation of elected individuals in the association.
 - h. Prohibits elected Employee Association officials from being current, politically appointed Federal employees.
 - i. Prohibits members from accepting gratuities or any other benefits, directly or indirectly, from sellers of goods or services doing or soliciting business with the association.
 - j. Prohibits some members from receiving special discounts, unless those discounts are available (or the chance at receiving those discounts) to all members.
3. A recognized association can not be a labor organization as defined in 5 U.S.C. § 7103(a)(4), and its purpose can not be to support or present grievances or other individual personnel matters.
4. Once recognized as a DHS Employee Association, the association may be granted:
- a. With advance approval, use of the name or initials of DHS in the association's name. Use of the DHS seal is prohibited.
 - b. With advance approval, use of the name or initials or seal of DHS with the Association's name.

c. With advanced approval, use of the name or initials or seal of DHS on products developed for fundraising and/or other educational purposes.

d. With advance approval, use of DHS occupied property for activities, including fundraising activities, if permitted by law, regulation and policy.

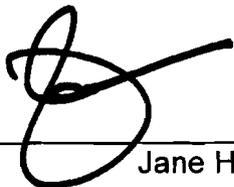
e. With advanced approval, use of official DHS employee communications, on a space-available basis, for conveying information to meet reasonable needs of employees.

f. Authorization to distribute materials and literature on DHS premises during non-working time in non-working areas, subject to safety and security regulations.

C. Employee Associations previously certified or recognized by a Component are not required to seek recognition under this Directive or conform to its requirements. Components which have already recognized Employee Associations are required to submit the name and a statement of purpose of each association to the Under Secretary for Management.

V. Questions

Address any questions concerning this Directive to the Office of the Under Secretary for Management.



Jane Holl Lute
Deputy Secretary of Homeland Security

13 Dec 09
Date

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Appendix F

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DHS DIVERSITY 120-DAY ACTION PLAN

DAYS	ACTION	WHO	HOW	COMMUNICATIONS
30	<p>I. Secretary Issues Diversity Memo to Executives.</p> <hr/> <p>II. Distribute SES Vacancy Announcements to the National Association of Hispanic Federal Executives (NAHFE), African American Executives Association (AAEA), and Asian American Executive Network (AAEN)</p>	<p>S1/OPA-Diversity Council</p> <hr/> <p>OCHCO</p>	<p>To All Executives</p> <hr/> <p>Via Agreements with NAHFE, AAEA, and AAEN (currently underway)</p>	<p>Individual E-mail/Post to DHS web site.</p> <hr/> <p>Weekly SES Vacancy Announcements forwarded to memberships</p>
60	<p>I. Draft Diversity Performance Standard for Managers issued for Review/Input (Draft has been completed and ready for issuance for comments)</p> <hr/> <p>II. Issue Policy allowing and encouraging internal diverse affinity groups.</p> <hr/> <p>III. Conduct DHS Diversity Roundtable with a panel of experts to solicit best practices and lessons learned</p>	<p>Diversity Council/OCHCO</p> <hr/> <p>USM</p> <hr/> <p>Diversity Council/ Sub-council</p>	<p>Electronic Survey</p> <hr/> <p>MGMT Action Memo</p> <hr/> <p>Open Forum; Webcast</p>	<p>Memo to All Managers from Component Heads.</p> <hr/> <p>DHS Today</p> <hr/> <p>DHS Today</p>
90	<p>I. Organizational Assessment Initiated to Identify Barriers to Enhancing Diversity</p> <hr/> <p>II. Convene Diversity Advisory Forum of External Diversity based Stakeholders and Organizations</p>	<p>OCHCO/CRCL</p> <hr/> <p>Diversity Council/Sub-council</p>	<p>Selected Consultant Methodology</p> <hr/> <p>Open forum to solicit external input on the effectiveness of DHS Diversity plans/actions. Similar to the current DHS Veterans Outreach Advisory Forum</p>	<p>Memo from S1 to Component Heads.</p> <hr/> <p>Press Release (OPA)</p>

	<p>III. Implement Partnering Agreements with diverse Universities and Colleges for recruiting, internships, academic projects, etc.</p>	<p>OCHCO/ CRCL</p>	<p>Similar to current partnership with Urban League's Black Executive Exchange Program (BEEP) and DHS</p>	<p>Human Capital Leadership Council (HCLC) and EEO Council</p>
120	<p>I. Initiate Diversity Management Training for Manager/Supervisors</p>	<p>Diversity Council, Sub-council, OCHCO, CRCL</p>	<p>Phase I: Train the Trainer.</p> <p>Phase II: Classroom—180 days for all Managers to be Trained.</p> <p>Phase III: Design Training for all Employees.</p>	<p>Memo to All Managers from S1.</p> <p>S1 Video Presented in Class.</p>

Appendix G

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ANTI-HARASSMENT POLICY

I. Purpose

This Directive is intended to prohibit and prevent harassment in the workplace at the Department of Homeland Security (DHS), to prohibit and prevent harassment by DHS employees, and to promptly correct any harassment that occurs.

II. Scope

- A. This Directive applies throughout DHS. It applies to the Transportation Security Administration to the extent consistent with the Public Law 107-71, "Aviation and Transportation Security Act" (November 19, 2001).
- B. This Directive is separate and apart from any collective bargaining agreement or statutory complaint process covering harassment.
- C. Complaints alleging harassment on any statutory or non-statutory basis raised by military members of the United States Coast Guard are administratively processed pursuant to policies set forth by the Commandant, United States Coast Guard.
- D. DHS Management Directive 3090, "Equal Employment Opportunity and Sexual Harassment," is hereby canceled.

III. Authorities

- A. Title 5, United States Code (U.S.C.), Section 2302, "Prohibited personnel practices."
- B. Equal Employment Opportunity Commission Management Directive 715, "Federal responsibilities under Section 717 of Title VII and Section 501 of the Rehabilitation Act" (October 1, 2003).
- C. Equal Employment Opportunity Commission, "Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors," No. 915.002 (June 18, 1999).

IV. Responsibilities

- A. The **Officer for Civil Rights and Civil Liberties** implements the policies in this Directive.
- B. The **DHS Chief Human Capital Officer** coordinates with the Officer for Civil Rights and Civil Liberties regarding personnel matters affected by this policy.
- C. The **DHS Component heads** ensure compliance with this Directive and the DHS anti-harassment policy throughout their Component, and by all employees of their Component.
- D. **All employees** abide by the DHS anti-harassment policy, create a work environment that is free from harassment and promptly report any incidents of harassment. All employees are expected to promptly report any suspected retaliation for making a complaint or helping another employee make a complaint, participating in an inquiry into potential violations of this anti-harassment policy, or opposing unlawful discrimination or harassment.

V. Policy

- A. It is the policy of DHS to maintain a work environment free from harassment on the basis of an individual's race, color, religion, sex, sexual orientation, national origin, age, disability, marital status, parental status, political affiliation or any other basis protected by law.
- B. Prohibited harassment includes, but is not limited to, unwelcome conduct, whether verbal, nonverbal, or physical, that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment as a result of the individual's race, color, religion, sex, sexual orientation, national origin, age, disability, marital status, parental status, political affiliation or any other basis protected by law. Among the types of unwelcome conduct prohibited by this policy are epithets, slurs, stereotyping, intimidating acts, and the circulation or posting of written or graphic materials that show hostility toward individuals because of their protected status. Acts of physical violence, and actual, implied, or veiled threats of violence, are forms of prohibited harassment. Any form or manner of threatening or provoking remarks or threatening gestures in the workplace is prohibited. DHS prohibits harassment even if does not rise to the level of actionable harassment under the law. Although a single utterance or act may not rise to a level that may be actionable under the law, it still has no place at DHS. This policy prohibits harassment by or of any employee, supervisor, manager, contractor, vendor, applicant, or other individual with whom DHS employees come into contact by virtue of their work for DHS. DHS's full anti-harassment

policy is attached as [Attachment 1](#) and is available to all employees in hardcopy form at their servicing Component Equal Employment Opportunity (EEO) or Civil Rights Office, as well as electronically on their servicing Component website.

C. Sexual harassment is a form of prohibited harassment. Harassing conduct is often, but not always, sexual in nature. DHS's policy forbids harassment based on gender regardless of whether the offensive conduct is sexual in nature or whether the individual engaged in harassment and the individual being harassed are of the same sex. Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct based on sex (whether or not it is sexual in nature) constitute sexual harassment when:

1. Submission to such conduct is either an explicit or implicit term or condition of employment;
2. Submission to or rejection of the conduct is used as a basis for making employment decisions; or
3. The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, offensive, or hostile environment.

D. Any person who believes that he or she has been subjected to, or has been a witness to, harassment in violation of this policy reports the matter promptly pursuant to procedures established by the Component.

E. Reports of harassment are kept confidential to the fullest extent possible. DHS does not tolerate retaliation against an employee for reporting harassment or assisting another individual to report harassment, participating in an inquiry into a report of harassment, or opposing discrimination or harassment. Any person who believes he or she has been subject to retaliation should use the same reporting procedures as for complaints of harassment. Reports of harassment are addressed through an appropriate prompt, thorough, and impartial investigation. DHS takes prompt corrective action when it determines that harassment has occurred. Any employee found to have engaged in harassment may be subject to disciplinary action, up to and including removal.

F. The Operational Components, the Federal Law Enforcement Training Center (FLETC), and the Office of Inspector General (OIG) develop procedures for filing, addressing, and investigating reports of harassment for their respective employees. The anti-harassment policy and these procedures are posted in a conspicuous location on the Component's intranet, or for employees who do not have access to the intranet, in a physical location accessible by those employees (posting in a conspicuous physical location does not apply outside DHS spaces).

G. The Office for Civil Rights and Civil Liberties develops procedures for filing, addressing, and investigating reports of harassment for the Office of the Secretary and the Support Components (except FLETC and OIG). The anti-harassment policy and these procedures are posted in a conspicuous place on the DHS intranet, or for employees who do not have access to the intranet, in a physical location accessible by those employees (posting in a conspicuous physical location does not apply outside DHS spaces).

H. Appropriate measures are taken to publicize policies and the reporting procedures. Employees receive the DHS anti-harassment policy and applicable reporting procedures at least once per year. New employees receive the policy and procedures when beginning employment. All employees sign an acknowledgment that they have been provided the policy and procedures—new employees upon joining DHS and existing employees within 90 days of the effective date of this Directive.

I. Training is provided to employees, supervisors, and managers so they understand their rights and responsibilities regarding the policy and procedures.

J. This Directive and the DHS anti-harassment policy do not affect an employee's right to file an EEO complaint of harassment or discrimination. An employee's use of the reporting procedure referenced in this Directive does not result in an individual complaint of discrimination or harassment and does not take the place of such a complaint.

1. Employees may use the reporting procedure referenced in this Directive in addition to filing a complaint of harassment or discrimination based on race, color, religion, sex, national origin, disability, age, sexual orientation, parental status, protected genetic information or retaliation by contacting the servicing Component EEO Office or Civil Rights Office within 45 days of the alleged harassment. However, employees choosing to file such a complaint with their own EEO Office or Civil Rights Office must also report any possible harassment in accordance with their Component's reporting procedures.

2. Complaints may also be made directly to the Office of Special Counsel (www.osc.gov), alleging discrimination based upon marital status, political affiliation, or sexual orientation. The Office of Special Counsel investigates and prosecutes allegations of prohibited personnel actions.

VI. Questions

Address any questions or concerns regarding this Directive to the Deputy Officer for EEO Programs, in the Office for Civil Rights and Civil Liberties.



Elaine C. Duke

Under Secretary for Management

3/1/09
Date

ANTI-HARASSMENT POLICY

It is the policy of the Department of Homeland Security (DHS) to maintain a work environment free from harassment.

Prohibited harassment includes, but is not limited to, unwelcome conduct, whether verbal, nonverbal, or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment on the basis of an individual's race, color, religion, sex, sexual orientation, national origin, age, disability, marital status, parental status, political affiliation, or any other basis protected by law. Among the types of unwelcome conduct prohibited by this policy are epithets, slurs, stereotyping, intimidating acts, and the circulation or posting of written or graphic materials that show hostility toward individuals because of their protected status. Acts of physical violence, and actual, implied, or veiled threats of violence, are forms of prohibited harassment. Any form or manner of threatening or provoking remarks or threatening gestures in the workplace is prohibited. DHS prohibits harassment even if it does not rise to the level of actionable harassment under the law. Although a single utterance or act may not rise to a level that may be actionable under the law, it still has no place at DHS.

This policy prohibits harassment by or of any employee, supervisor, manager, contractor, vendor, applicant, or other individual with whom DHS employees come into contact by virtue of their work for DHS.

Sexual Harassment

Sexual harassment is a form of prohibited harassment. Harassing conduct is often, but not always, sexual in nature. DHS's policy forbids harassment based on gender regardless of whether the offensive conduct is sexual in nature or whether the individual engaged in harassment and the individual being harassed are of the same gender. Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of based on gender (whether or not it is of a sexual nature) constitute sexual harassment when:

- a. Submission to such conduct is either an explicit or implicit term or condition of employment;
- b. Submission to or rejection of the conduct is used as a basis for making employment decisions; or
- c. The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, offensive, or hostile environment.

Examples of gender-based harassment forbidden by this policy include: (1) offensive sexually-oriented verbal kidding, teasing or jokes; (2) repeated unwanted sexual flirtations, advances, or propositions, (3) continued or repeated verbal abuse of a sexual nature; (4) graphic or degrading comments about an individual's appearance or sexual activity; (5) offensive visual conduct, including leering, making sexual gestures, the display of offensive sexually suggestive objects or pictures, cartoons or posters; (6) unwelcome pressure for sexual activity; (7) offensively suggestive or obscene letters, notes, or invitations; or (8) offensive physical contact such as patting, grabbing, pinching, or brushing against another's body.

Employee Responsibilities

Everyone at DHS is responsible to help keep our workplace free from prohibited discrimination or harassment.

Everyone is expected to avoid any behavior or conduct that could reasonably be interpreted as prohibited harassment; no employees, regardless of title or position, are exempt from the requirements of this policy. Employees are encouraged to inform any person who engages in harassing conduct in the workplace that the conduct is unwelcome. Supervisors and managers are required to report any harassment they observe in accordance with the reporting procedure below.

Reporting Procedures

Any person who believes that he or she has been subjected to or witnessed harassment in violation of this policy should report the matter promptly to his/her first or second-line supervisor, to another management official in his or her chain of command, to _____ **[Component fills in contact information]**, or to the Equal Employment Opportunity (EEO) or Civil Rights Office servicing the applicable Component. If you are not promptly contacted by an investigator regarding your report, please notify _____ **[Components fill in contact information for a supervisor or contact of last resort]**.

Policy Against Retaliation

DHS does not tolerate retaliation against any individuals for reporting harassment or assisting another individual in reporting harassment, for providing information related to such a report, for filing an EEO complaint, or for opposing conduct that they believe is unlawfully discriminatory or harassing. Any person who believes he or she has been subject to retaliation reports the conduct using the same reporting procedures as for complaints of harassment.

DHS Response

All reports describing conduct that is inconsistent with this policy are investigated promptly. If deemed necessary, DHS takes interim measures while the investigation is pending and appropriate action once the report has been thoroughly investigated. DHS may discipline an employee for inappropriate conduct discovered in investigating reports made under this policy, regardless of whether the conduct amounts to a violation of law or even of this policy.

The confidentiality of reports or information relating to harassment is protected to the extent possible. Reports are addressed through an appropriate prompt, thorough, and impartial investigation. DHS takes prompt corrective action when it determines that harassment has occurred. Any employee found to have engaged in harassment is subject to disciplinary action, up to and including removal.

EEO Complaints

DHS Directive 256-01 does not affect an employee's right to file an EEO complaint of harassment or discrimination. An employee's use of the reporting procedures called for in the Directive does not result in an individual complaint of discrimination or harassment. Employees may make complaints of harassment or discrimination based upon race, color, religion, sex, national origin, disability, age, sexual orientation, parental status, protected genetic information, or retaliation by contacting

_____ **[Components fill in information about the servicing Office of Equal Employment Opportunity (OEEEO)]** within 45 days of the harassment or discrimination, regardless of whether an employee utilizes the procedures established under this policy. Complaints on some grounds can also be made directly to the Office of Special Counsel, including those based upon marital status, political affiliation, or sexual orientation. For complete information on filing such complaints, contact the Office of Special Counsel or visit www.osc.gov. Employees choosing to file such complaints with the servicing EEO or Civil Rights Office, or the Office of Special Counsel must still report harassment in accordance with their Component's harassment reporting procedures, which are available at _____

[Components specify].

Appendix H

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APPENDIX H

DHS CROSS-CUTTING, HIGH-PROFILE OCCUPATIONS

<i>Cross-Cutting</i> ¹	<i>High-Profile</i> ²
Security (0080)	Transportation Security Officers (1802)
Police (0083)	Adjudications Officers (1801)
Intelligence Research Specialist (0132)	Customs & Border Protection Officers (1895)
Engineers (0900 Family)	Border Patrol Agents (1896)
Attorneys (0905)	
Contract Specialists (1102)	
Information Technology Specialists (2210)	
Criminal Investigators (1811)	

¹ Exist in more than one DHS operational or supporting Component

² Highly populated and/or high public visibility

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Appendix I

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APPENDIX I

ACRONYMS

AHWP	America's Heroes at Work Program
AIHEC	American Indian Higher Education Consortium
CAP	DoD's Computer/Electronic Accommodation Program
CBP	U.S. Customs and Border Protection
CHCO	Chief Human Capital Officer
CIS	U.S. Citizenship and Immigration Services
CR	Civil Rights
CRCL	Office for Civil Rights and Civil Liberties
DHS	U.S. Department of Homeland Security
DoL	U.S. Department of Labor
EARN	Employer Assistance Referral Network
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
ERI	Ethnicity & Race Indicator
FADs	Final Agency Decisions
FEMA	Federal Employment Management Agency
FLETC	Federal Law Enforcement Training Center
GAO	U.S. Government Accountability Office
HBCU	Historically Black Colleges and Universities
HC	Human Capital
HQ	Headquarters
HR	Human Relations

ICE	U.S. Immigration and Customs Enforcement
IT	Information Technology
MSI	Minority Servicing Institutions
NCLF	National Civilian Labor Force
NOAC	Nature of Action Code
OIG	Office of Inspector General
OPM	Office of Personnel Management
OWF	Operation Warfighter
RNO	Race/National Origin
TCU	Tribal Colleges and universities
TSA	Transportation Security Administration
USCG	U.S. Coast Guard
USSS	U.S. Secret Service
VA	U.S. Department of Veterans Affairs
VRE	Vocational Rehabilitation and Employment
WRP	Workforce Recruitment Program for College Students with Disabilities

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Appendix J

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APPENDIX J

DEFINITIONS

The following definitions apply to this U.S. Department of Homeland Security Agency Annual Equal 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 workforce 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 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 actions 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 similar situated individuals without 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.

Workforce Tables

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Workforce Tables

“A” Tables Permanent

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

This table is for All Agencies -- FY 2008 & FY 2009

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 2008	#	179871	119289	60582	24238	8875	76748	34037	12181	14188	4915	2679	161	160	937	609	109	34
	%	100	66.31	33.68	13.47	4.93	42.66	18.92	6.77	7.88	2.73	1.48	0.08	0.08	0.52	0.33	0.06	0.01
FY 2009 ¹	#	189507	126407	63100	25749	9019	81091	35692	12600	14406	5048	2735	299	216	1060	635	560	397
	%	100	66.70	33.29	13.58	4.75	42.79	18.83	6.64	7.60	2.66	1.44	0.15	0.11	0.55	0.33	0.29	0.20
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	#	9636	7118	2518	1511	144	4343	1655	419	218	133	56	138	56	123	26	451	363
Ratio Change	%	0.00	0.39	-0.39	0.11	-0.18	0.13	-0.09	-0.13	-0.28	-0.07	-0.04	0.07	0.03	0.03	0.00	0.23	0.19
Net Change	%	5.35	5.96	4.15	6.23	1.62	5.65	4.86	3.43	1.53	2.70	2.09	85.71	35.00	13.12	4.26	413.7	1067.6
PERMANENT																		

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

This table is for All Agencies -- FY 2008 & FY 2009

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
FY 2008	#	161592	109250	52342	23481	8019	69025	28875	11027	12316	4666	2429	154	156	799	516	98	31
	%	100	67.60	32.39	14.53	4.96	42.71	17.86	6.82	7.62	2.88	1.50	0.09	0.09	0.49	0.31	0.06	0.01
FY 2009	#	171295	116284	55011	25024	8254	73190	30433	11479	12718	4842	2497	278	201	963	553	508	355
	%	100	67.88	32.11	14.60	4.81	42.72	17.76	6.70	7.42	2.82	1.45	0.16	0.11	0.56	0.32	0.29	0.20
Difference	#	9703	7034	2669	1543	235	4165	1558	452	402	176	68	124	45	164	37	410	324
Ratio Change	%	0.00	0.28	-0.28	0.07	-0.15	0.01	-0.10	-0.12	-0.20	-0.06	-0.05	0.07	0.02	0.07	0.01	0.23	0.19
Net Change	%	6.00	6.43	5.09	6.57	2.93	6.03	5.39	4.09	3.26	3.77	2.79	80.51	28.84	20.52	7.17	418.36	1045.16
TEMPORARY																		
FY 2008	#	16892	9624	7268	664	690	7455	4505	1130	1789	222	185	7	4	135	92	11	3
	%	100	56.97	43.02	3.93	4.08	44.13	26.66	6.68	10.59	1.31	1.09	0.04	0.02	0.79	0.54	0.06	0.01

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

This table is for All Agencies -- FY 2008 & FY 2009

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
FY 2009	#	16788	9703	7085	634	606	7631	4586	1089	1591	182	169	21	12	94	80	52	41
	%	100	57.79	42.20	3.77	3.60	45.45	27.31	6.48	9.47	1.08	1.00	0.12	0.07	0.55	0.47	0.30	0.24
Difference	#	-104	79	-183	-30	-84	176	81	-41	-198	-40	-16	14	8	-41	-12	41	38
Ratio Change	%	0.00	0.82	-0.82	-0.16	-0.48	1.32	0.65	-0.20	-1.12	-0.23	-0.09	0.08	0.05	-0.24	-0.07	0.24	0.23
Net Change	%	-0.61	0.82	-2.51	-4.51	-12.17	2.36	1.79	-3.62	-11.06	-18.01	-8.64	200.00	200.00	-30.37	-13.04	372.72	1266.66
NON-APPROPRIATED																		
FY 2008	#	1387	415	972	93	166	268	657	24	83	27	65	0	0	3	1	0	0
	%	100	29.92	70.07	6.70	11.96	19.32	47.36	1.73	5.98	1.94	4.68	0.00	0.00	0.21	0.07	0.00	0.00
FY 2009 ²	#	1424	420	1004	91	159	270	673	32	97	24	69	0	3	3	2	0	1
	%	100	29.49	70.50	6.39	11.16	18.96	47.26	2.24	6.81	1.68	4.84	0.00	0.21	0.21	0.14	0.00	0.07

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

This table is for All Agencies -- FY 2008 & FY 2009

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
Difference	#	37	5	-32	-2	-7	2	16	8	14	-3	4	0	3	0	1	0	1
Ratio Change	%	0.00	-0.43	-0.43	-0.31	-0.80	-0.36	-0.10	0.51	0.83	-0.26	0.16	0.00	0.21	0.00	0.07	0.00	0.07
Net Change	%	-2.67	1.20	3.29	-2.15	-4.21	0.74	2.43	33.33	16.86	-11.11	6.15	-	-	0.00	100	-	-

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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 2009	171295	116284	55011	25024	8254	73190	30433	11479	12718	4842	2497	278	201	963	553	508	355
#																	
%	100	67.88	32.11	14.60	4.81	42.72	17.76	6.70	7.42	2.82	1.45	0.16	0.11	0.56	0.32	0.29	0.20
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	4159	2396	1763	100	79	1869	995	291	575	104	92	1	0	13	9	18	13
#																	
%	100	57.61	42.38	2.40	1.89	44.93	23.92	6.99	13.82	2.50	2.21	0.02	0.00	0.31	0.21	0.43	0.31
Federal Emergency Management Agency	4153	2420	1733	70	49	1969	1111	301	511	56	41	1	0	14	17	9	4
#																	

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
%	100	58.27	41.72	1.68	1.17	47.41	26.75	7.24	12.30	1.34	0.98	0.02	0.00	0.33	0.40	0.21	0.09	
Federal Law Enforcement Training Center	#	1021	672	349	23	18	581	266	47	55	8	6	0	0	11	4	2	0
	%	100	65.81	34.18	2.25	1.76	56.90	26.05	4.60	5.38	0.78	0.58	0.00	0.00	1.07	0.39	0.19	0.00
Transportation Security Administration	#	60778	37809	22969	5264	3144	23561	12003	6468	6447	1849	809	128	136	429	334	110	96
	%	100	62.20	37.79	8.66	5.17	38.76	19.74	10.64	10.60	3.04	1.33	0.21	0.22	0.70	0.54	0.18	0.15
U.S. Citizenship and Immigration Services	#	10288	4277	6011	457	811	2788	3282	483	1230	474	573	2	4	27	50	46	61
	%	100	41.57	58.42	4.44	7.88	27.09	31.90	4.69	11.95	4.60	5.56	0.01	0.03	0.26	0.48	0.44	0.59

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
U.S. Coast Guard	#	7806	5217	2589	285	143	4050	1537	504	658	151	105	19	10	43	20	165	116
	%	100	66.83	33.16	3.65	1.83	51.88	19.68	6.45	8.42	1.93	1.34	0.24	0.12	0.55	0.25	2.11	1.48
U.S. Customs and Border Protection	#	57777	45262	12515	15497	2799	26008	7370	1751	1661	1544	548	89	38	287	71	86	28
	%	100	78.33	21.66	26.82	4.84	45.01	12.75	3.03	2.87	2.67	0.94	0.15	0.06	0.49	0.12	0.14	0.04
U.S. Immigration and Customs Enforcement	#	19837	14188	5649	3105	1089	9210	3067	1125	1162	545	254	28	11	119	37	56	29
	%	100	71.52	28.47	15.65	5.48	46.42	15.46	5.67	5.85	2.74	1.28	0.14	0.05	0.59	0.18	0.28	0.14
U.S. Secret Service	#	5476	4043	1433	223	122	3154	802	509	419	111	69	10	2	20	11	16	8
	%	100	73.83	26.16	4.07	2.22	57.59	14.64	9.29	7.65	2.02	1.26	0.18	0.03	0.36	0.20	0.29	0.14

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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)	#	3524	2469	1055	182	73	2014	763	207	173	45	33	1	0	13	8	7	5
	%	100	70.06	29.93	5.16	2.07	57.15	21.65	5.87	4.90	1.27	0.93	0.02	0.00	0.36	0.22	0.19	0.14
- Mid-Level (Grades 13-14)	#	8273	6038	2235	1022	328	4428	1378	358	413	163	95	5	3	38	13	24	5
	%	100	72.98	27.01	12.35	3.96	53.52	16.65	4.32	4.99	1.97	1.14	0.06	0.03	0.45	0.15	0.29	0.06
- First-Level (Grades 12 and Below)	#	6441	5218	1223	1740	301	3030	643	248	209	141	57	13	5	34	5	12	3
	%	100	81.01	18.98	27.01	4.67	47.04	9.98	3.85	3.24	2.18	0.88	0.20	0.07	0.52	0.07	0.18	0.04

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	53752	36152	17600	6899	2721	23857	9914	3029	3734	1862	959	88	38	266	135	151	99
	%	100	67.25	32.74	12.83	5.06	44.38	18.44	5.63	6.94	3.46	1.78	0.16	0.07	0.49	0.25	0.28	0.18
Officials and Managers Total	#	71990	49877	22113	9843	3423	33329	12698	3842	4529	2211	1144	107	46	351	161	194	112
	%	100	69.28	30.71	13.67	4.75	46.29	17.63	5.33	6.29	3.07	1.58	0.14	0.06	0.48	0.22	0.26	0.15
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	#	10700	6122	4578	571	405	4496	2987	530	804	406	297	11	7	41	23	67	55
	%	100	57.21	42.78	5.33	3.78	42.01	27.91	4.95	7.51	3.79	2.77	0.10	0.06	0.38	0.21	0.62	0.51
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 -- Permanent Employees -- FY 2009

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	#	832	724	108	87	7	552	83	55	15	15	1	1	1	7	0	7	1
	%	100	87.01	12.98	10.45	0.84	66.34	9.97	6.61	1.80	1.80	0.12	0.12	0.12	0.84	0.00	0.84	0.12
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	#	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
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	#	4641	1205	3436	145	430	731	1867	197	846	94	177	2	15	11	30	25	71
	%	100	25.96	74.03	3.12	9.26	15.75	40.22	4.24	18.22	2.02	3.81	0.04	0.32	0.23	0.64	0.53	1.52

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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 #	1669	1648	21	284	1	1142	18	142	2	32	0	7	0	12	0	29	0
6. Craft Workers %	100	98.74	1.25	17.01	0.05	68.42	1.07	8.50	0.11	1.91	0.00	0.41	0.00	0.71	0.00	1.73	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 #	295	276	19	15	1	197	15	57	3	3	0	1	0	1	0	2	0
7. Operatives %	100	93.55	6.44	5.08	0.33	66.77	5.08	19.32	1.01	1.01	0.00	0.33	0.00	0.33	0.00	0.67	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 #	62	46	16	4	0	38	16	2	0	1	0	0	0	0	0	1	0
8. Laborers and Helpers %	100	74.19	25.80	6.45	0.00	61.29	25.80	3.22	0.00	1.61	0.00	0.00	0.00	0.00	0.00	1.61	0.00

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
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	#	72899	50485	22414	13511	3745	28436	11303	5893	6054	1859	784	129	113	476	300	181	115
	%	100	69.25	30.74	18.53	5.13	39.00	15.50	8.08	8.30	2.55	1.07	0.17	0.15	0.65	0.41	0.24	0.15
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

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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)	#	3524	2469	1055	182	73	2014	763	207	173	45	33	1	0	13	8	7	5
	%	2.16	2.23	2.00	0.74	0.91	2.92	2.63	1.93	1.41	0.97	1.37	0.38	0.00	1.44	1.55	1.38	1.41
- Mid-Level (Grades 13-14)	#	8273	6038	2235	1022	328	4428	1378	358	413	163	95	5	3	38	13	24	5
	%	5.07	5.47	4.24	4.17	4.09	6.42	4.75	3.34	3.37	3.52	3.95	1.93	1.64	4.22	2.52	4.74	1.41
- First-Level (Grades 12 and Below)	#	6441	5218	1223	1740	301	3030	643	248	209	141	57	13	5	34	5	12	3
	%	3.94	4.72	2.32	7.11	3.75	4.39	2.21	2.31	1.70	3.05	2.37	5.03	2.74	3.78	0.97	2.37	0.84

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	53752	36152	17600	6899	2721	23857	9914	3029	3734	1862	959	88	38	266	135	151	99
	%	32.95	32.75	33.39	28.20	33.96	34.61	34.20	28.26	30.47	40.29	39.90	34.10	20.87	29.58	26.26	29.84	27.96
Officials and Managers Total	#	71990	49877	22113	9843	3423	33329	12698	3842	4529	2211	1144	107	46	351	161	194	112
	%	44.12	45.17	41.95	40.22	42.71	48.34	43.79	35.84	36.95	47.83	47.59	41.44	25.25	39.02	31.30	38.33	31.62
2. Professionals	#	10700	6122	4578	571	405	4496	2987	530	804	406	297	11	7	41	23	67	55
	%	6.56	5.54	8.68	2.33	5.05	6.52	10.30	4.94	6.56	8.78	12.35	4.26	3.84	4.56	4.47	13.24	15.53
3. Technicians	#	832	724	108	87	7	552	83	55	15	15	1	1	1	7	0	7	1
	%	0.51	0.65	0.20	0.35	0.08	0.80	0.28	0.51	0.12	0.32	0.04	0.38	0.54	0.77	0.00	1.38	0.28

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
4. Sales Workers	#	1	0	1	0	0	0	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
5. Administrative Support Workers	#	4641	1205	3436	145	430	731	1867	197	846	94	177	2	15	11	30	25	71
	%	2.84	1.09	6.51	0.59	5.36	1.06	6.44	1.83	6.90	2.03	7.36	0.77	8.24	1.22	5.83	4.94	20.05
6. Craft Workers	#	1669	1648	21	284	1	1142	18	142	2	32	0	7	0	12	0	29	0
	%	1.02	1.49	0.03	1.16	0.01	1.65	0.06	1.32	0.01	0.69	0.00	2.71	0.00	1.33	0.00	5.73	0.00
7. Operatives	#	295	276	19	15	1	197	15	57	3	3	0	1	0	1	0	2	0
	%	0.18	0.25	0.03	0.06	0.01	0.28	0.05	0.53	0.02	0.06	0.00	0.38	0.00	0.11	0.00	0.39	0.00
8. Laborers and Helpers	#	62	46	16	4	0	38	16	2	0	1	0	0	0	0	0	1	0
	%	0.04	0.03	0.01	0.01	0.00	0.02	0.01	0.00	0.00	0.00	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 -- Permanent Employees -- FY 2009

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	
%	0.03	0.04	0.03	0.01	0.00	0.05	0.05	0.01	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.19	0.00
9. Service Workers #	72899	50485	22414	13511	3745	28436	11303	5893	6054	1859	784	129	113	476	300	181	115	
%	44.69	45.73	42.52	55.23	46.74	41.25	38.99	54.98	49.40	40.22	32.62	50.00	62.08	52.94	58.36	35.77	32.48	

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	2	1	1	0	0	1	1	0	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	0.00
GS/GG/GH/GM/GL- # 02	8	3	5	0	0	1	4	1	1	0	0	0	0	0	0	0	1	0
%	100	37.50	62.50	0.00	0.00	12.50	50.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00
GS/GG/GH/GM/GL- # 03	46	23	23	1	1	21	13	1	8	0	1	0	0	0	0	0	0	0
%	100	50.00	50.00	2.17	2.17	45.65	28.26	2.17	17.39	0.00	2.17	0.00	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM/GL- 04 #	230	104	126	13	15	62	82	14	18	9	3	0	1	2	1	4	6
%	100	45.21	54.78	5.65	6.52	26.95	35.65	6.08	7.82	3.91	1.30	0.00	0.43	0.86	0.43	1.73	2.60
GS/GG/GH/GM/GL- 05 #	4844	3631	1213	1079	246	2131	681	184	169	140	77	9	1	45	13	43	26
%	100	74.95	25.04	22.27	5.07	43.99	14.05	3.79	3.48	2.89	1.58	0.18	0.02	0.92	0.26	0.88	0.53
GS/GG/GH/GM/GL- 06 #	869	285	584	48	93	169	312	38	127	20	27	0	3	4	3	6	19
%	100	32.79	67.20	5.52	10.70	19.44	35.90	4.37	14.61	2.30	3.10	0.00	0.34	0.46	0.34	0.69	2.18
GS/GG/GH/GM/GL- 07 #	12210	7850	4360	2243	791	4649	2359	470	866	323	235	21	16	87	39	57	54
%	100	64.29	35.70	18.37	6.47	38.07	19.32	3.84	7.09	2.64	1.92	0.17	0.13	0.71	0.31	0.46	0.44

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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 #	721	194	527	18	41	123	243	44	202	7	30	1	1	1	1	0	9
%	100	26.90	73.09	2.49	5.68	17.05	33.70	6.10	28.01	0.97	4.16	0.13	0.13	0.13	0.13	0.00	1.24
GS/GG/GH/GM/GL- 09 #	12990	9173	3817	2967	707	5221	2121	520	706	339	205	13	7	62	34	51	37
%	100	70.61	29.38	22.84	5.44	40.19	16.32	4.00	5.43	2.60	1.57	0.10	0.05	0.47	0.26	0.39	0.28
GS/GG/GH/GM/GL- 10 #	124	48	76	6	12	31	37	9	23	2	2	0	0	0	1	0	1
%	100	38.70	61.29	4.83	9.67	25.00	29.83	7.25	18.54	1.61	1.61	0.00	0.00	0.00	0.80	0.00	0.80
GS/GG/GH/GM/GL- 11 #	27771	21601	6170	7849	1431	11595	3361	1002	966	953	330	49	18	114	41	39	23

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	77.78	22.21	28.26	5.15	41.75	12.10	3.60	3.47	3.43	1.18	0.17	0.06	0.41	0.14	0.14	0.08
GS/GG/GH/GM/GL- 12 #	16100	10922	5178	2560	796	6985	2896	746	1105	476	305	21	7	79	30	55	39
%	100	67.83	32.16	15.90	4.94	43.38	17.98	4.63	6.86	2.95	1.89	0.13	0.04	0.49	0.18	0.34	0.24
GS/GG/GH/GM/GL- 13 #	17416	12279	5137	1746	620	9109	3160	904	1044	373	257	17	6	72	24	58	26
%	100	70.50	29.49	10.02	3.55	52.30	18.14	5.19	5.99	2.14	1.47	0.09	0.03	0.41	0.13	0.33	0.14
GS/GG/GH/GM/GL- 14 #	9254	6116	3138	632	261	4694	1918	487	763	228	158	5	5	36	19	34	14
%	100	66.09	33.90	6.82	2.82	50.72	20.72	5.26	8.24	2.46	1.70	0.05	0.05	0.38	0.20	0.36	0.15

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	4112	2768	1344	183	81	2280	975	217	225	66	47	1	0	12	11	9	5
	%	100	67.31	32.68	4.45	1.96	55.44	23.71	5.27	5.47	1.60	1.14	0.02	0.00	0.29	0.26	0.21	0.12
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	529	383	146	20	8	330	123	24	9	7	6	0	0	1	0	1	0
	%	100	72.40	27.59	3.78	1.51	62.38	23.25	4.53	1.70	1.32	1.13	0.00	0.00	0.18	0.00	0.18	0.00
ST	#	22	17	5	1	0	15	4	0	0	1	1	0	0	0	0	0	0
	%	100	77.27	22.72	4.54	0.00	68.18	18.18	0.00	0.00	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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
SQ	#	5	2	3	0	0	1	3	0	0	1	0	0	0	0	0	0	0	0
	%	100	40.00	60.00	0.00	0.00	20.00	60.00	0.00	0.00	20.00	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 -- Permanent Employees -- FY 2009

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	#	658	590	68	38	2	445	44	93	20	9	1	2	0	3	1	0	0
	%	100	89.66	10.33	5.77	0.30	67.62	6.68	14.13	3.03	1.36	0.15	0.30	0.00	0.45	0.15	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	#	165	149	16	8	0	120	8	21	7	0	1	0	0	0	0	0	0
	%	100	90.30	9.69	4.84	0.00	72.72	4.84	12.72	4.24	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 -- Permanent Employees -- FY 2009

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
LE-05	#	56	48	8	2	0	43	3	3	5	0	0	0	0	0	0	0	0
	%	100	85.71	14.28	3.57	0.00	76.78	5.35	5.35	8.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	22	21	1	1	0	15	1	5	0	0	0	0	0	0	0	0	0
	%	100	95.45	4.54	4.54	0.00	68.18	4.54	22.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-08	#	12	10	2	0	0	9	1	1	1	0	0	0	0	0	0	0	0
	%	100	83.33	16.66	0.00	0.00	75.00	8.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-09	#	4	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	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

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

This table is for All Agencies -- LE -- Permanent Employees -- FY 2009

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
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 -- Permanent Employees -- FY 2009

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 -- Permanent Employees -- FY 2009

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	#	13	6	7	1	0	3	4	1	2	1	0	0	0	0	1	0	0
	%	100	46.15	53.84	7.69	0.00	23.07	30.76	7.69	15.38	7.69	0.00	0.00	0.00	0.00	7.69	0.00	0.00
SV-D	#	13484	7086	6398	1288	1049	3918	2993	1375	1969	287	162	20	20	97	114	101	91
	%	100	52.55	47.44	9.55	7.77	29.05	22.19	10.19	14.60	2.12	1.20	0.14	0.14	0.71	0.84	0.74	0.67

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 -- Permanent Employees -- FY 2009

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	#	21245	12537	8708	1935	1200	7135	4375	2503	2642	774	312	48	62	141	116	1	1
	%	100	59.01	40.98	9.10	5.64	33.58	20.59	11.78	12.43	3.64	1.46	0.22	0.29	0.66	0.54	0.00	0.00
SV-F	#	9118	5710	3408	755	443	3537	1912	1011	854	324	129	27	26	56	44	0	0
	%	100	62.62	37.37	8.28	4.85	38.79	20.96	11.08	9.36	3.55	1.41	0.29	0.28	0.61	0.48	0.00	0.00
SV-G	#	6379	4327	2052	505	257	2895	1208	681	445	185	92	20	18	37	31	4	1
	%	100	67.83	32.16	7.91	4.02	45.38	18.93	10.67	6.97	2.90	1.44	0.31	0.28	0.58	0.48	0.06	0.01
SV-H	#	2426	1735	691	157	59	1272	422	227	152	55	39	6	5	18	14	0	0
	%	100	71.51	28.48	6.47	2.43	52.43	17.39	9.35	6.26	2.26	1.60	0.24	0.20	0.74	0.57	0.00	0.00
SV-I	#	5186	4327	859	510	90	3146	530	455	187	154	44	4	4	55	3	3	1
	%	100	83.43	16.56	9.83	1.73	60.66	10.21	8.77	3.60	2.96	0.84	0.07	0.07	1.06	0.05	0.05	0.01

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 -- Permanent Employees -- FY 2009

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	#	1724	1231	493	71	28	950	317	144	115	47	23	2	1	16	7	1	2
	%	100	71.40	28.59	4.11	1.62	55.10	18.38	8.35	6.67	2.72	1.33	0.11	0.05	0.92	0.40	0.05	0.11
SV-K	#	975	683	292	34	16	568	198	52	68	19	6	1	0	9	4	0	0
	%	100	70.05	29.94	3.48	1.64	58.25	20.30	5.33	6.97	1.94	0.61	0.10	0.00	0.92	0.41	0.00	0.00
SV-L	#	95	65	30	1	2	54	21	9	6	1	1	0	0	0	0	0	0
	%	100	68.42	31.57	1.05	2.10	56.84	22.10	9.47	6.31	1.05	1.05	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	#	133	102	31	7	0	83	23	10	7	2	1	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 -- Permanent Employees -- FY 2009

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	76.69	23.30	5.26	0.00	62.40	17.29	7.51	5.26	1.50	0.75	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- AD -- Permanent Employees -- FY 2009

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		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Unspecified AD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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 #	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
GS/GG/GH/GM/GL- 02 #	8	3	5	0	0	1	4	1	1	0	0	0	0	0	0	0	1
%	0.00	0.00	0.01	0.00	0.00	0.00	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.27
GS/GG/GH/GM/GL- 03 #	46	23	23	1	1	21	13	1	8	0	1	0	0	0	0	0	0
%	0.04	0.03	0.07	0.00	0.01	0.04	0.07	0.02	0.12	0.00	0.05	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM/GL- 04	#	230	104	126	13	15	62	82	14	18	9	3	0	1	2	1	4	6
	%	0.21	0.13	0.39	0.06	0.29	0.13	0.44	0.30	0.28	0.30	0.17	0.00	1.53	0.38	0.46	1.11	2.31
GS/GG/GH/GM/GL- 05	#	4844	3631	1213	1079	246	2131	681	184	169	140	77	9	1	45	13	43	26
	%	4.51	4.81	3.80	5.57	4.82	4.49	3.72	3.94	2.71	4.75	4.57	6.56	1.53	8.73	5.99	12.01	10.03
GS/GG/GH/GM/GL- 06	#	869	285	584	48	93	169	312	38	127	20	27	0	3	4	3	6	19
	%	0.81	0.37	1.83	0.24	1.82	0.35	1.70	0.81	2.03	0.67	1.60	0.00	4.61	0.77	1.38	1.67	7.33
GS/GG/GH/GM/GL- 07	#	12210	7850	4360	2243	791	4649	2359	470	866	323	235	21	16	87	39	57	54
	%	11.38	10.41	13.68	11.58	15.50	9.80	12.89	10.08	13.89	10.96	13.95	15.32	24.61	16.89	17.97	15.92	20.84

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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 #	721	194	527	18	41	123	243	44	202	7	30	1	1	1	1	0	9
%	0.67	0.25	1.65	0.09	0.80	0.25	1.32	0.94	3.24	0.23	1.78	0.72	1.53	0.19	0.46	0.00	3.47
GS/GG/GH/GM/GL- 09 #	12990	9173	3817	2967	707	5221	2121	520	706	339	205	13	7	62	34	51	37
%	12.11	12.16	11.98	15.32	13.85	11.01	11.59	11.15	11.32	11.51	12.17	9.48	10.76	12.03	15.66	14.24	14.28
GS/GG/GH/GM/GL- 10 #	124	48	76	6	12	31	37	9	23	2	2	0	0	0	1	0	1
%	0.11	0.06	0.23	0.03	0.23	0.06	0.20	0.19	0.36	0.06	0.11	0.00	0.00	0.00	0.46	0.00	0.38
GS/GG/GH/GM/GL- 11 #	27771	21601	6170	7849	1431	11595	3361	1002	966	953	330	49	18	114	41	39	23

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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
%	25.89	28.64	19.37	40.52	28.04	24.45	18.37	21.49	15.50	32.35	19.59	35.76	27.69	22.13	18.89	10.89	8.88
GS/GG/GH/GM/GL- #	16100	10922	5178	2560	796	6985	2896	746	1105	476	305	21	7	79	30	55	39
%	15.01	14.48	16.25	13.21	15.59	14.73	15.83	16.00	17.73	16.16	18.11	15.32	10.76	15.33	13.82	15.36	15.05
GS/GG/GH/GM/GL- #	17416	12279	5137	1746	620	9109	3160	904	1044	373	257	17	6	72	24	58	26
%	16.23	16.28	16.12	9.01	12.14	19.21	17.27	19.39	16.75	12.66	15.26	12.40	9.23	13.98	11.05	16.20	10.03
GS/GG/GH/GM/GL- #	9254	6116	3138	632	261	4694	1918	487	763	228	158	5	5	36	19	34	14
%	8.62	8.11	9.85	3.26	5.11	9.89	10.48	10.44	12.24	7.74	9.38	3.64	7.69	6.99	8.75	9.49	5.40

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM/GL- 15	#	4112	2768	1344	183	81	2280	975	217	225	66	47	1	0	12	11	9	5
	%	3.83	3.67	4.21	0.94	1.58	4.80	5.32	4.65	3.61	2.24	2.79	0.72	0.00	2.33	5.06	2.51	1.93
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	529	383	146	20	8	330	123	24	9	7	6	0	0	1	0	1	0
	%	0.49	0.50	0.45	0.10	0.15	0.69	0.67	0.51	0.14	0.23	0.35	0.00	0.00	0.19	0.00	0.27	0.00
ST	#	22	17	5	1	0	15	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	0.03	0.05	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	5	2	3	0	0	1	3	0	0	1	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	107253	75400	31853	19366	5103	47418	18293	4661	6232	2945	1684	137	65	515	217	358	259
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- LE -- Permanent Employees -- FY 2009

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	#	658	590	68	38	2	445	44	93	20	9	1	2	0	3	1	0	0
	%	71.59	71.60	71.57	77.55	100	70.07	77.19	73.80	60.60	100	50.00	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	0.00	-	0.00	0.00	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	-	-
LE-04	#	165	149	16	8	0	120	8	21	7	0	1	0	0	0	0	0	0
	%	17.95	18.08	16.84	16.32	0.00	18.89	14.03	16.66	21.21	0.00	50.00	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 -- Permanent Employees -- FY 2009

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	#	56	48	8	2	0	43	3	3	5	0	0	0	0	0	0	0
	%	6.09	5.82	8.42	4.08	0.00	6.77	5.26	2.38	15.15	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	-	0.00	0.00	-
LE-07	#	22	21	1	1	0	15	1	5	0	0	0	0	0	0	0	0
	%	2.39	2.54	1.05	2.04	0.00	2.36	1.75	3.96	0.00	0.00	0.00	0.00	-	0.00	0.00	-
LE-08	#	12	10	2	0	0	9	1	1	1	0	0	0	0	0	0	0
	%	1.30	1.21	2.10	0.00	0.00	1.41	1.75	0.79	3.03	0.00	0.00	0.00	-	0.00	0.00	-
LE-09	#	4	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0
	%	0.43	0.48	0.00	0.00	0.00	0.31	0.00	1.58	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 -- Permanent Employees -- FY 2009

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
	%	0.10	0.12	0.00	0.00	0.00	0.15	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
	%	0.10	0.12	0.00	0.00	0.00	0.00	0.00	0.79	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	-	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	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	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 -- Permanent Employees -- FY 2009

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
%	0.00	0.00	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
	%	0.00	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	#	919	824	95	49	2	635	57	126	33	9	2	2	0	3	1	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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 -- Permanent Employees -- FY 2009

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	#	13	6	7	1	0	3	4	1	2	1	0	0	0	1	0	0
	%	0.02	0.01	0.03	0.01	0.00	0.01	0.03	0.01	0.03	0.05	0.00	0.00	0.00	0.29	0.00	0.00
SV-D	#	13484	7086	6398	1288	1049	3918	2993	1375	1969	287	162	20	20	97	114	101
	%	22.18	18.74	27.85	24.46	33.36	16.62	24.93	21.25	30.54	15.52	20.02	15.62	14.70	22.61	34.13	91.81

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 -- Permanent Employees -- FY 2009

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	#	21245	12537	8708	1935	1200	7135	4375	2503	2642	774	312	48	62	141	116	1	1
	%	34.95	33.15	37.91	36.75	38.16	30.28	36.44	38.69	40.98	41.86	38.56	37.50	45.58	32.86	34.73	0.90	1.04
SV-F	#	9118	5710	3408	755	443	3537	1912	1011	854	324	129	27	26	56	44	0	0
	%	15.00	15.10	14.83	14.34	14.09	15.01	15.92	15.63	13.24	17.52	15.94	21.09	19.11	13.05	13.17	0.00	0.00
SV-G	#	6379	4327	2052	505	257	2895	1208	681	445	185	92	20	18	37	31	4	1
	%	10.49	11.44	8.93	9.59	8.17	12.28	10.06	10.52	6.90	10.00	11.37	15.62	13.23	8.62	9.28	3.63	1.04
SV-H	#	2426	1735	691	157	59	1272	422	227	152	55	39	6	5	18	14	0	0
	%	3.99	4.58	3.00	2.98	1.87	5.39	3.51	3.50	2.35	2.97	4.82	4.68	3.67	4.19	4.19	0.00	0.00
SV-I	#	5186	4327	859	510	90	3146	530	455	187	154	44	4	4	55	3	3	1
	%	8.53	11.44	3.73	9.68	2.86	13.35	4.41	7.03	2.90	8.32	5.43	3.12	2.94	12.82	0.89	2.72	1.04

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 -- Permanent Employees -- FY 2009

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	#	1724	1231	493	71	28	950	317	144	115	47	23	2	1	16	7	1	2
	%	2.83	3.25	2.14	1.34	0.89	4.03	2.64	2.22	1.78	2.54	2.84	1.56	0.73	3.72	2.09	0.90	2.08
SV-K	#	975	683	292	34	16	568	198	52	68	19	6	1	0	9	4	0	0
	%	1.60	1.80	1.27	0.64	0.50	2.41	1.64	0.80	1.05	1.02	0.74	0.78	0.00	2.09	1.19	0.00	0.00
SV-L	#	95	65	30	1	2	54	21	9	6	1	1	0	0	0	0	0	0
	%	0.15	0.17	0.13	0.01	0.06	0.22	0.17	0.13	0.09	0.05	0.12	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	#	133	102	31	7	0	83	23	10	7	2	1	0	0	0	0	0	0

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

This table is for All Agencies -- SV, SW -- Permanent Employees -- FY 2009

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	
%	0.21	0.26	0.13	0.13	0.00	0.35	0.19	0.15	0.10	0.10	0.12	0.00	0.00	0.00	0.00	0.00	0.00	
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	#	60778	37809	22969	5264	3144	23561	12003	6468	6447	1849	809	128	136	429	334	110	96
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

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

This table is for All Agencies -- AD -- Permanent Employees -- FY 2009

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

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, WN, WS, XP -- Permanent Employees -- FY 2009

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	#	9	9	0	0	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	88.88	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	9	9	0	1	0	6	0	1	0	0	0	1	0	0	0	0	0
	%	100	100	0.00	11.11	0.00	66.66	0.00	11.11	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00
Grade-03	#	26	24	2	0	0	20	2	3	0	1	0	0	0	0	0	0	0
	%	100	92.30	7.69	0.00	0.00	76.92	7.69	11.53	0.00	3.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	36	13	23	1	1	10	21	1	0	0	1	0	0	0	0	0	1
	%	100	36.11	63.88	2.77	2.77	27.77	58.33	2.77	0.00	0.00	2.77	0.00	0.00	0.00	0.00	0.00	2.77

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, WN, WS, XP -- Permanent Employees -- FY 2009

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	#	93	84	9	5	0	67	7	9	1	0	0	1	0	0	1	2	0
	%	100	90.32	9.67	5.37	0.00	72.04	7.52	9.67	1.07	0.00	0.00	1.07	0.00	0.00	1.07	2.15	0.00
Grade-06	#	142	125	17	19	0	78	17	23	0	1	0	0	0	2	0	2	0
	%	100	88.02	11.97	13.38	0.00	54.92	11.97	16.19	0.00	0.70	0.00	0.00	0.00	1.40	0.00	1.40	0.00
Grade-07	#	74	74	0	7	0	47	0	18	0	1	0	1	0	0	0	0	0
	%	100	100	0.00	9.45	0.00	63.51	0.00	24.32	0.00	1.35	0.00	1.35	0.00	0.00	0.00	0.00	0.00
Grade-08	#	243	228	15	22	0	167	12	30	2	5	1	1	0	3	0	0	0
	%	100	93.82	6.17	9.05	0.00	68.72	4.93	12.34	0.82	2.05	0.41	0.41	0.00	1.23	0.00	0.00	0.00
Grade-09	#	171	170	1	12	1	117	0	30	0	2	0	3	0	0	0	6	0
	%	100	99.41	0.58	7.01	0.58	68.42	0.00	17.54	0.00	1.16	0.00	1.75	0.00	0.00	0.00	3.50	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, WN, WS, XP -- Permanent Employees -- FY 2009

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	#	1197	1184	13	267	2	774	9	83	2	26	0	3	0	7	0	24	0
	%	100	98.91	1.08	22.30	0.16	64.66	0.75	6.93	0.16	2.17	0.00	0.25	0.00	0.58	0.00	2.00	0.00
Grade-11	#	217	214	3	8	0	179	2	19	1	2	0	1	0	2	0	3	0
	%	100	98.61	1.38	3.68	0.00	82.48	0.92	8.75	0.46	0.92	0.00	0.46	0.00	0.92	0.00	1.38	0.00
Grade-12	#	63	62	1	3	0	53	1	2	0	1	0	0	0	2	0	1	0
	%	100	98.41	1.58	4.76	0.00	84.12	1.58	3.17	0.00	1.58	0.00	0.00	0.00	3.17	0.00	1.58	0.00
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%																	

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

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	0.00	0.00	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-15	#	10	10	0	0	0	7	0	2	0	0	0	0	0	0	0	1	0
	%	100	100	0.00	0.00	0.00	70.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00
All Other Wage Grades	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE 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, WN, WS, XP -- Permanent Employees -- FY 2009

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	#	9	9	0	0	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	0.38	0.40	0.00	0.00	0.00	0.51	0.00	0.44	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-
Grade-02	#	9	9	0	1	0	6	0	1	0	0	0	1	0	0	0	0	0
	%	0.38	0.40	0.00	0.28	0.00	0.38	0.00	0.44	0.00	0.00	0.00	9.09	-	0.00	0.00	0.00	-
Grade-03	#	26	24	2	0	0	20	2	3	0	1	0	0	0	0	0	0	0
	%	1.12	1.07	2.38	0.00	0.00	1.28	2.81	1.33	0.00	2.56	0.00	0.00	-	0.00	0.00	0.00	-
Grade-04	#	36	13	23	1	1	10	21	1	0	0	1	0	0	0	0	1	0
	%	1.55	0.58	27.38	0.28	25.00	0.64	29.57	0.44	0.00	0.00	50.00	0.00	-	0.00	0.00	2.50	-

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, WN, WS, XP -- Permanent Employees -- FY 2009

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	#	93	84	9	5	0	67	7	9	1	0	0	1	0	0	1	2	0
	%	4.02	3.77	10.71	1.44	0.00	4.31	9.85	4.01	16.66	0.00	0.00	9.09	-	0.00	100	5.00	-
Grade-06	#	142	125	17	19	0	78	17	23	0	1	0	0	0	2	0	2	0
	%	6.14	5.61	20.23	5.50	0.00	5.02	23.94	10.26	0.00	2.56	0.00	0.00	-	12.50	0.00	5.00	-
Grade-07	#	74	74	0	7	0	47	0	18	0	1	0	1	0	0	0	0	0
	%	3.20	3.32	0.00	2.02	0.00	3.02	0.00	8.03	0.00	2.56	0.00	9.09	-	0.00	0.00	0.00	-
Grade-08	#	243	228	15	22	0	167	12	30	2	5	1	1	0	3	0	0	0
	%	10.51	10.23	17.85	6.37	0.00	10.76	16.90	13.39	33.33	12.82	50.00	9.09	-	18.75	0.00	0.00	-
Grade-09	#	171	170	1	12	1	117	0	30	0	2	0	3	0	0	0	6	0
	%	7.39	7.63	1.19	3.47	25.00	7.53	0.00	13.39	0.00	5.12	0.00	27.27	-	0.00	0.00	15.00	-

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, WN, WS, XP -- Permanent Employees -- FY 2009

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	#	1197	1184	13	267	2	774	9	83	2	26	0	3	0	7	0	24	0
	%	51.79	53.16	15.47	77.39	50.00	49.87	12.67	37.05	33.33	66.66	0.00	27.27	-	43.75	0.00	60.00	-
Grade-11	#	217	214	3	8	0	179	2	19	1	2	0	1	0	2	0	3	0
	%	9.38	9.60	3.57	2.31	0.00	11.53	2.81	8.48	16.66	5.12	0.00	9.09	-	12.50	0.00	7.50	-
Grade-12	#	63	62	1	3	0	53	1	2	0	1	0	0	0	2	0	1	0
	%	2.72	2.78	1.19	0.86	0.00	3.41	1.40	0.89	0.00	2.56	0.00	0.00	-	12.50	0.00	2.50	-
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
	%	0.43	0.44	0.00	0.00	0.00	0.64	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-
Grade-14	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%																	

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

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	
%	0.30	0.31	0.00	0.00	0.00	0.38	0.00	0.44	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	
Grade-15	#	10	10	0	0	0	7	0	2	0	0	0	0	0	0	0	1	0
%	0.43	0.44	0.00	0.00	0.00	0.45	0.00	0.89	0.00	0.00	0.00	0.00	-	0.00	0.00	2.50	-	
All Other Wage Grades	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
%	0.17	0.17	0.00	0.00	0.00	0.19	0.00	0.44	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	
TOTAL	#	2311	2227	84	345	4	1552	71	224	6	39	2	11	0	16	1	40	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	1745	1362	383	106	18	939	205	260	147	27	8	6	0	12	1	12	4
	%	100	78.05	21.94	6.07	1.03	53.81	11.74	14.89	8.42	1.54	0.45	0.34	0.00	0.68	0.05	0.68	0.22
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	#	1070	967	103	58	3	736	61	158	36	10	2	2	0	3	1	0	0
	%	100	90.37	9.62	5.42	0.28	68.78	5.70	14.76	3.36	0.93	0.18	0.18	0.00	0.28	0.09	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	#	942	627	315	61	32	507	219	38	51	14	10	1	0	4	0	2	3

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
%	100	66.56	33.43	6.47	3.39	53.82	23.24	4.03	5.41	1.48	1.06	0.10	0.00	0.42	0.00	0.21	0.31	
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	#	309	264	45	10	1	221	26	9	8	21	9	0	0	1	1	2	0
%	100	85.43	14.56	3.23	0.32	71.52	8.41	2.91	2.58	6.79	2.91	0.00	0.00	0.32	0.32	0.64	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	63	4	2	0	54	4	1	0	1	0	0	0	2	0	3	0
%	100	94.02	5.97	2.98	0.00	80.59	5.97	1.49	0.00	1.49	0.00	0.00	0.00	2.98	0.00	4.47	0.00	

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
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	3	0	0	0	1	0	0	0	0	0	0	0
0804 - FIRE PROTECTION ENGINEERING %	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
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 -- Permanent Employees -- FY 2009

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 #	58	50	8	3	0	37	6	4	1	5	1	0	0	0	0	1	0
%	100	86.20	13.79	5.17	0.00	63.79	10.34	6.89	1.72	8.62	1.72	0.00	0.00	0.00	0.00	1.72	0.00

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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 #	27	27	0	2	0	23	0	1	0	0	0	0	0	0	0	1	0
%	100	100	0.00	7.40	0.00	85.18	0.00	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	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 #	100	82	18	4	0	65	14	4	1	7	3	1	0	1	0	0	0
%	100	82.00	18.00	4.00	0.00	65.00	14.00	4.00	1.00	7.00	3.00	1.00	0.00	1.00	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 -- Permanent Employees -- FY 2009

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 -- Permanent Employees -- FY 2009

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	#	19	16	3	0	0	11	3	2	0	3	0	0	0	0	0	0
	%	100	84.21	15.78	0.00	0.00	57.89	15.78	10.52	0.00	15.78	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
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

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	66	59	7	2	1	44	5	1	1	10	0	0	0	0	0	2	0
	%	100	89.39	10.60	3.03	1.51	66.66	7.57	1.51	1.51	15.15	0.00	0.00	0.00	0.00	0.00	3.03	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	#	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	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
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	#	39	36	3	2	0	22	1	2	1	9	1	0	0	0	0	1	0

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	92.30	7.69	5.12	0.00	56.41	2.56	5.12	2.56	23.07	2.56	0.00	0.00	0.00	0.00	2.56	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 #	14	12	2	0	0	8	1	1	0	1	1	0	0	1	0	1	0
%	100	85.71	14.28	0.00	0.00	57.14	7.14	7.14	0.00	7.14	7.14	0.00	0.00	7.14	0.00	7.14	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 #	96	91	5	3	0	68	3	6	2	11	0	0	0	0	0	3	0
%	100	94.79	5.20	3.12	0.00	70.83	3.12	6.25	2.08	11.45	0.00	0.00	0.00	0.00	0.00	3.12	0.00

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	82	81	1	7	0	65	0	6	0	1	0	0	1	1	0	1	0
	%	100	98.78	1.21	8.53	0.00	79.26	0.00	7.31	0.00	1.21	0.00	0.00	1.21	1.21	0.00	1.21	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 -- Permanent Employees -- FY 2009

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	#	4	4	0	0	0	3	0	0	0	1	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	
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	#	39	36	3	1	0	29	3	0	0	5	0	0	0	1	0	0	0
	%	100	92.30	7.69	2.56	0.00	74.35	7.69	0.00	0.00	12.82	0.00	0.00	0.00	2.56	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 -- Permanent Employees -- FY 2009

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 -- Permanent Employees -- FY 2009

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 -- Permanent Employees -- FY 2009

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 #	13	8	5	0	1	8	2	0	0	0	2	0	0	0	0	0	0
0893 - CHEMICAL ENGINEERING %	100	61.53	38.46	0.00	7.69	61.53	15.38	0.00	0.00	0.00	15.38	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 -- Permanent Employees -- FY 2009

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	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	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 -- Permanent Employees -- FY 2009

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	#	4	0	4	0	1	0	2	0	0	0	0	0	0	0	0	1	
	%	100	0.00	100	0.00	25.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	
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	#	1850	933	917	57	68	776	673	52	92	44	70	1	3	1	4	2	7
	%	100	50.43	49.56	3.08	3.67	41.94	36.37	2.81	4.97	2.37	3.78	0.05	0.16	0.05	0.21	0.10	0.37
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 -- Permanent Employees -- FY 2009

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	#	1282	516	766	16	36	396	423	79	250	16	35	0	1	5	7	4	14
	%	100	40.24	59.75	1.24	2.80	30.88	32.99	6.16	19.50	1.24	2.73	0.00	0.07	0.39	0.54	0.31	1.09
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	#	23913	17627	6286	3118	1157	11825	3549	1559	1013	857	462	28	11	173	57	67	37
	%	100	73.71	26.28	13.03	4.83	49.45	14.84	6.51	4.23	3.58	1.93	0.11	0.04	0.72	0.23	0.28	0.15
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	#	51994	30102	21892	4611	3300	17616	11017	5650	6231	1651	800	119	127	340	311	115	106

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
%	100	57.89	42.10	8.86	6.34	33.88	21.18	10.86	11.98	3.17	1.53	0.22	0.24	0.65	0.59	0.22	0.20	
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	#	9733	8373	1360	1214	222	6387	941	459	135	219	48	12	2	51	6	31	6
%	100	86.02	13.97	12.47	2.28	65.62	9.66	4.71	1.38	2.25	0.49	0.12	0.02	0.52	0.06	0.31	0.06	
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	#	21312	17338	3974	4309	1048	11026	2265	857	406	966	203	66	23	102	25	12	4
%	100	81.35	18.64	20.21	4.91	51.73	10.62	4.02	1.90	4.53	0.95	0.30	0.10	0.47	0.11	0.05	0.01	

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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 #	19996	19006	990	9664	535	8665	418	299	17	190	9	9	0	140	8	39	3
%	100	95.04	4.95	48.32	2.67	43.33	2.09	1.49	0.08	0.95	0.04	0.04	0.00	0.70	0.04	0.19	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
2210 - Information Technology Specialists #	2314	1653	661	86	18	1196	425	227	143	98	55	2	0	12	7	32	13
%	100	71.43	28.56	3.71	0.77	51.68	18.36	9.80	6.17	4.23	2.37	0.08	0.00	0.51	0.30	1.38	0.56
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 -- Permanent Employees -- FY 2009

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 #	137098	99343	37755	23337	6441	60734	20266	9675	8535	4169	1719	247	168	850	428	331	198

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

Job Series & Position Title	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
0083 - Uniformed Division Officer																		
Total Received	#	15858																
Voluntarily Identified	#	15566	13272	2294	1753	279	7203	838	3537	1017	419	55	40	12	88	17	232	76
	%	100	85.26	14.74	11.26	1.79	46.27	5.38	22.72	6.53	2.69	0.35	0.26	0.08	0.57	0.11	1.49	0.49
Qualified of those Identified	#	11746	10112	1634	1317	189	5637	636	2567	694	308	36	31	11	67	13	185	55
	%	100	86.09	13.91	11.21	1.61	47.99	5.41	21.85	5.91	2.62	0.31	0.26	0.09	0.57	0.11	1.58	0.47
Selected of those Identified	#	62	50	12	4	1	38	7	8	4	-	-	-	-	-	-	-	-
	%	100	80.65	19.35	6.45	1.61	61.29	11.29	12.90	6.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		87.00	13.00	7.40	1.30	67.60	8.40	8.80	2.90	1.10	0.10	0.10	0.00	0.70	0.10	1.30	0.20
0132 - Intelligence Operations Specialist																		
Total Received	#																	
Voluntarily Identified	#	23	13	10	1	-	7	8	5	2	-	-	-	-	-	-	-	-
	%	100	56.52	43.48	4.35	0.00	30.43	34.78	21.74	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	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
Selected of those Identified	#	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
Occupational CLF	%		43.20	56.50	4.70	5.30	30.20	39.70	4.90	7.80	2.60	2.30	0.10	0.10	0.20	0.40	0.50	0.90
0201 - Human Resources Specialist																		
Total Received	#	73																
Voluntarily Identified	#	71	40	31	3	3	23	14	11	10	-	-	-	-	-	1	3	3
	%	100	56.34	43.66	4.23	4.23	32.39	19.72	15.49	14.08	0.00	0.00	0.00	0.00	0.00	1.41	4.23	4.23
Qualified of those Identified	#	41	24	17	3	2	12	7	7	6	-	-	-	-	-	-	2	2
	%	100	58.54	41.46	7.32	4.88	29.27	17.07	17.07	14.63	0.00	0.00	0.00	0.00	0.00	0.00	4.88	4.88
Selected of those Identified	#	2	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		33.30	66.70	2.70	5.00	25.50	49.90	3.60	8.50	0.80	1.70	0.00	0.10	0.20	0.40	0.50	1.00

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

Job Series & Position Title	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
0201 - Human Resources Specialist																	
Total Received	#																
Voluntarily Identified	#	12	4	8	-	-	3	6	1	1	-	1	-	-	-	-	-
	%	100	33.33	66.67	0.00	0.00	25.00	50.00	8.33	8.33	0.00	8.33	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	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	%		33.20	66.50	2.70	5.00	25.50	49.90	3.60	8.50	0.80	1.70	0.00	0.10	0.20	0.40	0.40
0301 - Assistant Federal Security Director																	
Total Received	#																
Voluntarily Identified	#	2	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	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
Qualified of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	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	%		43.20	56.50	4.70	5.30	30.20	39.70	4.90	7.80	2.60	2.30	0.10	0.10	0.20	0.40	0.50
0301 - Administration																	
Total Received	#	155															
Voluntarily Identified	#	146	97	49	2	-	80	35	7	7	2	1	1	-	1	2	4
	%	100	66.44	33.56	1.37	0.00	54.79	23.97	4.79	4.79	1.37	0.68	0.68	0.00	0.68	1.37	2.74
Qualified of those Identified	#	85	57	28	1	-	50	22	2	4	-	-	-	-	1	4	1
	%	100	67.06	32.94	1.18	0.00	58.82	25.88	2.35	4.71	0.00	0.00	0.00	0.00	1.18	4.71	1.18
Selected of those Identified	#	3	2	1	-	-	2	1	-	-	-	-	-	-	-	-	-
	%	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		43.40	56.60	4.70	5.30	30.20	39.70	4.90	7.80	2.60	2.30	0.10	0.10	0.20	0.40	0.70

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

Job Series & Position Title	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
0340 - Federal Security Director																	
Total Received	#																
Voluntarily Identified	#	3	2	1	-	-	2	-	-	1	-	-	-	-	-	-	-
	%	100	66.67	33.33	0.00	0.00	66.67	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	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	%		43.20	56.50	4.70	5.30	30.20	39.70	4.90	7.80	2.60	2.30	0.10	0.10	0.20	0.40	0.50
0343 - Program/Management Analyst																	
Total Received	#																
Voluntarily Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	32	17	15	-	-	13	6	2	5	-	4	-	-	1	-	1
	%	100	53.13	46.88	0.00	0.00	40.63	18.75	6.25	15.63	0.00	12.50	0.00	0.00	3.13	0.00	3.13
Selected of those Identified	#	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
Occupational CLF	%		48.36	51.63	1.37	2.00	35.16	30.20	8.02	15.52	2.85	3.48	0.10	0.00	0.31	0.10	0.52
0401 - CBP Agriculture Specialists																	
Total Received	#	2569															
Voluntarily Identified	#	N/A															
Qualified of those Identified	#	318	188	130	23	7	139	104	9	13	16	6	0	0	1	0	0
	%	100	59.12	40.88	7.23	2.20	43.71	32.70	2.83	4.09	5.03	1.89	0.00	0.00	0.31	0.00	0.00
Selected of those Identified	#	N/A															
	%																
Occupational CLF	%		55.80	44.00	1.90	2.10	47.30	35.00	1.20	1.80	4.10	4.30	0.00	0.00	0.40	0.20	0.90

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

Job Series & Position Title	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
0510 - Accountant																		
Total Received	#	26																
Voluntarily Identified	#	26	5	21	-	1	1	11	3	7	-	2	-	-	-	-	1	-
	%	100	19.23	80.77	0.00	3.85	3.85	42.31	11.54	26.92	0.00	7.69	0.00	0.00	0.00	0.00	3.85	0.00
Qualified of those Identified	#	16	3	13	-	-	1	6	1	5	-	2	-	-	-	-	1	-
	%	100	18.75	81.25	0.00	0.00	6.25	37.50	6.25	31.25	0.00	12.50	0.00	0.00	0.00	0.00	6.25	0.00
Selected of those Identified	#	4	1	3	-	-	1	2	-	1	-	-	-	-	-	-	-	-
	%	100	25.00	75.00	0.00	0.00	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		43.00	57.00	2.00	3.10	3.50	42.80	2.60	5.30	2.70	4.70	0.00	0.10	0.10	0.30	0.50	0.80
0511 - Auditor																		
Total Received	#																	
Voluntarily Identified	#	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
Qualified of those Identified	#	27	13	14	-	-	10	6	1	6	2	2	-	-	-	-	-	-
	%	100	48.15	51.85	0.00	0.00	37.04	22.22	3.70	22.22	7.41	7.41	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	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
Occupational CLF	%		42.90	57.00	2.00	3.10	35.00	42.80	2.60	5.30	2.70	4.70	0.00	0.10	0.10	0.30	0.50	0.70
GS-0801 - General Engineer																		
Total Received	#	966																
Voluntarily Identified	#	903	794	109	249	44	376	35	68	17	82	12	4	0	3	0	12	1
	%	100	87.93	12.07	27.57	4.87	41.64	3.88	7.53	1.88	9.08	1.33	0.44	0.00	0.33	0.00	1.33	0.11
Qualified of those Identified	#	752	655	97	206	40	307	29	56	15	70	12	2	0	3	0	11	1
	%	100	87.10	12.90	27.39	5.32	40.82	3.86	7.45	1.99	9.31	1.60	0.27	0.00	0.40	0.00	1.46	0.13
Selected of those Identified	#	10	8	2	-	-	8	1	-	-	-	1	-	-	-	-	-	-
	%	100	80.00	20.00	0.00	0.00	80.00	10.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		89.60	10.40		0.60	71.80	7.10	3.00	0.80	9.90	1.60	0.10	0.00	0.20	0.00	1.30	0.20

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

Job Series & Position Title	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
0801 - Engineers																	
Total Received	#																
Voluntarily Identified	#	5	4	1	2	1	2	-	-	-	-	-	-	-	-	-	-
	%	100	80.00	20.00	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	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	%		89.60	10.30	3.20	0.60	71.80	7.10	3.00	0.80	9.90	1.60	0.10	0.00	0.20	0.00	1.40
GS-0804 - Fire Protection Engineer																	
Total Received	#	27															
Voluntarily Identified	#	23	21	2	2	-	11	2	5	-	3	-	-	-	-	-	-
	%	100	91.30	8.70	8.70	0.00	47.83	8.70	21.74	0.00	13.04	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	23	21	2	2	-	11	2	5	-	3	-	-	-	-	-	-
	%	100	91.30	8.70	8.70	0.00	47.83	8.70	21.74	0.00	13.04	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	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
Occupational CLF	%		83.40	16.60	3.10	1.00	71.40	13.00	2.90	1.10	4.80	1.30	0.00	0.00	0.20	0.10	1.00
GS-0808 - Architecture																	
Total Received	#	433															
Voluntarily Identified	#	392	324	68	42	13	220	36	18	8	31	9	4	1	1	-	8
	%	100	82.65	17.35	10.71	3.32	56.12	9.18	4.59	2.04	7.91	2.30	1.02	0.26	0.26	0.00	2.04
Qualified of those Identified	#	383	317	66	42	13	215	34	16	8	31	9	4	1	1	-	8
	%	100	82.77	17.23	10.97	3.39	56.14	8.88	4.18	2.09	8.09	2.35	1.04	0.26	0.26	0.00	2.09
Selected of those Identified	#	2	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		79.70	20.30	4.30	1.30	67.30	16.30	2.20	0.50	4.50	1.80	0.00	0.00	0.20	0.00	1.00

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

Job Series & Position Title	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
GS-810 - Civil Engineering																		
Total Received	#	374																
Voluntarily Identified	#	308	256	52	47	22	151	26	18	1	38	2	-	-	1	-	1	1
	%	100	83.12	16.88	15.26	7.14	49.03	8.44	5.84	0.32	12.34	0.65	0.00	0.00	0.32	0.00	0.32	0.32
Qualified of those Identified	#	280																
	%	100	82.14	17.86	14.64	7.14	50.00	9.29	5.00	0.36	11.79	0.71	0.00	0.00	0.36	0.00	0.36	0.36
Selected of those Identified	#	4																
	%	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		89.90	10.10	3.70	0.60	74.10	7.50	2.90	0.60	7.40	1.10	0.00	0.00	0.30	0.10	1.40	0.20
GS-819 - Environmental Engineering																		
Total Received	#	21																
Voluntarily Identified	#	18	13	5	2	2	10	2	1	-	-	1	-	-	-	-	-	-
	%	100	72.22	27.78	11.11	11.11	55.56	11.11	5.56	0.00	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	15																
	%	100	73.33	26.67	13.33	13.33	53.33	13.33	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	1																
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		77.80	22.20	2.20	0.90	65.40	17.80	3.00	1.20	5.80	1.90	0.10	0.00	0.20	0.10	1.10	0.20
GS-0830 - Mechanical Engineering																		
Total Received	#	502																
Voluntarily Identified	#	479	430	49	27	1	273	33	32	2	86	13	3	-	-	-	9	-
	%	100	89.77	10.23	5.64	0.21	56.99	6.89	6.68	0.42	17.95	2.71	0.63	0.00	0.00	0.00	1.88	0.00
Qualified of those Identified	#	362																
	%	100	89.23	10.77	5.52	0.28	56.63	6.63	6.08	0.55	19.06	3.31	0.55	0.00	0.00	0.00	1.38	0.00
Selected of those Identified	#	8																
	%	100	87.50	12.50	0.00	0.00	62.50	0.00	0.00	0.00	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		93.40	6.50	3.10	0.20	79.00	5.10	3.00	0.50	6.80	0.60	0.10	0.00	0.20	0.00	1.10	0.10

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

Job Series & Position Title	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
GS-0850 - Electrical Engineering																				
Total Received	#	414																		
Voluntarily Identified	#	358	329	29	43	3	147	6	71	15	56	3	-	1	1	-	11	1		
	%	100	91.90	8.10	12.01	0.84	41.06	1.68	19.83	4.19	15.64	0.84	0.00	0.28	0.28	0.00	3.07	0.28		
Qualified of those	#	295		271		24	35	3	117	5	56	12	51	2	-	1	1	0	11	1
	%	100	91.86	8.14	11.86	1.02	39.66	1.69	18.98	4.07	17.29	0.68	0.00	0.34	0.34	0.00	3.73	0.34		
Selected of those	#	6		4		2	-	-	3	2	1	-	-	-	-	-	-	-	-	
Identified	%	100	66.67	33.33	0.00	0.00	50.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Occupational CLF	%		91.30	8.70	3.60	0.40	72.10	5.50	3.50	0.90	10.50	1.60	0.10	0.00	0.20	0.00	1.30	0.20		
GS-0855 - Electronics Engineering																				
Total Received	#	209																		
Voluntarily Identified	#	187	168	19	11	-	109	8	24	9	14	2	-	-	2	-	8	-		
	%	100	89.84	10.16	5.88	0.00	58.29	4.28	12.83	4.81	7.49	1.07	0.00	0.00	1.07	0.00	4.28	0.00		
Qualified of those	#	142		129		13	10	-	83	6	17	6	12	1	-	-	2	-	5	-
Identified	%	100	90.85	9.15	7.04	0.00	58.45	4.23	11.97	4.23	8.45	0.70	0.00	0.00	1.41	0.00	3.52	0.00		
Selected of those	#	7		7		0	-	-	6	-	-	-	-	-	-	1	-	-	-	
Identified	%	100	100.00	0.00	0.00	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00	0.00		
Occupational CLF	%		91.30	8.70	3.60	0.40	72.10	5.50	3.50	0.90	10.50	1.60	0.10	0.00	0.20	0.00	1.30	0.20		
GS-0871 - Naval Architecture																				
Total Received	#	180																		
Voluntarily Identified	#	171	154	17	2	-	100	11	8	5	44	1	-	-	-	-	-	-		
	%	100	90.06	9.94	1.17	0.00	58.48	6.43	4.68	2.92	25.73	0.58	0.00	0.00	0.00	0.00	0.00	0.00		
Qualified of those	#	134		126		8	1	-	79	7	4	1	42	-	-	-	-	-	-	
Identified	%	100	94.03	5.97	0.75	0.00	58.96	5.22	2.99	0.75	31.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Selected of those	#	10		10		0	-	-	7	-	-	-	3	-	-	-	-	-	-	
Identified	%	100	100.00	0.00	0.00	0.00	70.00	0.00	0.00	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Occupational CLF	%		94.90	5.10	2.00	0.20	83.10	4.10	3.70	0.50	4.70	0.30	0.00	0.00	0.30	0.00	1.00	0.00		

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

Job Series & Position Title	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
1101 - Contract Specialist																	
Total Received	#	17															
Voluntarily Identified	#	17	8	9	-	1	7	7	1	1	-	-	-	-	-	-	-
	%	100	47.06	52.94	0.00	5.88	41.18	41.18	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	9	3	6	-	1	3	4	-	1	-	-	-	-	-	-	-
	%	100	33.33	66.67	0.00	11.11	33.33	44.44	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	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
Occupational CLF	%		43.40	56.60	4.70	5.30	30.20	39.70	4.90	7.80	2.60	2.30	0.10	0.10	0.20	0.40	0.70
1102 - Contract Specialist																	
Total Received	#	243															
Voluntarily Identified	#	234	108	126	13	14	64	57	22	49	2	3	-	1	1	-	6
	%	100	46.15	53.85	5.56	5.98	27.35	24.36	9.40	20.94	0.85	1.28	0.00	0.43	0.43	0.00	2.56
Qualified of those Identified	#	147	59	88	2	9	39	45	12	30	1	1	-	1	-	-	5
	%	100	40.14	59.86	1.36	6.12	26.53	30.61	8.16	20.41	0.68	0.68	0.00	0.68	0.00	0.00	3.40
Selected of those Identified	#	5	2	3	-	-	2	1	-	2	-	-	-	-	-	-	-
	%	100	40.00	60.00	0.00	0.00	40.00	20.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		47.00	53.00	2.90	3.20	39.80	42.70	2.50	4.70	1.00	1.30	0.00	0.10	0.20	0.30	0.50
GS-1102 - Contracting																	
Total Received	#																
Voluntarily Identified	#	2185	1020	1165	48	34	639	381	232	354	64	354	6	7	1	5	30
	%	100	46.68	53.32	2.20	1.56	29.24	17.44	10.62	16.20	2.93	16.20	0.27	0.32	0.05	0.23	1.37
Qualified of those Identified	#	1485	781	704	38	30	494	307	171	289	48	42	6	6	1	3	23
	%	100	52.59	47.41	2.56	2.02	33.27	20.67	11.52	19.46	3.23	2.83	0.40	0.40	0.07	0.20	1.55
Selected of those Identified	#	30	9	21	-	3	7	13	1	2	1	2	-	1	-	-	-
	%	100	30.00	70.00	0.00	10.00	23.33	43.33	3.33	6.67	3.33	6.67	0.00	3.33	0.00	0.00	0.00
Occupational CLF	%		47.00	53.00	2.90	3.20	39.80	42.70	2.50	4.70	1.00	1.30	0.00	0.10	0.20	0.30	0.50

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

Job Series & Position Title	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 Specialist																		
Total Received	#	546																
Voluntarily Identified	#	521	439	82	21	10	311	48	78	17	16	2	-	-	2	3	11	2
	%	100	84.26	15.74	4.03	1.92	59.69	9.21	14.97	3.26	3.07	0.38	0.00	0.00	0.38	0.58	2.11	0.38
Qualified of those Identified	#	257	215	42	6	4	158	26	35	9	10	-	-	-	-	1	6	2
	%	100	83.66	16.34	2.33	1.56	61.48	10.12	13.62	3.50	3.89	0.00	0.00	0.00	0.00	0.39	2.33	0.78
Selected of those Identified	#	8	4	4	-	-	4	4	-	-	-	-	-	-	-	-	-	-
	%	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
Occupational CLF	%		66.80	33.20	3.10	1.60	50.40	24.70	4.30	3.50	7.40	2.90	0.10	0.00	0.20	0.10	1.20	0.50
1102 - Contract Specialist																		
Total Received	#																	
Voluntarily Identified	#	22	9	13	1	1	6	8	1	4	-	-	-	-	-	-	1	-
	%	100	40.91	59.09	4.55	4.55	27.27	36.36	4.55	18.18	0.00	0.00	0.00	0.00	0.00	0.00	4.55	0.00
Qualified of those Identified	#	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
Selected of those Identified	#	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
Occupational CLF	%		46.80	53.10	2.90	3.20	39.80	42.70	2.50	4.70	1.00	1.30	0.00	0.10	0.20	0.30	0.40	0.80
1801 - Enforcement Aviation/Marine Supervisor																		
Total Received	#	9949																
Voluntarily Identified	#	N/A																
Qualified of those Identified	#	388	325	63	52	14	253	45	12	2	8	2	0	0	0	0	0	0
	%	100	83.76	16.24	13.40	3.61	65.21	11.60	3.09	0.52	2.06	0.52	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	N/A																
	%																	
Occupational CLF	%		53.00	46.90	4.20	3.50	41.30	34.10	4.50	6.90	1.70	1.40	0.10	-	0.40	0.40	0.80	0.60

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

Job Series & Position Title	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
1801 - Law Enforcement Specialist																		
Total Received	#	2308																
Voluntarily Identified	#	2268	2030	238	128	35	1565	145	217	43	11	5	7	0	19	3	83	7
	%	100	89.51	10.49	5.64	1.54	69.00	6.39	9.57	1.90	0.49	0.22	0.31	0.00	0.84	0.13	3.66	0.31
Qualified of those Identified	#	1582	1442	140	84	17	1163	90	121	22	5	3	5	0	12	2	52	6
	%	100	91.15	8.85	5.31	1.07	73.51	5.69	7.65	1.39	0.32	0.19	0.32	0.00	0.76	0.13	3.29	0.38
Selected of those Identified	#	40	35	5	3	1	29	3	-	-	-	-	-	-	-	-	3	1
	%	100	87.50	12.50	7.50	2.50	72.50	7.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.50	2.50
Occupational CLF	%		52.90	47.10	4.20	3.50	41.30	34.10	4.50	6.90	1.70	1.40	0.10	0.00	0.40	0.40	0.80	0.70
1801 - Transportation Security Specialist																		
Total Received	#																	
Voluntarily Identified	#	27	23	4	3	1	18	2	2	1	-	-	-	-	-	-	-	-
	%	100	85.19	14.81	11.11	3.70	66.67	7.41	7.41	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	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
Selected of those Identified	#	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
Occupational CLF	%		53.00	46.90	4.20	3.50	41.30	34.10	4.50	6.90	1.70	1.40	0.10	0.00	0.40	0.40	0.80	0.60
1801 - Transportation Security Inspectors																		
Total Received	#																	
Voluntarily Identified	#	36	33	3	1	1	27	1	4	1	-	-	1	-	-	-	-	-
	%	100	91.67	8.33	2.78	2.78	75.00	2.78	11.11	2.78	0.00	0.00	2.78	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	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
Selected of those Identified	#	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
Occupational CLF	%		53.00	46.90	4.20	3.50	41.30	34.10	4.50	6.90	1.70	1.40	0.10	0.00	0.40	0.40	0.80	0.60

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

Job Series & Position Title	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
1801 - Security Managers																	
Total Received	#																
Voluntarily Identified	#	62	57	5	3	1	50	3	3	1	-	-	-	-	1	-	-
	%	100	91.94	8.06	4.84	1.61	80.65	4.84	4.84	1.61	0.00	0.00	0.00	0.00	1.61	0.00	0.00
Qualified of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	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	%		53.00	46.90	4.20	3.50	41.30	34.10	4.50	6.90	1.70	1.40	0.10	0.00	0.40	0.40	0.80
1802 - Transportation Security Officer																	
Total Received	#																
Voluntarily Identified	#	3303	1745	1558	298	186	906	781	385	480	81	41	10	10	28	26	37
	%	100	52.83	47.17	9.02	5.63	27.43	23.65	11.66	14.53	2.45	1.24	0.30	0.30	0.85	0.79	1.12
Qualified of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.00	0.00	0.00	0.00	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	%		43.30	56.70	3.00	3.60	34.60	45.00	3.10	5.70	0.80	0.80	0.20	0.10	0.40	0.50	1.00
1811 - Special Agent																	
Total Received	#	25798															
Voluntarily Identified	#	25116	18390	6726	2480	1030	11935	3303	2766	1955	708	208	65	18	111	38	325
	%	100	73.22	26.78	9.87	4.10	47.52	13.15	11.01	7.78	2.82	0.83	0.26	0.07	0.44	0.15	1.29
Qualified of those Identified	#	17205	12879	4326	1746	665	8469	2184	1841	1195	467	128	51	14	76	20	229
	%	100	74.86	25.14	10.15	3.87	49.22	12.69	10.70	6.95	2.71	0.74	0.30	0.08	0.44	0.12	1.33
Selected of those Identified	#	9	8	1	-	-	8	1	-	-	-	-	-	-	-	-	-
	%	100	88.89	11.11	0.00	0.00	88.89	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		79.00	21.10	7.10	2.00	62.30	14.70	9.00	3.60	1.00	0.30	0.10	0.00	0.50	0.10	1.00

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

Job Series & Position Title	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
1811 - Criminal Investigator																		
Total Received	#																	
Voluntarily Identified	#	7	7	-	-	-	5	-	1	-	1	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	71.43	0.00	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	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
Selected of those Identified	#	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
Occupational CLF	%		79.00	21.10	7.10	2.00	62.30	14.70	9.00	3.60	1.00	0.30	0.10	0.00	0.50	0.10	1.00	0.40
1811 - Criminal Investigator																		
Total Received	#																	
Voluntarily Identified	#	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
Qualified of those Identified	#	40	32	8	10	3	19	4	3	-	-	1	-	-	-	-	-	-
	%	100	80.00	20.00	25.00	7.50	47.50	10.00	7.50	0.00	0.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	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
Occupational CLF	%		79.00	21.10	7.10	2.00	62.30	14.70	7.00	3.60	1.00	0.30	0.10	0.00	0.50	0.10	1.00	0.40
1889 - Import Specialist (* New Hires' RNO not broken out by gender)																		
Total Received	#	7457																
Voluntarily Identified	#	N/A																
Qualified of those Identified	#	N/A																
	%																	
Selected of those Identified	#	36	19	17	7*		*22		*6		*1		0	0	0	0	0	0
	%	100	52.78	89.47	19.44		61.11		16.67		2.78		0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%		53.00	46.90	4.20	3.50	41.30	34.10	4.50	6.90	1.70	1.40	0.10	0.00	0.40	0.40	0.80	0.60

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

Job Series & Position Title	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
1895 - CBP Officer																	
Total Received	#	13360															
Voluntarily Identified	#	N/A															
Qualified of those Identified	#	N/A															
	%																
Selected of those Identified	#	1145	844	301	352	112	347	60	121	105	19	0	0	24	5	0	0
	%	232	73.71	26.29	30.74	9.78	30.31	5.24	10.57	9.17	1.66	0.00	0.00	2.10	0.44	0.00	0.00
Occupational CLF	%		53.10	46.80	6.20	4.50	39.00	33.70	4.80	5.70	1.90	1.70	0.10	0.10	0.30	0.30	0.80
1896 - Border Patrol Agent																	
Total Received	#	119801															
Voluntarily Identified	#	112700	102072	10628	36324	789	50225	5260	12024	4013	2603	373	0	0	896	193	0
Qualified of those Identified	#	N/A															
	%																
Selected of those Identified	#	4355	4087	268	1858	129	2017	122	111	10	48	4	0	0	53	3	0
	%	100	93.85	6.15	42.66	2.96	46.31	2.80	2.55	0.23	1.10	0.09	0.00	0.00	1.22	0.07	0.00
Occupational CLF	%		79.00	21.10	7.10	2.00	62.30	14.70	7.00	3.60	1.00	0.30	0.10	0.00	0.50	0.10	1.00
2181 - Aircraft Pilot																	
Total Received	#	118															
Voluntarily Identified	#	N/A															
Qualified of those Identified	#	N/A															
	%																
Selected of those Identified	#	83	82	1	3	-	76	1	2	-	-	-	-	-	1	-	-
	%	100	98.80	1.20	3.61	0.00	91.57	1.20	2.41	0.00	0.00	0.00	0.00	0.00	1.20	0.00	0.00
Occupational CLF	%		96.00	3.80	2.80	0.10	89.30	3.60	1.50	0.10	0.90	0.00	0.10	0.00	0.30	0.00	1.10

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

Job Series & Position Title	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-2210 - IT Specialist																		
Total Received	#	4175																
Voluntarily Identified	#	3877	3032	845	181	35	1720	330	686	336	340	109	15	3	16	6	74	26
	%	100	78.20	21.80	4.67	0.90	44.36	8.51	17.69	8.67	8.77	2.81	0.39	0.08	0.41	0.15	1.91	0.67
Qualified of those Identified	#	3426	2704	722	159	32	1544	295	599	280	308	90	15	2	15	5	64	18
	%	100	78.93	21.07	4.64	0.93	45.07	8.61	17.48	8.17	8.99	2.63	0.44	0.06	0.44	0.15	1.87	0.53
Selected of those Identified	#	34	29	5	-	-	18	4	6	1	2	-	-	-	-	-	3	-
	%	100	85.29	14.71	0.00	0.00	52.94	11.76	17.65	2.94	5.88	0.00	0.00	0.00	0.00	0.00	8.82	0.00
Occupational CLF	%		66.80	33.20		1.60	50.40	24.70	4.30	3.50	7.40	2.90	0.10	0.00	0.20	0.10	1.20	0.50
2210 - IT Specialist																		
Total Received	#																	
Voluntarily Identified	#	29	21	8	2	0	10	5	7	2	1	0	0	0	1	0	0	1
	%	100	72.41	27.59	6.90	0.00	34.48	17.24	24.14	6.90	3.45	0.00	0.00	0.00	3.45	0.00	0.00	3.45
Qualified of those Identified	#	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
Selected of those Identified	#	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
Occupational CLF	%		71.66	28.33	5.00	1.60	50.40	24.70	4.30	3.50	7.40	2.90	0.10	0.00	0.20	0.10	1.20	0.40

N/A = Data Not Available

Note: Data for this table was reported by four components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, Transportation Security Agency, U.S. Secret Service, and Headquarters-Office of the Inspector General.

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

This table is for All Agencies -- Permanent, Temporary Employees -- FY 2009

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	#	20346	14274	6072	1567	313	8800	3403	719	761	227	141	13	15	70	33	2878	1406
	%	100	70.15	29.84	7.70	1.53	43.25	16.72	3.53	3.74	1.11	0.69	0.06	0.07	0.34	0.16	14.14	6.91
Temporary	#	4687	2668	2019	151	140	1797	1172	193	258	50	57	6	1	10	6	461	385
	%	100	56.92	43.07	3.22	2.98	38.34	25.00	4.11	5.50	1.06	1.21	0.12	0.02	0.21	0.12	9.83	8.21
Non-Appropriated	#	613	172	441	44	28	117	323	17	39	8	28	0	3	2	3	0	1
	%	100	28.06	71.94	4.57	7.18	19.09	52.69	2.77	6.36	1.31	4.57	0.00	0.49	0.33	0.49	0.00	0.16
TOTAL	#	25646	17114	8532	1762	481	10714	4898	929	1058	285	226	19	19	82	42	3339	1792
	%	100	66.73	33.26	6.87	1.88	41.78	19.10	3.62	4.13	1.11	0.88	0.07	0.07	0.32	0.16	13.02	6.99

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

This table is for All Agencies -- Permanent, Temporary Employees -- FY 2009

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
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

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

	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
0083 - Uniformed Division Officer																		
Total Applications Received	#	201	186	15	6	-	153	6	27	6	-	3	-	-	-	-	-	-
	%	100	92.54	7.46	2.99	0.00	76.12	2.99	13.43	2.99	0.00	1.49	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	87	82	5	6	-	59	2	17	3	-	-	-	-	-	-	-	-
	%	100	94.25	5.75	6.90	0.00	67.82	2.30	19.54	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	7	5	2	-	-	5	-	-	2	-	-	-	-	-	-	-	-
	%	100	71.43	28.57	0.00	0.00	71.43	0.00	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%	100	91.84	8.16	2.72	0.00	74.15	2.72	14.97	4.08	0.00	1.36	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Operations Specialist																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	17	12	5	-	-	10	3	2	1	-	1	-	-	-	-	-	-
	%	100	70.59	29.41	0.00	0.00	58.82	17.65	11.76	5.88	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
0201 - Human Resources Specialist																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	18	3	15	-	1	3	7	-	7	-	-	-	-	-	-	-	-
	%	100	16.67	83.33	0.00	5.56	16.67	38.89	0.00	38.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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	
0301 - Assistant Federal Security Director																	
Total Applications Received	#	N/A	N/A	N/A													
	%																
Qualified	#	N/A															
	%																
Selected	#	25	20	5	2	-	14	4	3	-	1	-	-	1	-	-	-
	%	100	80.00	20.00	8.00	0.00	56.00	16.00	12.00	0.00	4.00	0.00	0.00	4.00	0.00	0.00	0.00
Relevant Pool	%																
0340 - Federal Security Director																	
Total Applications Received	#	N/A	N/A	N/A													
	%																
Qualified	#	N/A															
	%																
Selected	#	4	3	1	-	-	3	1	-	-	-	-	-	-	-	-	-
	%	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																
0343 - Program/Management Analyst																	
Total Applications Received	#	N/A	N/A	N/A													
	%																
Qualified	#	N/A															
	%																
Selected	#	14	7	7	-	1	6	4	1	1	-	1	-	-	-	-	-
	%	100	50.00	50.00	0.00	7.14	42.86	28.57	7.14	7.14	0.00	7.14	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																

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

	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	
0401 - Agriculture Specialists																	
Total Applications Received	#	1,125	N/A	N/A													
	%																
Qualified	#	N/A															
	%																
Selected	#	48	23	25	4	5	14	16	2	2	3	2	-	-	-	-	-
	%	100	47.92	52.08	8.33	10.42	29.17	33.33	4.17	4.17	6.25	4.17	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																
0510 - Accountant																	
Total Applications Received	#	6	0	6	-	-	-	4	-	1	-	1	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	66.67	0.00	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00
Qualified	#	4	0	4	-	-	-	2	-	1	-	1	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	0	1	-	-	-	1	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																
0511 - Auditor																	
Total Applications Received	#	N/A	N/A	N/A													
	%																
Qualified	#	N/A															
	%																
Selected	#	6	3	3	-	1	1	2	2	-	-	-	-	-	-	-	-
	%	100	50.00	50.00	0.00	16.67	16.67	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																

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

	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
0801 - General Engineer																		
Total Applications Received	#	903	794	109	249	44	376	35	68	17	82	12	4	-	3	-	12	1
	%	100	87.93	12.07	27.57	4.87	41.64	3.88	7.53	1.88	9.08	1.33	0.44	0.00	0.33	0.00	1.33	0.11
Qualified	#	752	655	97	206	40	307	29	56	15	70	12	2	-	3	-	11	1
	%	100	87.10	12.90	27.39	5.32	40.82	3.86	7.45	1.99	9.31	1.60	0.27	0.00	0.40	0.00	1.46	0.13
Selected	#	3	1	2	-	-	1	1	-	1	-	-	-	-	-	-	-	-
	%	100	33.33	66.67	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
Relevant Pool	%																	
0804 - Fire Protection Engineer																		
Total Applications Received	#	23	21	2	2	-	11	2	5	-	3	-	-	-	-	-	-	-
	%	100	91.30	8.70	8.70	0.00	47.83	8.70	21.74	0.00	13.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	23	21	2	2	-	11	2	5	-	3	-	-	-	-	-	-	-
	%	100	91.30	8.70	8.70	0.00	47.83	8.70	21.74	0.00	13.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	-	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
0808 - Architecture																		
Total Applications Received	#	392	324	68	42	13	220	36	18	8	31	9	4	1	1	-	8	1
	%	100	82.65	17.35	10.71	3.32	56.12	9.18	4.59	2.04	7.91	2.30	1.02	0.26	0.26	0.00	2.04	0.26
Qualified	#	383	317	66	42	13	215	34	16	8	31	9	4	1	1	-	8	1
	%	100	82.77	17.23	10.97	3.39	56.14	8.88	4.18	2.09	8.09	2.35	1.04	0.26	0.26	0.00	2.09	0.26
Selected	#	-	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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
0810 - Civil Engineering																		
Total Applications Received	#	308	256	52	47	22	151	26	18	1	38	2	-	-	1	-	1	1
	%	100	83.12	16.88	15.26	7.14	49.03	8.44	5.84	0.32	12.34	0.65	0.00	0.00	0.32	0.00	0.32	0.32
Qualified	#	280	230	50	41	20	140	26	14	1	33	2	-	-	1	-	1	1
	%	100	82.14	17.86	14.64	7.14	50.00	9.29	5.00	0.36	11.79	0.71	0.00	0.00	0.36	0.00	0.36	0.36
Selected	#	-	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
0819 - Environmental Engineering																		
Total Applications Received	#	18	13	5	2	2	10	2	1	-	-	1	-	-	-	-	-	-
	%	100	72.22	27.78	11.11	11.11	55.56	11.11	5.56	0.00	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	15	11	4	2	2	8	2	1	-	-	-	-	-	-	-	-	-
	%	100	73.33	26.67	13.33	13.33	53.33	13.33	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	-	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
0830 - Mechanical Engineering																		
Total Applications Received	#	479	430	49	27	1	273	33	32	2	86	13	3	-	-	-	9	-
	%	100	89.77	10.23	5.64	0.21	56.99	6.89	6.68	0.42	17.95	2.71	0.63	0.00	0.00	0.00	1.88	0.00
Qualified	#	362	323	39	20	1	205	24	22	2	69	12	2	-	-	-	5	-
	%	100	89.23	10.77	5.52	0.28	56.63	6.63	6.08	0.55	19.06	3.31	0.55	0.00	0.00	0.00	1.38	0.00
Selected	#	2	2	0	-	-	2	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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
0850 - Electrical Engineering																		
Total Applications Received	#	479	430	49	27	1	273	33	32	2	86	13	3	-	-	-	9	-
	%	100	89.77	10.23	5.64	0.21	56.99	6.89	6.68	0.42	17.95	2.71	0.63	0.00	0.00	0.00	1.88	0.00
Qualified	#	362	323	39	20	1	205	24	22	2	69	12	2	-	-	-	5	-
	%	100	89.23	10.77	5.52	0.28	56.63	6.63	6.08	0.55	19.06	3.31	0.55	0.00	0.00	0.00	1.38	0.00
Selected	#	2	2	0	-	-	2	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
0855 - Electronics Engineering																		
Total Applications Received	#	187	168	19	11	-	109	8	24	9	14	2	-	-	2	-	8	-
	%	100	89.84	10.16	5.88	0.00	58.29	4.28	12.83	4.81	7.49	1.07	0.00	0.00	1.07	0.00	4.28	0.00
Qualified	#	142	129	13	10	-	83	6	17	6	12	1	-	-	2	-	5	-
	%	100	90.85	9.15	7.04	0.00	58.45	4.23	11.97	4.23	8.45	0.70	0.00	0.00	1.41	0.00	3.52	0.00
Selected	#	2	2	0	-	-	2	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
0871 - Naval Architecture																		
Total Applications Received	#	171	154	17	2	-	100	11	8	5	44	1	-	-	-	-	-	-
	%	100	90.06	9.94	1.17	0.00	58.48	6.43	4.68	2.92	25.73	0.58	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	134	126	8	1	-	79	7	4	1	42	-	-	-	-	-	-	-
	%	100	94.03	5.97	0.75	0.00	58.96	5.22	2.99	0.75	31.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	2	2	0	-	-	2	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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
1102 - Contracting																		
Total Applications Received	#	2,185	1,020	1,165	48	34	639	381	232	354	64	354	6	7	1	5	30	30
	%	100	46.68	53.32	2.20	1.56	29.24	17.44	10.62	16.20	2.93	16.20	0.27	0.32	0.05	0.23	1.37	1.37
Qualified	#	1,485	781	704	38	30	494	307	171	289	48	42	6	6	1	3	23	27
	%	100	52.59	47.41	2.56	2.02	33.27	20.67	11.52	19.46	3.23	2.83	0.40	0.40	0.07	0.20	1.55	1.82
Selected	#	13	2	11	-	1	1	10	-	-	1	-	-	-	-	-	-	-
	%	100	15.38	84.62	0.00	7.69	7.69	76.92	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
1102 - Contract Specialist																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	29	10	19	1	-	7	10	2	8	-	1	-	-	-	-	-	-
	%	100	34.48	65.52	3.45	0.00	24.14	34.48	6.90	27.59	0.00	3.45	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
1801 - Law Enforcement Specialist																		
Total Applications Received	#	6	0	6	-	-	-	4	-	1	-	1	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	66.67	0.00	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	4	0	4	-	-	-	2	-	1	-	1	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	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
Selected	#	-	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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
1801 - Enforcement Aviation/Marine Supervisor																		
Total Applications Received	#	5,716	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	33	33	0	10	-	23	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	30.30	0.00	69.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
1801 - Transportation Security Inspectors																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	178	130	48	28	6	79	29	16	9	5	3	2	1	-	-	-	-
	%	100	73.03	26.97	15.73	3.37	44.38	16.29	8.99	5.06	2.81	1.69	1.12	0.56	0.00	0.00	0.00	0.00
Relevant Pool	%																	
1801 - Security Managers																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	284	207	77	28	10	142	51	29	11	5	3	-	1	3	1	-	-
	%	100	72.89	27.11	9.86	3.52	50.00	17.96	10.21	3.87	1.76	1.06	0.00	0.35	1.06	0.35	0.00	0.00
Relevant Pool	%																	

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

	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	
1801 - Transportation Security Specialist																	
Total Applications Received	#	N/A															
	%																
Qualified	#	N/A															
	%																
Selected	#	86	60	26	7	2	43	19	4	4	6	1	-	-	-	-	-
	%	100	69.77	30.23	8.14	2.33	50.00	22.09	4.65	4.65	6.98	1.16	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																
1801 - Transportation Security Specialist																	
Total Applications Received	#	N/A															
	%																
Qualified	#	N/A															
	%																
Selected	#	86	60	26	7	2	43	19	4	4	6	1	-	-	-	-	-
	%	100	69.77	30.23	8.14	2.33	50.00	22.09	4.65	4.65	6.98	1.16	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																
1802 - Transportation Security Officer																	
Total Applications Received	#	N/A															
	%																
Qualified	#	N/A															
	%																
Selected	#	6,706	3,812	2,894	595	415	2,239	1,496	751	839	180	79	6	13	41	52	-
	%	100	56.84	43.16	8.87	6.19	33.39	22.31	11.20	12.51	2.68	1.18	0.09	0.19	0.61	0.78	0.00
Relevant Pool	%																

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

	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
1811 - Criminal Investigator																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	4	4	0	-	-	4	-	-	-	-	-	-	-	-	-	-	
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Pool	%																	
1811 - Criminal Investigator																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	21	18	3	-	-	13	-	1	-	-	-	-	-	-	-	-	
	%	67	85.71	14.29	0.00	0.00	61.90	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected	#	N/A																
	%																	
Relevant Pool	%																	
1811 - Special Agent																		
Total Applications Received	#	6,650	6,104	546	384	86	4371	244	967	183	140	30	-	-	70	1	172	2
	%	100	91.79	8.21	5.77	1.29	65.73	3.67	14.54	2.75	2.11	0.45	0.00	0.00	1.05	0.02	2.59	0.03
Qualified	#	6,650	6,104	546	384	86	4371	244	967	183	140	30	0	0	70	1	172	2
	%	100	91.79	8.21	5.77	1.29	65.73	3.67	14.54	2.75	2.11	0.45	0.00	0.00	1.05	0.02	2.59	0.03
Selected	#	63	57	6	5	-	44	4	5	2	-	-	-	-	2	-	1	-
	%	100	90.48	9.52	7.94	0.00	69.84	6.35	7.94	3.17	0.00	0.00	0.00	0.00	3.17	0.00	1.59	0.00
Relevant Pool	%	100	89.48	10.52	5.26	0.66	73.05	7.89	7.97	1.23	1.31	0.33	0.00	0.00	0.74	0.16	1.15	0.25

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

	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
1889 - Import Specialist																		
Total Applications Received	#	1,559	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	49	21	28	1	5	16	19	1	3	3	1	-	-	-	-	-	-
	%	100	42.86	57.14	2.04	10.20	32.65	38.78	2.04	6.12	6.12	2.04	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
1895 - CBP Officer																		
Total Applications Received	#	1,210	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	490	390	100	99	23	250	51	21	20	19	6	-	-	1	-	-	-
	%	100	79.59	20.41	20.20	4.69	51.02	10.41	4.29	4.08	3.88	1.22	0.00	0.00	0.20	0.00	0.00	0.00
Relevant Pool	%																	
1896 - Border Patrol Agent																		
Total Applications Received	#	16,043	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	857	815	42	395	25	397	16	13	1	10	-	-	-	-	-	-	-
	%	100	95.10	4.90	46.09	2.92	46.32	1.87	1.52	0.12	1.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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
2181 - Aircraft Pilot																		
Total Applications Received	#	9	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	N/A																
	%																	
Relevant Pool	%																	
2210 - IT Specialist																		
Total Applications Received	#	3,877	3,032	845	181	35	1,720	330	686	336	340	109	15	3	16	6	74	26
	%	100	78.20	21.80	4.67	0.90	44.36	8.51	17.69	8.67	8.77	2.81	0.39	0.08	0.41	0.15	1.91	0.67
Qualified	#	3,426	2,704	722	159	32	1,544	295	599	280	308	90	15	2	15	5	64	18
	%	100	78.93	21.07	4.64	0.93	45.07	8.61	17.48	8.17	8.99	2.63	0.44	0.06	0.44	0.15	1.87	0.53
Selected	#	11	9	2	-	-	7	2	2	-	-	-	-	-	-	-	-	-
	%	100	81.82	18.18	0.00	0.00	63.64	18.18	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
2210 - IT Specialist																		
Total Applications Received	#	1	0	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	1	0	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	0	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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
2210 - IT Specialist																		
Total Applications Received	#	N/A	N/A	N/A														
	%																	
Qualified	#	N/A																
	%																	
Selected	#	5	4	1	-	-	3	1	-	-	1	-	-	-	-	-	-	-
	%	100	80.00	20.00	0.00	0.00	60.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

Note: Data for this table was reported by six components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, Transportation and Security Administration, U.S. Secret Service, and the Headquarters-Office of the Inspector General.

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

This table is for All Agencies -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009

	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	988	536	452	111	67	325	234	66	125	30	19	0	0	1	2	3	5
Eligible for Career Ladder Promotions #																	
%	100	54.25	45.74	11.23	6.78	32.89	23.68	6.68	12.65	3.03	1.92	0.00	0.00	0.10	0.20	0.30	0.50
Time in grade in excess of minimum																	
1-12 months #	571	320	251	78	37	186	129	41	69	13	12	0	0	1	0	1	4
%	100	56.04	43.95	13.66	6.47	32.57	22.59	7.18	12.08	2.27	2.10	0.00	0.00	0.17	0.00	0.17	0.70
13-24 months #	166	89	77	18	8	48	45	11	20	11	3	0	0	0	1	1	0
%	100	53.61	46.38	10.84	4.81	28.91	27.10	6.62	12.04	6.62	1.80	0.00	0.00	0.00	0.60	0.60	0.00
25+ months #	251	127	124	15	22	91	60	14	36	6	4	0	0	0	1	1	1

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

This table is for All Agencies -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009

	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	50.59	49.40	5.97	8.76	36.25	23.90	5.57	14.34	2.39	1.59	0.00	0.00	0.00	0.39	0.39	0.39

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

	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	Male	Female	
GS-13																			
Total Applications Received	#	19,940	N/A	N/A															
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	761	564	197	177	45	354	114	21	34	11	4	-	-	1	-	-	-	-
	%	100	74.11	25.89	23.26	5.91	46.52	14.98	2.76	4.47	1.45	0.53	0.00	0.00	0.13	0.00	0.00	0.00	0.00
Relevant Pool	%																		
GS-13																			
Total Applications Received	#	N/A																	
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	25	15	10	3	1	9	7	3	1	-	1	-	-	-	-	-	-	-
	%	100	60.00	40.00	12.00	4.00	36.00	28.00	12.00	4.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																		
GS-13																			
Total Applications Received	#	N/A																	
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	78	55	23	-	1	51	20	2	1	2	1	-	-	-	-	-	-	-
	%	100	70.51	29.49	0.00	1.28	65.38	25.64	2.56	1.28	2.56	1.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																		
GS-13																			
Total Applications Received	#	2	0	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	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	0.00
Qualified	#	1	0	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	N/A																	
	%																		
Relevant Pool	%																		

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

	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	Male	Female
GS-13/14																		
Total Applications Received	#	5,806	5,156	650	257	98	3,851	249	714	261	119	37	1	-	63	3	151	2
	%	100	88.80	11.20	4.43	1.69	66.33	4.29	12.30	4.50	2.05	0.64	0.02	0.00	1.09	0.05	2.60	0.03
Qualified	#	5,736	5,122	614	251	94	3,829	231	712	251	117	34	-	-	62	2	151	2
	%	100	89.30	10.70	4.38	1.64	66.75	4.03	12.41	4.38	2.04	0.59	0.00	0.00	1.08	0.03	2.63	0.03
Selected	#	74	56	18	3	2	45	10	7	6	-	-	-	-	-	-	1	-
	%	100	75.68	24.32	4.05	2.70	60.81	13.51	9.46	8.11	0.00	0.00	0.00	0.00	0.00	0.00	1.35	0.00
Relevant Pool	%		73.64	26.36	3.87	1.51	59.67	14.43	7.54	8.79	1.51	1.18	0.07	0.07	0.39	0.2	0.59	0.2
GS-14																		
Total Applications Received	#	15	12	3	-	-	11	3	-	-	-	-	-	-	-	-	1	-
	%	100	80.00	20.00	0.00	0.00	73.33	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.67	0.00
Qualified	#	15	12	3	-	-	11	3	-	-	-	-	-	-	-	-	1	-
	%	100	80.00	20.00	0.00	0.00	73.33	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.67	0.00
Selected	#	-	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
GS-14																		
Total Applications Received	#	N/A																
	%																	
Qualified	#	N/A																
	%																	
Selected	#	38	27	11	1	2	23	8	2	1	1	-	-	-	-	-	-	-
	%	100	71.05	28.95	2.63	5.26	60.53	21.05	5.26	2.63	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	
GS-14																		
Total Applications Received	#	N/A																
	%																	
Qualified	#	N/A																
	%																	
Selected	#	15	11	4	2	1	8	3	1	-	-	-	-	-	-	-	-	-
	%	100	73.33	26.67	13.33	6.67	53.33	20.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																	

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

	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	Male	Female	
GS-14																			
Total Applications Received	#	4,206	N/A	N/A															
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	355	252	103	42	19	197	57	8	21	5	4	-	-	-	2	-	-	
	%	100	70.99	29.01	11.83	5.35	55.49	16.06	2.25	5.92	1.41	1.13	0.00	0.00	0.00	0.56	0.00	0.00	
Relevant Pool	%																		
GS-15																			
Total Applications Received	#	1,891																	
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	97	71	26	10	1	58	15	2	7	1	3	-	-	-	-	-	-	
	%	100	73.20	26.80	10.31	1.03	59.79	15.46	2.06	7.22	1.03	3.09	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Pool	%																		
GS-15																			
Total Applications Received	#	N/A																	
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	12	7	5	-	-	7	3	-	2	-	-	-	-	-	-	-	-	
	%	100	58.33	41.67	0.00	0.00	58.33	25.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Pool	%																		
GS-15																			
Total Applications Received	#	15	12	3	-	-	12	3	-	-	-	-	-	-	-	-	-	-	
	%	100	80.00	20.00	0.00	0.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Qualified	#	14	11	3	-	-	11	3	-	-	-	-	-	-	-	-	-	-	
	%	100	78.57	21.43	0.00	0.00	78.57	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected	#	-	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Pool	%																		

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

	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	Male	Female	
GS-15																			
Total Applications Received	#	N/A																	
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	3	3	0	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																		
GS-15																			
Total Applications Received	#	1,263	1,136	127	134	-	666	63	280	64	25	-	-	-	10	-	21	-	-
	%	100	89.94	10.06	10.61	0.00	52.73	4.99	22.17	5.07	1.98	0.00	0.00	0.00	0.79	0.00	1.66	0.00	0.00
Qualified	#	1,255	1,130	125	134	-	661	61	280	64	24	-	-	-	10	-	21	-	-
	%	100	90.04	9.96	10.68	0.00	52.67	4.86	22.31	5.10	1.91	0.00	0.00	0.00	0.80	0.00	1.67	0.00	0.00
Selected	#	31	26	5	2	-	19	4	3	1	-	-	-	-	2	-	-	-	-
	%	100	83.87	16.13	6.45	0.00	61.29	12.90	9.68	3.23	0.00	0.00	0.00	0.00	6.45	0.00	0.00	0.00	0.00
Relevant Pool	%		76.17	23.83	4.48	0.61	58.66	15.07	9.16	6.52	1.83	1.22	0	0	1.02	0.2	1.02	0.2	0.2
LE-5/7																			
Total Applications Received	#	59	52	7	1	-	41	1	10	5	-	1	-	-	-	-	-	-	-
	%	100	88.14	11.86	1.69	0.00	69.49	1.69	16.95	8.47	0.00	1.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	30	27	3	1	-	20	1	6	2	-	-	-	-	-	-	-	-	-
	%	100	90.00	10.00	3.33	0.00	66.67	3.33	20.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	2	1	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-
	%	100	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%		88.14	11.86	1.70	0.00	69.50	1.70	17.00	8.47	0.00	1.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-8																			
Total Applications Received	#	25	23	2	1	-	15	1	7	1	-	-	-	-	-	-	-	-	-
	%	100	92.00	8.00	4.00	0.00	60.00	4.00	28.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	25	23	2	1	-	15	1	7	1	-	-	-	-	-	-	-	-	-
	%	100	92.00	8.00	4.00	0.00	60.00	4.00	28.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	0	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%		92.00	8.00	4.00	0.00	60.00	4.00	28.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

	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	Male	Female	
SES																			
Total Applications Received	#	69	N/A	N/A															
	%																		
Qualified	#	N/A																	
	%																		
Selected	#	6	5	1	1	-	4	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	83.33	16.67	16.67	0.00	66.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																		
SES																			
Total Applications Received	#	57	45	12															
	%																		
Qualified	#	44	34	10															
	%																		
Selected	#	1	0	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%																		
SES																			
Total Applications Received	#	31	20	11	1	-	16	10	2	1	1	-	-	-	-	-	-	-	-
	%	100	64.52	35.48	3.23	0.00	51.61	32.26	6.45	3.23	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	31	20	11	1	-	16	10	2	1	1	-	-	-	-	-	-	-	-
	%	100	64.52	35.48	3.23	0.00	51.61	32.26	6.45	3.23	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	5	5	0	1	-	2	-	2	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	20.00	0.00	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool	%		64.50	35.50	3.20	0.00	51.60	32.30	6.50	3.20	3.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note: Data for this table was reported by four components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, and U.S. Secret Service.

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

	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	
Career Development Programs for GS 5-8																		
Slots	#	N/A																
Relevant Pool	%																	
Applied	#	N/A																
	%																	
Participants	#	333	136	197	42	23	55	101	21	49	15	17		5		1	3	1
	%	100	40.84	59.16	12.61	6.91	16.52	30.33	6.31	14.71	4.50	5.11	0.00	1.50	0.00	0.30	0.90	0.30
Career Development Programs for GS 9-12																		
Slots	#	N/A																
Relevant Pool	%																	
Applied	#	N/A																
	%																	
Participants	#	4971	3810	1161	1123	268	2215	560	219	187	199	116	27	22	20	5	7	3
	%	100	76.64	23.36	22.59	5.39	44.56	11.27	4.41	3.76	4.00	2.33	0.54	0.44	0.40	0.10	0.14	0.06
Career Development Programs for GS 13-15																		
Slots	#	N/A																
Relevant Pool	%																	
Applied	#	N/A																
	%																	
Participants	#	2127	1488	639	257	75	1048	393	118	146	43	22		1	11		11	2
	%	100	69.96	30.04	12.08	3.53	49.27	18.48	5.55	6.86	2.02	1.03	0.00	0.05	0.52	0.00	0.52	0.09
Career Development Programs for SES																		
Slots	#	N/A																
Relevant Pool	%																	
Applied	#	N/A																
	%																	
Participants	#	28	18	10	2		14	9	2	1								
	%	100	64.29	35.71	7.14	0.00	50.00	32.14	7.14	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Note: Data for this table was reported by seven components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Emergency Management Agency, Federal Law Enforcement Training Center, Immigration and Customs Enforcement, U.S. Secret Service, and the Office of the Inspector General.

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

This table is for All Agencies -- 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 -- Permanent Employees -- FY 2009

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
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	19629	12026	7603	1609	911	8347	4744	1428	1565	482	292	12	18	145	70	3	3
	%	100	61.26	38.73	8.19	4.64	42.52	24.16	7.27	7.97	2.45	1.48	0.06	0.09	0.73	0.35	0.01	0.01
Total Hours	Hr	128101.0	78916.0	49185.0	10690.0	5890.0	54847.0	30538.0	9226.0	10241.0	3179.0	1920.0	62.0	116.0	888.0	464.0	24.0	16.0
Average Hours	Hr	6.5	6.6	6.5	6.6	6.5	6.6	6.4	6.5	6.5	6.6	6.6	5.2	6.4	6.1	6.6	8.0	5.3
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	14049	8711	5338	1393	653	6129	3344	748	1048	368	234	3	5	62	49	8	5
	%	100	62.00	37.99	9.91	4.64	43.62	23.80	5.32	7.45	2.61	1.66	0.02	0.03	0.44	0.34	0.05	0.03

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

This table is for All Agencies -- 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 -- Permanent Employees -- FY 2009

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 Hours	H	332903.0	204677.0	128226.0	33183.0	16168.0	144463.0	78899.0	17143.0	26108.0	8356.0	5874.0	60.0	126.0	1256.0	939.0	216.0	112.0
Average Hours	H	23.7	23.5	24.0	23.8	24.8	23.6	23.6	22.9	24.9	22.7	25.1	20.0	25.2	20.3	19.2	27.0	22.4

Cash Awards - \$100-\$500

Total Cash Awards Given	#	45789	28560	17229	4259	2380	18718	9836	3848	4063	1390	668	60	61	271	210	14	11
	%	100	62.37	37.62	9.30	5.19	40.87	21.48	8.40	8.87	3.03	1.45	0.13	0.13	0.59	0.45	0.03	0.02
Total Amount	\$	13,100,044	8,219,757	4,880,287	1,258,841	683,814	5,405,842	2,794,145	1,061,006	1,127,932	394,815	198,522	18,304	17,814	75,715	54,585	5,234	3,475
Average Amount	\$	286	288	283	296	287	289	284	276	278	284	297	305	292	279	260	374	316

Cash Awards - \$501+

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

This table is for All Agencies -- 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 -- Permanent Employees -- FY 2009

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 Cash Awards Given	#	73734	49453	24281	11948	4011	31618	14080	3571	4768	1943	1225	43	28	262	147	68	22
	%	100	67.06	32.93	16.20	5.43	42.88	19.09	4.84	6.46	2.63	1.66	0.05	0.03	0.35	0.19	0.09	0.02
Total Amount	\$	125,776,796	84,707,909	41,068,887	21,840,475	6,955,618	53,435,351	23,894,523	5,799,495	7,926,413	3,057,154	1,984,945	71,051	34,106	405,047	238,268	99,336	35,014
Average Amount	\$	1,706	1,713	1,691	1,828	1,734	1,690	1,697	1,624	1,662	1,573	1,620	1,652	1,218	1,546	1,621	1,461	1,592
Quality Step Increases:																		
Total QSIs Awarded	#	1785	1073	712	188	87	758	442	88	142	33	32	0	0	5	9	1	0
	%	100	60.11	39.88	10.53	4.87	42.46	24.76	4.92	7.95	1.84	1.79	0.00	0.00	0.28	0.50	0.05	0.00
Total Benefit	\$	5,026,291	3,152,686	1,873,605	402,379	197,591	2,409,078	1,185,039	249,076	383,750	79,657	81,186	0	0	10,142	26,039	2,354	0
Average Benefit	\$	2,816	2,938	2,631	2,140	2,271	3,178	2,681	2,830	2,702	2,414	2,537	-	-	2,028	2,893	2,354	-

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	7894	5309	2585	962	313	3576	1588	459	549	159	85	6	2	47	30	100	18
	%	100	67.25	32.74	12.18	3.96	45.30	20.11	5.81	6.95	2.01	1.07	0.07	0.02	0.59	0.38	1.26	0.22
Involuntary	#	1685	1053	632	238	108	573	303	190	188	31	15	0	0	10	11	11	7
	%	100	62.49	37.50	14.12	6.40	34.00	17.98	11.27	11.15	1.83	0.89	0.00	0.00	0.59	0.65	0.65	0.41
Reductions-in-Force	#	5	4	1	0	0	4	1	0	0	0	0	0	0	0	0	0	0
	%	100	80.00	20.00	0.00	0.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	9584	6366	3218	1200	421	4153	1892	649	737	190	100	6	2	57	41	111	25
	%	100	66.42	33.57	12.52	4.39	43.33	19.74	6.77	7.68	1.98	1.04	0.06	0.02	0.59	0.42	1.15	0.26

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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
Total Work Force	#	171295	116284	55011	25024	8254	73190	30433	11479	12718	4842	2497	278	201	963	553	508	355
	%	100	67.88	32.11	14.60	4.81	42.72	17.76	6.70	7.42	2.82	1.45	0.16	0.11	0.56	0.32	0.29	0.20

Workforce Tables

“B” Tables Permanent

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TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies -- FY 2008 & FY 2009

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 2008	#	179871	168696	2269	7519	697	74	111	30	78	43	120	36	191	14
	%	100	93.78	1.26	4.18	0.38	0.04	0.06	0.01	0.04	0.02	0.06	0.02	0.10	0.00
FY 2009 ¹	#	188083	177314	2666	8103	730	71	112	33	93	44	120	34	209	14
	%	100	94.27	1.41	4.30	0.38	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.11	0.00
Difference	#	8212	8618	397	584	33	-3	1	3	15	1	0	-2	18	0
Ratio Change	%	0.00	0.49	0.15	0.12	0.00	-0.01	-0.01	0.00	0.00	0.00	0.00	-0.01	0.01	0.00
Net Change	%	4.56	5.10	17.49	7.76	4.73	-4.05	0.90	10.00	19.23	2.32	0.00	-5.55	9.42	0.00
Federal High*	%	-	-	-	-	2.00	-	-	-	-	-	-	-	-	-
PERMANENT															

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies -- FY 2008 & FY 2009

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 2008	#	161592	153250	1934	6408	595	64	91	26	63	37	110	30	165	9
	%	100	94.83	1.19	3.96	0.36	0.03	0.05	0.01	0.03	0.02	0.06	0.01	0.10	0.00
FY 2009	#	171295	162074	2288	6933	642	64	96	30	76	41	111	28	186	10
	%	100	94.61	1.33	4.04	0.37	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.10	0.00
Difference	#	9703	8824	354	525	47	0	5	4	13	4	1	-2	21	1
Ratio Change	%	0.00	-0.22	0.14	0.08	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00
Net Change	%	6.00	5.75	18.30	8.19	7.89	0.00	5.49	15.38	20.63	10.81	0.90	-6.66	12.72	11.11
TEMPORARY															
FY 2008	#	16892	15446	335	1111	102	10	20	4	15	6	10	6	26	5
	%	100	91.43	1.98	6.57	0.60	0.05	0.11	0.02	0.08	0.03	0.05	0.03	0.15	0.02
FY 2009	#	16788	15240	378	1170	88	7	16	3	17	3	9	6	23	4

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies -- FY 2008 & FY 2009

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	90.77	2.25	6.96	0.52	0.04	0.09	0.01	0.10	0.01	0.05	0.03	0.13	0.02	
Difference	#	-104	-206	43	59	-14	-3	-4	-1	2	-3	-1	0	-3	-1
Ratio Change	%	0.00	-0.66	0.27	0.39	-0.08	-0.01	-0.02	-0.01	0.02	-0.02	0.00	0.00	-0.02	0.00
Net Change	%	-0.61	-1.33	12.83	5.31	-13.72	-30.00	-20.00	-25.00	13.33	-50.00	-10.00	0.00	-11.53	-20.00
NON-APPROPRIATED															
FY 2008	#	1387	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	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
FY 2009 ²	#	1424	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	37	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies -- FY 2008 & FY 2009

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	%	2.67	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 “Federal High” is the participation rate established by the EEOC for Federal agencies with 500 or more permanent employees to compare the participation rate of employees with targeted disabilities.

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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 2009	171295	162074	2288	6933	642	64	96	30	76	41	111	28	186	10	
#															
%	100	94.61	1.33	4.04	0.37	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.10	0.00	
Federal High*	%	-	-	-	2.00	-	-	-	-	-	-	-	-	-	
DHS Headquarters	#	4159	3778	107	274	21	1	7	1	2	2	2	1	5	0
%	100	90.83	2.57	6.58	0.50	0.02	0.16	0.02	0.04	0.04	0.04	0.02	0.12	0.00	
Federal Emergency Management Agency	#	4153	3751	118	284	25	1	8	2	5	2	1	0	5	1
%	100	90.32	2.84	6.83	0.60	0.02	0.19	0.04	0.12	0.04	0.02	0.00	0.12	0.02	

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	1021	910	19	92	6	3	0	0	0	1	0	0	2	0
	%	100	89.12	1.86	9.01	0.58	0.29	0.00	0.00	0.00	0.09	0.00	0.00	0.19	0.00
Transportation Security Administration	#	60778	57095	766	2917	203	3	44	9	18	2	53	0	73	1
	%	100	93.94	1.26	4.79	0.33	0.00	0.07	0.01	0.02	0.00	0.08	0.00	0.12	0.00
U.S. Citizenship and Immigration Services	#	10288	9460	155	673	98	17	19	2	10	8	12	3	23	4
	%	100	91.95	1.50	6.54	0.95	0.16	0.18	0.01	0.09	0.07	0.11	0.02	0.22	0.03
U.S. Coast Guard	#	7806	7099	105	602	48	13	5	3	4	5	6	0	12	0

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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	90.94	1.34	7.71	0.61	0.16	0.06	0.03	0.05	0.06	0.07	0.00	0.15	0.00	
U.S. Customs and Border Protection	#	57777	55507	802	1468	170	20	8	6	24	14	25	22	49	2
	%	100	96.07	1.38	2.54	0.29	0.03	0.01	0.01	0.04	0.02	0.04	0.03	0.08	0.00
U.S. Immigration and Customs Enforcement	#	19837	19078	202	557	56	2	5	6	10	6	10	1	15	1
	%	100	96.17	1.01	2.80	0.28	0.01	0.02	0.03	0.05	0.03	0.05	0.00	0.07	0.00
U.S. Secret Service	#	5476	5396	14	66	15	4	0	1	3	1	2	1	2	1
	%	100	98.53	0.25	1.20	0.27	0.07	0.00	0.01	0.05	0.01	0.03	0.01	0.03	0.01

* The “Federal High” is the participation rate established by the EEOC for Federal agencies with 500 or more permanent employees to compare the participation rate of employees with targeted disabilities.

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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)	#	3524	3316	79	129	4	0	0	0	0	1	0	0	3	0
	%	100	94.09	2.24	3.66	0.11	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.08	0.00
- Mid-Level (Grades 13-14)	#	8273	7940	104	229	11	1	1	3	0	2	2	0	2	0
	%	100	95.97	1.25	2.76	0.13	0.01	0.01	0.03	0.00	0.02	0.02	0.00	0.02	0.00
- First-Level (Grades 12 and Below)	#	6441	6262	29	150	14	0	1	0	1	4	3	0	4	1
	%	100	97.22	0.45	2.32	0.21	0.00	0.01	0.00	0.01	0.06	0.04	0.00	0.06	0.01

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	53752	50879	833	2040	179	15	22	9	35	15	29	2	49	3
	%	100	94.65	1.54	3.79	0.33	0.02	0.04	0.01	0.06	0.02	0.05	0.00	0.09	0.00
Officials and Managers Total	#	71990	68397	1045	2548	208	16	24	12	36	22	34	2	58	4
	%	100	95.00	1.45	3.53	0.28	0.02	0.03	0.01	0.05	0.03	0.04	0.00	0.08	0.00
2. Professionals	#	10700	9859	221	620	60	8	6	3	8	6	7	0	21	1
	%	100	92.14	2.06	5.79	0.56	0.07	0.05	0.02	0.07	0.05	0.06	0.00	0.19	0.00
3. Technicians	#	832	725	34	73	3	1	0	0	1	0	0	0	1	0
	%	100	87.13	4.08	8.77	0.36	0.12	0.00	0.00	0.12	0.00	0.00	0.00	0.12	0.00
4. Sales Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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	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	
5. Administrative Support Workers	#	4641	4063	97	481	103	22	21	4	10	7	9	11	17	2
	%	100	87.54	2.09	10.36	2.21	0.47	0.45	0.08	0.21	0.15	0.19	0.23	0.36	0.04
6. Craft Workers	#	1669	1512	44	113	6	4	1	0	0	0	0	0	1	0
	%	100	90.59	2.63	6.77	0.35	0.23	0.05	0.00	0.00	0.00	0.00	0.00	0.05	0.00
7. Operatives	#	295	278	4	13	3	1	0	0	0	0	0	1	1	0
	%	100	94.23	1.35	4.40	1.01	0.33	0.00	0.00	0.00	0.00	0.00	0.33	0.33	0.00
8. Laborers and Helpers	#	62	53	5	4	0	0	0	0	0	0	0	0	0	0
	%	100	85.48	8.06	6.45	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 -- Permanent Employees -- FY 2009

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)	#	3524	3316	79	129	4	0	0	0	0	1	0	0	3	0
	%	2.16	2.14	3.72	1.98	0.64	0.00	0.00	0.00	0.00	2.43	0.00	0.00	1.66	0.00
- Mid-Level (Grades 13-14)	#	8273	7940	104	229	11	1	1	3	0	2	2	0	2	0
	%	5.07	5.14	4.90	3.51	1.76	1.56	1.06	10.34	0.00	4.87	1.88	0.00	1.11	0.00
- First-Level (Grades 12 and Below)	#	6441	6262	29	150	14	0	1	0	1	4	3	0	4	1
	%	3.94	4.05	1.36	2.30	2.24	0.00	1.06	0.00	1.40	9.75	2.83	0.00	2.22	10.00

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	53752	50879	833	2040	179	15	22	9	35	15	29	2	49	3
	%	32.95	32.94	39.25	31.31	28.73	23.43	23.40	31.03	49.29	36.58	27.35	7.14	27.22	30.00
Officials and Managers Total	#	71990	68397	1045	2548	208	16	24	12	36	22	34	2	58	4
	%	44.12	44.27	49.23	39.10	33.37	24.99	25.52	41.37	50.69	53.63	32.06	7.14	32.21	40.00
2. Professionals	#	10700	9859	221	620	60	8	6	3	8	6	7	0	21	1
	%	6.56	6.38	10.41	9.51	9.63	12.50	6.38	10.34	11.26	14.63	6.60	0.00	11.66	10.00
3. Technicians	#	832	725	34	73	3	1	0	0	1	0	0	0	1	0
	%	0.51	0.46	1.60	1.12	0.48	1.56	0.00	0.00	1.40	0.00	0.00	0.00	0.55	0.00
4. Sales Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies -- Permanent Employees -- FY 2009

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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	4641	4063	97	481	103	22	21	4	10	7	9	11	17	2
	%	2.84	2.63	4.57	7.38	16.53	34.37	22.34	13.79	14.08	17.07	8.49	39.28	9.44	20.00
6. Craft Workers	#	1669	1512	44	113	6	4	1	0	0	0	0	0	1	0
	%	1.02	0.97	2.07	1.73	0.96	6.25	1.06	0.00	0.00	0.00	0.00	0.00	0.55	0.00
7. Operatives	#	295	278	4	13	3	1	0	0	0	0	0	1	1	0
	%	0.18	0.17	0.18	0.19	0.48	1.56	0.00	0.00	0.00	0.00	0.00	3.57	0.55	0.00
8. Laborers and Helpers	#	62	53	5	4	0	0	0	0	0	0	0	0	0	0
	%	0.03	0.03	0.23	0.06	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 -- Permanent Employees -- FY 2009

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	#	72899	69565	672	2662	240	12	42	10	16	6	56	14	81	3
	%	44.69	45.03	31.66	40.86	38.52	18.75	44.68	34.48	22.53	14.63	52.83	50.00	45.00	30.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	8	6	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	46	28	2	16	10	1	2	0	1	0	0	5	1	0
	%	100	60.86	4.34	34.78	21.73	2.17	4.34	0.00	2.17	0.00	0.00	10.86	2.17	0.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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-04	#	230	188	7	35	18	1	9	0	0	0	0	5	3	0
	%	100	81.73	3.04	15.21	7.82	0.43	3.91	0.00	0.00	0.00	0.00	2.17	1.30	0.00
GS/GG/GH/GM/GL-05	#	4844	4583	53	208	53	11	5	3	4	2	8	6	13	1
	%	100	94.61	1.09	4.29	1.09	0.22	0.10	0.06	0.08	0.04	0.16	0.12	0.26	0.02
GS/GG/GH/GM/GL-06	#	869	769	15	85	10	1	0	0	1	2	3	0	3	0
	%	100	88.49	1.72	9.78	1.15	0.11	0.00	0.00	0.11	0.23	0.34	0.00	0.34	0.00
GS/GG/GH/GM/GL-07	#	12210	11514	171	525	83	17	6	1	15	3	13	8	19	1
	%	100	94.29	1.40	4.29	0.67	0.13	0.04	0.00	0.12	0.02	0.10	0.06	0.15	0.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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-08	#	721	665	11	45	6	0	0	1	0	2	0	1	1	1
	%	100	92.23	1.52	6.24	0.83	0.00	0.00	0.13	0.00	0.27	0.00	0.13	0.13	0.13
GS/GG/GH/GM/GL-09	#	12990	12396	183	411	42	10	4	2	12	6	2	0	6	0
	%	100	95.42	1.40	3.16	0.32	0.07	0.03	0.01	0.09	0.04	0.01	0.00	0.04	0.00
GS/GG/GH/GM/GL-10	#	124	123	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	99.19	0.80	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	#	27771	26778	262	731	73	10	5	5	7	7	15	1	22	1

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	96.42	0.94	2.63	0.26	0.03	0.01	0.01	0.02	0.02	0.05	0.00	0.07	0.00
GS/GG/GH/GM/GL- #	16100	15211	250	639	56	1	8	2	8	6	8	0	21	2
%	100	94.47	1.55	3.96	0.34	0.00	0.04	0.01	0.04	0.03	0.04	0.00	0.13	0.01
GS/GG/GH/GM/GL- #	17416	16618	228	570	42	3	7	4	4	6	4	0	13	1
%	100	95.41	1.30	3.27	0.24	0.01	0.04	0.02	0.02	0.03	0.02	0.00	0.07	0.00
GS/GG/GH/GM/GL- #	9254	8694	174	386	31	1	4	3	6	4	4	1	6	2
%	100	93.94	1.88	4.17	0.33	0.01	0.04	0.03	0.06	0.04	0.04	0.01	0.06	0.02

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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-15	#	4112	3832	94	186	5	0	1	0	0	1	0	0	3	0
	%	100	93.19	2.28	4.52	0.12	0.00	0.02	0.00	0.00	0.02	0.00	0.00	0.07	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	529	498	10	21	0	0	0	0	0	0	0	0	0	0
	%	100	94.13	1.89	3.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	22	20	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	90.90	4.54	4.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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
SQ	#	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

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

This table is for All Agencies -- LE -- Permanent Employees -- FY 2009

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	#	658	657	0	1	0	0	0	0	0	0	0	0	0
	%	100	99.84	0.00	0.15	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	#	165	165	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-05	#	56	56	0	0	0	0	0	0	0	0	0	0	0
	%	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 -- Permanent Employees -- FY 2009

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	#	12	12	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 -- Permanent Employees -- FY 2009

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 -- Permanent Employees -- FY 2009

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

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

This table is for All Agencies -- SV, SW -- Permanent Employees -- FY 2009

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	#	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
SV-D	#	13484	12891	75	518	47	0	21	0	3	0	3	0	20
	%	100	95.60	0.55	3.84	0.34	0.00	0.15	0.00	0.02	0.00	0.02	0.00	0.14
SV-E	#	21245	19839	264	1142	87	2	15	3	5	1	31	0	29
	%	100	93.42	1.24	5.38	0.41	0.01	0.07	0.01	0.02	0.00	0.15	0.00	0.14

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

This table is for All Agencies -- SV, SW -- Permanent Employees -- FY 2009

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	93.38	1.24	5.37	0.40	0.00	0.07	0.01	0.02	0.00	0.14	0.00	0.13	0.00	
SV-F	#	9118	8474	131	513	28	0	4	3	1	1	7	0	12	0
	%	100	92.93	1.43	5.62	0.30	0.00	0.04	0.03	0.01	0.01	0.07	0.00	0.13	0.00
SV-G	#	6379	5920	101	358	24	0	3	3	4	0	7	0	7	0
	%	100	92.80	1.58	5.61	0.37	0.00	0.04	0.04	0.06	0.00	0.10	0.00	0.10	0.00
SV-H	#	2426	2282	43	101	5	0	1	0	1	0	2	0	1	0
	%	100	94.06	1.77	4.16	0.20	0.00	0.04	0.00	0.04	0.00	0.08	0.00	0.04	0.00
SV-I	#	5186	4949	71	166	9	1	0	0	4	0	2	0	2	0
	%	100	95.43	1.36	3.20	0.17	0.01	0.00	0.00	0.07	0.00	0.03	0.00	0.03	0.00
SV-J	#	1724	1599	49	76	3	0	0	0	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 -- Permanent Employees -- FY 2009

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	92.74	2.84	4.40	0.17	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.11	0.00
SV-K	#	975	22	38	0	0	0	0	0	0	0	0	0	0
	%	100	2.25	3.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	#	95	3	3	0	0	0	0	0	0	0	0	0	0
	%	100	3.15	3.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	133	7	2	0	0	0	0	0	0	0	0	0	0
	%	100	5.26	1.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- SV, SW -- Permanent Employees -- FY 2009

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

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

This table is for All Agencies -- AD -- Permanent Employees -- FY 2009

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

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	2	2	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
GS/GG/GH/GM/GL-02	#	8	6	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	46	28	2	16	10	1	2	0	1	0	0	5	1	0
	%	0.04	0.02	0.13	0.41	2.33	1.78	3.92	0.00	1.72	0.00	0.00	18.51	0.90	0.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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-04	#	230	188	7	35	18	1	9	0	0	0	0	5	3	0
	%	0.21	0.18	0.47	0.90	4.19	1.78	17.64	0.00	0.00	0.00	0.00	18.51	2.70	0.00
GS/GG/GH/GM/GL-05	#	4844	4583	53	208	53	11	5	3	4	2	8	6	13	1
	%	4.51	4.49	3.62	5.38	12.35	19.64	9.80	14.28	6.89	5.12	14.03	22.22	11.71	11.11
GS/GG/GH/GM/GL-06	#	869	769	15	85	10	1	0	0	1	2	3	0	3	0
	%	0.81	0.75	1.02	2.20	2.33	1.78	0.00	0.00	1.72	5.12	5.26	0.00	2.70	0.00
GS/GG/GH/GM/GL-07	#	12210	11514	171	525	83	17	6	1	15	3	13	8	19	1
	%	11.38	11.29	11.69	13.59	19.34	30.35	11.76	4.76	25.86	7.69	22.80	29.62	17.11	11.11

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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-08	#	721	665	11	45	6	0	0	1	0	2	0	1	1	1
	%	0.67	0.65	0.75	1.16	1.39	0.00	0.00	4.76	0.00	5.12	0.00	3.70	0.90	11.11
GS/GG/GH/GM/GL-09	#	12990	12396	183	411	42	10	4	2	12	6	2	0	6	0
	%	12.11	12.16	12.51	10.64	9.79	17.85	7.84	9.52	20.68	15.38	3.50	0.00	5.40	0.00
GS/GG/GH/GM/GL-10	#	124	123	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.11	0.12	0.06	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	#	27771	26778	262	731	73	10	5	5	7	7	15	1	22	1

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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
%	25.89	26.27	17.92	18.93	17.01	17.85	9.80	23.80	12.06	17.94	26.31	3.70	19.81	11.11
GS/GG/GH/GM/GL- #	16100	15211	250	639	56	1	8	2	8	6	8	0	21	2
%	15.01	14.92	17.09	16.55	13.05	1.78	15.68	9.52	13.79	15.38	14.03	0.00	18.91	22.22
GS/GG/GH/GM/GL- #	17416	16618	228	570	42	3	7	4	4	6	4	0	13	1
%	16.23	16.30	15.59	14.76	9.79	5.35	13.72	19.04	6.89	15.38	7.01	0.00	11.71	11.11
GS/GG/GH/GM/GL- #	9254	8694	174	386	31	1	4	3	6	4	4	1	6	2
%	8.62	8.52	11.90	9.99	7.22	1.78	7.84	14.28	10.34	10.25	7.01	3.70	5.40	22.22

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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-15	#	4112	3832	94	186	5	0	1	0	0	1	0	0	3	0
	%	3.83	3.75	6.42	4.81	1.16	0.00	1.96	0.00	0.00	2.56	0.00	0.00	2.70	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	529	498	10	21	0	0	0	0	0	0	0	0	0	0
	%	0.49	0.48	0.68	0.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	22	20	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.01	0.06	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

** Data excludes the "EX" pay plan

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
SQ	#	5	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	#	107253	1462	3861	429	56	51	21	58	39	57	27	111	9
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- LE -- Permanent Employees -- FY 2009

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	#	658	657	0	1	0	0	0	0	0	0	0	0	0
	%	71.59	71.56	-	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	#	165	165	0	0	0	0	0	0	0	0	0	0	
	%	17.95	17.97	-	0.00	-	-	-	-	-	-	-	-	
LE-05	#	56	56	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 -- Permanent Employees -- FY 2009

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
%	6.09	6.10	-	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	#	22	22	0	0	0	0	0	0	0	0	0	0	0
	%	2.39	2.39	-	0.00	-	-	-	-	-	-	-	-	-
LE-08	#	12	12	0	0	0	0	0	0	0	0	0	0	0
	%	1.30	1.30	-	0.00	-	-	-	-	-	-	-	-	-
LE-09	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.43	0.43	-	0.00	-	-	-	-	-	-	-	-	-
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 -- Permanent Employees -- FY 2009

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
%	0.10	0.10	-	0.00	-	-	-	-	-	-	-	-	-	-
LE-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.10	-	0.00	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	0.00	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies -- LE -- Permanent Employees -- FY 2009

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	#	919	918	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- SV, SW -- Permanent Employees -- FY 2009

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	#	13	13	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
SV-D	#	13484	12891	75	518	47	0	21	0	3	0	3	0	20
	%	22.18	22.57	9.79	17.75	23.15	0.00	47.72	0.00	16.66	0.00	5.66	-	27.39
SV-E	#	21245	19839	264	1142	87	2	15	3	5	1	31	0	29
	%													

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

This table is for All Agencies -- SV, SW -- Permanent Employees -- FY 2009

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	
%	34.95	34.74	34.46	39.14	42.85	66.66	34.09	33.33	27.77	50.00	58.49	-	39.72	100	
SV-F	#	9118	8474	131	513	28	0	4	3	1	1	7	0	12	0
	%	15.00	14.84	17.10	17.58	13.79	0.00	9.09	33.33	5.55	50.00	13.20	-	16.43	0.00
SV-G	#	6379	5920	101	358	24	0	3	3	4	0	7	0	7	0
	%	10.49	10.36	13.18	12.27	11.82	0.00	6.81	33.33	22.22	0.00	13.20	-	9.58	0.00
SV-H	#	2426	2282	43	101	5	0	1	0	1	0	2	0	1	0
	%	3.99	3.99	5.61	3.46	2.46	0.00	2.27	0.00	5.55	0.00	3.77	-	1.36	0.00
SV-I	#	5186	4949	71	166	9	1	0	0	4	0	2	0	2	0
	%	8.53	8.66	9.26	5.69	4.43	33.33	0.00	0.00	22.22	0.00	3.77	-	2.73	0.00
SV-J	#	1724	1599	49	76	3	0	0	0	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 -- Permanent Employees -- FY 2009

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
%	2.83	2.80	6.39	2.60	1.47	0.00	0.00	0.00	0.00	0.00	1.88	-	2.73	0.00
SV-K	#	975	22	38	0	0	0	0	0	0	0	0	0	0
	%	1.60	2.87	1.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00
SV-L	#	95	3	3	0	0	0	0	0	0	0	0	0	0
	%	0.15	0.39	0.10	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
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00
SW	#	133	7	2	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.91	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00

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

This table is for All Agencies -- SV, SW -- Permanent Employees -- FY 2009

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	#	60778	57095	766	2917	203	3	44	9	18	2	53	0	73	1
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- AD -- Permanent Employees -- FY 2009

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

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

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
Grade-01	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	9	8	1	0	0	0	0	0	0	0	0	0	0
	%	100	88.88	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	26	26	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	#	36	29	1	6	1	0	0	0	0	0	1	0	0
	%	100	80.55	2.77	16.66	2.77	0.00	0.00	0.00	0.00	0.00	2.77	0.00	0.00
Grade-05	#	93	87	1	5	1	1	0	0	0	0	0	0	0
	%	100	93.55	1.08	5.38	1.08	1.08	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, WN, WS, XP -- Permanent Employees -- FY 2009

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	93.54	1.07	5.37	1.07	1.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	142	7	9	0	0	0	0	0	0	0	0	0	0
	%	100	4.92	6.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	74	0	8	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	10.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	243	9	17	0	0	0	0	0	0	0	0	0	0
	%	100	3.70	6.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	171	1	14	1	1	0	0	0	0	0	0	0	0
	%	100	0.58	8.18	0.58	0.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	1197	33	74	5	3	1	0	0	0	0	0	1	0

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

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	91.06	2.75	6.18	0.41	0.25	0.08	0.00	0.00	0.00	0.00	0.00	0.08	0.00
Grade-11	#	217	4	12	1	0	0	0	0	0	0	0	1	0
	%	100	1.84	5.52	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.46	0.00
Grade-12	#	63	1	5	1	0	0	0	0	0	1	0	0	0
	%	100	1.58	7.93	1.58	0.00	0.00	0.00	0.00	0.00	1.58	0.00	0.00	0.00
Grade-13	#	10	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	10	0	1	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, WN, WS, XP -- Permanent Employees -- FY 2009

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	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	3	0	1	0	0	0	0	0	0	0	0	0
	%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

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	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	0.38	0.42	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-02	#	9	8	1	0	0	0	0	0	0	0	0	0	0
	%	0.38	0.38	1.69	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-03	#	26	26	0	0	0	0	0	0	0	0	0	0	0
	%	1.12	1.23	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-04	#	36	29	1	6	1	0	0	0	0	0	1	0	0
	%	1.55	1.38	1.69	3.94	10.00	0.00	0.00	-	-	-	0.00	100	0.00
Grade-05	#	93	87	1	5	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, WN, WS, XP -- Permanent Employees -- FY 2009

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
%	4.02	4.14	1.69	3.28	10.00	20.00	0.00	-	-	-	0.00	0.00	0.00	-
Grade-06	#	142	126	7	9	0	0	0	0	0	0	0	0	0
	%	6.14	6.00	11.86	5.92	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-07	#	74	66	0	8	0	0	0	0	0	0	0	0	0
	%	3.20	3.14	0.00	5.26	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-08	#	243	217	9	17	0	0	0	0	0	0	0	0	0
	%	10.51	10.33	15.25	11.18	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-09	#	171	156	1	14	1	1	0	0	0	0	0	0	0
	%	7.39	7.42	1.69	9.21	10.00	20.00	0.00	-	-	-	0.00	0.00	0.00
Grade-10	#	1197	1090	33	74	5	3	1	0	0	0	0	0	1

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

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
%	51.79	51.90	55.93	48.68	50.00	60.00	100	-	-	-	0.00	0.00	50.00	-
Grade-11	#	217	201	4	12	1	0	0	0	0	0	0	1	0
	%	9.38	9.57	6.77	7.89	10.00	0.00	0.00	-	-	-	0.00	0.00	50.00
Grade-12	#	63	57	1	5	1	0	0	0	0	1	0	0	0
	%	2.72	2.71	1.69	3.28	10.00	0.00	0.00	-	-	100	0.00	0.00	-
Grade-13	#	10	9	1	0	0	0	0	0	0	0	0	0	0
	%	0.43	0.42	1.69	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	-
Grade-14	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	0.30	0.33	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	0.00	-
Grade-15	#	10	9	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, WN, WS, XP -- Permanent Employees -- FY 2009

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
%	0.43	0.42	0.00	0.65	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00	-
All Other Wage Grades	#	4	3	0	1	0	0	0	0	0	0	0	0	0
%	0.17	0.14	0.00	0.65	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00	-
TOTAL	#	2311	2100	59	152	10	5	1	0	0	0	1	1	2
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	1745	1623	34	88	7	0	0	0	1	3	0	0	3	0
	%	100	93.00	1.94	5.04	0.40	0.00	0.00	0.00	0.05	0.17	0.00	0.00	0.17	0.00
0083 - Police	#	1070	1060	3	7	0	0	0	0	0	0	0	0	0	0
	%	100	99.06	0.28	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	942	834	33	75	5	1	0	0	1	0	0	0	3	0
	%	100	88.53	3.50	7.96	0.53	0.10	0.00	0.00	0.10	0.00	0.00	0.00	0.31	0.00
0801 - GENERAL ENGINEERING	#	309	278	8	23	2	0	0	1	0	0	1	0	0	0
	%	100	89.96	2.58	7.44	0.64	0.00	0.00	0.32	0.00	0.00	0.32	0.00	0.00	0.00

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	58	1	8	1	1	0	0	0	0	0	0	0
	%	100	86.56	1.49	11.94	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 -- Permanent Employees -- FY 2009

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	58	54	0	4	0	0	0	0	0	0	0	0	0	0
%	100	93.10	0.00	6.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0809 - # CONSTRUCTION CONTROL	27	26	1	0	0	0	0	0	0	0	0	0	0	0
%	100	96.29	3.70	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 -- Permanent Employees -- FY 2009

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	#	100	92	3	5	0	0	0	0	0	0	0	0	0
	%	100	92.00	3.00	5.00	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	#	19	18	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.73	5.26	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 -- Permanent Employees -- FY 2009

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	#	66	63	1	2	0	0	0	0	0	0	0	0	0
	%	100	95.45	1.51	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0840 - NUCLEAR ENGINEERING	#	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
0850 - ELECTRICAL ENGINEERING	#	39	39	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 -- Permanent Employees -- FY 2009

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	#	14	12	2	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
0855 - ELECTRONICS ENGINEERING	#	96	88	1	7	0	0	0	0	0	0	0	0	0
	%	100	91.66	1.04	7.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0856 - ELECTRONICS TECHNICIAN	#	82	65	4	13	1	0	0	0	0	0	0	1	0
	%	100	79.26	4.87	15.85	1.21	0.00	0.00	0.00	0.00	0.00	0.00	1.21	0.00

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	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
0871 - NAVAL # ARCHITECTURE	39	39	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 -- Permanent Employees -- FY 2009

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 -- Permanent Employees -- FY 2009

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	#	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
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	#	1	1	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 -- Permanent Employees -- FY 2009

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
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	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
0905 - General Attorneys	#	1850	1721	40	89	5	0	1	0	2	1	0	0	1
	%	100	93.02	2.16	4.81	0.27	0.00	0.05	0.00	0.10	0.05	0.00	0.00	0.05
1102 - Contract Specialists	#	1282	1162	38	82	9	1	1	1	1	0	3	1	1
	%	100	90.63	2.96	6.39	0.70	0.07	0.07	0.07	0.07	0.00	0.23	0.07	0.07

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	23913	22603	419	891	64	3	5	3	15	8	13	0	15	2
	%	100	94.52	1.75	3.72	0.26	0.01	0.02	0.01	0.06	0.03	0.05	0.00	0.06	0.00
1802 - Transportation Security Officers	#	51994	48665	594	2735	245	12	44	10	20	5	55	14	82	3
	%	100	93.59	1.14	5.26	0.47	0.02	0.08	0.01	0.03	0.00	0.10	0.02	0.15	0.00
1811 - Criminal Investigators	#	9733	9632	42	59	4	0	0	0	0	0	2	0	2	0
	%	100	98.96	0.43	0.60	0.04	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02	0.00
1895 - Customs and Border Protection Officers	#	21312	20817	102	393	19	1	3	0	1	1	6	0	7	0
	%	100	97.67	0.47	1.84	0.08	0.00	0.01	0.00	0.00	0.00	0.02	0.00	0.03	0.00

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	19996	19804	58	134	7	0	0	0	0	0	3	0	4	0
	%	100	99.03	0.29	0.67	0.03	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.00
2210 - Information Technology Specialists	#	2314	2106	49	159	17	1	4	1	3	3	1	0	4	0
	%	100	91.01	2.11	6.87	0.73	0.04	0.17	0.04	0.12	0.12	0.04	0.00	0.17	0.00
TOTAL	#	137098	130890	1434	4774	386	20	58	16	44	21	84	15	123	5

TABLE B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Schedule A														
Applications	#	N/A												
	%													
Hires	#	9	N/A	N/A	N/A	N/A								
	%													
Voluntarily Identified (Outside of Schedule A Applicants): CBP														
Applications	#	18643	N/A	N/A	N/A	N/A								
	%													
Hires	#	9412	8856	327	229	21	1	6	4	2	3		5	
	%	100	94.09	3.47	2.43	0.22	0.01	0.06	0.04	0.02	0.03	0.00	0.05	0.00
Voluntarily Identified (Outside of Schedule A Applicants): USCG														
Applications	#	94176	84119	6088	3969	1572								
	%	100	89.32	6.46	4.21	1.67								
Hires	#	743	632	53	58	15								
	%	100	85.06	7.13	7.81	2.02								
Voluntarily Identified (Outside of Schedule A Applicants): FLETC														
Applications	#	6185	5720	132	333	228	15	3	9	32	4	1	16	148
	%	100	92.48	2.13	5.38	3.69	0.24	0.05	0.15	0.52	0.06	0.02	0.26	2.39
Hires	#	91	89	1	1	2			1			1		
	%	100	97.80	1.10	1.10	2.20	0.00	0.00	1.10	0.00	0.00	1.10	0.00	0.00
Voluntarily Identified (Outside of Schedule A Applicants): TSA														
Applications	#	N/A	N/A	N/A	N/A	N/A								
	%													
Hires	#	4103	3786	89	228	31	23		2	2	1		3	
	%	100	92.27	2.17	5.56	0.76	0.56	0.00	0.05	0.05	0.02	0.00	0.07	0.00
Voluntarily Identified (Outside of Schedule A Applicants): USSS														
Applications	#	40695	38856	712	1127	322	21	10	15	14	2	23	3	64
	%	100	95.48	1.75	2.77	0.79	0.05	0.02	0.04	0.03	0.00	0.06	0.01	0.16
Hires	#	0				0								
	%	0.00	0.00	0.00	0.00	0.00								

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

This table is for All Agencies -- Permanent, Temporary Employees -- FY 2009

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	#	20346	19102	467	777	59	2	7	2	7	3	9	0	26	3
	%	100	93.88	2.29	3.81	0.28	0.00	0.03	0.00	0.03	0.01	0.04	0.00	0.12	0.01
Temporary	#	4687	4190	156	341	27	1	4	2	6	2	3	0	9	0
	%	100	89.39	3.32	7.27	0.57	0.02	0.08	0.04	0.12	0.04	0.06	0.00	0.19	0.00
Non-Appropriated	#	613	613	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	25646	23905	623	1118	86	3	11	4	13	5	12	0	35	5
	%	100	93.21	2.42	4.35	0.33	0.01	0.04	0.01	0.05	0.01	0.04	0.00	0.13	0.01

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0083 - Uniformed Division Officer														
Total Applications	#	201	201	0	0	0								
Received	%	100	100.00	0.00	0.00	0.00								
Qualified	#	87	87	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	7	7	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
0132 - Intelligence Operations Specialist														
Total Applications	#	N/A	N/A	N/A	N/A	N/A								
Received	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	17	15	0	2	0								
	%	100	88.24	0.00	11.76	0.00								
Relevant Pool	%													
0301, 0340, 1801 - Federal Security Director														
Total Applications	#	N/A	N/A	N/A	N/A	N/A								
Received	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	4	4	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
0201 - Human Resources Specialist														
Total Applications	#	N/A	N/A	N/A	N/A	N/A								
Received	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	18	18	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0301 - Assistant Federal Security Director														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	25	20	2	3	0								
	%	100	80.00	8.00	12.00	0.00								
Relevant Pool	%													
0343 - Program/Management Analyst														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	N/A	N/A	N/A	N/A	N/A								
	%													
Relevant Pool	%													
0401 - CBP Agriculture Specialists														
Total Applications Received	#	1125	N/A	N/A	N/A	N/A								
	%													
Qualified	#													
	%													
Selected	#	48	46	1	1	0								
	%	100	95.83	2.08	2.08	0.00								
Relevant Pool	%													
0510 - Accountant														
Total Applications Received	#	6	6	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Qualified	#	4	4	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	1	1	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0511 - Auditor														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	N/A	N/A	N/A	N/A	N/A								
	%													
Relevant Pool	%													
0801 - General Engineer														
Total Applications Received	#	903	N/A	N/A	N/A	N/A								
	%													
Qualified	#	752	N/A	N/A	N/A	N/A								
	%													
Selected	#	3	3	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
0804 - Fire Protection Engineer														
Total Applications Received	#	23	N/A	N/A	N/A	N/A								
	%													
Qualified	#	23	N/A	N/A	N/A	N/A								
	%													
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													
0808 - Architecture														
Total Applications Received	#	392	N/A	N/A	N/A	N/A								
	%													
Qualified	#	383	N/A	N/A	N/A	N/A								
	%													
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0810 - Civil Engineering														
Total Applications Received	#	308	N/A	N/A	N/A	N/A								
	%													
Qualified	#	280	N/A	N/A	N/A	N/A								
	%													
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													
0819 - Environmental Engineering														
Total Applications Received	#	18	N/A	N/A	N/A	N/A								
	%													
Qualified	#	15	N/A	N/A	N/A	N/A								
	%													
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													
0830 - Mechanical Engineering														
Total Applications Received	#	479	N/A	N/A	N/A	N/A								
	%													
Qualified	#	362	N/A	N/A	N/A	N/A								
	%													
Selected	#	2	2	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
0850 - Electrical Engineering														
Total Applications Received	#	358	N/A	N/A	N/A	N/A								
	%													
Qualified	#	295	N/A	N/A	N/A	N/A								
	%													
Selected	#	2	2	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0855 - Electronics Engineering														
Total Applications Received	#	187	N/A	N/A	N/A	N/A								
	%													
Qualified	#	142	N/A	N/A	N/A	N/A								
	%													
Selected	#	2	2	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
0871 - Naval Architecture														
Total Applications Received	#	171	N/A	N/A	N/A	N/A								
	%													
Qualified	#	134	N/A	N/A	N/A	N/A								
	%													
Selected	#	2	2	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
1102 - Contracting														
Total Applications Received	#	1878	N/A	N/A	N/A	N/A								
	%													
Qualified	#	1485	N/A	N/A	N/A	N/A								
	%													
Selected	#	13	13	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
1102 - Contract Specialist														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	29	27	0	2	0								
	%	100	93.10	0.00	6.90	0.00								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1801 - Law Enforcement Specialist														
Total Applications	#	17	16	1	0	0								
Received	%	100	94.12	5.88	0.00	0.00								
Qualified	#	16	15	1	0	0								
	%	100	93.75	6.25	0.00	0.00								
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													
1801 - Enforcement Aviation/Marine Supervisor														
Total Applications	#	5716	N/A	N/A	N/A	N/A								
Received	%													
Qualified	#													
	%													
Selected	#	33	32	1	0	0								
	%	100	96.97	3.03	0.00	0.00								
Relevant Pool	%													
1801 - Transportation Security Inspectors														
Total Applications	#	N/A	N/A	N/A	N/A	N/A								
Received	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	178	178	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
1801 - Security Managers														
Total Applications	#	N/A	N/A	N/A	N/A	N/A								
Received	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	284	284	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1801 - Transportation Security Specialist														
Total Applications Received	#	N/A	N/A	N/A	N/A									
	%													
Qualified	#	N/A	N/A	N/A	N/A									
	%													
Selected	#	86	86	0	0									
	%	100	100.00	0.00	0.00									
Relevant Pool	%													
1801 - Transportation Security Officer														
Total Applications Received	#	N/A	N/A	N/A	N/A									
	%													
Qualified	#	N/A	N/A	N/A	N/A									
	%													
Selected	#	6706	6425	43	238	44	24	3	1	4	0	3	0	9
	%	101	95.81	0.64	3.55	0.66	0.36	0.04	0.01	0.06	0.00	0.04	0.00	0.13
Relevant Pool	%													
1811 - Criminal Investigator														
Total Applications Received	#	N/A	N/A	N/A	N/A									
	%													
Qualified	#	N/A	N/A	N/A	N/A									
	%													
Selected	#	4	4	0	0									
	%	100	100.00	0.00	0.00									
Relevant Pool	%													
1811 - Special Agent														
Total Applications Received	#	6550	6550	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Qualified	#	6550	6550	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	63	63	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1889 - Import Specialist														
Total Applications Received	#	1559	N/A	N/A	N/A	N/A								
Qualified	#													
Selected	#	49	47	1	1	0								
Relevant Pool	%	100	95.92	2.04	2.04	0.00								
1895 - CBP Officer														
Total Applications Received	#	1210	N/A	N/A	N/A	N/A								
Qualified	#													
Selected	#	490	476	1	1	12								
Relevant Pool	%	100	97.14	0.20	0.20	2.45								
1896 - Border Patrol Agent														
Total Applications Received	#	16043	N/A	N/A	N/A	N/A								
Qualified	#													
Selected	#	857	851	1	5	0								
Relevant Pool	%	100	99.30	0.12	0.58	0.00								
2181 - Aircraft Pilot														
Total Applications Received	#	9	N/A	N/A	N/A	N/A								
Qualified	#													
Selected	#	N/A	N/A	N/A	N/A	N/A								
Relevant Pool	%													

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

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
2210 - IT Specialist														
Total Applications Received	#	3877	N/A	N/A	N/A	N/A								
	%													
Qualified	#	3426	N/A	N/A	N/A	N/A								
	%													
Selected	#	11	10	0	1	0								
	%	100	90.91	0.00	9.09	0.00								
Relevant Pool	%													
2210 - IT Specialist														
Total Applications Received	#	1	1	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Qualified	#	1	1	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	1	1	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
2210 - IT Specialist														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	5	5	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													

Note: Data for this table was reported by six components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, Transportation and Security Administration, U.S. Secret Service, and the Headquarters-Office of the Inspector General.

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

This table is for All Agencies -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	988	916	20	52	11	0	1	0	4	1	0	3	2	0
#														
%	100	92.71	2.02	5.26	1.11	0.00	0.10	0.00	0.40	0.10	0.00	0.30	0.20	0.00
Time in grade in excess of minimum														
1-12 months	571	529	14	28	4	0	0	0	2	0	0	1	1	0
#														
%	100	92.64	2.45	4.90	0.70	0.00	0.00	0.00	0.35	0.00	0.00	0.17	0.17	0.00
13-24 months	166	160	3	3	0	0	0	0	0	0	0	0	0	0
#														
%	100	96.38	1.80	1.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25+ months	251	227	3	21	7	0	1	0	2	1	0	2	1	0
#														

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

This table is for All Agencies -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	90.43	1.19	8.36	2.78	0.00	0.39	0.00	0.79	0.39	0.00	0.79	0.39	0.00

TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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-13														
Total Applications Received	#	19940	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	761	740	9	12	0								
	%	100	97.24	1.18	1.58	0.00								
Relevant Pool	%													
GS-13														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	78	74	0	4	0								
	%	100	94.87	0.00	5.13	0.00								
Relevant Pool	%													
GS-13														
Total Applications Received	#	2	2	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Qualified	#	1	1	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													
GS-13/14														
Total Applications Received	#	5806	5804	2	0	0								
	%	100	99.97	0.03	0.00	0.00								
Qualified	#	5736	5736	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	74	74	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%	100	99.78	0.11	0.11	0								

TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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-14														
Total Applications Received	#	15	14	1	0	0								
	%	100	93.33	6.67	0.00	0.00								
Qualified	#	15	14	1	0	0								
	%	100	93.33	6.67	0.00	0.00								
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													
GS-14														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	38	36	0	2	0								
	%	100	94.74	0.00	5.26	0.00								
Relevant Pool	%													
GS-14														
Total Applications Received	#	4206	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	355	340	5	10	0								
	%	100	95.77	1.41	2.82	0.00								
Relevant Pool	%													
GS-15														
Total Applications Received	#	1891	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	97	94	1	2	0								
	%	100	96.91	1.03	2.06	0.00								
Relevant Pool	%													

TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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-15														
Total Applications Received	#	N/A	N/A	N/A	N/A	N/A								
	%													
Qualified	#	N/A	N/A	N/A	N/A	N/A								
	%													
Selected	#	12	10	0	2	0								
	%	100	83.33	0.00	16.67	0.00								
Relevant Pool	%													
GS-15														
Total Applications Received	#	15	14	1	0	0								
	%	100	93.33	6.67	0.00	0.00								
Qualified	#	15	14	1	0	0								
	%	100	93.33	6.67	0.00	0.00								
Selected	#	0	0	0	0	0								
	%	0.00	0.00	0.00	0.00	0.00								
Relevant Pool	%													
GS-15														
Total Applications Received	#	1263	1260	0	3	0								
	%	100	99.76	0.00	0.24	0.00								
Qualified	#	1255	1253	0	2	0								
	%	100	99.84	0.00	0.16	0.00								
Selected	#	31	31	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%	100	100.00	0.00	0.00	0.00								
LE-5/7														
Total Applications Received	#	59	59	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Qualified	#	30	30	0		0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	2	2	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%	100	100.00	0.00	0.00	0.00								

TABLE B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Distribution by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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-8														
Total Applications Received	#	25	25	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Qualified	#	25	25	0		0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	1	1	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%	100	100.00	0.00	0.00	0.00								
SES														
Total Applications Received	#	57	45	12	0	0								
	%	100	78.95	21.05	0.00	0.00								
Qualified	#	44	34	10	0	0								
	%	100	77.27	22.73	0.00	0.00								
Selected	#	1	1	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%													
SES														
Total Applications Received	#	69	N/A	N/A	N/A	N/A								
	%													
Qualified	#	32	N/A	N/A	N/A	N/A								
	%													
Selected	#	12	6	6	0	0								
	%	100	50.00	50.00	0.00	0.00								
Relevant Pool	%													
SES														
Total Applications Received	#	31	31	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Qualified	#	31	31	0		0								
	%	100	100.00	0.00	0.00	0.00								
Selected	#	5	5	0	0	0								
	%	100	100.00	0.00	0.00	0.00								
Relevant Pool	%	100	100.00	0.00	0.00	0.00								

Note: Data for this table was reported by four components: U.S. Customs & Border Patrol, U.S. Coast Guard, Federal Law Enforcement Training Center, and U.S. Secret Service.

TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Career Development Programs for GS 5-12:														
Slots	#	N/A	N/A	N/A	N/A	N/A								
Relevant Pool	%													
Applied	#	N/A	N/A	N/A	N/A	N/A								
	%													
Participants	#	4380	4256	29	95	11	1			3	3		4	
	%	100	97.17	0.66	2.17	0.25	9.09	0.00	0.00	0.07	0.07	0.00	0.09	0.00
Career Development Programs for GS 13-14:														
Slots	#	N/A	N/A	N/A	N/A	N/A								
Relevant Pool	%													
Applied	#	N/A	N/A	N/A	N/A	N/A								
	%													
Participants	#	1191	1135	25	30	1				1				
	%	100	95.30	2.10	2.52	0.08	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.00
Career Development Programs for SES:														
Slots	#	N/A	N/A	N/A	N/A	N/A								
Relevant Pool	%													
Applied	#	N/A	N/A	N/A	N/A	N/A								
	%													
Participants	#	20	18	1	1	0								
	%	100	90.00	5.00	5.00	0.00								

Note: Data for this table was reported by two components: U.S. Customs & Border Patrol and U.S. Secret Service.

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies -- 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 -- Permanent Employees -- FY 2009

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	#	19629	18445	246	938	79	4	23	0	11	1	13	1	26	0
	%	100	93.96	1.25	4.77	0.40	0.02	0.11	0.00	0.05	0.00	0.06	0.00	0.13	0.00
Total Hours	Hr	128101.0	120288.0	1659.0	6154.0	529.0	24.0	146.0	0.0	63.0	8.0	93.0	8.0	187.0	0.0
Average Hours	Hr	6.5	6.5	6.7	6.6	6.7	6.0	6.3	-	5.7	8.0	7.2	8.0	7.2	-
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	14049	13209	232	608	48	4	4	4	6	3	7	5	14	1
	%	100	94.02	1.65	4.32	0.34	0.02	0.02	0.02	0.04	0.02	0.04	0.03	0.09	0.00

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies -- 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 -- Permanent Employees -- FY 2009

Recognition or Award Program, # Awards Given, Total cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Hours	Hr	332903.0	313563.0	5440.0	13900.0	1010.0	74.0	106.0	70.0	120.0	72.0	138.0	96.0	310.0	24.0
Average Hours	Hr	23.7	23.7	23.4	22.9	21.0	18.5	26.5	17.5	20.0	24.0	19.7	19.2	22.1	24.0
Cash Awards - \$100-\$500															
Total Cash Awards Given	#	45789	43096	545	2148	197	18	37	9	13	13	41	6	57	3
	%	100	94.11	1.19	4.69	0.43	0.03	0.08	0.01	0.02	0.02	0.08	0.01	0.12	0.00
Total Amount	\$	13,100,035	12,326,258	161,059	612,718	57,885	5,138	10,747	2,409	4,006	4,745	12,262	1,618	16,077	883
Average Amount	\$	286	286	296	285	294	285	290	268	308	365	299	270	282	294
Cash Awards - \$501+															
Total Cash Awards Given	#	73734	70021	956	2757	247	35	28	17	37	22	38	6	60	4

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for All Agencies -- 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 -- Permanent Employees -- FY 2009

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
%	100	94.96	1.29	3.73	0.33	0.04	0.03	0.02	0.05	0.02	0.05	0.00	0.08	0.00
Total Amount	\$ 125,776,793	119,507,194	1,803,039	4,466,560	361,402	42,948	52,118	29,295	47,732	26,576	54,893	5,358	93,030	9,452
Average Amount	\$ 1,706	1,707	1,886	1,620	1,463	1,227	1,861	1,723	1,290	1,208	1,445	893	1,551	2,363
Quality Step Increases:														
Total QSIs Awarded	# 1785	1687	27	71	5	1	0	0	1	1	0	0	2	0
%	100	94.50	1.51	3.97	0.28	0.05	0.00	0.00	0.05	0.05	0.00	0.00	0.11	0.00
Total Benefit	\$ 5,026,291	4,760,134	85,022	181,135	13,638	1,342	0	0	2,253	3,844	0	0	6,199	0
Average Benefit	\$ 2,816	2,822	3,149	2,551	2,728	1,342	-	-	2,253	3,844	-	-	3,100	-

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	#	7894	7395	110	389	28	2	4	3	5	1	4	1	8	0
	%	100	93.67	1.39	4.92	0.35	0.02	0.05	0.03	0.06	0.01	0.05	0.01	0.10	0.00
Involuntary	#	1685	1587	20	78	12	0	1	0	1	0	4	0	6	0
	%	100	94.18	1.18	4.62	0.71	0.00	0.05	0.00	0.05	0.00	0.23	0.00	0.35	0.00
Reductions-in-Force	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	9584	8986	131	467	40	2	5	3	6	1	8	1	14	0
	%	100	93.76	1.36	4.87	0.41	0.02	0.05	0.03	0.06	0.01	0.08	0.01	0.14	0.00
Total Work Force	#	171295	162074	2288	6933	642	64	96	30	76	41	111	28	186	10

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

This table is for All Agencies -- Permanent Employees -- FY 2009

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	94.61	1.33	4.04	0.37	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.10	0.00

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Workforce Tables

“A” Tables Temporary

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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 #	53	27	26	5	7	15	10	4	8	1	1	0	0	1	0	1	0
%	100	50.94	49.05	9.43	13.20	28.30	18.86	7.54	15.09	1.88	1.88	0.00	0.00	1.88	0.00	1.88	0.00
GS/GG/GH/GM/GL- 02 #	135	52	83	7	16	36	35	7	26	1	2	0	0	0	0	1	4
%	100	38.51	61.48	5.18	11.85	26.66	25.92	5.18	19.25	0.74	1.48	0.00	0.00	0.00	0.00	0.74	2.96
GS/GG/GH/GM/GL- 03 #	202	89	113	13	8	51	69	19	23	5	9	0	1	0	0	1	3
%	100	44.05	55.94	6.43	3.96	25.24	34.15	9.40	11.38	2.47	4.45	0.00	0.49	0.00	0.00	0.49	1.48

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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
GS/GG/GH/GM/GL- 04 #	484	180	304	28	33	107	172	32	71	7	19	1	2	0	1	5	6
GS/GG/GH/GM/GL- 04 %	100	37.19	62.80	5.78	6.81	22.10	35.53	6.61	14.66	1.44	3.92	0.20	0.41	0.00	0.20	1.03	1.23
GS/GG/GH/GM/GL- 05 #	273	115	158	10	11	78	97	15	38	7	7	1	0	2	3	2	2
GS/GG/GH/GM/GL- 05 %	100	42.12	57.87	3.66	4.02	28.57	35.53	5.49	13.91	2.56	2.56	0.36	0.00	0.73	1.09	0.73	0.73
GS/GG/GH/GM/GL- 06 #	84	21	63	1	3	12	43	5	16	1	0	0	0	2	0	0	1
GS/GG/GH/GM/GL- 06 %	100	25.00	75.00	1.19	3.57	14.28	51.19	5.95	19.04	1.19	0.00	0.00	0.00	2.38	0.00	0.00	1.19
GS/GG/GH/GM/GL- 07 #	633	224	409	12	16	163	215	39	162	6	16	0	0	0	0	4	0
GS/GG/GH/GM/GL- 07 %	100	35.38	64.61	1.89	2.52	25.75	33.96	6.16	25.59	0.94	2.52	0.00	0.00	0.00	0.00	0.63	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM/GL- 08	#	27	13	14	1	1	9	8	2	5	0	0	0	0	0	0	1	0
	%	100	48.14	51.85	3.70	3.70	33.33	29.62	7.40	18.51	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00
GS/GG/GH/GM/GL- 09	#	1691	705	986	69	96	473	579	139	276	21	29	0	0	3	5	0	1
	%	100	41.69	58.30	4.08	5.67	27.97	34.24	8.21	16.32	1.24	1.71	0.00	0.00	0.17	0.29	0.00	0.05
GS/GG/GH/GM/GL- 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
GS/GG/GH/GM/GL- 11	#	966	524	442	28	18	399	286	78	130	14	4	2	0	0	3	3	1

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	54.24	45.75	2.89	1.86	41.30	29.60	8.07	13.45	1.44	0.41	0.20	0.00	0.00	0.31	0.31	0.10
GS/GG/GH/GM/GL- # 12	1267	872	395	44	18	722	263	85	94	12	10	0	1	5	4	4	5
%	100	68.82	31.17	3.47	1.42	56.98	20.75	6.70	7.41	0.94	0.78	0.00	0.07	0.39	0.31	0.31	0.39
GS/GG/GH/GM/GL- # 13	526	415	111	19	6	353	80	27	19	7	3	2	0	3	1	4	2
%	100	78.89	21.10	3.61	1.14	67.11	15.20	5.13	3.61	1.33	0.57	0.38	0.00	0.57	0.19	0.76	0.38
GS/GG/GH/GM/GL- # 14	202	142	60	11	3	126	39	4	12	0	2	0	1	0	0	1	3
%	100	70.29	29.70	5.44	1.48	62.37	19.30	1.98	5.94	0.00	0.99	0.00	0.49	0.00	0.00	0.49	1.48

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	132	96	36	1	1	86	31	6	1	2	2	0	0	1	0	0	1
	%	100	72.72	27.27	0.75	0.75	65.15	23.48	4.54	0.75	1.51	1.51	0.00	0.00	0.75	0.00	0.00	0.75
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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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
SQ	#	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 -- Temporary Employees -- FY 2009

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	#	428	367	61	22	3	288	47	46	10	7	1	0	0	1	0	3	0
	%	100	85.74	14.25	5.14	0.70	67.28	10.98	10.74	2.33	1.63	0.23	0.00	0.00	0.23	0.00	0.70	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 -- Temporary Employees -- FY 2009

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
LE-05	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- LE -- Temporary Employees -- FY 2009

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 -- Temporary Employees -- FY 2009

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 -- Temporary Employees -- FY 2009

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	#	9	5	4	0	0	3	1	0	3	1	0	0	0	0	0	1	0
	%	100	55.55	44.44	0.00	0.00	33.33	11.11	0.00	33.33	11.11	0.00	0.00	0.00	0.00	0.00	11.11	0.00
SV-C	#	20	10	10	0	0	9	6	0	3	1	1	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	45.00	30.00	0.00	15.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	11	4	7	0	1	2	5	2	1	0	0	0	0	0	0	0	0
	%	100	36.36	63.63	0.00	9.09	18.18	45.45	18.18	9.09	0.00	0.00	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 -- Temporary Employees -- FY 2009

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	#	8	1	7	0	3	0	4	0	0	0	0	0	0	0	0	0	1	0
	%	100	12.50	87.50	0.00	37.50	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00
SV-F	#	54	15	39	3	4	6	22	3	11	2	1	0	0	0	0	0	1	1
	%	100	27.77	72.22	5.55	7.40	11.11	40.74	5.55	20.37	3.70	1.85	0.00	0.00	0.00	0.00	0.00	1.85	1.85
SV-G	#	35	13	22	3	1	8	13	0	4	1	4	0	0	0	0	0	1	0
	%	100	37.14	62.85	8.57	2.85	22.85	37.14	0.00	11.42	2.85	11.42	0.00	0.00	0.00	0.00	0.00	2.85	0.00
SV-H	#	28	11	17	2	0	8	7	1	6	0	3	0	0	0	0	0	0	1
	%	100	39.28	60.71	7.14	0.00	28.57	25.00	3.57	21.42	0.00	10.71	0.00	0.00	0.00	0.00	0.00	0.00	3.57
SV-I	#	34	18	16	0	0	12	7	5	8	0	1	0	0	0	0	0	1	0
	%	100	52.94	47.05	0.00	0.00	35.29	20.58	14.70	23.52	0.00	2.94	0.00	0.00	0.00	0.00	0.00	2.94	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 -- Temporary Employees -- FY 2009

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	#	43	30	13	1	0	24	10	3	3	0	0	0	0	0	0	2	0
	%	100	69.76	30.23	2.32	0.00	55.81	23.25	6.97	6.97	0.00	0.00	0.00	0.00	0.00	0.00	4.65	0.00
SV-K	#	13	11	2	0	0	9	2	1	0	1	0	0	0	0	0	0	0
	%	100	84.61	15.38	0.00	0.00	69.23	15.38	7.69	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	#	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
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 -- Temporary Employees -- FY 2009

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- AD -- Temporary Employees -- FY 2009

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	#	9189	5528	3661	338	355	4469	2515	539	660	80	52	13	6	76	63	13	10
	%	100	60.15	39.84	3.67	3.86	48.63	27.36	5.86	7.18	0.87	0.56	0.14	0.06	0.82	0.68	0.14	0.10

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	53	27	26	5	7	15	10	4	8	1	1	0	0	1	0	1	0
	%	0.79	0.77	0.81	2.00	2.95	0.57	0.51	0.86	0.90	1.19	0.96	0.00	0.00	5.88	0.00	3.70	0.00
GS/GG/GH/GM/GL- 02	#	135	52	83	7	16	36	35	7	26	1	2	0	0	0	0	1	4
	%	2.02	1.49	2.59	2.81	6.75	1.36	1.81	1.51	2.95	1.19	1.92	0.00	0.00	0.00	0.00	3.70	13.79
GS/GG/GH/GM/GL- 03	#	202	89	113	13	8	51	69	19	23	5	9	0	1	0	0	1	3
	%	3.02	2.56	3.53	5.22	3.37	1.93	3.58	4.11	2.61	5.95	8.65	0.00	20.00	0.00	0.00	3.70	10.34

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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
GS/GG/GH/GM/GL- 04	#	484	180	304	28	33	107	172	32	71	7	19	1	2	0	1	5	6
	%	7.24	5.17	9.50	11.24	13.92	4.06	8.92	6.92	8.05	8.33	18.26	16.66	40.00	0.00	5.88	18.51	20.68
GS/GG/GH/GM/GL- 05	#	273	115	158	10	11	78	97	15	38	7	7	1	0	2	3	2	2
	%	4.08	3.30	4.93	4.01	4.64	2.96	5.03	3.24	4.31	8.33	6.73	16.66	0.00	11.76	17.64	7.40	6.89
GS/GG/GH/GM/GL- 06	#	84	21	63	1	3	12	43	5	16	1	0	0	0	2	0	0	1
	%	1.25	0.60	1.96	0.40	1.26	0.45	2.23	1.08	1.81	1.19	0.00	0.00	0.00	11.76	0.00	0.00	3.44
GS/GG/GH/GM/GL- 07	#	633	224	409	12	16	163	215	39	162	6	16	0	0	0	0	4	0
	%	9.48	6.44	12.78	4.81	6.75	6.19	11.15	8.44	18.38	7.14	15.38	0.00	0.00	0.00	0.00	14.81	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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
GS/GG/GH/GM/GL- 08	#	27	13	14	1	1	9	8	2	5	0	0	0	0	0	0	1	0
	%	0.40	0.37	0.43	0.40	0.42	0.34	0.41	0.43	0.56	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00
GS/GG/GH/GM/GL- 09	#	1691	705	986	69	96	473	579	139	276	21	29	0	0	3	5	0	1
	%	25.32	20.28	30.81	27.71	40.50	17.97	30.04	30.08	31.32	25.00	27.88	0.00	0.00	17.64	29.41	0.00	3.44
GS/GG/GH/GM/GL- 10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.02	0.00	0.00	0.00	0.03	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	#	966	524	442	28	18	399	286	78	130	14	4	2	0	0	3	3	1

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	
%	14.46	15.07	13.81	11.24	7.59	15.16	14.84	16.88	14.75	16.66	3.84	33.33	0.00	0.00	17.64	11.11	3.44	
GS/GG/GH/GM/GL- 12	#	1267	872	395	44	18	722	263	85	94	12	10	0	1	5	4	4	5
%	18.97	25.08	12.34	17.67	7.59	27.44	13.64	18.39	10.66	14.28	9.61	0.00	20.00	29.41	23.52	14.81	17.24	
GS/GG/GH/GM/GL- 13	#	526	415	111	19	6	353	80	27	19	7	3	2	0	3	1	4	2
%	7.87	11.93	3.46	7.63	2.53	13.41	4.15	5.84	2.15	8.33	2.88	33.33	0.00	17.64	5.88	14.81	6.89	
GS/GG/GH/GM/GL- 14	#	202	142	60	11	3	126	39	4	12	0	2	0	1	0	0	1	3
%	3.02	4.08	1.87	4.41	1.26	4.78	2.02	0.86	1.36	0.00	1.92	0.00	20.00	0.00	0.00	3.70	10.34	

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS/GG/GH/GM/GL-15	#	132	96	36	1	1	86	31	6	1	2	2	0	0	1	0	0	1
	%	1.97	2.76	1.12	0.40	0.42	3.26	1.60	1.29	0.11	2.38	1.92	0.00	0.00	5.88	0.00	0.00	3.44
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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	6676	3476	3200	249	237	2631	1927	462	881	84	104	6	5	17	17	27	29
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- LE -- Temporary Employees -- FY 2009

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	#	428	367	61	22	3	288	47	46	10	7	1	0	0	1	0	3	0
	%	100	100	100	100	100	100	100	100	100	100	100	-	-	100	-	100	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	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	#	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 -- Temporary Employees -- FY 2009

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	-	-	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	-	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	-	-	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	-	-	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	-	-	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 -- Temporary Employees -- FY 2009

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	-	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	-	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 -- Temporary Employees -- FY 2009

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	-	-	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	#	428	367	61	22	3	288	47	46	10	7	1	0	0	1	0	3	0	
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

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 -- Temporary Employees -- FY 2009

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
SV-B	#	9	5	4	0	0	3	1	0	3	1	0	0	0	0	0	1	0
	%	3.48	4.13	2.91	0.00	0.00	3.61	1.29	0.00	7.69	16.66	0.00	-	-	-	-	14.28	0.00
SV-C	#	20	10	10	0	0	9	6	0	3	1	1	0	0	0	0	0	0
	%	7.75	8.26	7.29	0.00	0.00	10.84	7.79	0.00	7.69	16.66	10.00	-	-	-	-	0.00	0.00
SV-D	#	11	4	7	0	1	2	5	2	1	0	0	0	0	0	0	0	0
	%	4.26	3.30	5.10	0.00	11.11	2.40	6.49	13.33	2.56	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 -- Temporary Employees -- FY 2009

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	#	8	1	7	0	3	0	4	0	0	0	0	0	0	0	0	0	1	0
	%	3.10	0.82	5.10	0.00	33.33	0.00	5.19	0.00	0.00	0.00	0.00	0.00	-	-	-	-	14.28	0.00
SV-F	#	54	15	39	3	4	6	22	3	11	2	1	0	0	0	0	0	1	1
	%	20.93	12.39	28.46	30.00	44.44	7.22	28.57	20.00	28.20	33.33	10.00	-	-	-	-	-	14.28	50.00
SV-G	#	35	13	22	3	1	8	13	0	4	1	4	0	0	0	0	0	1	0
	%	13.56	10.74	16.05	30.00	11.11	9.63	16.88	0.00	10.25	16.66	40.00	-	-	-	-	-	14.28	0.00
SV-H	#	28	11	17	2	0	8	7	1	6	0	3	0	0	0	0	0	0	1
	%	10.85	9.09	12.40	20.00	0.00	9.63	9.09	6.66	15.38	0.00	30.00	-	-	-	-	-	0.00	50.00
SV-I	#	34	18	16	0	0	12	7	5	8	0	1	0	0	0	0	0	1	0
	%	13.17	14.87	11.67	0.00	0.00	14.45	9.09	33.33	20.51	0.00	10.00	-	-	-	-	-	14.28	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 -- Temporary Employees -- FY 2009

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	#	43	30	13	1	0	24	10	3	3	0	0	0	0	0	0	2	0
	%	16.66	24.79	9.48	10.00	0.00	28.91	12.98	20.00	7.69	0.00	0.00	-	-	-	-	28.57	0.00
SV-K	#	13	11	2	0	0	9	2	1	0	1	0	0	0	0	0	0	0
	%	5.03	9.09	1.45	0.00	0.00	10.84	2.59	6.66	0.00	16.66	0.00	-	-	-	-	0.00	0.00
SV-L	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.16	2.47	0.00	10.00	0.00	2.40	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
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	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 -- Temporary Employees -- FY 2009

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	0.00	
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	#	258	121	137	10	9	83	77	15	39	6	10	0	0	0	0	7	2
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

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

This table is for All Agencies -- AD -- Temporary Employees -- FY 2009

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
Unspecified AD	#	9189	5528	3661	338	355	4469	2515	539	660	80	52	13	6	76	63	13	10
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
TOTAL	#	9189	5528	3661	338	355	4469	2515	539	660	80	52	13	6	76	63	13	10
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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, WN, WS, XP -- Temporary Employees -- FY 2009

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	#	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-03	#	19	19	0	0	0	17	0	2	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	89.47	0.00	10.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	14	14	0	4	0	9	0	1	0	0	0	0	0	0	0	0
	%	100	100	0.00	28.57	0.00	64.28	0.00	7.14	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, WN, WS, XP -- Temporary Employees -- FY 2009

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	#	17	15	2	0	0	14	1	1	0	0	1	0	0	0	0	0	0
	%	100	88.23	11.76	0.00	0.00	82.35	5.88	5.88	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	10	9	1	1	0	4	0	0	0	2	0	2	1	0	0	0	0
	%	100	90.00	10.00	10.00	0.00	40.00	0.00	0.00	0.00	20.00	0.00	20.00	10.00	0.00	0.00	0.00	0.00
Grade-07	#	5	5	0	1	0	2	0	2	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	20.00	0.00	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	38	38	0	3	0	27	0	7	0	1	0	0	0	0	0	0	0
	%	100	100	0.00	7.89	0.00	71.05	0.00	18.42	0.00	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	7	7	0	0	0	2	0	5	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	28.57	0.00	71.42	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, WN, WS, XP -- Temporary Employees -- FY 2009

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	#	28	28	0	1	0	22	0	3	0	0	0	0	0	0	0	2	0
	%	100	100	0.00	3.57	0.00	78.57	0.00	10.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	0.00
Grade-11	#	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
Grade-12	#	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
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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, WN, WS, XP -- Temporary Employees -- FY 2009

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

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, WN, WS, XP -- Temporary Employees -- FY 2009

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
Grade-02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.69	0.71	0.00	0.00	-	0.99	0.00	0.00	-	0.00	0.00	0.00	0.00	-	-	0.00
Grade-03	#	19	19	0	0	0	17	0	2	0	0	0	0	0	0	0	0
	%	13.28	13.57	0.00	0.00	-	16.83	0.00	9.52	-	0.00	0.00	0.00	0.00	-	-	0.00
Grade-04	#	14	14	0	4	0	9	0	1	0	0	0	0	0	0	0	0
	%	9.79	10.00	0.00	36.36	-	8.91	0.00	4.76	-	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, WN, WS, XP -- Temporary Employees -- FY 2009

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	#	17	15	2	0	0	14	1	1	0	0	1	0	0	0	0	0
	%	11.88	10.71	66.66	0.00	-	13.86	100	4.76	-	0.00	100	0.00	0.00	-	-	0.00
Grade-06	#	10	9	1	1	0	4	0	0	0	2	0	2	1	0	0	0
	%	6.99	6.42	33.33	9.09	-	3.96	0.00	0.00	-	66.66	0.00	100	100	-	-	0.00
Grade-07	#	5	5	0	1	0	2	0	2	0	0	0	0	0	0	0	0
	%	3.49	3.57	0.00	9.09	-	1.98	0.00	9.52	-	0.00	0.00	0.00	0.00	-	-	0.00
Grade-08	#	38	38	0	3	0	27	0	7	0	1	0	0	0	0	0	0
	%	26.57	27.14	0.00	27.27	-	26.73	0.00	33.33	-	33.33	0.00	0.00	0.00	-	-	0.00
Grade-09	#	7	7	0	0	0	2	0	5	0	0	0	0	0	0	0	0
	%	4.89	5.00	0.00	0.00	-	1.98	0.00	23.80	-	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, WN, WS, XP -- Temporary Employees -- FY 2009

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	#	28	28	0	1	0	22	0	3	0	0	0	0	0	0	0	2	0
	%	19.58	20.00	0.00	9.09	-	21.78	0.00	14.28	-	0.00	0.00	0.00	0.00	-	-	100	-
Grade-11	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	2.09	2.14	0.00	9.09	-	1.98	0.00	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	0
	%	0.69	0.71	0.00	0.00	-	0.99	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
	%	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
	%	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, WN, WS, XP -- Temporary Employees -- FY 2009

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	-	
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	-	-	0.00	-	
All Other Wage Grades	#	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	-	
TOTAL	#	143	140	3	11	0	101	1	21	0	3	1	2	1	0	0	2	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- Temporary Employees -- FY 2009

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	#	98	69	29	3	1	55	21	10	6	0	0	0	0	0	0	1	1
	%	100	70.40	29.59	3.06	1.02	56.12	21.42	10.20	6.12	0.00	0.00	0.00	0.00	0.00	0.00	1.02	1.02
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	#	428	367	61	22	3	288	47	46	10	7	1	0	0	1	0	3	0
	%	100	85.74	14.25	5.14	0.70	67.28	10.98	10.74	2.33	1.63	0.23	0.00	0.00	0.23	0.00	0.70	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	#	20	16	4	1	0	14	3	1	1	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 -- Temporary Employees -- FY 2009

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	80.00	20.00	5.00	0.00	70.00	15.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	50.1	49.9	1.9	2.2	42.0	40.4	2.4	3.8	2.0	2.1	0.1	0.0	0.6	0.5	1.1	0.9
0801 - GENERAL ENGINEERING	#	14	12	2	2	1	8	0	1	0	1	1	0	0	0	0	0
%	100	85.71	14.28	14.28	7.14	57.14	0.00	7.14	0.00	7.14	7.14	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	#	10	8	2	2	0	5	2	0	0	1	0	0	0	0	0	0
%	100	80.00	20.00	20.00	0.00	50.00	20.00	0.00	0.00	10.00	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 -- Temporary Employees -- FY 2009

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 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
0804 - FIRE PROTECTION ENGINEERING %	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
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 -- Temporary Employees -- FY 2009

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 #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
%	100	75.00	25.00	0.00	0.00	75.00	25.00	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 -- Temporary Employees -- FY 2009

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	#	9	6	3	1	0	4	3	0	0	1	0	0	0	0	0	0
	%	100	66.66	33.33	11.11	0.00	44.44	33.33	0.00	0.00	11.11	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 -- Temporary Employees -- FY 2009

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 -- Temporary Employees -- FY 2009

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 -- Temporary Employees -- FY 2009

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	#	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	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
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
0850 - ELECTRICAL 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 -- Temporary Employees -- FY 2009

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
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 #	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

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

This table is for All Agencies -- Temporary Employees -- FY 2009

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
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	#	9	9	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	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 -- Temporary Employees -- FY 2009

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 -- Temporary Employees -- FY 2009

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
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.7	16.2	7.3	1.7	65.3	11.0	7.7	2.7	1.6	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	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- Temporary Employees -- FY 2009

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 -- Temporary Employees -- FY 2009

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	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Occupational CLF %	100	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 -- Temporary Employees -- FY 2009

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	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 -- Temporary Employees -- FY 2009

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
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	4	4	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	#	41	21	20	0	0	19	16	1	2	1	0	0	1	0	0	0	1
	%	100	51.21	48.78	0.00	0.00	46.34	39.02	2.43	4.87	2.43	0.00	0.00	2.43	0.00	0.00	0.00	2.43
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 -- Temporary Employees -- FY 2009

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	#	54	24	30	1	2	18	19	3	8	1	0	0	0	0	0	1	1
	%	100	44.44	55.55	1.85	3.70	33.33	35.18	5.55	14.81	1.85	0.00	0.00	0.00	0.00	0.00	1.85	1.85
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	#	589	537	52	37	2	481	41	8	5	5	1	0	0	2	1	4	2
	%	100	91.17	8.82	6.28	0.33	81.66	6.96	1.35	0.84	0.84	0.16	0.00	0.00	0.33	0.16	0.67	0.33
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	#	74	37	37	4	6	21	14	5	12	3	5	1	0	0	0	3	0

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

This table is for All Agencies -- Temporary Employees -- FY 2009

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
%	100	50.00	50.00	5.40	8.10	28.37	18.91	6.75	16.21	4.05	6.75	1.35	0.00	0.00	0.00	4.05	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	#	812	726	86	32	5	625	70	47	8	13	2	3	0	3	1	3	0
%	100	89.40	10.59	3.94	0.61	76.97	8.62	5.78	0.98	1.60	0.24	0.36	0.00	0.36	0.12	0.36	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	#	23	14	9	0	0	13	7	1	2	0	0	0	0	0	0	0	0
%	100	60.86	39.13	0.00	0.00	56.52	30.43	4.34	8.69	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 -- Temporary Employees -- FY 2009

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
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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
2210 - Information Technology Specialists #	240	172	68	12	3	125	48	26	12	6	2	0	0	1	2	2	1
%	100	71.66	28.33	5.00	1.25	52.08	20.00	10.83	5.00	2.50	0.83	0.00	0.00	0.41	0.83	0.83	0.41
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 -- Temporary Employees -- FY 2009

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 #	2432	2028	404	120	23	1691	292	150	66	39	12	4	1	7	4	17	6

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Workforce Tables

“B” Tables Temporary

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	53	40	6	7	0	0	0	0	0	0	0	0	0	0
	%	100	75.47	11.32	13.20	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	#	135	117	13	5	0	0	0	0	0	0	0	0	0	
	%	100	86.66	9.62	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL-03	#	202	177	11	14	3	0	1	0	0	1	1	0	0	
	%	100	87.62	5.44	6.93	1.48	0.00	0.49	0.00	0.00	0.49	0.49	0.00	0.00	

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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-04	#	484	455	14	15	2	1	0	0	1	0	0	0	0	0
	%	100	94.00	2.89	3.09	0.41	0.20	0.00	0.00	0.20	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-05	#	273	240	5	28	10	0	2	0	3	1	0	3	1	0
	%	100	87.91	1.83	10.25	3.66	0.00	0.73	0.00	1.09	0.36	0.00	1.09	0.36	0.00
GS/GG/GH/GM/GL-06	#	84	77	2	5	0	0	0	0	0	0	0	0	0	0
	%	100	91.66	2.38	5.95	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-07	#	633	575	4	54	14	4	0	0	3	0	2	3	2	0
	%	100	90.83	0.63	8.53	2.21	0.63	0.00	0.00	0.47	0.00	0.31	0.47	0.31	0.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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-08	#	27	23	0	4	0	0	0	0	0	0	0	0	0
	%	100	85.18	0.00	14.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-09	#	1691	1558	27	106	12	0	3	0	1	0	2	0	6
	%	100	92.13	1.59	6.26	0.70	0.00	0.17	0.00	0.05	0.00	0.11	0.00	0.35
GS/GG/GH/GM/GL-10	#	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
GS/GG/GH/GM/GL-11	#	966	900	20	46	2	1	0	0	1	0	0	0	0

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	93.16	2.07	4.76	0.20	0.10	0.00	0.00	0.10	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	1267	1141	56	70	3	0	0	1	2	0	0	0	0	0	
%	100	90.05	4.41	5.52	0.23	0.00	0.00	0.07	0.15	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	526	452	36	38	3	0	2	0	0	0	0	0	1	0	
%	100	85.93	6.84	7.22	0.57	0.00	0.38	0.00	0.00	0.00	0.00	0.00	0.19	0.00	
GS/GG/GH/GM/GL- #	202	190	8	4	0	0	0	0	0	0	0	0	0	0	
%	100	94.05	3.96	1.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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-15	#	132	4	7	0	0	0	0	0	0	0	0	0	0
	%	100	3.03	5.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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
SQ	#	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 -- Temporary Employees -- FY 2009

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	#	428	428	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- LE -- Temporary Employees -- FY 2009

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 -- Temporary Employees -- FY 2009

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 -- Temporary Employees -- FY 2009

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

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

This table is for All Agencies -- SV, SW -- Temporary Employees -- FY 2009

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	#	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
SV-C	#	20	19	0	1	0	0	0	0	0	0	0	0	0
	%	100	95.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	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
SV-E	#	8	7	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 -- Temporary Employees -- FY 2009

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	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
SV-F	#	54	3	1	1	0	0	0	0	0	0	0	1	0
	%	100	5.55	1.85	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.85	0.00
SV-G	#	35	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	2.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	#	28	1	3	0	0	0	0	0	0	0	0	0	0
	%	100	3.57	10.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-I	#	34	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-J	#	43	1	1	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 -- Temporary Employees -- FY 2009

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	95.34	2.32	2.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-K	#	13	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
SV-L	#	3	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
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 -- Temporary Employees -- FY 2009

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

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

This table is for All Agencies -- AD -- Temporary Employees -- FY 2009

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	#	9189	8284	161	744	37	1	8	2	6	1	4	0	11	4
	%	100	90.15	1.75	8.09	0.40	0.01	0.08	0.02	0.06	0.01	0.04	0.00	0.11	0.04

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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	#	53	40	6	7	0	0	0	0	0	0	0	0	0
	%	0.79	0.65	2.91	1.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL-02	#	135	117	13	5	0	0	0	0	0	0	0	0	
	%	2.02	1.92	6.31	1.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL-03	#	202	177	11	14	3	0	1	0	0	1	1	0	0
	%	3.02	2.91	5.33	3.47	6.12	0.00	12.50	0.00	0.00	50.00	20.00	0.00	0.00

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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-04	#	484	455	14	15	2	1	0	0	1	0	0	0	0	0
	%	7.24	7.49	6.79	3.72	4.08	16.66	0.00	0.00	9.09	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL-05	#	273	240	5	28	10	0	2	0	3	1	0	3	1	0
	%	4.08	3.95	2.42	6.94	20.40	0.00	25.00	0.00	27.27	50.00	0.00	50.00	10.00	-
GS/GG/GH/GM/GL-06	#	84	77	2	5	0	0	0	0	0	0	0	0	0	0
	%	1.25	1.26	0.97	1.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL-07	#	633	575	4	54	14	4	0	0	3	0	2	3	2	0
	%	9.48	9.47	1.94	13.39	28.57	66.66	0.00	0.00	27.27	0.00	40.00	50.00	20.00	-

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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-08	#	27	23	0	4	0	0	0	0	0	0	0	0	0	0
	%	0.40	0.37	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL-09	#	1691	1558	27	106	12	0	3	0	1	0	2	0	6	0
	%	25.32	25.67	13.10	26.30	24.48	0.00	37.50	0.00	9.09	0.00	40.00	0.00	60.00	-
GS/GG/GH/GM/GL-10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL-11	#	966	900	20	46	2	1	0	0	1	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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
%	14.46	14.83	9.70	11.41	4.08	16.66	0.00	0.00	9.09	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL- #	1267	1141	56	70	3	0	0	1	2	0	0	0	0	0
%	18.97	18.80	27.18	17.36	6.12	0.00	0.00	100	18.18	0.00	0.00	0.00	0.00	-
GS/GG/GH/GM/GL- #	526	452	36	38	3	0	2	0	0	0	0	0	1	0
%	7.87	7.45	17.47	9.42	6.12	0.00	25.00	0.00	0.00	0.00	0.00	0.00	10.00	-
GS/GG/GH/GM/GL- #	202	190	8	4	0	0	0	0	0	0	0	0	0	0
%	3.02	3.13	3.88	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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-15	#	132	4	7	0	0	0	0	0	0	0	0	0	0
	%	1.97	1.99	1.94	1.73	0.00	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	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

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

This table is for All Agencies -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

** Data excludes the "EX" pay plan

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
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	-
TOTAL	#	6676	6067	206	403	49	6	8	1	11	2	5	6	10
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- LE -- Temporary Employees -- FY 2009

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	#	428	428	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	-	-	-	-	-	-	-	-	-	-	-
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	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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 -- Temporary Employees -- FY 2009

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	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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 -- Temporary Employees -- FY 2009

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

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

This table is for All Agencies -- LE -- Temporary Employees -- FY 2009

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	#	428	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

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

This table is for All Agencies -- SV, SW -- Temporary Employees -- FY 2009

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	-
SV-B	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	3.48	3.70	0.00	0.00	-	-	-	-	-	-	-	0.00	-
SV-C	#	20	19	0	1	0	0	0	0	0	0	0	0	0
	%	7.75	7.81	0.00	12.50	-	-	-	-	-	-	-	0.00	-
SV-D	#	11	11	0	0	0	0	0	0	0	0	0	0	0
	%	4.26	4.52	0.00	0.00	-	-	-	-	-	-	-	0.00	-
SV-E	#	8	7	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 -- Temporary Employees -- FY 2009

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
%	3.10	2.88	0.00	12.50	0.00	-	-	-	-	-	-	-	0.00	-
SV-F	#	54	3	1	1	0	0	0	0	0	0	0	1	0
	%	20.93	42.85	12.50	100	-	-	-	-	-	-	-	100	-
SV-G	#	35	0	1	0	0	0	0	0	0	0	0	0	0
	%	13.56	0.00	12.50	0.00	-	-	-	-	-	-	-	0.00	-
SV-H	#	28	1	3	0	0	0	0	0	0	0	0	0	0
	%	10.85	14.28	37.50	0.00	-	-	-	-	-	-	-	0.00	-
SV-I	#	34	2	0	0	0	0	0	0	0	0	0	0	0
	%	13.17	28.57	0.00	0.00	-	-	-	-	-	-	-	0.00	-
SV-J	#	43	1	1	0	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 -- Temporary Employees -- FY 2009

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
%	16.66	16.87	14.28	12.50	0.00	-	-	-	-	-	-	-	0.00	-
SV-K	#	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.03	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
SV-L	#	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.16	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	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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 -- Temporary Employees -- FY 2009

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	#	258	243	7	8	1	0	0	0	0	0	0	1	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- AD -- Temporary Employees -- FY 2009

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	#	9189	8284	161	744	37	1	8	2	6	1	4	0	11	4
	%	100	100	100	100	100	100	100	100	100	100	100	-	100	100
TOTAL	#	9189	8284	161	744	37	1	8	2	6	1	4	0	11	4
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Temporary Employees -- FY 2009

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	#	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
Grade-03	#	19	17	1	1	0	0	0	0	0	0	0	0	0
	%	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
Grade-04	#	14	14	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	17	17	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- WD, WG, WL, WN, WS, XP -- Temporary Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	10	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	5	4	0	1	1	0	0	0	0	0	0	1	0
	%	100	80.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
Grade-08	#	38	35	1	2	0	0	0	0	0	0	0	0	0
	%	100	92.10	2.63	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	7	6	0	1	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-10	#	28	23	1	4	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, WN, WS, XP -- Temporary Employees -- FY 2009

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	82.14	3.57	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	3	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, WN, WS, XP -- Temporary Employees -- FY 2009

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Wage Grades	#	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, WN, WS, XP -- Temporary Employees -- FY 2009

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	0.00	-	-	-	-	-	-	-	0.00	-
Grade-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.69	0.76	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-03	#	19	17	1	1	0	0	0	0	0	0	0	0	0
	%	13.28	12.97	33.33	11.11	0.00	-	-	-	-	-	-	0.00	-
Grade-04	#	14	14	0	0	0	0	0	0	0	0	0	0	0
	%	9.79	10.68	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
Grade-05	#	17	17	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, WN, WS, XP -- Temporary Employees -- FY 2009

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
%	11.88	12.97	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-06	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	6.99	7.63	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
Grade-07	#	5	4	0	1	1	0	0	0	0	0	0	1	0
	%	3.49	3.05	0.00	11.11	100	-	-	-	-	-	-	100	-
Grade-08	#	38	35	1	2	0	0	0	0	0	0	0	0	0
	%	26.57	26.71	33.33	22.22	0.00	-	-	-	-	-	-	0.00	-
Grade-09	#	7	6	0	1	0	0	0	0	0	0	0	0	0
	%	4.89	4.58	0.00	11.11	0.00	-	-	-	-	-	-	0.00	-
Grade-10	#	28	23	1	4	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, WN, WS, XP -- Temporary Employees -- FY 2009

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
%	19.58	17.55	33.33	44.44	0.00	-	-	-	-	-	-	-	0.00	-
Grade-11	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	2.09	2.29	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
Grade-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.69	0.76	0.00	0.00	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	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	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, WN, WS, XP -- Temporary Employees -- FY 2009

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
%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
TOTAL	#	143	131	3	9	1	0	0	0	0	0	0	1	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

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

This table is for All Agencies -- Temporary Employees -- FY 2009

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	#	98	78	14	6	0	0	0	0	0	0	0	0	0
	%	100	79.59	14.28	6.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0083 - Police	#	428	428	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	20	18	0	2	0	0	0	0	0	0	0	0	0
	%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0801 - GENERAL ENGINEERING	#	14	13	0	1	0	0	0	0	0	0	0	0	0
	%	100	92.85	0.00	7.14	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 -- Temporary Employees -- FY 2009

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	#	10	8	0	2	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
0803 - SAFETY ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0804 - FIRE PROTECTION ENGINEERING	#	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
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 -- Temporary Employees -- FY 2009

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	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
0809 - # CONSTRUCTION CONTROL	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 -- Temporary Employees -- FY 2009

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	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	88.88	0.00	11.11	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0818 - ENGINEERING DRAFTING	#	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for All Agencies -- Temporary Employees -- FY 2009

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0830 - MECHANICAL ENGINEERING	#	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
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL 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 -- Temporary Employees -- FY 2009

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - ELECTRONICS ENGINEERING	#	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
0856 - ELECTRONICS TECHNICIAN	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	88.88	0.00	11.11	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 -- Temporary Employees -- FY 2009

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 -- Temporary Employees -- FY 2009

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 -- Temporary Employees -- FY 2009

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 -- Temporary Employees -- FY 2009

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	#	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
0905 - General Attorneys	#	41	37	1	3	1	0	0	0	1	0	0	0	0
	%	100	90.24	2.43	7.31	2.43	0.00	0.00	0.00	2.43	0.00	0.00	0.00	0.00
1102 - Contract Specialists	#	54	47	2	5	0	0	0	0	0	0	0	0	0
	%	100	87.03	3.70	9.25	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 -- Temporary Employees -- FY 2009

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	#	589	496	57	36	0	0	0	0	0	0	0	0	0
	%	100	84.21	9.67	6.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1802 - Transportation Security Officers	#	74	50	0	24	14	4	1	0	3	0	2	3	1
	%	100	67.56	0.00	32.43	18.91	5.40	1.35	0.00	4.05	0.00	2.70	4.05	1.35
1811 - Criminal Investigators	#	812	809	0	3	0	0	0	0	0	0	0	0	0
	%	100	99.63	0.00	0.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - Customs and Border Protection Officers	#	23	23	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 -- Temporary Employees -- FY 2009

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
2210 - Information Technology Specialists	#	240	220	6	14	1	0	0	1	0	0	0	0	0
	%	100	91.66	2.50	5.83	0.41	0.00	0.00	0.41	0.00	0.00	0.00	0.00	0.00
TOTAL	#	2432	2254	80	98	16	4	1	1	4	0	2	3	1