

U.S. Department of Homeland Security

**MD 715
EEO Program Status Report
FY 2008**

Prepared by the Office for Civil Rights and Civil Liberties

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Parts A through D

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2007 to September 30, 2008					
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. 161,592
	2. Enter total number of temporary employees				2. 16,892
	3. Enter total number employees paid from non-appropriated funds				3. 1,387
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				4. 179,871
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. Timothy J. Keefer Acting Officer for Civil Rights and Civil Liberties		
	3. Principal EEO Director/Official Official Title/series/grade		3. Stephen T. Shih Deputy Officer for EEO Programs, ES-260		
	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				

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

Part E

Executive Summary

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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<i>U.S. Department of Homeland Security</i>	For period covering October 1, 2007 to September 30, 2008
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EXECUTIVE SUMMARY

[Introduction](#)

[Agency Mission](#)

The U.S. Department of Homeland Security (DHS) became the Nation’s 15th and newest Cabinet Department six years ago, consolidating numerous programs and agencies from across the Federal Government into one unified organization with an overriding and urgent mission: to secure the American Homeland and protect the American people. Janet Napolitano has served as the third Secretary of the Department since January 21, 2009. The DHS mission statement: *We will lead the unified national effort to secure America. We will prevent and deter terrorist attacks and protect against and respond to threats and hazards to the nation. We will ensure safe and secure borders, welcome lawful immigrants and visitors, and promote the free-flow of commerce.*

The following major offices/directorates/components currently constitute DHS:

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

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

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

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

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

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

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

The ***Office of the Secretary*** oversees activities with other federal, state, local, and private entities as part of a collaborative effort to strengthen our borders, provide for intelligence analysis and infrastructure protection, improve the use of science and technology to counter weapons of mass destruction, and to create a comprehensive response and recovery system.

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

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

The ***U.S. Customs and Border Protection (CBP)*** is responsible for protecting our nation's borders in order to prevent terrorists and terrorist weapons from entering the United States, while facilitating travel and trade and enforcing the nation's drug laws.

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

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

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

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

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

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

telecommunications infrastructure.

CRCL Mission

The Office for Civil Rights and Civil Liberties (CRCL) falls within the Office of the Secretary and provides legal and policy advice to Department leadership on civil rights and civil liberties issues. The Officer for CRCL, by statute, reports directly to the Secretary. At this level, the Officer is able to assist senior leadership in shaping policy in ways that protect, rather than diminish, the personal liberties of all persons protected by our laws. In accordance with 6 U.S.C. § 345 and 42 U.S.C. § 2000ee-1, the mission of the CRCL is to assist the dedicated men and women of this Department to secure the nation while preserving our freedoms and our way of life. CRCL assists our colleagues in four ways:

1. We help the Department to shape policy in ways that are mindful of civil rights and civil liberties by providing proactive advice, evaluation and review of a wide range of technical, legal and policy issues;
2. We investigate and resolve complaints filed by the public regarding Departmental policies or actions taken by Departmental personnel;
3. We provide leadership to the Department's equal employment opportunity programs, seeking to make this Department the model federal agency; and
4. We are engaged with the public regarding these issues.

CRCL provides Departmental guidance and standards for establishing and maintaining effective programs for diversity management and EEO, as required under both Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000(e) *et seq.*, and Section 501 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 *et seq.* To meet this objective, the Deputy Officer for EEO Programs and staff develop program plans, monitor implementation, and submit annual progress reports to the Office of Personnel Management (OPM), the White House Initiatives Offices, the Equal Employment Opportunity Commission (EEOC), and other appropriate agencies for the following program elements:

- Management Directive (MD) 715 EEO Program Status Report;
- Historically Black Colleges and Universities (HBCU) Initiative;
- Tribal Colleges and Universities (TCU) Initiative;
- Federal Equal Employment Opportunity Recruitment;
- Hispanic Employment;
- Veterans with Disabilities;
- President's Management Agenda Score Card;
- Reasonable Accommodations;
- EEO Program Evaluations; and
- Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act).

CRCL FY 2008 Accomplishments

FY 2008 was a transitional period for the EEO Programs Office staff. Three career senior managers retired in FY 2008 including the previous Deputy Officer for EEO Programs. Mr. Stephen T. Shih, a member of the Senior Executive Service (SES), came onboard as Deputy Officer for EEO Programs on August 18, 2008. Previously, Mr. Shih served as EEO Director of OPM and Supervisory Administrative Judge at EEOC's Washington Field Office. Mr. Shih reports directly to the Officer for CRCL. Also this fiscal year, a Delegation of Authority (DHS Delegation 19002) was issued by the Secretary, delegating to the Officer for CRCL authority to fully integrate the Department's civil rights, civil liberties, and EEO functions. In support of DHS Delegation 19002, 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 and are pending review with the Office of General Counsel at the close of FY 2008.

In addition, CRCL was called upon on a number of occasions to provide Congressional testimony on EEO and Diversity matters. Below is a synopsis of such meetings and other high-level Diversity initiatives in FY 2008:

- 10/10/2007: Marta Perez, Chief Human Capital Officer (CHCO), CRCL, and Vernon Parker Associates consultant group met with the Honorable Bennie Thompson, Chairman, House Committee on Homeland Security on Diversity issues, plans, and actions.
- 10/16/2007: DHS Secretary Michael Chertoff issues memo on "Workforce Diversity at DHS" to component heads.
- 10/23/2007: DHS participates in Wall Street Journal Executive Diversity Career Fair.
- 11/13/2007: CHCO testified on DHS hiring of veterans and Disabled veterans before the House Homeland Security Subcommittee on Management, Investigations and Oversight.
- 1/10/2008: Management Council assumes de facto role as DHS Diversity Council.
- 3/06/2008: Diversity Council Charter Approved.
- 4/03/2008: Bray Barnes, Acting CHCO, submits Congressional Hearing testimony and CRCL Deputy Officer is available for questions.
- 4/16/2008: CRCL Deputy Officer and CHCO meeting with Chairman Thompson.
- 5/21/2008: Elaine Duke, DHS Undersecretary for Management, testifies before House Committee on Homeland Security.
- 8/18/2008: Stephen Shih, New Deputy Officer, EEO, reports to DHS.
- 9/8/2008: Daniel Sutherland, Officer, introduces Stephen Shih, Deputy Officer, EEO, to Chairman Thompson's staff.

DHS continued to make progress toward building a model EEO Program during FY 2008. The Department had a number of notable EEO achievements for FY 2008 such as the following: 1) commitment to hiring people with disabilities and disabled veterans; 2) training; 3) processing final actions for complaints of employment discrimination effectively; 4) engagement with American Arab, Muslim, Sikh, South Asian and other ethnic and religious communities; and 5) implementing

accommodation. The items below provide a short synopsis of these noteworthy accomplishments. The discussion following these achievements provides a synopsis of the six essential elements for a model EEO Program, and the agency workforce analysis.

★ Commitment to Hiring People with Disabilities and Disabled Veterans

DHS significantly expanded opportunities for an underutilized American resource – individuals with disabilities. DHS excels in continuing to increase participation of individuals with disabilities at the highest levels. In FY 2008 the DHS 3.7% participation rate of employees with disabilities at the SES level, in fact, *exceeded* the Government-wide participation rate of 3.52% at the SES level. Three DHS components, USCG, ICE, and DHS Headquarters (HQ), also distinguished themselves at the SES level with a participation rate for employees with disabilities of 7.69%, 7.27%, and 6.25%, respectively. The Secret Service reported its first employee with a disability at the SES level. FEMA reported the only DHS SES employee with a targeted disability. Further, CIS, FEMA and CBP all increased participation rates at the GS-13, GS-14 and GS-15 levels, while DHS HQ increased participation rates at the GS-15.

People with disabilities comprised 9.1% of the FLETC workforce, the highest participation rate of DHS' nine major operating component – an impressive accomplishment for the nation's premier law enforcement training center. ICE, CBP, CIS, and TSA increased their hiring of individuals with disabilities, while CIS, USSS, TSA, and USCG increased hiring of individuals with targeted disabilities.

In FY 2008, DHS participated in 81 recruiting and outreach events for disabled veterans. As a result, DHS hired 860 disabled veterans, 442 of whom were “30 percent or more” disabled veterans. Four of nine DHS components met or exceeded the Federal government-wide average (6.1%) for new hires of disabled veterans.

DHS remains among the most active participants in Department of Defense (DOD) Operation Warfighter Program (OWF), with components hosting a total of 48 service members, nine of whom were permanent hires since the program began in FY 2005. DHS also assists wounded service members in their search for detail assignments and employment opportunities outside Washington, DC. For example, when an OWF participant placed with the Federal Air Marshal Service (FAM) in Washington, DC became eligible to receive his outpatient care close to his home in western Pennsylvania, FAM retained him in their Pittsburgh field office. He reported to DOD “I think it's a great opportunity for the wounded warriors coming back.”

DHS HQ created a one-stop webpage for veterans, including disabled veterans seeking jobs in DHS. This site experienced 33,303 hits in the first six months, and contained information on the application process, job openings, as well as a converter tool to compare military jobs to civilians one and an e-mail box for one-on-one assistance. Department officials spoke to over 300 veterans at DHS' first Career fair. Future plans include establishing a DHS Veterans Speakers Cadre, composed of veterans currently employed by DHS to speak to veterans individually, in groups, and at job fairs.

In FY 2008, DHS components reported hiring a record high of 193 interns with disabilities. DHS hired these interns from a variety of sources, including 16 from the Workforce Recruitment Program (WRP) for College Students with Disabilities and six of ten of the available Microsoft Foundation-American Association of People with Disabilities (AAPD) Federal I.T. Scholars. DHS Components provided disability awareness and hiring training to 11,777 managers and supervisors in FY 2008.

During FY 2008, DHS also significantly increased participation in the DOD's Computer Electronic Accommodation Program (CAP). Specifically, DHS employees requested 350 products and services from CAP, saving DHS a total of \$157,425—an increase of 93.4% in the number of products and services. Note that DHS' requests accounted for 11.7% of all non-DOD CAP products and services in FY 2008.

★ Training

CRCL developed a new training product this year as part of its Civil Liberties Institute called "The Employment of People with Disabilities: A Roadmap to Success." This on-line training for DHS hiring managers was completed in FY 2008. Then Secretary Chertoff sought to "renew and strengthen [our] effort to integrate persons with disabilities and their talents into the homeland security effort." CRCL was tasked with taking the lead for the Department in this area. This new course provides a key resource for DHS managers seeking to increase employment of people with disabilities. CRCL developed a targeted marketing plan that extended beyond the primary target audience at DHS and reached out across the Federal Government via contacts with the Federal Disability Workforce Consortium. As a result of this outreach, CRCL is now working with three external organizations to adapt the course for their use.

On October 11, 2007, CRCL EEO staff offered the Department's first White House Initiatives training on TCUs (WHITCU). For the first time, representatives from eight TCUs, including three Presidents and one WHITCU Board Member, joined the WHITCU Executive Director and her staff, along with over 30 DHS officials from throughout DHS. Key areas for further action/cooperation between DHS and TCUs were identified and captured in a document. Once it is finalized, this important document will identify activities and programs that will enable TCUs to fully participate in and benefit from DHS programs, and further demonstrate DHS commitment to the principles and mandates of Executive Order 13270 on Tribal Colleges and Universities

CRCL hosted a two-hour training session for 20 DHS Disability Program Managers and others on "Accommodating Employees with Psychiatric Disabilities." The program featured EEOC attorneys providing an overview of this important issue area, and sharing their internal process for providing accommodations to employees.

In collaboration with DHS components, HQ EEO sponsored the second annual Department of Homeland Security Equal Employment Opportunity Office - Federally Employed Women's (FEW) Pre-Conference – "DHS & You: A Partnership for Your Future" and the DHS EEO Women's Leadership Forum – "Pathways to Leadership".

DHS co-sponsored and participated in the first Federal Hispanic Career Advancement Summit, a one-day series of career enhancement presentations and workshops designed to provide participants with management insights, skills training, and other career opportunities. The summit also included an executive coaching session for 40 GS-15 participants. DHS Executive Director of Human Capital Operations and Service was recognized for his valuable contributions as a member of the planning committee and vital role he played during in providing individual coaching to GS-15 employees from various Federal departments and agencies. The summit included more than 30 Federal departments and agencies and had more than 600 participants.

As part of *Civil Liberties Institute New Training Products and Outreach*, CRCL also disseminated the remaining core training products to DHS personnel, other Federal agencies:

- Introduction to Arab American and Muslim American Cultures for DHS Personnel. This hour-long training DVD provides insights from four national and international experts on issues of concern to Arab American and Muslim American communities. It is designed for DHS personnel who interact with Arab Americans, and people from the Arab world, and Muslim Americans, and people from the Muslim world.
- Guidance Regarding the Use of Race for Law Enforcement Officers. This CD-ROM provides basic training on the Department of Justice (DOJ) racial profiling guidance, which is binding on all federal law enforcement officials.
- CBP Supervisory Communications: Supporting the Cornerstone of Professionalism. This interactive CD-ROM-based training, designed in cooperation with CBP's Office of Training and Development, is targeted to all CBP managers and supervisors with an emphasis on the basic elements of professionalism, integrity and communications with employees. A number of video scenarios help equip managers to earn respect from their employees by effectively demonstrating personal accountability, positive communications skills, coaching, teamwork, conflict resolution and stress management.
- TSA Screener Training on Travelers with Disabilities. With CRCL support, TSA developed several initiatives to enhance the screening of people with disabilities, including: (1) an in-depth training video; and (2) a pocket-sized reference card.
- Educational Posters. CRCL disseminates posters that provide guidance to DHS personnel on how to screen and, if necessary, search individuals in the course of their duties.

★ Effectively Processing Complaints of Employment Discrimination

In FY 2008, DHS CRCL received a total of 920 requests for Final Actions (FAs) and issued 766 Decisions. As of September 30, 2008, the inventory of FAs consisted of 574 cases. In addition, CRCL converted contractor Final Agency Decision (FAD) analyst positions to federal full-time equivalents. CRCL filled all positions (eight) by September 30, 2008. CRCL also began to institute the following strategies to improve FAD writing/issuances: streamline review process to expedite issuance of FADs; train analysts in more effective analysis and writing techniques; cross train analysts to prepare various types of FAs to more effectively share workload; adjust performance metric regarding FAD production volume; attempt to secure funding for contracting solution to FAD inventory elimination.

★ Engagement with American Arab, Muslim, Sikh, South Asian, and Other Ethnic and Religious Communities

CRCL continued to build strategic partnerships with the American Arab, Muslim, Sikh, South Asian and other ethnic and religious communities during FY 2008. Following the language of 6 U.S.C. §345, CRCL plays a leading role in providing information to the public, and in engaging with communities that are most directly affected by counterterrorism efforts. This includes the American Arab, Muslim, Sikh, and South Asian communities, whose concerns range from civil rights matters to travel issues to the Federal government's post 9/11 investigative and prosecutorial activities. While CRCL has several goals for this engagement, one important element has been to capitalize on its outreach efforts to strengthen the diversity of the DHS workforce. The goal here is straightforward—in order to fulfill its mission and serve a diverse American public, DHS needs to increase the number of employees with specialized language skills and cultural competencies.

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

This engagement resulted in a number of important policy developments, such as the National Security Internship. This program brought Arabic speaking students into internships in DHS and the Federal Bureau of Investigation (FBI) intelligence offices. In FY 2008, CRCL successfully continued the National Security Internship program in partnership with the FBI. The National Security Internship is an intensive nine-week, full immersion summer program that combines Arabic language, Homeland Security, Intelligence and Area Studies, and on-the-job-training experience at DHS or FBI Headquarters. The goal of the National Security Internship program is to create a direct career path for DHS and FBI to some of America's best and brightest undergraduate and graduate college students who speak or are studying Arabic. The National Security Internship is open to qualified applicants who are able to meet the requirements to be granted a Top-Secret clearance. The objectives of this program are not to develop a cadre of translators, but rather to build a national security workforce of individuals who possess a higher degree of cultural competency. For additional information, please visit www.nationalsecurityinternship.com.

Also, CRCL has implemented a new MD 715 FY 2008 Initiative on the Employment of Arabs, Muslims, Sikhs, and South Asians. Three days after September 11th, when feelings were still raw, EEOC Chair Dominguez made a strong public statement to promote tolerance and guard against workplace discrimination. Chair Dominguez said that we must not “allow our anger about . . . [these] heinous events . . . to be misdirected against innocent individuals because of their religion, ethnicity, or country of origin” (Statement of Carol Miaskoff, Assistant Legal Counsel for Coordination, Office of Legal Counsel, EEOC, during EEOC Commissioners Meeting Open Session held on December 11, 2001). The Chair encouraged employers to call attention to their anti-discrimination and harassment policies, and to do everything within their power to prevent the

singling-out of Middle Eastern employees. CRCL has begun to review complaint filings by Arab, Muslim, South-Asian, and Sikh employees to identify any potential barriers.

★Implementing and Enforcing the Provisions of Section 508 of the Rehabilitation Act

The Officer for CRCL and the DHS Chief Information Officer (CIO) continue to work together on the implementation and enforcement of Section 508¹ throughout the Department. CRCL and CIO established a Department-wide Section 508 program in 2005, run by the Office on Accessible Systems & Technology (OAST). This year, OAST achieved notable successes, including the following:

- In a joint CRCL and DHS CIO effort, the OAST processed 1081 Helpdesk requests to assist DHS employees in accessibility and other accommodation needs. The DHS Accessibility Help Desk serves as a single point of contact for accessibility needs including: assistive technology; needs assessments; training to improve the usability and accessibility of electronic documents; websites; IT systems and applications; e-learning; multimedia; and technical support.
- In FY 2008, OAST launched the Coordinators Activity Reporting Tool (CART) which was distributed to all component Section 508 Coordinators. Submitted information includes the number of trainings provided, acquisitions reviews below \$2.5 million, software applications and COTS/GOTS reviewed, outreach efforts and technical assistance provided. This information is then compiled to reflect the overall progress that DHS is making towards Section 508 compliance.
- OAST personnel assisted DHS employees from various components in reviewing and remediating 266 document files including simple forms, memoranda, handbooks, manuals, budget and training related documents and reports. OAST continues to encourage participation in training to increase proficiency in creating accessible documents department-wide.
- OAST personnel successfully trained a total of 832 employees from numerous DHS components, including Classroom/One-On-One/Hands-on to 550 employees and Online Training to 282 employees.
- OAST also developed the following trainings during FY 2008: (1) Introduction to Accessible Multimedia; (2) Software/Web Testing Process and Tool; (3) Section 508 Web Standards and Compliant Online training went live on DHScovery; (4) Web Accessibility Testing training will launch on October 30; and (5) Disability Awareness Training to better educate the DHS IT Helpdesk in assisting personnel with disabilities.
- The OAST Web Accessibility and Remediation Program (WARP) is responsible for evaluating the accessibility of Websites DHS-wide. OAST established a baseline measure in the second half of FY 2007 and since that time OAST has evaluated all known DHS and component Web sites quarterly. DHS Web sites have improved accessibility by 35% overall since the inception of this program and 21% in fiscal year 2008. Five components measure 100% accessible—ICE, NPPD, S&T, USCIS, and USSS.

¹ Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d), as amended by the Workforce Investment Act of 1998 (P.L. 105-220), August 7, 1998.

Essential Elements of a Model EEO Program

As previously noted, each of the accomplishments discussed above were in support of the Department's efforts to build a model EEO Program. EEOC's MD 715 provides six essential elements for Federal agencies to use in assessing their progress towards achieving this objective. DHS began FY 2008 with twelve outstanding planned activities required to achieve the objectives for correcting EEO program deficiencies identified in five of the six essential elements. By the end of the reporting period, DHS had completed four of the twelve planned activities. No new program deficiencies were identified from the components' annual assessment of their EEO Program. A summary of the Department's progress/status in each of the six essential elements follows.

Essential Element A – Demonstrated Commitment from Agency Leadership

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

Nearly all components reported that they had met the measures in this essential element meaning that annual EEO policy statements had been issued; managers and supervisors had been evaluated on their commitment to EEO policies and principles; employees had been informed about inappropriate behaviors; and reasonable accommodation procedures for people with disabilities had been made accessible/available to employees through various methods.

Other noteworthy DHS accomplishments for this essential element include:

★ *CBP* – The component promoted four Hispanics into the ranks of the SES in FY 2008.

★ *CIS* – The component sent eight African American executives to HBCUs as visiting professors, via the black Executive Exchange Program, where they participated on lectures on immigration law.

CIS established an educational partnership with Howard University, an HBCU, which resulted in a new internship program. The partnership focuses on educating students in the area of immigration law. The Director of CIS personally conferred with the Dean of Howard University Law School to discuss this project.

The CIS Assistant Secretary issued a copy of the "Cooperation with the EEO Process" memorandum to facilitate expedited resources to EEO investigations.

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

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

Most of the measures in this element were reported as in place by the majority of components for FY 2008. At most components, the EEO Director reported directly to the component head.

In conjunction with one of the Secretary’s strategic priorities for FY 2007—to strengthen and unify DHS operations and maintenance—and efforts to institutionalize the organization of the Department’s EEO and Civil Rights Programs, the Secretary in FY 2008 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.

Other noteworthy DHS accomplishments for this essential element include:

★**CIS** – On April 1, 2008, CIS stood up its Complaints Resolution Division, which included five federal employees. Previously, EEO complaints filed by CIS employees were handled by ICE’s EEO Office. The component also established its own ADR program. Since April 1, 2008, ADR has been offered to all informal counselees and been successful in resolving 33% of all informal cases that requested mediation.

The component had 95% of its employees complete the No FEAR Act training and 33% of its employees complete reasonable accommodation training.

★**ICE** – ICE continued to organizationally house the recruitment function within the Office of EEO. A unit chief was selected to oversee the new Recruitment and Outreach Branch and serve as the primary point of contact for all recruitment activities. The new unit chief will continue to work with Human Capital and sub-components to identify barriers and create proactive recruitment strategies to increase participation rates of under-represented groups.

★**USSS** – The EEO Director became a member of the agency’s Executive Resource Board. Over 93% of the USSS workforce completed a computer-based EEO training course.

Essential Element C – Management and Program Accountability

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

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

Other noteworthy DHS accomplishments for this essential element include:

★*TSA* – There are specific metrics articulated in the performance standards of the Assistant Administrator for the Office of Special Counselor and the Director of the Office of Civil Rights & Liberties to ensure consistent accountability for compliance with all EEOC orders and directives.

Essential Element D – Proactive Prevention

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

Again, DHS components reported that they met the measures for compliance with this essential element. It is worth noting, however, that this element has been the most challenging for the Department. Most components are still in the early stages of conducting a barrier analysis. At the Departmental level, CRCL just completed the first DHS-wide barrier analysis project in FY 2007. Action plans resulting from this project are located at the beginning of the Part H and Part I tabbed sections of this report. Exacerbating the challenges of conducting a successful barrier analysis was the absence of a Department-wide applicant flow process to adequately assess our recruitment and hiring activities. We expect some progress in this area in FY 2009 as the CHCO has begun a phased implementation of its enterprise e-Recruitment system that will provide the platform for the applicant flow tool. We also expected to develop MD 715 workforce tables A/B-7, 9, 11, and 12 in conjunction with the phased implementation of DHS Headquarters on the e-Recruitment system.

However, CRCL was able to make progress in collecting data for Tables A/B-10, data on the number of employees eligible for career-ladder promotions. This data was previously unavailable as it was contained in optional fields in the National Finance Center payroll system. This issue was resolved, and the FY 2008 MD 715 Report contains tables on A/B-10, non-competitive promotions.

FALCON, the Department's MD 715 workforce analysis database, is currently deployed but is inadequate to meet its purpose and scope. Specifically, the database lacks the ability to capture real-time workforce data and numerical assessments of EEO groups by total workforce distribution, permanent and temporary workforce participation rates, applicant flow, and selection and separation rates. Toward the end of FY 2008, DHS contacted CIO's Business Services Office and submitted a New Business Requirements proposal to find alternatives to FALCON. DHS also began to do primary market research and attended a demonstration of the Department of Veteran Affairs' Veterans Health Administration (VHA) Support Service Center (VSSC) workforce analysis tools. In FY 2009, CRCL plans to attend on having a demonstration of Micropact's Eversity as part of DHS' market research and benchmarking process.

Other noteworthy DHS accomplishments for this essential element include:

★ **CBP** – The component increased employee participation in special emphasis program (SEP) management as over 2,300 employees attended SEP meetings to discuss affirmative employment issues, compared to 1,724 in FY 2007. CBP also increased its affirmative outreach activities by an astounding 2,059% with 38,654 public contacts, compared to 1,790 public contacts in the prior FY.

★ **CIS** – The component reported a total of 433 reasonable accommodation requests. CIS granted 98% of those requests.

★ **FLETC** – The component established a Future Leader's Program (FLP) and began training selected non-supervisory employees at the GS-12 and GS-13 level to prepare individuals for future supervisory and leadership employment opportunities. The FLP is a succession planning tool for the organization composed of demographically-diverse participants.

The FLETC EEO Officer serves as a local member of the Brunswick Mayor's Committee on Services for the Disabled.

★ **DHS HQ** – The HQ EEO Director participated as moderator for the first Women's Leadership Forum and conducted a DHS Forum at the Federal Employed Women's (FEW) National Training Program conference.

HQ has been a strong supporter of DOD's Operation Warfighter Program, hosting wounded service members on details throughout the fiscal year and aggressively hiring them. This continued active participation in hiring veterans with disabilities is reflected in the increasing rate of employment of disabled veterans, with a +27 % change from FY 2007 to FY 2008.

Progress has been made in addressing accessibility accommodations on a case-by-case basis

with the assistance of HQ Administrative Services. Three buildings in the NAC facility were upgraded to comply with accessibility standards.

★*ICE* – The component continued to enhance its College Relations Program (CRP) to target low participation groups. The CRP is designed to create, promote, and sustain long-term relations between ICE and Minority Serving Institutions (MSIs).

The component participated in over 30 national, state, and local events that targeted veterans and individuals with disabilities, sponsored 12 high school students for Disability Mentoring Day, and established a partnership with the West Point Wounded Warrior Mentor Program as an avenue for recruiting veterans.

ICE also conducted On-the-Spot hiring initiatives at recruitment events sponsored by DOD, Corporate Gray, and the Hiring Heroes career fair. The Federal Protective Services participated in 12 military recruiting events which resulted in the issuance of 32 tentative selection letters. To date, over 70 Veteran Recruitment Appointment (VRA) eligible veterans have been hired as a result of this initiative.

ICE bolstered its Federal Women's Program by creating a Women's Outreach Program to increase participation of women in their Mission Critical Occupations. This long-term strategy is intended to build collaborative partnerships with women's colleges and universities and other identified Institutions of Higher Education.

★*TSA* – During FY 2008, TSA implemented a Diversity Action Plan, and appointed a Diversity Advisory Council as part of its continuing effort to create a model workplace.

★*USCG* – The component held informational training sessions for selecting officials, including information on special hiring authorities, Q&As from EEOC promoting the hiring and advancement of employees with disabilities, information on the interchange agreement with DOD CAP, and brochures promoting the Workforce Recruitment Program (WRP).

USCG completed a "best practice" analysis with Social Security Administration (SSA). The comparison between the agencies showed that SSA has both a higher percentage and much greater number of entry-level positions at the GS-5 through GS-9 levels located throughout the country. The USCG mission and organization calls for a specialized workforce in higher graded positions. However, a new initiative will recruit new Marine Inspector positions at the GS-7 level, including conducting outreach efforts to educational and trade institutions, and HBCUs. This will hopefully provide more entry-level and career ladder opportunities and increase diversity.

USCG EEO Office collaborated with CG-1 to review employee self-identification race and national origin (RNO) codes. This project will continue into FY 2009 with the goal of systematically converting current employee RNO codes to revised OPM codes.

As part of major renovation projects, USCG upgraded 116 buildings in FY 2008 and ensured

they were Section 504-compliant. This exceeded the target compliance goal for FY 2008, and USCG is on track to achieve 98% compliance by the end of FY 2010.

★ *USSS* – The component administered an agency-wide recruitment survey for newly appointed special agents, uniformed division officers, and administrative, professional, and technical support personnel. The compiled data will be used to enhance existing recruitment strategies by preserving the factors that contribute to employee engagement.

In October 2007, USSS established employee working groups for the three major occupations—special agents, uniformed division officers, and administrative, professional, and technical personnel—to examine work-life issues affecting the workforce. Human Resources use the information collected by the groups to enhance current programs and policies, including workforce planning, reassignments, training, mentoring, and benefits.

Both the FY 2007 MD 715 Report for the component and the overall workforce distribution is posted on the intranet site for employees to review.

The component chartered a retention evaluation and analysis working group, made of subject-matter experts, such as management and program analysts, organizational psychologists, statisticians, human resource specialists, and EEO officials. The group developed retention initiatives and performance indicators.

Essential Element E - Efficiency

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

Many of the outstanding planned activities applied to this essential element. The planned activities pertained to four program deficiencies—(1) audits of components' efforts to achieve a model EEO Program, (2) timely completion of investigations, (3) completion of Final Agency Decisions within the 60-day timeframe, and (4) timely compliance with decisions by EEOC Administrative Judges.

Late in FY 2008, CRCL began to evaluate EEO EAGLE, the Department's discrimination complaints management and tracking system. Though EEO EAGLE has been live for over three years, it still struggles in terms of its base functionality, process flow, and repeated break-fixes. EEO EAGLE's lackluster reporting capability makes it impossible to access real-time EEO complaint data. In addition, costs for maintaining and enhancing the in-house system have proven to be much higher than anticipated and much higher than a typical commercial of the shelf product. Component end-users, who input the majority of the EEO data, have been dissatisfied with EEO EAGLE's level of performance almost since its inception citing its sluggishness, inconsistent IT and training support, and an interface that is not user-friendly. As part of primary market research, CRCL had a demonstration of Micropact's iComplaints—an enterprise-level, web-based application for managing the EEO Complaint process. Note that FEMA already employs iComplaints.

Per its annual Form 462 Report, DHS has shown marked progress in the timeliness of its EEO investigations. The following table highlights this accomplishment:

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

DHS has shown some progress in the timeliness of its Merit Decisions. The following table shows this progress:

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

Other noteworthy DHS accomplishments for this essential element include:

★***CBP*** – This component completed 212 EEO investigations in an average of 145.3 days as compared with 198 cases in an average of 171.4 days in FY 2007; the Federal average processing time is 176 days. CBP had the second highest number of completed investigations, the second highest percentage of timely completed investigations at an astounding 93.4%, and the lowest average processing timeframe for all DHS.

★***FEMA*** – CRCL issued 12 Merit Decisions to this component with an average processing of 175 days, the best in the Department. FEMA was only one of two DHS components to show a decrease in complaint filings from FY 2007 to FY 2008, dropping from 150 to 148.

★***ICE*** – ICE was only one of two DHS components to show a decrease in complaint filings from FY 2007 to FY 2008, dropping from 169 to 156 or a 7.7% decrease.

★***TSA*** – This component showed marked improvement in timeliness for EEO investigations from FY 2007 to FY 2008. TSA’s average processing days for investigations dropped from 334 days to 230 days in that time period; the percentage of timely completed investigations

increased from 10.3% to 44.8%, respectively. TSA completed the most investigations of any DHS component in FY 2008 with 268 cases.

★**USCG** – USCG had the highest percentage of timely completed investigations with 93.6%. For FY 2008, the component investigated 31 cases in an average of 225 processing days.

★**USSS** – Of all DHS, this component had the fewest complaints filed per capita at .33% or 22 complainants of a workforce of 6,590 employees.

Essential Element F – Responsiveness and Legal Compliance

This element requires that agencies ensure that they are in full compliance with EEOC regulations, orders and other written instructions. DHS components reported full compliance with the measures for this element. CRCL implemented several process improvements to enhance the DHS EEO

Compliance Program—(1) a more proactive approach to the evaluation of component compliance programs with notification to component heads of identified problems, (2) compliance training for all components, (3) the greater use of the EEO Eagle tracking system to better manage cases, and (4) the implementation of relief in a more timely manner. In FY 2008, CRCL reduced its compliance inventory by 22%, dropping from 65 cases to 51 cases. There were no outstanding FY 2006 program deficiencies from this element.

Workforce Analysis—Race/Ethnicity and Sex

A review of FY 2008 workforce data shows mostly positive employment profiles. For FY 2008, DHS has higher participation rates than the Civilian Labor Force (CLF) in its *total workforce* for most EEO groups, Hispanic males and females, White males, African American males and females, Asian males, and American Indian/Alaskan Native males and females. The only under-represented groups for *total workforce* are total females, White females, Asian females, Native Hawaiian/Pacific Islander males and females, and males and females identified as “Two or More/Other Races.”

From FY 2007 to FY 2008, the *total workforce* increased by 11,527 employees, changing from 168,344 to 179,871, respectively (a +6.84% increase). This increase resulted in positive net changes for most of the various employee groups. Positive net changes were realized by total males (+6.82%) and females (+6.88%), Hispanic males (+8.60%) and females (+8.04%), White males (+7.12%) and females (+7.37%), African American males (+3.43%) and females (+4.92%), Asian males (+5.29%) and females (+9.12%), American Indian/Alaskan Native females (+2.35%), and males (+19.78%) and females (+25.92%) identified as “Two or More/Other Races.” The only EEO groups to experience negative net changes were Native Hawaiian/Other Pacific Islander males (-13.90%) and females (-4.76%) and American Indian/Alaskan Native males (-4.48%). This generally denotes a trigger and will be examined in relation with other workforce trends. Many of these groups exceeded the Department’s overall net change of +6.84%, with the exception of African American males and females, Asian males, Native Hawaiian/Other Pacific Islander males and females, and American Indian/Alaskan Native males and females. Note that total males were

only 0.02% lower than the Departmental net change for total workforce.

For FY 2008, DHS has higher participation rates than the CLF in its *permanent workforce* for most EEO groups, including total males, Hispanic males and females, White males, African American males and females, Asian males, and American Indian/Alaskan Native males and females. The only groups that had lower participation rates than the CLF for *permanent workforce* are total females, White females, Asian females, Native Hawaiian/Pacific Islander males and females, and males and females identified as “Two or More/Other Races.”

The *permanent workforce* increased by 13,237 employees, changing from 148,355 in FY 2007 to 161,592 in FY 2008, or a +8.92% change. Positive net changes abounded for each employee group except Native Hawaiian/Other Pacific Islander males (-12.50%) and females (-5.45%). All employee groups exceeded the Department’s overall net increase of 8.92%, except African American males and females, Asian males, Native Hawaiian/Other Pacific Islander males and females, and American Indian/Alaskan Native males. Note that total males were only -0.46% lower than the Departmental net change for permanent workforce as they increased 8.46%.

From FY 2007 to FY 2008, the number of temporary employees decreased by 1,569, changing from 18,461 to 16,892 respectively. Each employee group except males identified as “Two or More/Other Races” experienced a negative change as a result of this decrease in the *temporary workforce*. Lastly, we note the 141-person decrease in the *non-appropriated fund workforce*, which decreased from 1,528 employees in FY 2007 to 1,387 employees in FY 2008.

Other noteworthy DHS employment profiles for EEO groups include:

★**CBP** – The component added 4,811 employees in FY 2008 or an increase of +10.2%. With 51,804 employees in its workforce, CBP is the second largest DHS component.

The net change in representation increased 8.5% for Hispanics and increased 3.5% for African Americans. Hispanics comprise 31.8% of the CBP workforce as opposed to the CLF of 10.7%. CBP employs the highest percentage of Hispanic men in the Department at 27.19%, much higher than the CLF of 6.2%

CBP is on schedule to hire 6,000 new Border Patrol Agents (BPAs) by the end of FY 2009. As part of this hiring initiative, CBP conducted an Organizational Development (OD) study of practices at the Border Patrol Academy, specifically focused on their impact on women. The study included a mechanism for tracking applicants. From FY 2007 to FY 2008, applicants for the BPA position increased from 95,486 to 190,554. The recruitment pool was consistent with, or exceeded, the law enforcement representation within the CLF for all groups, except total women and White men and women.

★**CIS** – This component increased from 8,803 employees in FY 2007 to 9,975 in FY 2008. This represents an increase of 24.6% for the additional 1,972 employees.

Among all DHS components, CIS employs the highest percentage of women at 58.76%, above the CLF of 46.8%.

Among all DHS components, CIS employs the highest percentage of Hispanic women at 8.21%, above the CLF of 4.5%.

Among all DHS components, CIS employs the highest percentage of Asian men and women. Asian men make up 4.64% of the component, higher than the CLF of 1.9%, and Asian women make up 5.73% of the component, higher than the CLF of 1.7%

★FEMA – The component increased its workforce from FY 2007 to FY 2008 from 2553 to 3392 employees for a 32.9% increase.

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 from 92 in FY 2006, to 114 in FY 2007, and 176 in 2008. In this same category, African American females increased from 182 in FY 2006, to 222 in FY 2007, and 300 in FY 2008.

White females also made progress in the Officials and Managers total as they increased from 330 in FY 2006, to 386 in FY 2007, and 596 in FY 2008.

In FY 2007, FEMA had no minorities represented in the First Level Supervisor category (GS-12 and below). However, for FY 2008, the category improved to include 8.3% African American males, 4.15% Asian males, and 2.1% American Indian or Alaskan Native females. Continued improvement is critical in this category as it will impact FEMA's workforce profile when promotions to mid-level supervisory positions are made from within the agency.

★DHS HQ – Of the permanent employees, African American males showed a 0.43% increase from 5.57% in FY 2007, to 6% in FY 2008.

Among all DHS components, HQ employs the highest percentage of African American women at 13.29%, well above the CLF of 5.7%.

From FY 2007 to FY 2008, the Asian male population rose from 2.06% to 2.53% (+0.47%), and the Asian female population rose from 1.8% to 2.15% (+0.35%) in that same period.

In the first quarter of FY 2008, congressional legislation was enacted that mandated reorganization within the workforce at DHS HQ, resulting in a loss of 368 employees or a decrease of -11%.

★ICE – This component showed a 7.2% increase in its workforce, adding 1,189 employees during FY 2007 for a total of 17,664 at the end of FY 2008.

★TSA – This component added 4,223 employees to its workforce in FY 2008, increasing from a FY 2007 total of 57,612 to a FY 2008 total of 61,835, a 7.33% increase. TSA remains the

largest DHS component.

Among all DHS components, TSA employs the highest percentage of African American men at 10.68%, 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 .19% and .20%, respectively—above the CLF of .1% and .1%, respectively.

Among all DHS components, TSA employs the highest percentage of American Indian or Alaskan Native men and women at .69% and .52%, respectively—above the CLF of .3% and .3%, respectively.

★**USCG** – The component had a slight bump in its total workforce, increasing from 7,346 employees to 7,419.

While DHS made notable progress with diversity in its workforce, DHS continued to experience under-representation in the following categories:

- *With regard to total workforce, the EEO groups that were most significantly below participation rates according to the CLF continued to be females (collectively) and White females. Females (collectively) were more than 14% lower than the CLF and White females were almost 16% lower than the CLF. All DHS components, with the exception of CIS, were lower than the CLF with regard to total females.*
- *With regard to total workforce, Hispanic males and females were below participation rates according to the CLF within specific DHS components such as DHS HQ, FEMA, FLETC, USCG, and USSS.*
- *With regard to the Officials and Managers category, the EEO groups most significantly below participation rates according to the CLF continued to be females (collectively) and White females. Females (collectively) were more than 8% lower than the Relevant Civilian Labor Force (RCLF) and White females were more than 13% lower than the RCLF. Officials and Managers account for 41.71% of the DHS FY 2008 permanent workforce.*
- *With regard to the occupational category of Professionals—which includes Attorneys, Engineers, Intelligence Research Specialists and IT Specialists—total females were more than 10% below the RCLF, and White females were almost 14% lower than the RCLF.*
- *With regard to the occupational category of Service Workers—which includes Transportation Security Officers (TSOs), Adjudications Officers, CBP Officers, CBP Agents, and Criminal Investigators—females (collectively) were more than 27% below the RCLF, and White females were 22% below the RCLF. Service Workers accounted for 47.33% of the DHS permanent workforce.*

- *With regard to the TSO job series, total females were almost 15% below the Occupational Civilian Labor Force (OCLF), and White females were 24% below the OCLF. The Adjudications Officers, CBP Officers, CBP Agents, and Criminal Investigators job series had similar categories of under-representation.*
- *Amongst the SES, only total males, White males, and White females were employed at rates above their respective availability in the DHS permanent workforce. The groups that were most below their participation rate were: Hispanic males (-9.3%); total females (-8.2%); and African American females (-6.3%). Other groups that were below their participation rates were: Hispanic females (-4.2%), African American males (-3.1%), Asian males (-2.1%) and females (-.7%), American Indian males (-.3%) and females (-.3%), and Native Hawaiian/Pacific Islander males (-.1%) and females (-.1%).*
- *For the permanent workforce, women (collectively) were hired at a rate 11.3% lower than their corresponding availability in the National Civilian Labor Force (NCLF), and White females were hired at a rate 13.9% lower than the NCLF.*
- *African American males (+7.58%) and females (+7.79%) were involuntarily separated at a rate greater than their corresponding participation.*
- *With regard to non-competitive or career-ladder promotions, total women were 5.15% more likely to spend 25+ months in excess of time in grade.*
- *Only total males and females, and White males and females, received recruitment bonuses above their participation rate in the DHS permanent workforce. Only total males and White males received relocation bonuses above their participation rate in the DHS permanent workforce.*
- *With regard to Time-Off Awards greater than nine hours, Native Hawaiian/Pacific Islander men and women received an average award of only 11.5 and 12.6 hours, respectively, even though the overall workforce average award constituted 24.1 hours. With regard to Cash Awards greater than \$501, Native Hawaiian/Pacific Islander men and women received an average of only \$1,117 and \$1,287, respectively, while the average cash award amounted to \$1,679.*

Workforce Analysis—Employees with Disabilities

During FY 2008, DHS experienced dramatic increases to its number of employees with disabilities, including those with targeted disabilities in the *total, permanent, and temporary* workforce.

In the *total workforce*, the number of employees with disabilities increased by 403 employees, from 7,116 in FY 2007 to 7,519 in FY 2008 (representing 4.18% of all employees), resulting in a +5.66% net change for people with disabilities. People with targeted disabilities also followed this increase, from 680 in FY 2007 to 697 in FY 2008 (representing 0.38% of all employees), with this 17-person

gain leading to a net change of +2.50%. These increases marked a major reversal from FY 2007 when DHS experienced a loss of 356 people with disabilities, including a loss of 34 people with a targeted disability. DHS hired 1,125 people with disabilities in the total workforce in FY 2008, a substantial increase from 943 in FY 2007.

Similar patterns emerged in the *permanent workforce*, as DHS gained 375 employees with disabilities (a net change of +6.21%), and 16 people with targeted disabilities (a net change of +2.76%). Therefore, the *permanent workforce* consisted of a total of 6,408 employees with disabilities (3.96%), and 595 employees with targeted disabilities (0.36%). These tremendous gains stand in sharp contrast to FY 2007 when DHS gained only 49 employees with disabilities (a net change of +0.82%), and gained only seven people with targeted disabilities (a net change of +1.22%), a dramatic difference though dwarfed by the increase of 12,704 employees without disabilities (a net change of +9.03 percent), resulting from major law enforcement hiring initiatives for positions with job-related medical standards and consistent with business necessity, typically excluding individuals with targeted disabilities, which decreased the ratio of employees with disabilities, including those with targeted disabilities.

DHS also experienced gains in the *temporary workforce*. From FY 2007 to FY 2008, the number of people with disabilities increased by 28, from 1,083 to 1,111 (6.57%)—a net change of +2.58%. A slight increase in the number of people with a targeted disability followed from 101 in FY 2007 to 102 in FY 2008 (0.60%)—resulting in a +.99% change.

Despite these significant increases, the 4.18% participation rate for employees with disabilities remained slightly below the Federal average of 5.95%. The participation rate for people with targeted disabilities remained well below the FY 2008 Federal high of 2.65% and the Federal average of 0.94%: DHS total workforce of 0.38%; permanent workforce of 0.36%; and temporary workforce of 0.60%. Note non-appropriated fund employees are not tracked by disability status.

Other noteworthy DHS employment profiles for people with disabilities include:

★*CIS* – CIS has the highest percentage of persons with targeted disabilities at 0.93%. CIS hired 495 veterans, including 91 veterans with disabilities. 10.8% of permanent outside hires were individuals with disabilities.

★*DHS HQ* – Overall, individuals with disabilities comprise 6.13% of the total permanent HQ workforce.

The congressionally-mandated reorganization of HQ resulted in a decrease of 22 individuals with a disability (a 10.3% decrease). DHS HQ lost six individuals with a targeted disability (a 32% decrease). Fortunately, HQ recouped all but two of those losses.

Among individuals with a targeted disability, DHS HQ had a 13.33% participation rate for the GS-13 level, 33.33% for the GS-14 level, and 20% for the GS-15 level—all higher than the federal government average. In addition, no individual with a targeted disability separated from the agency during FY 2008.

DHS HQ non-competitively promoted a total of 80 employees in FY 2008, including eight employees with disabilities (10%), well above their 6.13% workforce participation rate.

★ *TSA* – Overall, employees with disabilities comprise 4.89% of the total permanent TSA workforce, and increased from 2,958 employees to 3,027 during FY 2008.

While DHS increased the number of employees with a disability in its workforce, DHS still experienced under-representation in the following categories:

- *Although DHS separated 281 fewer employees in FY 2008 than in FY 2007, the total number of separated employees with disabilities increased from 588 in FY 2007 to 626 in FY 2008, including an increase of 20 employees with targeted disabilities. Therefore, the separation rate for employees with disabilities increased from 0.35% to 0.50% in that time period.*
- *ICE, CBP, and USSS were the only components reporting employees with targeted disabilities eligible for career ladder promotions.*
- *While DHS competitively promoted 5,510 employees, employees with disabilities received only 162 (2.94%)—below their 3.96% permanent workforce participation rates. Employees with targeted disabilities only received 10—seven fewer competitive promotions in FY 2008 than in FY 2007.*

Overview of Diversity Management Plan and Trigger Identification

In conjunction with the completion of the Department's first barrier analysis project, DHS compared some of the triggers identified in the DHS FY 2004 EEO Program Status Report with the corresponding employment profiles for FY 2008. Interestingly, while the absolute numbers increased in nearly every employment category, the participation rates did not proportionately increase. One new trigger was identified in FY 2008—the Employment of American Muslims, Arabs, South-Asians, and Sikhs. At the end of FY 2008, DHS had a total of four cross-cutting potential and/or identified barriers, 10 potential and/or identified Title VII barriers, and five potential and/or identified Rehabilitation Act barriers.

Note that the workforce numbers used in this Report were generated by 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, 2008. DHS employees voluntarily submitted all race, national origin, gender, and disability data. Also, please note that unless otherwise indicated, references to under-representation or low representation is in comparison to the Civil Labor Force or EEOC's benchmark.

While DHS complies with the processes and methods established by current federal law and policy for collecting and reporting race and ethnicity, the data reported is of limited probative value in drawing reliable and consistent conclusions regarding workforce trends at DHS. Further, DHS makes no representation, express, or implied, as to the accuracy of the information and data contained in this Report nor does DHS assume legal liability for the accuracy, completeness, or

usefulness of any information or process disclosed herein.

The following table, DHS CRCL MD 715 EEO & Diversity Plan, represents a summary of the FY 2009 critical program areas for improvement, triggers, barriers, and the respective activities and action plans to address those unmet measures.

**DHS CRCL MD 715 EEO & DIVERSITY PLAN
CRITICAL PATHS TO MODEL EEO & DIVERSITY PROGRAM**

CRITICAL PROGRAM AREAS FOR IMPROVEMENT		
Essential Element	Objectives	Action Plan
Demonstrated Commitment from Agency Leadership	<i>#1 – Embrace best practices in Equal Employment Opportunity (EEO) leadership</i>	1. Secretary issues Diversity Policy Statement to all DHS employees
		2. Secretary issues EEO Policy Statement to all DHS employees
		3. Revise and update enterprise DHS anti-harassment policy and procedures
		4. Revise and update enterprise Reasonable Accommodation (RA) Procedures
		5. Establish reconstituted Diversity Sub-Council at DHS and Component Diversity Committees
		6. Provide executives and managers with necessary Diversity training, tools, and resources
Integration of EEO into Agency's Strategic Mission	<i>#2 – Make EEO an integral part of agency's strategic mission</i>	1. Participate in daily DHS Senior Management Meetings
		2. Provide State of the EEO Briefing to Secretary
		2. Participate in DHS Management Council, chaired by the Under Secretary for Management and comprised of all DHS Component management heads
		3. Establish reconstituted Diversity Sub-Council at DHS and Component Diversity Committees
		4. Include 'Diversity Advocacy' element in SES performance plans
	<i>#7 – Secure resources to enable agency to conduct a thorough barrier analysis of its workforce, including provision of adequate data collection and tracking systems</i>	5. Implement 'Diversity Advocacy' plan element into Fiscal Year (FY) 2010 managerial and supervisory performance plans
		1. Submit New Business Requirements Proposal to Chief Information Officer (CIO) and benchmark alternatives to current workforce analysis database
		2. Deploy new workforce analysis database that captures real-time data, robust reporting capabilities, and continuous maintenance and support
		3. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with Chief Human Capital Officer (CHCO))
		4. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)

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Management and Program Accountability	<i>#3 – Ensure management and program accountability</i>	1. Include ‘Diversity Advocacy’ element in SES performance plans
		2. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans
		3. Establish reconstituted Diversity Sub-Council at DHS and Component Diversity Committees
		4. Develop and implement DHS enterprise Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) training
		5. Post quarterly No FEAR Act data and submit No FEAR Act annual report
		6. Participate in DHS Employee Resources Committee (ERC), responsible for reviewing and approving all DHS SES selections
		7. Participate in DHS Employee Resources Board (ERB), responsible for reviewing and approving all DHS SES appraisals and awards
		8. Participate in DHS Career Development Program (CDP) ERB, responsible for reviewing and approving all DHS SES CDP program completion certifications
Efficiency	<i>#4 – Ensure sufficiency of data/document collection or analysis</i>	1. Develop enterprise applicant flow tool to measure candidate pools (in partnership with CHCO)
		2. Develop enterprise exit survey to gather retention information data and its impact on diversity (in partnership with CHCO)
		3. Submit New Business Requirements Proposals to CIO and benchmark alternatives to current workforce analysis and EEO complaint databases
		4. Deploy new workforce analysis database that captures real-time data, robust reporting capabilities, and continuous maintenance and support
		5. Deploy new EEO complaint database that identifies, monitors and reports significant trends reflected in complaint processing activity and provides all ad hoc complaint processing performance timeliness and inventory reports
	<i>#10 – Complete EEO investigations in applicable prescribed time frame</i>	1. Develop enterprise solution to improve the quality of investigations and decrease the costs
		2. Streamline review process to expedite issuance of Reports of Investigation (ROIs)
		3. Supplement internal controls regarding timeliness of investigations

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	<i>#11 – Complete Final Agency Decisions (FADs) in applicable prescribed time frame</i>	<ol style="list-style-type: none"> 1. Streamline review process to expedite issuance of FADs 2. Train analysts in more effective analysis and writing techniques 3. Cross-train analysts to prepare various types of Final Agency Actions to more effectively share workload 4. Supplement internal controls regarding FAD production 5. Leverage short-term contracting solutions for FAD inventory reduction
CRITICAL BARRIERS AND TRIGGERS		
Barrier or Trigger	Objectives	Action Plan
Identified Cross-Cutting Barriers (FY 2004-2007)	<i>#1 – Expand recruitment system and strategy, in addition to the use of the Internet to recruit applicants</i>	<ol style="list-style-type: none"> 1. Use targeted recruiting more efficiently over the Internet and develop an online methodology in FY 2009 (in partnership with CHCO) 2. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO)
	<i>#2 – Increase the use of appropriate hiring flexibilities (e.g., Schedule A and other competitive and non-competitive hiring authorities)</i>	<ol style="list-style-type: none"> 1. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO) 2. Target candidates for Components that have under-representation (in partnership DHS Corporate Recruitment Council)
	<i>#4 – Promote strategy for diverse composition of interview panel</i>	<ol style="list-style-type: none"> 1. Develop guidelines that address the diversity/composition of interview panels (in partnership with CHCO)
Title VII Triggers (FY 2008)	<i>#5 – (Total Workforce) Females (collectively) and White females are the most significantly underrepresented</i>	<ol style="list-style-type: none"> 1. Staff Diversity Management Unit within Office for Civil Rights and Civil Liberties (CRCL) with five additional Full-Time Equivalents (FTEs) 2. Develop enterprise Federal Women’s Program (FWP) and Council to analyze and address under-representation in total workforce 3. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO) 4. Develop and implement DHS enterprise No FEAR Act training 5. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO) 6. Develop diversity dashboard to monitor and analyze workforce trend lines and

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		use data to develop new strategies (in partnership with CHCO)
		7. Provide executives and managers with necessary Diversity training, tools, and resources
		8. Include 'Diversity Advocacy' element in SES performance plans
		9. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans
		10. Capitalize on partnerships with minority-serving institutions (MSIs) for targeted recruitment of high-quality candidates
	<i># 6 – (Officials and Managers) Females (collectively) and White females are the most significantly underrepresented</i>	1. Staff Diversity Management Unit within CRCL with five additional FTEs
		2. Develop enterprise FWP and Council to analyze and address under-representation among officials and managers in DHS permanent workforce
		3. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO)
		4. Include 'Diversity Advocacy' element in SES performance plans
		5. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans
		6. Provide executives and managers with necessary Diversity training, tools, and resources
		7. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO)
		8. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)
		9. Develop and implement DHS enterprise No FEAR Act training
		10. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates
	<i>#7 – (Professionals) Total females are more than 10% below the Relevant Civilian Labor Force (RCLF) and White females are almost</i>	1. Staff Diversity Management Unit within CRCL with five additional FTEs
		2. Develop enterprise FWP and Council to analyze and address under-representation among professionals in DHS permanent workforce
		3. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO)

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	<i>14% lower than the RCLF</i>	4. Provide executives and managers with necessary Diversity training, tools, and resources	
		5. Develop and implement DHS enterprise No FEAR Act training	
		6. Include 'Diversity Advocacy' element in SES performance plans	
		7. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans	
		8. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates	
		9. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO)	
		10. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)	
		<i>#8 – (Service Workers) Females (collectively) are more than 27% below the RCLF and White females are 22% below the RCLF</i>	1. Staff Diversity Management Unit within CRCL with five additional FTEs
			2. Develop enterprise FWP and Council to analyze and address under-representation among service workers in DHS permanent workforce
			3. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO)
	4. Include 'Diversity Advocacy' element in SES performance plans		
	5. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans		
	6. Provide executives and managers with necessary Diversity training, tools, and resources		
	7. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO)		
	8. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)		
	9. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates		
	10. Develop and implement DHS enterprise No FEAR Act training		

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	<p><i>#9 – (General Schedule Grades—SES) Only total males, White males, and White females are employed at rates above their respective availability in the DHS permanent workforce</i></p>	1. Diversity Sub-Council leads and coordinates enterprise diversity activities including barrier analysis committee to analyze and address SES under-representation
		2. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO)
		3. Provide executives and managers with necessary Diversity training, tools, and resources
		4. Include ‘Diversity Advocacy’ element in SES performance plans
		5. Implement rotational assignments, coaching, and mentoring for SES development
		6. Participate in DHS ERC, responsible for reviewing and approving all DHS SES selections
		7. Participate in DHS ERB, responsible for reviewing and approving all DHS SES appraisals and awards
		8. Participate in DHS CDP ERB, responsible for reviewing and approving DHS SES CDP program completion certifications
		9. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates
		10. Develop and implement DHS enterprise No FEAR Act training
	<p><i>#11 – (New Hires) Women (collectively) are hired 11.3% lower than their corresponding availability in the National Civilian Labor Force (NCLF) and White females are hired 13.9% lower than the NCLF</i></p>	1. Staff Diversity Management Unit within CRCL with five additional FTEs
		2. Develop agency-wide FWP and Council to analyze and address low rate of hires in DHS permanent workforce
		3. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO)
		4. Provide executives and managers with necessary Diversity training, tools, and resources
		5. Include ‘Diversity Advocacy’ element in SES performance plans
		6. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans
		7. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO)

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		8. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)	
		9. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates	
		10. Develop and implement DHS enterprise No FEAR Act training	
	<i>#13 – (Separations) African American males (+7.58%) and females (+7.79%) are involuntarily separated at a rate greater than their corresponding participation</i>		1. Diversity Sub-Council leads and coordinates enterprise diversity activities including barrier analysis committee to analyze and address the high rate of separations for African American males and females
			2. Develop enterprise exit survey to gather retention information data and its impact on diversity (in partnership with CHCO)
			3. Provide executives and managers with necessary Diversity training, tools, and resources
			4. Include ‘Diversity Advocacy’ element in SES performance plans
			5. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans
			6. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO)
			7. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)
			8. Develop and implement DHS enterprise No FEAR Act training
	<i>#14 – Initiative on Employment of Muslims, Arabs, South Asians and Sikhs</i>		1. Continue National Security Internship Program in partnership with the FBI
			2. Engage and build strategic partnerships between the government and these minority communities
			3. CRCL issues memorandum on Terminology to Define the Terrorist Threat
		4. Lead and coordinate enterprise diversity activities including barrier analysis committee	
		5. Host roundtables with American Arab, Muslim, Sikh, South Asian and Middle Eastern community and religious leaders	
		6. Deliver civil rights and civil liberties training to intelligence analysts at Fusion Centers	

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		7. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates
Rehabilitation Act Triggers (FY 2008)	<i>#15 – Participation rates of employees with targeted disabilities are well below the Federal high of 2.65%</i>	1. Develop enterprise applicant flow tool to analyze recruitment and hiring results
		2. Develop Schedule A Implementing Guidelines (in partnership with CHCO)
		3. Deploy enterprise web-based training on employment of people with disabilities
		4. Use targeted recruiting more efficiently over the Internet and develop an online methodology in FY 2009 (in partnership with CHCO)
		5. Develop and implement DHS enterprise No FEAR Act training
		6. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO) and
		7. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)
		8. Include ‘Diversity Advocacy’ element in SES performance plans
		9. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans
		10. Provide executives and managers with necessary Diversity and Disability training, tools, and resources
		11. Revise and update enterprise RA Procedures
		12. Use direct-hire authority at recruitment events (in conjunction with CHCO), with teams comprised of Human Resources qualification specialists, interview panelists, and selecting officials
		13. Leads Interagency Coordinating Council (ICC) on Emergency Preparedness and Individuals with Disabilities, and provide guidance for emergency management planning for Special Needs Populations
		14. Capitalize on partnerships with institutions of higher learning for targeted recruitment of high-quality disabled candidates
		<i>#17 – Employees with disabilities separated in higher numbers than in FY 2007</i>
2. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO)		

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		3. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)	
		4. Include 'Diversity Advocacy' element in SES performance plans	
		5. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans	
		6. Provide executives and managers with necessary Diversity and Disability training, tools, and resources	
		7. Revise and update enterprise RA Procedures	
		8. Develop and implement DHS enterprise No FEAR Act training	
		<i>#18 – Employees with disabilities are significantly below their workforce participation rates in receiving promotions, including non-competitive time-in-grade promotions</i>	1. Develop guidelines to ensure diversity/composition of interview panels is inclusive of employees with disabilities, including targeted disabilities (in partnership with CHCO)
			2. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO)
	3. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO)		
	4. Include 'Diversity Advocacy' element in SES performance plans		
	5. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans		
	6. Provide executives and managers with necessary Diversity and Disability training, tools, and resources		
	7. Revise and update enterprise RA Procedures		
	8. Use direct-hire authority at recruitment events (in conjunction with CHCO), with teams comprised of Human Resources qualification specialists, interview panelists, and selecting officials		
	9. Capitalize on partnerships with institutions of higher learning for targeted recruitment of high-quality disabled candidates		
	10. Develop and implement DHS enterprise No FEAR Act training		

Part F

CERTIFICATION of ESTABLISHMENT of CONTINUING EEO Program

Part H

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

FY 2008 Barrier Analysis Update

Part H - EEO Program Deficiencies Affecting DHS Equal Employment Opportunity

FY 2008 was a transitional period for CRCL, EEO Programs Office staff. Three career senior managers, including the Deputy Officer and the Senior EEO Manager responsible for the EEO MD 715 Program and Report, retired this fiscal year. The new Deputy Officer, Stephen T. Shih came onboard during the fourth quarter. Mr. Shih outlined strategic diversity initiatives, goals, and plans for FY 2008-2009, including the formation of a Diversity Management Unit within CRCL that would be comprised of the following seven positions: Supervisory EEO Manager, GS-0260-15 (to be filled in FY 2009); Senior EEO Manager (FEORP and White House Initiatives); 2 Senior EEO Managers (MD 715), GS-0260-15 (to be filled in FY 2009); EEO Manager (Disability Program), GS-0260-14; Special Emphasis Program Manager, GS-0260-13/14 (to be filled in FY 2009); and Staff Assistant, GS-0301-9.

- When establishing a model EEO program, an agency should incorporate into the design a structure for effective management, accountability and self-analysis which will ensure program success and compliance with MD 715. MD 715 divides the essential elements of model agency EEO programs into six broad categories, as listed below. An agency should review its EEO and personnel programs, policies and performance standards against all six elements to identify where their EEO program can become more effective. The six essential elements for a model EEO program, are as follows: 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.

What follows are the unmet measures that fall within those six essential elements, program deficiency analyses, objectives, activities, timeframes, and FY 2008 updates. Note that prior FY updates are located in Appendix A.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element A - Demonstrated Commitment and Leadership</i>	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #1:	<i>Embrace best practices in EEO leadership</i> Triggers 1-14 All cross-cutting, high profile occupations (CCHPOs)	
PROGRAM DEFICIENCY ANALYSIS:	There was very little leadership visibility at the upper levels with regard to EEO initiatives with the exception of a general focus across DHS on employees with disabilities. There was no evidence of written statements from the senior levels of the components with respect to the importance of EEO to the vision and mission of the organizations. Leadership must communicate that employing a diverse workforce and fostering awareness and skill building around the diversity of the communities that the components serve will improve their effectiveness and quality of service and help ensure that they can provide equal employment opportunity.	
OBJECTIVE:	Clarify and revise communications and actions from the senior leadership to ensure that the commitment to equal employment opportunity is spread throughout the Department.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HC Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 - <i>Revised to 3/30/2010</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,	September 30, 2008 <i>Revised to 3/30/2010</i>	

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.	
2. Partner with the Chief Human Capital Officer on Objective 5.1 of the Human Resources (HR) Line of Business (LOB) Goals and Objectives for FY 2009-2013 - <i>“DHS leadership is educated, committed, and accountable for embedding and sustaining diversity in the DHS culture in order to achieve a high performance workforce.”</i>	September 30, 2009
3. Establish reconstituted Diversity Sub-Council at DHS and Component Diversity Committees.	March 30, 2010
4. Develop and provide executives and managers with necessary training, tools, and resources to leverage diversity.	March 30, 2010
5. Secretary issues Diversity Policy Statement to all DHS employees.	September 30, 2009
6. Secretary issues EEO Policy Statement to all DHS employees.	September 30, 2009
7. Revise and update enterprise DHS anti-harassment policy and procedures.	September 30, 2009
8. Revise and update enterprise Reasonable Accommodation Procedures.	September 30, 2009
Report of Accomplishments and Modifications to Objective:	
FY 2008 Update	
<p>#1 – The Deputy Officer for EEO Programs participated in the following groups to assist in Diversity strategy and initiatives: 1) CHCO’s Human Capital Leadership Council, comprised of the Human Capital heads in each component; 2) Human Resources Council, comprised of the HR Directors in each component; and 3) co-chaired and re-convened a re-constituted Diversity Planning and Policy Sub-council, comprised of representative designated by each DHS component to lead diversity programs.</p> <p>#2 – CHCO issued a DHS Diversity Strategy that as Guiding Principle stated that the DHS mission is advanced by “[i]ntegrating diversity into the organizational culture; not as a stand alone program.” Highlights of the Strategy included the formation of a senior-level Diversity Council, having a “Diversity Advocate” element in performance management, and having metrics and outcomes to measure the impact of diversity on organizational performance.</p> <p>#6 – CRCL revised and updated the enterprise DHS anti-harassment policy and procedures.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element B - Integration of EEO into the Agency's Strategic Mission</i>	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #2:	<i>Make EEO an integral part of agency's strategic mission</i> Triggers 1-14 All CCHPOs	
PROGRAM DEFICIENCY ANALYSIS:	<p>Key to the accomplishment of any organizations goals or mission is the recruitment, development, and retention of the most qualified workforce possible. The extent to which all human capital or human resources policies, practices, and procedures reflect the importance of this alignment is the linkage to the barrier analysis. It is worth noting that in this area, analysis was by omission rather than commission, and the examples are, by definition, about what was not present.</p> <p>The barrier analysis found insufficient evidence of clear linkages between the DHS mission and EEO. During FY 2004 the DHS leadership did not deliver a strong and clear message which communicated the importance of EEO-related endeavors to the work of the Department, and the development of clear policies linking mission to human capital.</p>	
PROGRAM DEFICIENCY ANALYSIS:	Across the components, there was little evidence that senior leadership called for and/or attended any training on the role of cultural factors in security planning, response management, and follow-up. There was no visible infrastructure that involved or included senior leadership in a process that oversaw the commitment to equal opportunity and the ability of the organizations to meet EEO goals.	
OBJECTIVE:	Fully integrate EEO into all DHS strategic mission activities to ensure that DHS has the ability to attract, develop, and retain the most qualified workforce available to support mission achievement.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HC Directors	

DATE OBJECTIVE INITIATED:	March 30, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 <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>
2. Partner with the Chief Human Capital Officer on Objective 5.1 of the Human Resources (HR) Line of Business (LOB) Goals and Objectives for FY 2009-2013 - <i>“DHS leadership is educated, committed, and accountable for embedding and sustaining diversity in the DHS culture in order to achieve a high performance workforce.”</i>	September 30, 2009
3. Develop DHS enterprise-wide guidelines to ensure that the senior EEO leadership is included in all strategic human capital and budgeting processes.	September 30, 2008 <i>Revised to 9/30/2009</i>
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>
5. Establish reconstituted Diversity Sub-Council at DHS and Component Diversity Committees.	<i>September 30, 2009</i>
6. Provide State of the EEO Briefing to Secretary.	<i>September 30, 2009</i>
7. Participate in daily DHS Senior Management Meetings.	<i>December 31, 2008</i>
8. Participate in DHS Management Council, chaired by the Under Secretary for Management and comprised of all DHS component management heads.	<i>December 31, 2008</i>

<p>9. Assess SES performance plan element relating to ‘Diversity Advocacy’.</p>	<p>September 30, 2009</p>
<p>10. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.</p>	<p>September 30, 2010</p>
<p>Report of Accomplishments and Modifications to Objective:</p>	
<p style="text-align: center;">FY 2008 Update</p> <p>#3 –Starting in Fourth Quarter, FY 2008, the new Deputy Officer, EEO Programs began attending the Deputy Secretary’s Senior Management weekly briefing. In FY 2008, the Deputy Officer briefed the Management Council on issues such as No FEAR Act training, a new No FEAR Act notice, the DHS Anti-Harassment Policy, reconvening of a Diversity Sub-council, and partnerships with CHCO involving recruitment and retention measures.</p> <p>#4 – On October 2, 2008, Thomas D. Cairns, CHCO, issued a memorandum to all DHS employees stating that a provision in the fiscal 2009 Consolidated Security, Disaster Assistance and Continuing Appropriations Act (H.R. 2638) signed into law by President Bush "prohibits spending funds to operate our new DHS human resources management system." The personnel system, formerly known as MaxHR, was authorized by Congress in 2002 when it created DHS and included new rules governing performance management, labor relations, adverse actions and appeals. It also would have featured a market- and performance-based pay approach to replace the decades-old General Schedule system under which most civil servants work. DHS has consulted with OPM and component Human Capital offices to determine the future course of the agency’s Human Resource Management System. The DHS Performance Management Program is currently undergoing modifications to ensure compliance with 5 U.S.C. Chapter 43 and implementing regulations 5 CFR 430 – Performance Management.</p> <p>The Secretary, in FY 2008, 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 were drafted and pending review with the Office of General Counsel at the close of FY 2008.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element C - Management and Program Accountability</i>	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #3:	<i>Ensure management and program accountability</i> Triggers 1-14 All CCHPOs	
PROGRAM DEFICIENCY ANALYSIS:	Examples of program deficiencies under this essential element ran the gamut—including: the 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; and recruitment activities that failed to demonstrate coordination between EEO and related human resource programs.	
OBJECTIVE:	Create accountability for all managers, supervisors, and EEO officials and personnel officers for the effective implementation and management of the DHS EEO Program.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/CR Directors, and Component HC Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2009 - <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	

<p>2. Partner with the Office of the Chief Human Capital Officer on Objective 2.2 of the DHS HR LOB Goals and Objectives for FY 2009-FY 2013 – <i>“Establish enterprise-wide policies, programs, and practices that achieve improved efficiency and effectiveness, are flexible and adaptable, and leverage best practices.”</i></p>	<p>December 31, 2009</p>
<p>3. Develop DHS-wide guidance that brings together the EEO and Human Capital staffs at each component in working together to create an employee orientation program to welcome new employees and provide them with information about the organization and their place within it. Employee orientation is especially important to diverse populations not only for the information provided, but also because such programs transmit the organizational culture and will help members of diverse groups to acclimate to the organization.</p>	<p>December 31, 2008 <i>Revised to 12/31/2009</i></p>
<p>4. Create DHS-wide guidance to ensure that components develop a comprehensive recruitment strategy that is linked to the Human Capital strategy and is fully supported by data regarding labor pools and return on investment for recruitment efforts. This should include:</p> <ul style="list-style-type: none"> • Component leadership should strive to create a culture that moves away from a mindset of <i>“not enough qualified candidates”</i> to a philosophy of <i>“find the qualified talent pools and recruit by being the employer of choice.”</i> • Recruitment strategies and materials should include as qualifications: the knowledge of cultures, communication cultural dynamics, and linguistic competencies needed to read and analyze multicultural and multilingual information. 	<p>September 30, 2009 <i>Revised to 12/31/2009</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</p>	<p>September 30, 2008</p>
<p>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><i>Revised to 12/31/2009</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></p>
<p>7. Establish cross-section and cross-level Diversity Councils at DHS and component level.</p>	<p><i>September 30, 2009</i></p>

8. Assess SES performance plan element relating to ‘Diversity Advocacy’.	September 30, 2009
9. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.	September 30, 2010
10. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009
11. Post quarterly NO FEAR Act data and submit No FEAR Act annual report.	September 30, 2009
12. Participate in DHS Employee Resources Committee, responsible for reviewing and approving all DHS SES selections.	September 30, 2009
13. Participate in DHS Employee Resources Board, responsible for reviewing and approving all DHS SES appraisals and awards.	September 30, 2009
14. Participate in DHS CDP Employee Resources Board, responsible for reviewing and approving all DHS SES CDP program completion certifications.	September 30, 2009

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#1 – DHS’ Performance Plans have diversity elements in the core competencies of Communication and Teamwork and Cooperation. In addition, managers have a diversity element in their core competency of Leadership. To achieve expectations in the core competency of Communication, an employee must establish an “open, honest, two-way dialogue by soliciting input from others and building upon diverse opinions.” The core competency of Teamwork and Cooperation is partly defined as “[r]espects and values individual differences and diversity by treating everyone fairly and professionally.” For managers to achieve expectations in the core competency of Leadership, they must build a “high quality, diverse workforce,” and “promptly address allegations of discrimination, taking appropriate action.” For managers to achieve excellence in this element, they must have the following additions: “[d]ocumented actions show that equal access to employment programs and opportunities is a priority; proactively examines the work environment and ensures adherence to EEO principles, statutes, regulations, and guidelines; [and] identifies and implements practices that advance DHS EEO goals.”

#2 – The Secretary, in FY 2008, 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.

A key concept behind the DHS Human Capital Accountability Program is the sharing of promising and best practices across the Department. CHCO is looking for practices in the areas of talent management, strategic alignment, leadership and knowledge management, results-oriented performance culture, and accountability.

Some specific examples include:

- The USCG offers a Minority Serving Institutions Internship Program that allows college students the opportunity to experience the diversity of careers within the Coast Guard and allows the host office to provide program experience at the entry level. The goal is to enhance minority outreach by tapping into the pool of talented graduate and undergraduate students, beginning at the sophomore level, to work as interns. This program helped USCG earn the 2007 Public Sector Agency of the Year award from the Washington Center for Internships and Academic Seminars.
- The Department's Career Path Program is intended to assist candidates in preparing for career changes. It includes a self-assessment or self-screening tool for use by individuals so that they are able to gain a realistic preview of the duties, requirements, and other aspects of the position they are interested in exploring as a future career option. This allows them to make realistic decisions regarding career plans, limiting unnecessary turnover while providing a viable process to facilitate occupational movement across component lines. The Career Path Program utilizes the DHS competency framework as a basis for identifying commonalities between existing and target positions. Since several DHS component organizations have competency frameworks that preceded the Career Path Program, it was necessary to develop a cross-walk between the various frameworks. This required realignment of competencies and job-specific work behaviors within the context of the DHS core competencies. Once these crosswalks were established, an analysis of the commonalities was conducted to determine which work behaviors could assist employees in a successful transition to a new career.

#4 – CRCL participated in the DHS Corporate Recruitment Council, which in FY 2008 targeted five major categories of candidates to promote DHS: 1) race/ethnicity/culture, 2) gender, 3) disability, 4) age/experience, and 5) veterans. The plan is to have DHS launch a portfolio of solutions designed to reach candidates from all targeted communities using print, Internet, TV, and radio media, in-person recruiting activities, and targeted DHS Career Expos in key regional areas.

#5 – CHCO is working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. The eRecruitment system will provide a web-based tool to automate the hiring process from requisition to on-boarding. The eRecruitment system will eventually replace current automated systems being used by DHS components, as well as paper-based processes used in certain DHS components. The goals of the eRecruitment system are to provide an easy-to-use interface for all system users (hiring supervisors, HR professionals, and applicants), implement industry best practices, and reduce hiring/recruitment time and costs. ***The target date for this planned activity has been revised to Dec. 31, 2009.***

#6 – CRCL and CHCO developed a new three-minute video highlighting exciting career opportunities throughout the agency. The target audience for the video is college students and the distribution is through career services offices. DHS also requested that the video be posted on college or university websites. The cover letter accompanying the recruitment also stated that students with disabilities may be eligible for hire under special hiring authorities.

#7 – In FY 2008, the Deputy Officer reconvened the Diversity Sub-council. This Sub-council will promote the exchange of best practices and allow employees to have a direct impact on efforts to enhance diversity at DHS.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E - Efficiency</i>	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #4:	<i>Ensure sufficiency of data/document collection or analysis</i> Triggers 1-14 All CCHPOs	
PROGRAM DEFICIENCY ANALYSIS:	Deficiencies pertaining to the lack of data, documentation, or quality of data and documentation included: the absence of applicant flow tracking mechanisms (in some cases vacancies were filled through details and Intergovernmental Personnel Agreements which could not be tracked through existing data systems), inadequate tools to track and analyze return on investment for recruitment activities, and the 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 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. 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>Revised 12/31/2009</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 12/31/2009</i>	

<p>3. Develop an exit interview process at each component. In cases of voluntary separations, components should collect anecdotal information about reasons for leaving and workplace experiences. Components should also collect information about future work plans and intentions. For involuntary separations, components should collect information about workplace experiences and reasons for separation. Analyze this data by employee group, and track to facilitate assessment of trends.</p>	<p>December 31, 2008 <i>Revised 12/31/2009</i></p>
<p>4. Partner with the Office of the Chief Human Capital Officer on implementing Action 4.1.3 of the HR LOB Goals and Objectives for FY 2009-FY 2013 - <i>“Implement key metrics on separation and retention.”</i></p>	<p>December 31, 2009</p>
<p>5. Submit New Business Requirements Proposals to OCIO and benchmark alternatives to current workforce analysis and EEO complaint databases.</p>	<p>December 31, 2008</p>
<p>6. Deploy new workforce analysis database that captures real-time data, robust reporting capabilities, and continuous maintenance and support.</p>	<p>December 31, 2010</p>
<p>7. Deploy new EEO complaint database that identifies, monitors and reports significant trends reflected in complaint processing activity and provides all ad hoc complaint processing performance timeliness and inventory reports.</p>	<p>December 31, 2010</p>
<p>8. Develop enterprise exit survey to gather retention information data and its impact on diversity (in partnership with CHCO).</p>	<p>December 31, 2010</p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#1 – CHCO is working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. <i>The target date for this planned activity has been revised to Dec. 31, 2009.</i></p> <p>#2 – CHCO indicated they cannot be responsible for “Department-wide” exit survey as they are unable to access such data. Exit surveys are done on an individual Component basis. This activity is being reevaluated.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element A: Demonstrated Commitment & Leadership –FY 2008 Update</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #5:	<p>A11: Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?</p> <p>A12: Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?</p>	
OBJECTIVE:	<p>Ensure that reasonable accommodation procedures are readily available/accessible to all employees via the Department and component web sites and disseminated to new employees during orientation. Ensure that managers and supervisors are provided reasonable accommodation training.</p>	
RESPONSIBLE OFFICIAL:	<p>Deputy Officer for EEO Programs; Office of the Chief Human Capital Officer</p>	
DATE OBJECTIVE INITIATED:	<p>November 2005</p>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>September 30, 2009</p>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>1. Follow-up with the components on the status of their reasonable accommodation procedures.</p>	<p><i>September 30, 2009</i></p>	
<p>2. CRCL will monitor compliance in conjunction with its EEO Program Evaluation schedule.</p>	<p><i>September 30, 2009</i></p>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>FY 2008 UPDATE</p> <p>#2 – CRCL began to update departmental Reasonable Accommodation Policy and Procedures to take into consideration ADA Amendments Act of 2009 and provide additional guidance to components as to reassignment as accommodation of last resort.</p>		

<p>EEOC FORM 715-01 PART H</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission – FY 2008 Update</i></p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #6:</p>	<p>B1: Is the EEO Director under the direct supervision of the agency head?</p> <p>B8: Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?</p> <p>B8a: Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?</p> <p>B8b: Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants?</p> <p>B10: Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality and opportunity?</p>
<p>OBJECTIVE:</p>	<p>To link strategic EEO and diversity objectives to the Department's Strategic Plan and HCSP.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; Chief Human Capital Officer</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 – <i>Completed</i>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>1. B1: At the Departmental level, the Officer for Civil Rights and Civil Liberties, who is responsible for the DHS EEO Program, reports directly to the Secretary. In keeping with the Department’s commitment to create a unified 21st century department, CRCL will develop a plan to align the EEO function to execute and communicate as a team that will constitute excellence in governance.</p>	<p>June 1, 2005 <i>Completed</i></p>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#1 –The Deputy Officer for EEO Programs participated in DHS Employee Resources Committee, which is responsible for reviewing and approving all DHS SES selections. He also participated in Participated in CIS Personnel Review Board, responsible for reviewing and approving all FY 2008 USCIS SES performance appraisals and awards.</p> <p>The Deputy Officer began to attend, for the first time, DHS’ Management Council, chaired by the Undersecretary for Management and comprised of all DHS component management heads.</p> <p>The Secretary, in FY 2008, 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 were drafted and pending review with the Office of General Counsel at the close of FY 2008.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission – FY 2008 Update</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #7:	<i>Secure resources to enable agency to conduct a thorough barrier analysis of its workforce, including provision of adequate data collection and tracking systems (B14)</i>	
OBJECTIVE:	Leverage the Department's EEO resources and maximize program efficiencies through shared resources.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs.	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 30, 2006 – <i>Revised to 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
5. Create and deploy workforce tables with applicant flow implications on DHS Interactive as the processes are developed.	March 1, 2006 <i>Revised 12/31/2010</i>	
6. Submit New Business Requirements Proposal to CIO. Benchmark alternatives to current workforce analysis database.	<i>December 31, 2008</i>	
7. Deploy new workforce analysis database that captures real- time data, had more robust reporting capabilities, and continuous maintenance and support.	<i>December 31, 2010</i>	
8. In partnership with CHCO, conduct DHS-wide cultural audit to assess current profile in order to develop new strategy.	<i>December 31, 2010</i>	
9. In partnership with CHCO, develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies.	<i>December 31, 2010</i>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#5 – CHCO is that they were working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. *The target date for this planned activity has been revised to Dec. 31, 2009.*

#6 and 7 — FALCON, the Department's MD 715 workforce analysis database, is currently deployed but is inadequate to meet its purpose and scope, namely, the ability to capture real-time workforce data and numerical assessments of EEO groups by total workforce distribution, permanent and temporary workforce participation rates, applicant flow, and selection and separation rates. Toward the end of FY 2008, DHS contacted CIO's Business Services Office and submitted a New Business Requirements proposal to find alternatives to FALCON. DHS also began to do primary market research and had a demonstration of Dept. of VA's VSSC workforce analysis tools. In FY 2009, CRCL is also planning on having a demonstration of Micropact's Eversity as part of the benchmarking process.

CRCL also collaborated on a letter from DHS CHCO to OPM, requesting revised guidance to permit agencies to accurately code employees who do not self-identify race, ethnicity, gender and disability.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element D: Proactive Prevention Essential Element E: Efficiency FY 2008 Update</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #8:	<p>D4: Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?</p> <p>D5: Are trend analyses of a workforce's major occupations conducted by race, national origin, sex and disability?</p> <p>D6: Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?</p> <p>D7: Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?</p> <p>D8: Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?</p> <p>E2: Has the agency implemented adequate data collection and analysis systems that permit tracking of the information required by MD 715 and these instructions?</p>	
OBJECTIVE:	To complete development of the DHS workforce analysis database and deploy it via DHS Interactive.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	June 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 - <i>Revised to 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
7. Develop interim programming to format workforce tables with applicant flow implications (A/B7, A/B9, A/B11, and A/B12) (Revised in FY 2006 Update – See below)	January 15, 2006 <i>Revised to 12/31/2010</i>	

<p>9. Finalize programming format for workforce tables A/B7, A/B9, A/B11, and A/B 12.</p>	<p>March 1, 2006 <i>Closed</i></p>
<p>10. Submit New Business Requirements Proposal to CIO. Benchmark alternatives to current workforce analysis database.</p>	<p>December 31, 2010</p>
<p>11. Deploy new workforce analysis database that captures real-time data, had more robust reporting capabilities, and continuous maintenance and support.</p>	<p>December 31, 2010</p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#7 – CHCO indicated that they were working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. *The target date for this planned activity has been revised to Dec. 31, 2009.*

#10 and 11 — FALCON, the Department’s MD 715 workforce analysis database, is currently deployed but is inadequate to meet its purpose and scope, namely, the ability to capture real-time workforce data and numerical assessments of EEO groups by total workforce distribution, permanent and temporary workforce participation rates, applicant flow, and selection and separation rates. Toward the end of FY 2008, DHS contacted CIO’s Business Services Office and submitted a New Business Requirements proposal to find alternatives to FALCON. DHS also began to do primary market research and had a demonstration of Dept. of VA’s VSSC workforce analysis tools. In FY 2009, CRCL is also planning on having a demonstration of Micropact’s Eversity as part of the benchmarking process.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2008 Update</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #9:	E3: Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehab Act?	
OBJECTIVE:	Leverage the Department's EEO resources and maximize program efficiencies through shared resources.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 <i>Completed on 9/30/2007</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
3. Begin component audits.	October 1, 2005 <i>Completed</i>	
4. Analyze results; propose and implement improvements.	February 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>FY 2008 UPDATE</p> <p>#3 and #4 — In FY 2008, a second DHS EEO Program evaluation on-site visit was conducted at FEMA from June 2, through June 6, 2008. The results were encouraging, identifying areas for program improvements as well as agency best practices. In FY 2009, CRCL plans to conduct one on-site visit and plan for three on-site visits in FY 2010. Information concerning best practices will be shared among components to encourage continuous program improvement, with the ultimate goal of each component's program becoming a model EEO program.</p>		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2008 Update</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #10:	E11c: Does the agency complete the investigations within the applicable prescribed time frame?	
OBJECTIVE:	<i>To complete investigations within the applicable prescribed time frame.</i>	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 31, 2006 – <i>Revised to 9/30/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
2. Develop and issue new complaint investigation policy and procedures.	August 1, 2005 <i>Revised to 9/30/2009</i>	
3. Implement new policy.	September 30, 2005 <i>Revised to 9/30/2009</i>	
4. Assess and revise policy/procedure as appropriate.	January 31, 2006 <i>Revised to 9/30/2009</i>	
5. Develop enterprise solution to improve the quality of investigations and decrease the costs.	September 30, 2010	
6. Streamline review process to expedite issuance of ROIs.	September 30, 2010	
7. Supplement internal controls regarding timeliness of investigations.	September 30, 2010	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#6 – Per its annual Form 462 Report, DHS has shown marked progress in the timeliness of its EEO investigations. The following table highlights this accomplishment:

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

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E: Efficiency FY 2006 w/FY 2008 Update</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #11:	E11d: When a complainant requests a FAD, does the agency issue the decision within 60 days of the request?	
OBJECTIVE:	<i>To acquire sufficient resources and to create operating efficiencies that will enable DHS to meet EEOC complaint processing timeframes.</i>	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs and the Complaint Adjudication Branch Head	
DATE OBJECTIVE INITIATED:	March 13, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 28, 2007 <i>Revised to 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>	
2. Develop and implement strategies for achieving operational efficiencies.	September 30, 2007 <i>Revised to 9/30/2009</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>	
4. Streamline review process to expedite issuance of FADs.	<i>December 31, 2010</i>	
5. Train analysts in more effective analysis and writing techniques.	<i>December 31, 2010</i>	
6. Cross-train analysts to prepare various types of Final Agency Actions to more effectively share workload.	<i>December 31, 2010</i>	
7. Supplement internal controls regarding FAD production.	<i>December 31, 2010</i>	
8. Leverage short-term contracting solutions for FAD inventory reduction.	December 31, 2010	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#2 – CRCL converted contractor FAD analyst positions to Federal full-time equivalents. CRCL filled all positions (eight) by September 30, 2008. CRCL has also identified the following strategies to improve FAD writing/issuances: streamline review process to expedite issuance of FADs; train analysts in more effective analysis and writing techniques; cross-train analysts to prepare various types of Final Agency Actions to more effectively share workload; adjust performance metric regarding FAD production volume; attempt to secure funding for contracting solution to FAD inventory elimination.

#3 – Per its annual Form 462 Report, DHS has shown some progress in the timeliness of its Merit Decisions. The following table shows this progress:

<i>DHS TIMELINESS for MERIT DECISIONS</i>				
<i>FY 2005-2008</i>				
<i>FY</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
<i>Total #</i>	<i>551</i>	<i>266</i>	<i>249</i>	<i>82</i>
<i># Timely</i>	<i>0</i>	<i>4</i>	<i>4</i>	<i>21</i>
<i>% Timely</i>	<i>0%</i>	<i>1.5%</i>	<i>1.6%</i>	<i>25.6%</i>
<i>Average Processing Days</i>	<i>1013</i>	<i>400</i>	<i>355</i>	<i>545</i>

Note that the average processing days reported in the FY 2007 Update only referred to Merit Decisions that were immediately requested by the complainant. The chart above uses average processing days for ALL Merit Decisions issued.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2008 Update</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #12:	E11g: Does the agency ensure timely compliance with EEOC AJ decisions which are not subject of an appeal by the agency?	
OBJECTIVE:	To ensure timely compliance with EEOC AJ decisions at the Department level and throughout the components.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	December 15, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 1, 2006 <i>Completed on 9/30/2007</i>	
4. After clearance is complete, the Complaints Manager will work with EEO staff to ensure timely compliance of all cases.	January 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>FY 2008 Update</p> <p>#4 – In FY 2008, CRCL reduced open compliance inventory from 65 cases at the beginning of the period, to 51 at the end of FY08; thus reducing the open inventory by 22%. Strategies that will be used for continued reduction: streamlined information sharing between DHS and components; timelines as a metric on the report; regular site visits/targeted assistance to components by DHS including sharing best practices between components.</p>		

Part I

EEO Plan to Eliminate Identified Barriers

FY 2008 Barrier Analysis Update Part I - Identified Barriers

In December 2007, CRCL completed the Department's first enterprise-wide barrier analysis project based on the triggers identified in the DHS FY 2004 MD 715 EEO Program Status Report. 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.

Upon finding the continuation of low participation rates for the same employee groups when comparing key employment profiles for FY 2004 and FY 2008, we believe that it is imperative to re-examine the four potential barriers that cut across 10 of the 14 FY 2004 triggers:

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

These program deficiencies are broad in scope and contribute to the potential EEO barriers that were found from the document review and interview and questionnaire data gathered from the EEO and Human Capital staffs. All program deficiencies resulting from this barrier analysis were based on, and linked to, the cross-cutting, high profile occupations both by policies, procedures, and practices as well as the omission of policies, procedures, and practices.

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

In many cases, significant work has already taken place since 2004 in implementing some of the actions recommended by the barriers analysis project. Nonetheless, the systemic identification of the program deficiencies and the recommendations to eliminate them gives the Department and the components a roadmap to continue the work already begun.

This brings the urgency of capturing the additional data to the forefront so that the barriers can be validated and corrective measures put in place to ensure equality of opportunity for all employees and applicants for employment. Moving forward, our primary objective is to capture and analyze the additional data needed to link the barriers to the relevant triggers and to build on the work started with this initial barrier analysis effort. Of course, the availability of the DHS applicant flow tool will be a critical factor to the Department's ability to collect this data.

A modified Part I for each identified barrier, to include a list of the additional data needed, immediately follows this page. Each Part I identifies the relevant triggers and updates all sections of the form pertaining to the barrier analysis and any associated planned activities. Note that prior FY updates are located in the appendices. The only additional potential barrier is the CRCL Initiative on the Employment of Muslims, Arabs, South Asians and Sikhs.

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

<p>2. 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 - “Deploy applicant flow tool to analyze recruitment and hiring results.” Ensure that the applicant flow tool has the capability to capture the data identified in #3 below.</p>	<p>September 30, 2008 <i>Revised to 12/31/2009</i></p>
<p>3. Collect and analyze additional data that could more conclusively demonstrate a link between over-reliance on online recruiting media and equality of opportunity for applicants. Additional data needed:</p> <ul style="list-style-type: none"> • Geographic region of all searches • The name of the recruitment tactic used to acquire the targeted employee group • The calculation of the response/contact ratio with the targeted employee group and recruitment tactic • The number of contacts with qualified candidates and the percentage of that number with the qualified trigger-identified applicant group • The calculation of the hiring conversion rate • The total cost of the recruitment tactic in use • The calculation of the acquisition cost for the targeted employee group • The calculation of the return on investment (ROI) 	<p>September 30, 2009 <i>Revised to 12/31/2010</i></p>
<p>4. Develop a financial grid with information about the employee group(s) targets for a specific recruitment tactic. A financial grid identifies the cost effectiveness and human capital yield that comes as a result of using a specific recruitment tactic to acquire specific employee groups. Also, the grid data gives information about the investment costs allocated for each recruitment tactic for each employee group as well as information about the number of contacts made using a specific approach. These analyses can be taken a step further and used to assess differentials between employee groups. A level of probability can be determined about the efficiency and sufficiency of budget allocations and type of recruitment tactic to recruit the employee groups identified in the relevant triggers.</p>	<p>March 30, 2009 <i>Revised to 12/31/2010</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#2 – CHCO indicated that they were working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. <i>The target date for this planned activity has been revised to Dec. 31, 2009.</i></p> <p>#3 and 4 – A lesson learned in FY 2008 was that targeted recruiting can be done more efficiently over the Internet and that DHS needs to develop an online methodology in FY 2009 to reach active candidates looking for jobs and passive (not actively looking) candidates who have the appropriate</p>	

skills and education. DHS will reach targeted communities and passive candidates through advanced Internet-based tool called AIRS SourcePoint. DHS will be one of few Federal agencies using this advanced tool. Five licenses will be purchased for HQ offices to test for future deployment to mission components as an enterprise-wide solution.

The FY 2009 DHS CHCO Corporate Recruiting effort will also include a “Diversity Dashboard” to monitor the success of recruiting activities.

CRCL will identify any specific follow-on actions required after the potential barriers are confirmed.

The target date for this planned activity has been revised to Dec. 31, 2010.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>FY 2008 Barrier Analysis Update</i>	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A IDENTIFIED BARRIER #2:	Triggers 1-8, 11, 14	
STATEMENT OF IDENTIFIED BARRIER:	There appears to be an over-reliance on the use of noncompetitive hiring authorities. At one component, 63 percent of all hires (686 of 1088) in FY 2004 did not go through the competitive job selection process. At another component, a large number of employees on noncompetitive temporary appointments were non-competitively converted to permanent appointments.	
OBJECTIVE:	Create enterprise-wide guidance around the use of noncompetitive hiring authorities to ensure that DHS can enjoy the full benefit of these flexibilities without inhibiting equal employment opportunity. <i>Increase the use of appropriate hiring flexibilities (e.g., Schedule A and other competitive and non-competitive hiring authorities).</i>	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs and the Chief Human Capital Officer	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 - <i>Revised to 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Coordinate with Human Capital to ensure that the applicant flow tool has the capability to capture the data identified in #2 below.	September 30, 2008 <i>Revised to 12/31/2009</i>	
2. Collect and analyze additional data that would more conclusively demonstrate a link between over-reliance on the use of noncompetitive hiring authorities and equality of opportunity for applicants. Additional data needed: <ul style="list-style-type: none"> • The number of candidates, by employee group, applying for a position 	September 30, 2009 <i>Revised to 12/31/2010</i>	

<ul style="list-style-type: none"> • Data on the personal characteristics of applicants (education, years of experience, types of experience, any assessment results, disposition of security clearances) • Data on job performance (or performance ratings), recognition and awards, and salary level of each applicant • A description of positions that were open for applications, including whether they were hiring through a <i>noncompetitive authority</i> or through a competitive/merit selection process • The number of candidates who were interviewed for each job category/grade (competitive and noncompetitive) by employee group • The number of candidates who received offers, organized by employee group (competitive and noncompetitive; grade level) • Data that identifies reasons for declines (salary, level of responsibility, etc.) by employee group <p>Using a multiple regression analysis, these data points can be used to assess the probability of the existence of differentials between any of the demographic segments and job category hiring practices (competitive and noncompetitive)</p>	
<p>3. DHS Corporate Recruitment Council targets candidates for components that have low participation rates.</p>	<p>December 31, 2010</p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#1 –CHCO indicated that they were working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. <i>The target date for this planned activity has been revised to Dec. 31, 2009.</i></p> <p>#2 – CRCL will identify any specific follow-on actions required after the potential barriers are confirmed. <i>The target date for this planned activity has been revised to Dec. 31, 2010.</i></p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>FY 2008 Barrier Analysis Update</i>	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A IDENTIFIED BARRIER #3:	Triggers 1-3, 6-8	
STATEMENT OF IDENTIFIED BARRIER:	<p>Executive Order 13171 mandates that there should be ongoing policies and practices that eliminate the under-representation of Hispanics in the Federal workforce. However, there was no evidence of specific recruitment initiatives that were directed to Hispanics in several components. These components did not include a plan for recruiting Hispanics in their overview of materials and did not assess any systemic barriers to the effective recruitment and consideration of Hispanics.</p> <p><i>In FY 2008, Hispanic males and females were both represented above their rate in the CLF for the total workforce, respectively, 7.27% higher and .43% higher. With regard to the permanent workforce, Hispanic males were 8.1% higher and females were .46% higher than the CLF.</i></p> <p><i>However, under-representation occurs within specific DHS components such as DHS HQ, FEMA, FLETC, USCG, and USSS. In addition, there is under-representation in the Officials and Managers (Grades 15 and above) category.</i></p>	
OBJECTIVE:	Fully comply with Executive Order 13171, Hispanic Employment in the Federal Government.	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs, Chief Human Capital Officer, Component EEO/Civil Rights Directors, and Component HC Directors	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 <i>Revised to 12/31/2010</i>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>1. Partner with the Chief Human Capital Officer staff on Objective 4.2 of the DHS HR LOB goals and objectives FY 2009-20013 – <i>“Implement an enterprise-wide recruitment strategy so that recruiting efforts are collaborative, complementary to component specific needs, and efficient with the result of attracting the best talent.”</i></p>	September 30, 2009
<p>2. Coordinate with Human Capital to ensure that the applicant flow tool has the capability to capture the data identified in #3 below.</p>	September 30, 2008 <i>Revised to 12/31/2009</i>
<p>3. Collect additional data that could more conclusively demonstrate a link between problematic/insufficient responses to Executive Order 13171 and equality of opportunity for applicants and employees. Additional data needed:</p> <ul style="list-style-type: none"> • The number of applicants, by employee group, who applied for entry into career and leadership programs • The number of entrants into leadership programs, by employee group • Performance levels of applicants in leadership programs by employee group • Data on personal characteristics of applicants (education, years of experience, types of experience, any assessment results, disposition of security clearances) • Data on personal characteristics of entrants (education, years of experience, types of experience, any assessment results, disposition of clearances) • Information about the recognition of employees’ level of productivity, such as time-off awards or monetary awards for Hispanics and all other employee groups • The number of candidates, by employee group, applying for a position • The number of candidates who were interviewed for each job category/grade by employee groups—competitive and non-competitive • The number of candidates who received offers, organized by employee group, job category, and grade—competitive and noncompetitive. • The number of offers accepted by each employee group for each job category—competitive and noncompetitive—and grade. • Interview data that identifies reasons (e.g., salary, level of responsibility, etc.) for declines for all employee groups. 	September 30, 2009 <i>Revised to 12/31/2010</i>

<p>4. Develop DHS-wide guidance to address the issue of levels of education among Hispanics in the pipeline. For consideration, we suggest offering “back to school” support so that those employees who have a year or two of college to complete can do so.</p>	<p>March 31, 2009 <i>Revised to 12/31/2010</i></p>
<p>5. DHS Corporate Recruitment Council targets candidates for components that have under-representation.</p>	<p>December 31, 2010</p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#1 – CRCL participated in the DHS Corporate Recruitment Council, which in FY 2008 targeted five major categories of candidates to promote DHS: 1) race/ethnicity/culture, 2) gender, 3) disability, 4) age/experience, and 5) veterans. The plan is to have DHS launch a portfolio of solutions designed to reach candidates from all targeted communities using print, Internet, TV, and radio media, in-person recruiting activities, and targeted DHS Career Expos in key regional areas.</p> <p>2 – CHCO indicated that they were working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. <i>The target date for this planned activity has been revised to Dec. 31, 2009.</i></p> <p>#3 – CRCL will identify any specific follow-on actions required after the potential barriers are confirmed. <i>The target date for this planned activity has been revised to Dec. 31, 2010.</i></p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>FY 2008 Barrier Analysis Update</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A IDENTIFIED BARRIER #4:	Triggers 1, 5, 7, 8, 11, 14	
STATEMENT OF IDENTIFIED BARRIER:	<p>The analysis found that some interview panels did not reflect the diversity of the applicants which may demonstrate a lack of cultural awareness in decision making that inappropriately penalizes some employee groups. This is particularly true as the objective of an interview panel is, in part, to “assess judgment skills” and “good judgment” is a culturally driven attribute.</p>	
OBJECTIVE:	<p>Establish enterprise-wide interview panel guidelines that require members of interview panels to reflect the diversity of the applicants and are trained with the appropriate cultural competencies to evaluate candidates fairly and effectively.</p> <p><i>Promote strategy for diverse composition of interview panel.</i></p>	
RESPONSIBLE OFFICIALS:	Deputy Officer for EEO Programs and Chief Human Capital Officer	
DATE OBJECTIVE INITIATED:	March 30, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 <i>Revised to 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<ol style="list-style-type: none"> 1. Collaborate with Human Capital in the development of guidelines that address the diversity/composition of interview panels. 2. Collect additional data to determine the impact of non-diverse interview panels. Additional needed: <ul style="list-style-type: none"> • Composition of the interview panels (race/ethnicity/gender/disability status, occupation/position title) • The number of qualified applicants, by employee group • The number of qualified applicants interviewed, by employee group 	September 30, 2008 <i>Revised to 12/31/2009</i>	

<ul style="list-style-type: none"> • The number of hires by employee group • Data on personal characteristics of qualified applicants (education, years of experience, types of experience, any assessment results) • Information on why applicants did not receive an interview or an offer of employment. A small questionnaire could be given to interviewees which include how candidates were assessed in terms of their judgment skills • The number of courses and hours spent on diversity awareness training by panel members 	
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REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#2 – CRCL will identify any specific follow-on actions required after the potential barriers are confirmed. *The target date for this planned activity has been revised to Dec. 31, 2010.*

Part I

Title VII

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Total Workforce – FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #5:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>For FY 2008, the EEO groups that were most significantly underrepresented continued to be females (collectively) and White females. Females (collectively) were more than 14% lower than the CLF and White females were almost 16% lower than the CLF. All DHS components, with the exception of CIS, were lower than the CLF with regard to total females. Those 8 components ranged from being almost 25% less than the CLF in the case of CBP to 5% less in the case of FEMA.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>FY 2004 DHS employment profiles reflect, for the most part, the recruitment and hiring activities of the 22 separate agencies that merged to create the Department. Analysis of the Department's hiring activity (Workforce Table A8) was inconclusive in the absence of an enterprise-wide applicant flow process and recruitment plan. Despite several recruitment strategies implemented by the Department to recruit a diverse workforce, Table A8 revealed that females (collectively) and females across all groups (except Black females) were hired in the permanent workforce at rates below their availability in the NCLF. All male groups were hired at rates above their respective availability. The examination of the Nature of Action Codes (NOACs) used to hire employees showed that six NOACs accounted for 97 percent of the FY 2004 new hires. Further examination of NOACs and special hiring authorities is needed. Possible retention issues were noted during the analysis of separation profiles as females (collectively) resigned at a slightly higher rate than their employment rate in the DHS permanent workforce. We also noted higher involuntary separation rates relative to DHS participation rates for several female groups.</p> <p>The analysis of recruitment policies was</p>	

	incomplete and will continue through FY 2005.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify the barriers impeding the employment of females and other groups and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer 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)
6. 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 2008 update below.</i>)	March 31, 2006 <i>Revised to 12/31/2009</i>
7. 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.	<i>September 30, 2009</i>
8. 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.	<i>December 31, 2009</i>
9. Develop and implement DHS enterprise No FEAR Act training.	<i>September 30, 2009</i>
10. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).	<i>December 31, 2010</i>
11. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).	<i>December 31, 2010</i>

12. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
13. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans.	December 31, 2010
14. Include 'Diversity Advocacy' element in SES performance plans.	December 31, 2010
15. Capitalize on partnerships with minority-serving institutions for targeted recruitment of high-quality candidates.	December 31, 2010
16. 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:	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#6 –CHCO indicated that they were working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. <i>The target date for this planned activity has been revised to Dec. 31, 2009.</i></p> <p>#7 – CRCL will identify any specific follow-on actions required after the potential barriers are confirmed. <i>The target date for this planned activity has been revised to Dec. 31, 2010.</i></p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Officials and Managers - FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #6:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>For FY 2008, the EEO groups that were most significantly underrepresented continued to be females (collectively) and White females. Females (collectively) were more than 8% lower than the RCLF and White females were more than 13% lower than the RCLF.</p> <p>In the Executive/Senior Level sub-category, total females and White females were most underrepresented. Both total females and White females were almost 10% lower than the RCLF.</p> <p>In the Mid-Level sub-category (Grades 13-14), total females were more than 11% lower than the RCLF and White females were more than 14% lower than the RCLF.</p> <p>In the First Level sub-category (Grades 12 and lower), total females were almost 19% lower than the RCLF and White females were more than 20% lower than the RCLF.</p> <p>In the Other sub-category, total females were 6.5% lower than the RCLF and White females were 12.5% lower than the RCLF. Note this Other sub-category, the largest one with 47,732 employees, contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibility.</p> <p>Officials and managers accounted for 41.71% of the DHS FY 2008 permanent workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary data source for analysis of this employment profile. We note that erroneous RNO coding at TSA might be a contributing factor to the disparities noted in the first paragraph above. Further analysis of the employee distributions within the two data streams that populate this category—(1) occupational series</p>	

	coded by the Office of Personnel Management (OPM) as “Officials and Managers” and (2) the position supervisory code—is needed to determine what might be at play relative to the conditions at issue.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	See the Part H and part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs; Director, Office of Civil Rights (TSA) – RNO Coding
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 12/31/2009</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
3. Complete analysis of the employee distributions for the two data streams that comprise the “Officials and Managers” category and report results to the Director, DHS EEO Programs.	June 30, 2005 <i>Competed 12/2007</i>
4. Develop plan to eliminate probable barriers, including procedures to monitor progress.	September 30, 2005 <i>Revised 12/31/2009</i>
5. 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, in particular, a sub-group to specifically address upward mobility for women in the Officials and Managers category.	<i>September 30, 2009</i>
6. Staff Diversity Management Unit within CRCL with five additional FTEs.	<i>September 30, 2009</i>
7. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.	<i>December 31, 2010</i>

8. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
10. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).	December 31, 2010
11. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).	December 31, 2010
12. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009
13. Capitalize on partnerships with minority-serving institutions for targeted recruitment of high-quality candidates.	December 31, 2010
14. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO).	December 31, 2010

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#3 – The FY 2004 employment patterns for Females (collectively) and White females continued for FY 2008. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2008. As such, any further action will be contingent on the outcomes from the additional analyses and strategies.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Professionals - FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #7:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In FY 2008, total females were more than 10% below the RCLF and White females were almost 14% lower than the RCLF.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary source document for analysis of this employment profile. We also examined hiring and separation data for the DHS Cross-Cutting, High Profile occupations in this category. This analysis showed that, overall, we hired more employees in these positions than we lost. However, women accounted for 39 percent of the losses and 29 percent of the accessions. As noted earlier, drawing conclusions from this data is premature given the absence of a DHS-wide applicant flow process or recruitment plan.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</p>	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for Programs; Chief Human Capital Officer</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 9/30/2009</i></p>	

DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.	May 16, 2005 <i>Completed 12/2007</i>
4. Develop agency-wide Federal Women’s Program and Council to target the recruitment, advancement, and retention of women.	September 30, 2009
5. Staff Diversity Management Unit within CRCL with five additional FTEs.	September 30, 2009
6. Include ‘Diversity Advocacy’ element in SES performance plans and Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.	December 31, 2010
7. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO).	December 31, 2010
8. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
9. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).	December 31, 2010
10. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).	December 31, 2010
11. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009
12. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates.	December 31, 2010
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2008 UPDATE	
<p>#1 and 4 – The FY 2004 employment patterns for Females (collectively) and White females continued for FY 2008. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2008. As such, any further action will be contingent on the outcomes from the additional analyses and strategies.</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Service Workers - FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #8:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>For FY 2008, females (collectively) were more than 27% below the RCLF and White females were 22% below the RCLF. Service Workers accounted for 47.33% of the DHS permanent workforce.</p> <p>With regard to TSO job series, total females were almost 15% below the OCLF and White females 24% below the OCLF. The Adjudications Officers, CBP Officers, CBP Agents, and Criminal Investigators job series had similar pockets of underrepresentation in those EEO groups.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Tables A3-1 and A6 served as the primary source documents for the analysis of this employment category. From the analysis of both tables, we noted the low participation of females as well as other employee groups.</p> <p>CBP is home to the Border Patrol Agents, the largest of the three Cross-Cutting, High-Profile occupations in the Service Workers category. In its analysis of various studies and reports on women in law enforcement at the federal and state/local levels, CBP noted that there was a serious disparity in the participation rates of women across the board. Pursuant to these various studies/reports, possible contributors to these low participation rates included attitudinal barriers, physical strength requirements, an imbalance between work/family life responsibilities, and pay. Problems in the recruitment process may not be unique to federal agencies, but a common problem across law enforcement agencies in general.</p> <p>The wide range of probable barriers in this employment category warrants further examination.</p>	

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 – <i>Revised to 9/30/2009</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.	May 16, 2005 <i>Completed 12/2007</i>
5. Develop agency-wide Federal Women’s Program and Council to target the recruitment, advancement, and retention of women.	<i>September 30, 2009</i>
6. Staff Diversity Management Unit within CRCL with five additional FTEs.	<i>September 30, 2009</i>
7. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.	<i>December 31, 2010</i>
8. Provide executives and managers with necessary Diversity training, tools, and resources.	<i>December 31, 2010</i>
10. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).	<i>December 31, 2010</i>
11. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).	<i>December 31, 2010</i>
12. Develop and implement DHS enterprise No FEAR Act training.	<i>September 30, 2009</i>

13. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates.

December 31, 2010

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#1 – The FY 2004 employment patterns for Females (collectively) and White females continued for FY 2008. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2008. As such, any further action will be contingent on the outcomes from the additional analyses and strategies.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>General Schedule Grades - FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #9:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>GS-14</u> – Hispanic males were the EEO group most significantly underrepresented at this grade level, as they were more than 7% below their participation rate within DHS.</p> <p><u>GS-15</u> – Hispanic males were the EEO group most significantly underrepresented at this grade level as they were more than 10% below their participation rate.</p> <p><u>SES</u> – Only total males, White males, and White females were employed at rates above their respective availability in the DHS permanent workforce. The groups that were most below their participation rate were: Hispanic males (-9.3%); total females (-8.2%); and African American females (-6.3%). African American males were 3.1% below their participation rate.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A4-1 provided the primary source document for analysis of this employment category.</p> <p>Several data points were noteworthy during the analysis of Workforce Table A4-1. In CIS, the only component where females comprise the largest percentage of the workforce (approximately 62 percent), the employment pattern for women at the GS-13, 14, 15, and SES grade levels were the same pattern as other females in the Department. White females were the exception—their participation rates at the GS-14 and 15 grade levels exceeded their availability in the CIS workforce. However, in CBP, where females made up approximately 26 percent of the permanent workforce, the participation rates for females (collectively) and White females exceeded their availability in the CBP workforce. For Black females, the disparity only existed at the SES level. These employment patterns point to an examination of</p>	

	<p>grades within occupations to help understand the processes at work.</p> <p>Data needed to conduct a more detailed assessment of the possible contributors to these employment profiles was not available in time for this report submission. Enhancements to the DHS MD 715 database are underway to provide queries on demand, e.g., distributions of occupations by grades 13, 14, 15, and SES and hiring and separation data by grades within occupations.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 12/31/2009</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>4. Diversity Sub-Council leads and coordinates enterprise diversity activities including barrier analysis committee to analyze and address SES under-representation</p>	<p>December 31, 2010</p>
<p>5. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO)</p>	<p>December 31, 2010</p>
<p>6. Provide executives and managers with necessary Diversity training, tools, and resources</p>	<p>December 31, 2010</p>
<p>7. Include ‘Diversity Advocacy’ element in SES performance plans</p>	<p>December 31, 2010</p>

8. Implement rotational assignments, coaching, and mentoring for SES development	December 31, 2010
9. Participate in DHS ERC, responsible for reviewing and approving all DHS SES selections	September 30, 2009
10. Participate in DHS ERB, responsible for reviewing and approving all DHS SES appraisals and awards	September 30, 2009
11. Participate in DHS CDP ERB, responsible for reviewing and approving DHS SES CDP program completion certifications	September 30, 2009
12. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates	December 31, 2010
13. Develop and implement DHS enterprise No FEAR Act training	September 30, 2009
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#4 – The FY 2004 employment patterns of lack of diversity amongst the SES continued for FY 2008. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2008. As such, any further action will be contingent on the outcomes from the additional analyses and strategies.</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Cross-Cutting, High Profile Occupations FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #10:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Total women were below the occupational CLF for the Adjudications Officers (-21.7%), Transportation Security Officers (-14.9%), Criminal Investigators (-7.1%), CBP Officers (-28.2%), and CBP Agents (-15.9%) job series.</p> <p>White females were employed below their occupational CLF availability for the same groups at the following rates: Adjudications Officers (-19.7%), Transportation Security Officers (-24.0%), Criminal Investigators (-5.0%), CBP Officers (-23.3%), and CBP Agents (-12.5%) job series.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The applicant pool for the BPA occupation increased from 95,486 applicants in FY 2007 to 190,554 in 2008. The recruitment pool was consistent with or exceeded the law enforcement representation for all groups except women and Whites. Specifically, women represent 21.1% of the CLF, 16.6% of the applicant pool, and only 5.17% of the current BPA population.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; component EEO/CR Directors</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 <i>Revised to December 31, 2010</i></p>	

DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
5. In conjunction with the CRCL feedback letter to CBP, recommend that CBP develop a Part I to document the applicant pool analysis associated with the inconsistent hiring rates discussed in the Executive Summary of the FY 2007 CBP MD 715 Report. Monitor CBP's progress on this planned analysis.	September 30, 2008 <i>Completed</i>
6. 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
7. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO).	December 31, 2010
8. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
9. Staff Diversity Management Unit within CRCL with five additional FTEs.	September 30, 2009
10. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates.	December 31, 2010
11. Finalize plan, including procedures to monitor progress, to eliminate identified barriers.	December 31, 2010
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2008 UPDATE	
<p>#5 –An analysis of the BPA application process revealed that although the number of women applying for BPA positions in FY 2008 increased by 98%, the “no show” rate or the rate of applicants not taking the written entry exam was 71.7% for women as compared to average of 66% for all other groups. CBP has been attempting to compensate for this trend by better informing applicants of the pre-requirements of employment and increasing the number of testing sites to have a greater geographic spread.</p> <p>#6 – The FY 2004 employment patterns for Females (collectively) and White females continued for FY 2008. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2008. As such, any further action will be contingent on the outcomes from the additional analyses and strategies.</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>New Hires by Type of Appointment - FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #11:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The permanent workforce, women (collectively) were hired 11.3% lower than their corresponding availability in the NCLF and White females were hired 13.9% lower than the NCLF. In the temporary workforce, this trend was less dramatic as total women were hired only 4.0% lower than the NCLF and White females were hired 7.0% lower than the NCLF.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>CHCO indicated that they were working towards redeployment of the e-Recruitment system for HCS and that it is scheduled to be operational in 2nd quarter FY 2009. The target date for this planned activity has been revised to Dec. 31, 2009.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers to the employment of females and other employee groups and develop a plan to eliminate the barriers.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>March 31, 2006 – <i>Revised to 12/31/2010</i></p>	

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
4. Benchmark best practices of federal agencies that have documented successes in creating a workforce that draws from the diversity of America.	July 31, 2005 <i>Revised to 3/31/2009</i>
5. Finalize plans in partnership with the CHCO to establish a DHS-wide applicant flow process.	August 1, 2005 <i>Revised to 12/31/2009</i>
6. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant flow process. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Completed 12/2007</i>
7. 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.	<i>December 31, 2009</i>
8. Staff Diversity Management Unit within CRCL with five additional FTEs.	<i>September 30, 2009</i>
9. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans.	<i>December 31, 2010</i>
10. Provide executives and managers with necessary Diversity training, tools, and resources.	<i>December 31, 2010</i>
11. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).	<i>December 31, 2010</i>
12. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).	<i>December 31, 2010</i>
13. Develop and implement DHS enterprise No FEAR Act training.	<i>September 30, 2009</i>
14. Capitalize on partnerships with minority-serving institutions for targeted recruitment of high-quality candidates.	<i>December 31, 2010</i>
15. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO).	<i>December 31, 2010</i>

16. Finalize plan, including procedures to monitor progress, to eliminate identified barriers.

December 31, 2010

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#7 – The FY 2004 employment patterns for Females (collectively) and White females continued for FY 2008. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2008. As such, any further action will be contingent on the outcomes from the additional analyses and strategies.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Quality Salary Increases - FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #12:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In FY 2008, the employment picture for QSIs improved from FY 2007 as seven employee groups—total males, Hispanic males, White males, Black males, American Indian/Alaskan Native males and females, and males identified as “Two or More/Other Races”—received QSIs at rates below their corresponding participation rates in the DHS permanent workforce. The latter three EEO groups were less than -1% below their participation rate. The other groups were as follows: total males were -14.0% below their participation rate; Hispanic males were -6.1% below; White males were -5.8% below; and Black males were -2.5% below.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A13 served as the primary source document for analysis of this employment category.</p> <p>Additional data is needed to complete this analysis.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>See the Part H and Part I Barrier Analysis Updates for FY 2008 located at the beginning of these tabbed section.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers to the employment of the specific groups noted above and develop a plan to eliminate the barrier.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs, Component EEO/CR Directors</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 <i>Revised to 12/31/10</i></p>	

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
4. Staff Diversity Management Unit within CRCL with five additional FTEs.	September 30, 2009
5. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
6. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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<i>U.S. Department of Homeland Security</i>	<i>Separations - FY 2008 Update</i>
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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #13:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In FY 2008, Females collectively (+3.6%), White females (+2.6%), African American males (+.85%), and African American females (+1.57%) were voluntarily separated at rates higher than their corresponding participation rate in the DHS permanent workforce. African American males (+7.58%) and females (+7.79%) were involuntarily separated at a rate greater than their corresponding participation. Lastly, total females (+4.0%), White females (+1.8%), African American males (+1.8%), and African American females (+2.52%) had a total separation rate higher than their corresponding participation rate.</p> <p>Voluntary separations accounted for 84.6% of total separations, involuntary separations accounted for 15.3%, and RIF accounted for less than .1%.</p>
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<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A14 served as the primary source document for analysis of this employment category. We supplemented this compulsory table with a table detailing the type of separations by NOAC and a table that focused on separations among the DHS Cross-Cutting, High Profile occupations.</p> <p>By separation type (NOAC), we noted that <i>resignations</i> accounted for approximately 56 percent of the voluntary separations. Voluntary retirements followed, accounting for 14 percent of the voluntary separations. Regarding the involuntary separations of Black males, we noted that one DHS component accounted for the majority of the actions.</p> <p>For the Cross-Cutting, High-Profile Occupations, separations were higher than accessions. Women accounted for 18 percent of</p>
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	<p>the voluntary separations and 16 percent of the accessions. Indeed, additional information is needed to understand what practices and/or policies are contributing to these issues.</p> <p>FY 2007: Resignations (NOAC 317) continued to make-up the largest segment of the voluntary separations, accounting for 67.99 percent. Retirements Voluntary (NOAC 302) accounted for the second largest percentage of voluntary separations—17.07 percent. Terminations Appt. In (NOAC 352) comprised the third largest segment of voluntary separations—10.72 percent.</p> <p>Three NOAC's accounted for 95.48 percent of the involuntary separations:</p> <ul style="list-style-type: none"> <input type="checkbox"/> NOAC 385 – Termination during Probationary/Trial Period – 1,112 employees <input type="checkbox"/> NOAC 330 – Removal – 621 employees <input type="checkbox"/> NOAC 357 – Termination -337 employees
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers to the employment conditions identified above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>March 31, 2006 – Revised to <i>9/30/2009</i></p>

DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
4. 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.	September 30, 2009
5. Diversity Sub-Council leads and coordinates enterprise diversity activities including barrier analysis committee to analyze and address the high rate of separations for African American males and females.	December 31, 2010
6. Staff Diversity Management Unit within CRCL with five additional FTEs.	September 30, 2009
7. Develop enterprise exit survey to gather retention information data and its impact on diversity (in partnership with CHCO).	December 31, 2010
8. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
9. Implement ‘Diversity Advocacy’ plan element into FY 2010 managerial and supervisory performance plans.	December 31, 2010
10. Include ‘Diversity Advocacy’ element in SES performance plans.	December 31, 2010
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p>FY 2008 UPDATE</p> <p>#4 – The FY 2004 employment patterns for Females (collectively) and White females continued for FY 2008. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2008. As such, any further action will be contingent on the outcomes from the additional analyses and strategies.</p>	

<p>EEOC FORM 715-01 PART I</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>FY 2008 Initiative on Employment of Muslims, Arabs, South Asians and Sikhs</i></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #14:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Since the attacks of September 11, 2001, the EEOC and state and local fair employment practices agencies have documented a significant increase in the number of charges alleging workplace discrimination based on religion and/or national origin. Many of the charges have been filed by individuals who are or are perceived to be Arab, Muslim, South Asian, or Sikh. These charges most commonly allege harassment and discharge.</p> <p>Three days after September 11th, when feelings were still raw, Chair Dominguez made a strong public statement to promote tolerance and guard against workplace discrimination. Chair Dominguez said that we must not "allow our anger about . . . [these] heinous events . . . to be misdirected against innocent individuals because of their religion, ethnicity, or country of origin." The Chair encouraged employers to call attention to their anti-discrimination and harassment policies, and to do everything within their power to prevent the singling-out of Middle Eastern employees.</p> <p>On November 19, 2001, EEOC, DOJ, and DOL issued a Joint Statement Against Employment Discrimination in the Aftermath of the September 11 Terrorist Attacks. It stated that the agencies "continue to receive reports of 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. When people are singled out for unfair treatment or are harassed based on their national origin, immigration status, ethnicity, or religious affiliation, practices, or manner of dress, we must act quickly to address and redress these</p>

	<p>acts of discrimination.”</p> <p>Secretary Chertoff has continually addressed the need to engage minority communities and attract employees of diverse backgrounds. At a speech to the Anti-Defamation League in May 2007, Secretary Chertoff said, “we need to make sure that everyone in this country, whatever their religious belief and ethnic background, feels connected to the American way and to the government. We have to listen to their concerns and ideas. We have to encourage people from these communities to join public service, to become part of the FBI, or DHS, or part of the military, so that they have a full stake in the venture and nobody feels excluded.”</p> <p>Similar to DOJ’s Initiative to Combat Post-9/11 Discriminatory Backlash, DHS would like an initiative to tackle employment issues. DOJ’s Initiative placed a priority on cases involving discrimination against Arab, Sikh, Muslim, and South-Asian Americans in employment, housing, education, access to public accommodations and facilities, and other areas. DHS’ Initiative will focus on training on diversity and cultural factors, and the prevention of harassment and workplace violence.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>CRCL has begun to review complaint filings by Arab, Muslim, South-Asian, and Sikh employees to determine the presence of a barrier. One FY 2008 illustrative case included the following: a CBP trainee assigned to the Artesia Border Patrol Academy alleged he was discriminated against on the bases of his Religion (Islam) and national origin (Egyptian), when he was asked if he was a terrorist and subjected to other disparaging remarks. The trainee was a former DOD language instructor who is precisely the kind of employee DHS needs to conduct its war on terror.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The initial identification of barriers is inconclusive.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	Identify the barriers to the employment conditions identified above and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	September 30, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2010
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with a cross-functional team to examine the conditions that impede equal employment opportunity to identify the specific barriers pertaining to the conditions at issue in this employment category.	September 30, 2009
2. Continue National Security Internship Program in partnership with the FBI.	September 30, 2008
3. Engage and build strategic partnerships between the government and these minority communities.	December 31, 2010
4. CRCL issues memo on Terminology to Define the Terrorist Threat.	September 30, 2009
5. Host roundtables with American Arab, Muslim, Sikh, South Asian and Middle Eastern community and religious leaders.	September 30, 2008
6. Deliver civil rights and civil liberties training to intelligence analysts at Fusion Centers.	December 31, 2010
7. Capitalize on partnerships with MSIs for targeted recruitment of high-quality candidates.	December 31, 2010
8. Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress. Report findings to the Director, DHS EEO Programs.	January 31, 2010

Part I

Rehabilitation Act

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Overall Employment –FY 2008 Update</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #15:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Individuals with targeted disabilities had low participation rates against the “Federal High” of 2.65% in most of the employment profiles presented in the MD 715 Workforce Tables examined by DHS. This picture was repeated across the Department’s permanent and temporary workforces and throughout the DHS components.</p> <p>NOTE: The “Federal High” is the participation rate of a federal agency (with 500 or more permanent employees), which had the highest participation rate of employees with targeted disabilities during the prior fiscal year. For 2008, that agency was the Equal Employment Opportunity Commission, where 2.65% of employees had a targeted disability. The Federal High is the standard that all agencies are compared against.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Tables B1, 2, 3, 4, 5, 6, 8, 10, 13, and 14.</p> <p>Employees with disabilities in the cross-cutting, high-profile occupations and in the high grades continued to increase in FY 2008. During FY 2008, two occupational categories experienced significant increases – “<i>Officials and Managers</i>” and “<i>Officials and Managers--Other</i>”. Specifically, “<i>Officials and Managers--Other</i>” category increased from 42,247 in FY 2007 to 47,732 in FY 2008, and “<i>Officials and Managers, which increased from 54,276 in FY 2007 to 64,138 in FY 2008.</i>” As a result, the participation rate of employees with disabilities in the “<i>Officials and Managers--Other</i>” and “<i>Officials and Managers</i>” categories including those with targeted disabilities, continued to increase at a higher rate than employees without disabilities. The ratio change from FY 2007 to</p>	

BARRIER ANALYSIS: (Continued)

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

FY 2008 in the “*Officials and Managers--Other*” category for employees with targeted disabilities was 2.20% and 1.90% for employees with disabilities compared to 0.98% for employees without disabilities. The ratio change in the “*Officials and Managers*” category for employees with targeted disabilities was 2.76% and 2.65% for employees with disabilities compared to 1.36% for employees without disabilities.

Further, during FY 2008, the participation rate for employees with disabilities, including those with targeted disabilities, remained proportionately higher than that of employees without disabilities in the Professional, Technical, Administrative, Craftwork, and Operatives occupational categories.

The participation rate for employees with targeted disabilities remained stable when compared to the participation rate for employees without disabilities who were employed as CBP Officers, Border Patrol Agents, TSOs, Adjudication Officers, Intelligence Research Specialist, Information Technology Specialists, and Criminal Investigators. DHS narrowed the gap in participation rates between employees with targeted disabilities and those without disabilities in Adjudication Officer positions. Although the participation rates for Adjudications Officers remained stable for people with disabilities, including those with targeted disabilities, it should be noted that their numbers increased by 126 for employees with disabilities, including 12 for those with targeted disabilities.

The participation rate among Security occupation for employees with targeted disabilities increased from 0.31% for FY 2007 to 0.39% in FY 2008 compared to a decline from 94.66 in FY 2007 to 93.10 in FY 2008 for employees without disabilities. Similar patterns were also noted in General Attorneys.

	Employees with disabilities increased from 3.48% to 4.68 and employees including employees with targeted disabilities by 0.03% compared to a participation rate decline of 1.83% among employees without disabilities.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	More information is needed to understand what factors might be contributing to the conditions at issue; identification of barriers is inconclusive. : See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To identify the barriers impeding employment opportunities for individuals with disabilities.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	March 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 <i>Revised to Sept. 30, 2010</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1a. Increase use of the Workforce Recruitment Program (WRP) as one way to increase the participation rate of employees with targeted disabilities.	<i>September 30, 2010</i>
1b. Expand DHS participation in referral services, including the VA, EARN, state rehabilitation offices, and independent living centers, nationwide.	<i>September 30, 2010</i>
1c. Identify applicant resources to target recruitment of qualified applicants with disabilities for mission critical positions at all levels.	<i>September 30, 2010</i>
1d. Incorporate the recruitment of people with disabilities into existing recruitment efforts.	<i>September 30, 2010</i>
3. Review mission critical vacancy announcements for inclusion of special hiring authority statements, noting eligibility of people with disabilities to apply outside of the area of consideration.	May 2005 <i>Revised to 9/30/2010</i>

6. Produce 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 CHCO).	August 2005 <i>Revised to 12/30/09</i>
9. Provide managers and supervisors with updated DHS Toolkit for Increasing Employment of People with Disabilities. Post the Toolkit on DHS website.	September 2005 <i>Completed March 2008</i>
11. Develop enterprise applicant flow tool to analyze recruitment and hiring results (in partnership with CHCO).	December 31, 2010
12. Deploy enterprise web-based training on employment of people with disabilities.	December 31, 2010
13. Use targeted recruiting more efficiently over the Internet and develop an online methodology in FY 2009 (in partnership with CHCO).	December 31, 2009
14. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).	December 31, 2010
15. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).	December 31, 2010
16. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009
17. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans.	December 31, 2010
18. Include 'Diversity Advocacy' element in SES performance plans.	December 31, 2010
19. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
20. Revise and update enterprise RA Procedures.	September 30, 2009
21. Use direct-hire authority at recruitment events (in conjunction with CHCO), with teams comprised of Human Resources qualification specialists, interview panelists, and selecting officials.	December 31, 2010
22. Leads Interagency Coordinating Council (ICC) on Emergency Preparedness and Individuals with Disabilities, and provide guidance for emergency management planning for Special Needs Populations.	December 31, 2010
23. Capitalize on partnerships with institutions of higher learning for targeted recruitment of high-quality disabled candidates.	December 31, 2010

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#1a and #1e – These activities are on-going activities to increase participation rates of employees with targeted disabilities. In FY 2008, DHS hired 16 WRP students.

#3 - CRCL will identify any specific follow-up actions required after the potential barriers are confirmed. *The target date for this planned activity has been revised to Sept. 30, 2010.*

6 – This activity has been reopened. Although OPM issued revised Schedule A regulations in FY 2006, DHS is under -utilizing this important hiring flexibility.

9 - On March 8, 2008, the Officer for Civil Rights and Civil Liberties issued a memorandum to Senior DHS Leadership on Increasing Employment of People with Disabilities announcing DHS's new online course "Employing People with Disabilities: A Roadmap to Success." This program describes the DHS Disability Employment Initiative – recruitment, interviewing, hiring, accommodating, retention, and emergency preparedness – and contains an extensive Resources Guide with tools and resources that make hiring people with disabilities a quick and easy option. This training program also includes powerful and insight personal testimonials from four DHS employees with disabilities. In addition to DHS supervisors and managers, this program and Resource Guide is also available to the public on www.dhs.civilliberties

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Removing Physical Barriers to Employment FY 2008 Update</i>	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #16: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	DHS has not completed an accessibility study of all of its facilities. A limited number of buildings have been reviewed.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Reviewed organizational responses to accessibility related question on Part G. Responses indicated that some DHS buildings are not within our control for renovations, such as historic buildings and GSA leased facilities. Also, management comments made following disability awareness for managers training course indicated unmet accessibility needs.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Lack of awareness of facilities management staff about their responsibilities for ensuring accessibility within leased buildings. See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop a plan, including a timetable and budget, to conduct accessibility reviews of major DHS employment centers. Provide training for facility management staff on facility accessibility requirements.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs; CHCO; and Facility Chiefs at Headquarters and components.	
DATE OBJECTIVE INITIATED:	May 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2005 – <i>Revised to September 30, 2010</i>	

DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>6. Develop plan for ensuring all DHS facilities are in compliance with federal standards. <i>Revised to: Monitor components on this requirement to ensure progress.</i></p>	<p>December 2005 <i>Revised to September 30, 2010</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>FY 2008 UPDATE</p> <p>#6 -- As part of major renovation projects, USCG upgraded 116 buildings in FY 2008 and ensured they were Section 504-compliant. This exceeded the target compliance goal for FY 2008, and USCG is on track to have 98% compliance by the end of FY 2010.</p> <p>DHS HQ upgraded three buildings in the Nebraska Avenue Complex facility to comply with accessibility standards.</p> <p>This activity has been revised to “<i>Monitor components on this requirement to ensure progress.</i>” <i>The target date for this activity has been revised to September 30, 2010.</i></p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Separations - FY 2008 Update</i>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #17:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>		<p>Although DHS separated 13,623 permanent employees in FY 2008, 281 fewer separations than in FY 2007, the total number of employees with disabilities separated in FY 2008 increased from 588 to 626, including an increase of 20 employees with targeted disabilities. The total separation rate for employees with targeted disabilities increased from 0.35% to 0.50%. As a result, the gap increased between separations rates and accessions rates for employees with targeted disabilities: 0.50% compared to 0.31%, respectively. DHS total separation rate for employees with disabilities, including those with targeted disabilities exceeded their participation in the permanent workforce. The separation rate for employees without disabilities was 0.52% less than their total workforce participation rate.</p> <p>Voluntary separations of employees with disabilities increased from 471 in FY 2007 to 528 in FY 2008, a net change of 12.10% while 59 employees with targeted disabilities separated a net change of 51.28%. The involuntary separations of employees with disabilities declined from 116 or a participation rate of 5.35% to 96 or a participation rate of 4.59 in FY 2008. FY 2008 accounted for 15.34% of the total number of employees with disabilities involuntarily separated, while employees with targeted disabilities accounted for 14.49% of the total separations for the category compared to the non-disabled involuntary separation rate of 15.38%, reversing a trend in this category. Previously, the percent of non-disabled employees separated had not exceeded that of employees with disabilities.</p>

<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of Workforce Table B14 Total Separations. The higher separation rate indicates a probable barrier.</p> <p>DHS lacks an exit interview tool and other tools to conduct an analysis and identify root causes of why people with disabilities are leaving at a higher rate than their participation in the workforce.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>More information is needed to identify whether a barrier to retention exists. See the Part H and Part I FY 2008. Barrier Analysis Updates located at the beginning of each of these tabbed sections.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify barriers to employment condition identified above. Develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; CHCO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>June 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>December 29, 2006 – <i>Revised Dec. 31, 2010</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Develop exit and post exit interview questionnaires to be administered to all employees leaving DHS. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i></p>	<p>June 2005 <i>Revised to December 31, 2010</i></p>
<p>4 Develop enterprise exit survey to gather retention information data and its impact on diversity (in partnership with CHCO).</p>	<p><i>December 31, 2010</i></p>
<p>5. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).</p>	<p><i>December 31, 2010</i></p>
<p>6. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).</p>	<p><i>December 31, 2010</i></p>

7. Implement 'Diversity Advocacy' plan element into FY 2010 managerial and supervisory performance plans.	December 31, 2010
8. Include 'Diversity Advocacy' element in SES performance plans.	December 31, 2010
9. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
10. Revise and update enterprise RA Procedures.	September 30, 2009
11. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
<p style="text-align: center;">FY 2008 UPDATE</p> <p>#1 - CRCL will identify any specific follow-up actions required after the potential barriers are confirmed. <i>The target date for this planned activity has been revised to Dec. 31, 2010.</i></p>	

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Promotions FY 2008 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #18:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>FY 2008 - DHS promoted 5,510 employees competitively, an increase of 2,318 from FY 2007. Of these promotions, employees with disabilities received 162 or 2.94%, below their 4.06% permanent workforce participation rates. Employees with targeted disabilities received 10 or seven fewer competitive promotions in FY 2008 than in FY 2007. The participation rate declined from 0.53% to 0.18% of promotions in FY 2008. Those with targeted disabilities received 0.37% of non-competitive promotions, above the 0.22% of those non-competitively promoted in FY 2007.</p> <p>Of the 872 total employees eligible for career ladder promotions, 44 or 5.04% are employees with disabilities, including nine or 1.03% employees with targeted disabilities, exceeding their respective participation rates in the permanent workforce. However, of the nine eligible employees with targeted disabilities, six, or 66.7% and, 20 or 45.46% of employees with disabilities spent in excess of 25 months in grade compared to 293 or 33.5% of 813 employees without disabilities.</p> <p>ICE, CBP, and USSS were the only components reporting employees with targeted disabilities eligible for career ladder promotions. Of these employees with targeted disabilities, four or 80% at ICE, 1 or 33.3% at CBP and 1 or 100% at USSS spent 25 or more months in grade in excess of minimum. Not one component reported a participation rate for employees without disabilities spending more than 25 months in grade that exceeded their rate in the permanent workforce</p>	

BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analyzed Workforce Table B10, Non-Competitive Promotions - Time-In-Grade
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The identification of barriers is inconclusive. See the part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	We will review procedures to determine any barriers to people with disabilities receiving promotions and length of time in grade. If any are identified, a plan will be developed to eliminate them.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs, Chief Human Capital Officer
DATE OBJECTIVE INITIATED:	July 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 - <i>Revised to 1/31/2010</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Conduct analysis of current practices for promoting employees eligible for non-competitive promotions, noting time-in-grade, and competitive promotions. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i>	December 2005 <i>Revised to January 31, 2010</i>
2. Monitor and evaluate promotion data, including time-in grade by disability status. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i>	June 2005 <i>Revised to January 31, 2010</i>
3. Develop plan to eliminate any identified barriers and ensure qualified employees are treated equitably. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i>	September 30, 2006 <i>Revised to January 31, 2010</i>
4. Meet with staff from the Office of the Chief Human Capital Officer to discuss options for determining how to get the data needed to accurately calculate career-ladder promotions. <i>(New for FY 2007 – See FY 2007 Update below)</i>	September 30, 2008 Completed

5. Develop guidelines to ensure diversity/composition of interview panels is inclusive of employees with disabilities, including targeted disabilities (in partnership with CHCO).	December 31, 2010
6. Conduct enterprise cultural audit to assess current profile in order to develop new strategy (in partnership with CHCO).	December 31, 2010
7. Develop diversity dashboard to monitor and analyze workforce trend lines and use data to develop new strategies (in partnership with CHCO).	December 31, 2010
8. Include 'Diversity Advocacy' element in SES performance plans.	December 31, 2010
9. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
10. Provide executives and managers with necessary Diversity training, tools, and resources.	December 31, 2010
11. Revise and update enterprise RA Procedures.	September 30, 2009
12. Use direct-hire authority at recruitment events (in conjunction with CHCO), with teams comprised of Human Resources qualification specialists, interview panelists, and selecting officials.	December 31, 2010
13. Capitalize on partnerships with institutions of higher learning for targeted recruitment of high-quality disabled candidates	December 31, 2010
14. Develop and implement DHS enterprise No FEAR Act training.	September 30, 2009
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2008 UPDATE	
<p>#1, #2, and # 3 - CRCL will identify any specific follow-up actions required after the potential barriers are confirmed. <i>The target date for this planned activity has been revised to Jan. 31, 2010.</i></p> <p># 4, - CRCL staff followed-up with the NFC and met with Office of the Chief Human Capital Officer. Corrected Tables 10A/B were included in the FY 2008 715 Data tables. This activity is completed.</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Temporary Workforce FY 2008 Updates</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #19: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		The number of employees with disabilities and employees increased by 28 during FY 2008, and employees with targeted disabilities increased by one while employees without disabilities experienced a significant decline of 1,569.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		Analyzed Workforce Table B1 Total Workforce Distribution by Disability.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Ensure managers and human resources staff are fully aware of this important hiring process. See the Part H and Part I FY 2008 Barrier Analysis Updates located at the beginning of each of these tabbed sections.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Temporary hiring is among the effective methods utilized to increase participation rates of people with disabilities in the workforce.
RESPONSIBLE OFFICIAL:		Deputy Officer for EEO Programs; CHCO
DATE OBJECTIVE INITIATED:		September 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:		December 2005 – Closed See Barrier Analysis Updates located at the beginning of Part H and Part I FY 2008 tabbed sections.
DHS Plan to Eliminate Identified Barrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
2. Ensure that management and human resources training include the importance of using temporary employment as a gateway to permanent hires of people with disabilities.		September 2005 <i>Completed</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2008 UPDATE

#2 – Training on using temporary employment hiring authorities to increase permanent employment of people with disabilities was included in the new online training program “Employing People with Disabilities: Roadmap to Success.” This program is available to all employees, including DHS managers and supervisors, and the public.

Part J

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

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities									
PART I Department or Agency Information	1. Agency	1. U.S. Department of Homeland Security								
	1.a. 2 nd Level Component									
	1.b. 3 rd Level or lower									
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY 2007		... end of FY 2008		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	148,355	100	161,592	100	13,237	8.92			
	Reportable Disability	6,033	4.06	6,408	3.96	375	6.21			
	Targeted Disability*	579	0.39	595	0.36	16	2.76			
	* 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.						79				
PART III Participation Rates In Agency Employment Programs										
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	5,510	162	2.94	10	0.18	63	1.14	5,285	95.91	
4. Non-Competitive Promotions	7,159	213	2.97	27	0.37	105	1.46	6,841	95.55	
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)	414,789	16,769	4.04	1,598	0.38	6,024	1.45	391,996	94.50	

6.b. Cash Awards (total \$\$\$ awarded)	113,337,983	4,044,962	3.56	324,606	.28	1,533,386	1.35	107,759,635	95.07
6.c. Quality-Step Increase	1,696	63	3.71	9	0.53	35	2.06	1,598	94.22
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 EMPLOYEES WITH TARGETED DISABILITIES

DHS recognizes that additional work needs to be done to achieve our goal of becoming the employer of choice for people with disabilities in the 21st century. Accordingly, DHS has set a hiring goal of 100 employees with targeted disabilities for FY 2009. To achieve this goal, DHS is adopting the following strategies:

Recruitment/Hiring

- Redoubling our efforts to recruit individuals with targeted disabilities at all grades, particularly the SES level. Widening our outreach and partnering efforts to include professional organizations and associations, disability resource centers and advocacy groups, colleges and universities with a high percentage of students with disabilities.
- Increasing the use of expedited hiring authorities such as Schedule A and Disabled Veterans. This includes special temporary hiring authority for the employment of 30 percent or more disabled veterans, where feasible.
- 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 who are alumni in recruitment and outreach efforts.
- Incorporating recruitment efforts for people with disabilities into established recruitment programs.
- Ensuring vacancy announcements include clear directions for people with disabilities to apply for positions.
- Identifying publications and websites that target people with disabilities. Posting the vacancies on these websites, and placing advertisements in the publications.
- Expanding the Department's presence at meetings and conferences that promote the employment of people with disabilities.

Training

- Increasing participation in DOD's Operation Warfighter Program and with the Department of Veterans Affairs programs: Coming Home Program and Vocational Rehabilitation and Employment Programs.
- Enhancing partnership with the Military Severely Injured Center.
- Expanding use of the Selective Placement Program.

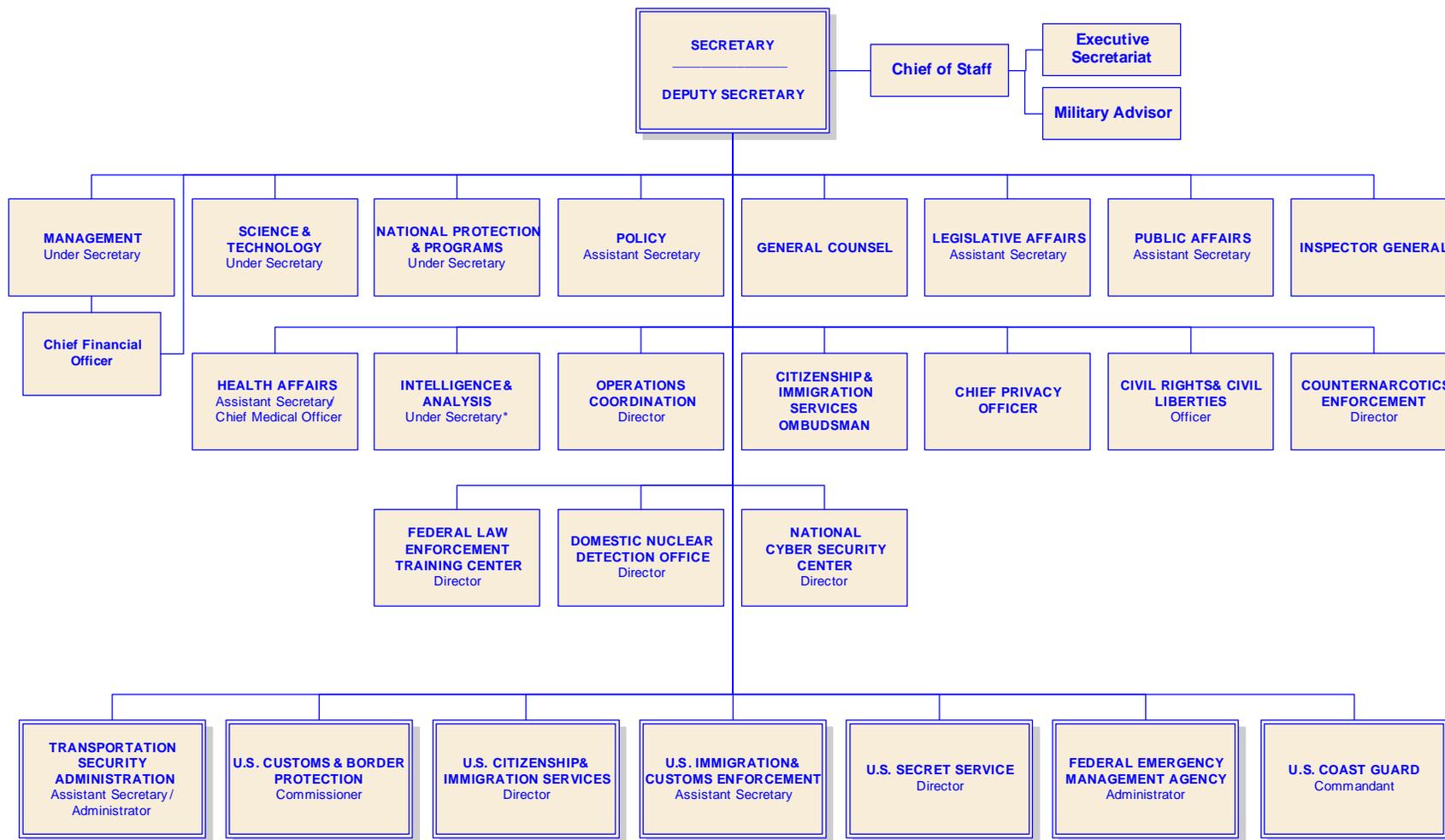
- Increasing marketing of potential applicants to managers.
- Ensuring employees with disabilities receive notice of career development opportunities.
- Holding joint training programs with the Disability Employment and Accommodations Committee and Human Capital officials.
- Providing training opportunities to increase effectiveness of Selective Placement Coordinators.
- Providing *Windmills* training to recruiters and HC staffs that interact with candidates with disabilities. This training will also be provided to managers and supervisors to increase the ability of managers and supervisors to discuss career development and advancement opportunities with employees with disabilities.

Career Development/Promotion

- Increasing efforts to promote employees with disabilities into current leadership and other career enhancing courses and programs. Also, include external government-wide career development programs.
- Developing Individual Development Plans (IDP). Coordinate with State Vocational Rehabilitation Services for training assistance where needed.
- Monitoring time-in-grade data, non-competitive promotions, and competitive promotions to ensure career development is 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

U.S. DEPARTMENT OF HOMELAND SECURITY



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

Approved 3/20/2008

Appendix A

Historical Part H

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

<p>EEOC FORM 715-01 PART H</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission - FY 2004 w/FY 2006-2008 Updates</i></p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #6:</p>	<p>B1: Is the EEO Director under the direct supervision of the agency head?</p> <p>B8: Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?</p> <p>B8a: Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?</p> <p>B8b: Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants?</p> <p>B10: Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality and opportunity?</p>
<p>OBJECTIVE:</p>	<p>To link strategic EEO and diversity objectives to the Department's Strategic Plan and HCSP.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; Chief Human Capital Officer</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 – <i>Completed</i>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. B1: At the Departmental level, the Officer for Civil Rights and Civil Liberties, who is responsible for the DHS EEO Program, reports directly to the Secretary. In keeping with the Department’s commitment to create a unified 21 st century department, CRCL will develop a plan to align the EEO function to execute and communicate as a team that will constitute excellence in governance.	June 1, 2005 <i>Completed</i>
2. B8, B8a, B8b: The Deputy Officer, EEO Programs, will begin attending the Secretary’s Chief of Staff daily staff meeting.	February 2, 2005 <i>Completed</i>
3. B8, B8a, B8b: CRCL will initiate quarterly meetings between the component EEO/CR Directors and the HC Officers.	April 29, 2005 <i>Completed</i>
4. B8, B8a, B8b: At the Departmental level, CRCL/EEO works closely with the Office of the CHCO on these matters. CRCL will issue additional policy direction to address the joint responsibility of EEO and HC in the DHS components for these functions.	June 1, 2005 <i>Completed</i>
5. B8, B8a, B8b: Establish a reporting/monitoring mechanism to ensure compliance with these business functions.	June 1, 2005 <i>Completed</i>
6. B10: CRCL will look for centers of excellence and opportunities for efficiencies and shared services across program functions.	March 31, 2006 <i>Completed</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
<p><i>#1</i> - In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed to better integrate the Department and give DHS employees better tools to accomplish their mission. During FY 2006, DHS embarked on the development of a new strategic plan to complement the new structure. A senior EEO Program Manager from CRCL participated in the drafting of the plan. A senior EEO Program Manager also participated in shaping the new standard and measures for the <i>diversity</i> goal under the human capital element of the Department’s internal President’s Management Agency scorecard.</p> <p>The acquisition, development, and retention of qualified employees are a fundamental part of the strategic mission of the Department. As a member of the DHS Human Capital Council which is</p>	

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

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

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

FY 2007 UPDATE

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

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

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

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

budgets to provide better EEO services, discrimination prevention and affirmative programs for employment. *This planned activity has been completed.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element B: Integration of EEO Into the Agency's Strategic Mission - FY 2004 w/FY 2006-2008 Updates</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #7:	<i>Secure resources to enable agency to conduct a thorough barrier analysis of its workforce, including provision of adequate data collection and tracking systems (B14)</i>	
OBJECTIVE:	Leverage the Department's EEO resources and maximize program efficiencies through shared resources.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs.	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 30, 2006 – <i>Revised to 12/31/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	March 31, 2005 <i>Completed</i>	
2. CRCL will issue additional policy direction to address the joint responsibility of EEO and HC in the components for conducting barrier analyses.	May 31, 2005 <i>Completed</i>	
3. Complete development of the Departmental level workforce analysis database and deploy via DHS Interactive.	May 1, 2005 <i>Completed</i>	
4. Complete deployment of the workforce analysis database to the components via DHS Interactive.	September 1, 2005 <i>Completed</i>	
5. Create and deploy workforce tables with applicant flow implications on DHS Interactive as the processes are developed.	March 1, 2006 <i>Revised 12/31/2010</i>	

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

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

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

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

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

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

FY 2007 UPDATE

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

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

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

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

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

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
<i>U.S. Department of Homeland Security</i>	<i>Essential Element D: Proactive Prevention Essential Element E: Efficiency FY 2004 w/FY 2006-2008 Updates</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #8:	<p>D4: Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?</p> <p>D5: Are trend analyses of a workforce's major occupations conducted by race, national origin, sex and disability?</p> <p>D6: Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?</p> <p>D7: Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?</p> <p>D8: Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?</p> <p>E2: Has the agency implemented adequate data collection and analysis systems that permit tracking of the information required by MD 715 and these instructions?</p>
OBJECTIVE:	To complete development of the DHS workforce analysis database and deploy it via DHS Interactive.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	June 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 - <i>Revised to 12/31/2010</i>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>With not quite 2 years of history as a Department, DHS is just establishing baseline workforce data using the data tables established for this Annual EEO Program Status Report. As such, analysis for trends is premature.</p> <p>1. CRCL will develop and issue policy requiring the EEO/CR Directors to conduct pattern/trend analyses by the MD 715-specified variables beginning with the FY 2005 Annual EEO Program Status Report.</p>	<p>August 1, 2005 <i>Completed November 2, 2006</i></p>
<p>2. Resolve outstanding issues, including RNO and disability coding anomalies, with the USCG and TSA data.</p>	<p>May 31, 2005 <i>Completed</i></p>
<p>3. Finalize programming for formatting for reports and submit for posting to DHS Interactive</p>	<p>August 31, 2005 <i>Completed</i></p>
<p>4. Deploy via DHS Interactive</p>	<p>September 30, 2005 <i>Completed</i></p>
<p>5. CRCL will partner with the CHCO office to finalize the contracting vehicle to procure a DHS-wide applicant flow process from the Office of Personnel Management (OPM).</p>	<p>August 1, 2005 <i>Completed</i></p>
<p>6. CRCL will partner with the CHCO office and OPM to resolve requirements and specifications issues, including any career development information that has changed because of MAX^{HR}.</p>	<p>November 1, 2005 <i>Completed</i></p>
<p>7. Develop interim programming to format workforce tables with applicant flow implications (A/B7, A/B9, A/B11, and A/B12) <i>(Revised in FY 2006 Update – See below)</i></p>	<p>January 15, 2006 <i>Revised to 12/31/2010</i></p>
<p>8. Conduct first official test of system (applicant flow)</p>	<p>February 1, 2006 - <i>Closed</i></p>
<p>9. Finalize programming format for workforce tables A/B7, A/B9, A/B11, and A/B 12.</p>	<p>March 1, 2006 <i>Closed</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2006 UPDATE</p> <p>#1 – CRCL included the requirement for conducting a trend analysis in its FY 2006 general guidance to the components for completing the annual EEO Program Status Report. The CRCL general guidance was provided as an attachment to a November 2, 2006 memorandum to the DHS component heads from Carmen Walker, Deputy Officer for EEO Programs. <i>This activity was</i></p>	

completed on November 2, 2006.

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

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2004 w/FY 2006-2008 Update</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #9:	E3: Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehab Act?	
OBJECTIVE:	Leverage the Department's EEO resources and maximize program efficiencies through shared resources.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	March 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 <i>Completed on 9/30/2007</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	June 1, 2005 <i>Completed</i>	
2. Establish CRCL policy and action plan for conducting EEO Program evaluations of the components.	July 1, 2005 <i>Completed</i>	
3. Begin component audits.	October 1, 2005 - <i>Completed</i>	
4. Analyze results; propose and implement improvements.	February 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
FY 2006 UPDATE #1 – In FY 2006, the Department completed a reorganization designed to ensure that policies, operations, and structures maximize performance and address threats to our nation. While full integration of programs such as Civil Rights will take additional time, these changes were designed		

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

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

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

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

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

FY 2007 UPDATE

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

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

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

#2 and #4 – CRCL has established an action plan to evaluate two components in FY 2008 and three components each year thereafter. An EEO Program Evaluation Guide was completed giving a full description of the evaluation process. Recommendations for improvement will be included with the final reports. *These planned activities have been completed.*

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Essential Element E: Efficiency FY 2004 w/FY 2006-2008 Updates</i>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #10:	E11c: Does the agency complete the investigations within the applicable prescribed time frame?	
OBJECTIVE:	<i>To complete investigations within the applicable prescribed time frame.</i>	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 31, 2006 – <i>Revised to 9/30/2010</i>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Examine MD 715 and 462 component submissions to identify possible centers of excellence for conducting investigations.	May 30, 2005 <i>Completed on 11/6/2007</i>	
2. Develop and issue new complaint investigation policy and procedures.	August 1, 2005 <i>Revised to 9/30/2009</i>	
3. Implement new policy.	September 30, 2005 <i>Revised to 9/30/2009</i>	
4. Assess and revise policy/procedure as appropriate.	January 31, 2006 <i>Revised to 9/30/2009</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
FY 2006 UPDATE <i>The planned activities toward completion of the objective (above) have been revised as follows:</i> #1 – The Complaints Adjudication Branch, CRCL, has decided to broaden the scope of this activity by establishing a working group consisting of DHS components to (1) conduct benchmarking, (2) identify centers of excellence both within and external to DHS, and (3) determine the best practices relative to quality, timeliness, and impartiality of EEO investigations. CRCL plans to proactively pursue these activities while awaiting recommendations from EEOC’s assessment of Federal sector		

investigations. CRCL will tailor recommendations from the Commission to meet the Department's specific needs, including the processing of legacy cases. ***The target date for this activity is May 30, 2007.***

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

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

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

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

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

FY 2007 UPDATE

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

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

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

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

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

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

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E: Efficiency FY 2006 w/FY 2007-2008 Update</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #11:	E11d: When a complainant requests a FAD, does the agency issue the decision within 60 days of the request?	
OBJECTIVE:	<i>To acquire sufficient resources and to create operating efficiencies that will enable DHS to meet EEOC complaint processing timeframes.</i>	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs and the Complaint Adjudication Branch Head	
DATE OBJECTIVE INITIATED:	March 13, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 28, 2007 <i>Revised to 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>	
2. Develop and implement strategies for achieving operational efficiencies.	September 30, 2007 <i>Revised to 9/30/2009</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>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#1, FY 07 – CRCL is in the process of converting contractor Final Agency Decision (FAD) Analyst positions to federal full-time equivalents (FTEs). To date, CRCL has filled three of seven FTE FAD-writing positions. CRCL is also in the process of backfilling the Complaint Adjudication position that has been vacant since January 4, 2008. The staffing process includes obtaining security clearances, which may take several months. <i>The target date for this activity has been revised to September 30, 2008.</i></p> <p>#2, FY 07 – CRCL developed three actions in conjunction with this planned activity.</p> <ul style="list-style-type: none"> • CRCL has formulated performance plans for the new federal FAD Analyst positions with performance metrics tied to grade (GS-12/13/14). The metrics are specifically based on the 		

number of days to draft a FAD. ***This action has been completed.***

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

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

Note that the average processing days reported in the FY 2007 Update only referred to Merit Decisions that were immediately requested by the complainant. The chart above uses average processing days for ALL Merit Decisions issued.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Essential Element E: Efficiency FY 2004 w/FY2006-2008 Updates</i>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY #12:	E11g: Does the agency ensure timely compliance with EEOC AJ decisions which are not subject of an appeal by the agency?	
OBJECTIVE:	To ensure timely compliance with EEOC AJ decisions at the Department level and throughout the components.	
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs	
DATE OBJECTIVE INITIATED:	December 15, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 1, 2006 <i>Completed on 9/30/2007</i>	
1. Hire a Complaints Manager.	January 28, 2005 - <i>Completed</i>	
2. CRCL will develop a plan to align the EEO function and its resources to execute and communicate as a team that will constitute excellence in governance.	June 1, 2005 <i>Completed</i>	
3. Complete security clearance process for Complaints Manager.	April 1, 2005 - <i>Completed</i>	
4. After clearance is complete, the Complaints Manager will work with EEO staff to ensure timely compliance of all cases.	January 1, 2006 <i>Completed</i>	
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
<p>#2, FY 06 – In order to have a model EEO Program, DHS must ensure legal compliance by fully and timely responding to final EEOC orders directing corrective action and relief. DHS CRCL’s goal is to have an EEO compliance program that is proactive and not responsive, i.e., monitors relief, ensures implementation of remedies, and informs EEOC of the status of its cases. For FY 2007, CRCL plans the following process improvements: To take a more proactive approach to the evaluation of component compliance programs with notification to Component heads of identified problems; conduct compliance training for all DHS components; and fully utilize tracking systems to better manage cases; and implement relief in a more timely manner. <i>The target date for this activity has been revised to September 30, 2007.</i></p>		

FY 2007 UPDATE

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

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

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

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

Historical Part I

Title VII

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<p align="center"><i>U.S. Department of Homeland Security</i></p>	<p align="center"><i>Total Workforce - FY 2004 w/FY 2006-FY 2008 Updates</i></p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #5:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>An examination of Workforce Tables A-1 and A-2 found that females (collectively) were employed in the DHS permanent workforce at rates below their availability in the National Civilian Labor Force (NCLF). This picture was mirrored across each DHS components, except the U.S. Citizenship and Immigration Services (CIS). White females, Asian females, and American Indian/Alaskan Native females followed this employment pattern from the Departmental view and across most DHS components. A similar profile existed for Hispanic females in six of the nine DHS components.</p> <p>The participation rates for Hispanic males, Asian males, and males identified as “Two or More/ Other Races” in the permanent workforce were below their respective availability rates in the NCLF.</p> <p>Similar disparities existed at this aggregate Departmental level in the <i>temporary</i> workforce, i.e., females (collectively), White females, Asian females, and females identified as “Two or More/ Other Races” were employed at rates below their respective availability rates in the NCLF.</p> <p>The participation rates for Hispanic males, Black males, and males identified as “Two or More/Other Races” were below their expected NCLF availability in most DHS components.</p> <p><i>With few exceptions, these employment profiles continued for FY 2007.</i></p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>FY 2004 DHS employment profiles reflect, for the most part, the recruitment and hiring activities of the 22 separate agencies that merged to create</p>	

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

DATE OBJECTIVE INITIATED:		January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:		May 30, 2006 - <i>Revised to December 31, 2010</i>
EEOC FORM 715-01 PART I	DHS Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Establish cross-functional teams comprised of members from the EEO and HC communities, and managers from applicable mission areas to examine the triggers and established processes and policies that might be impeding employment opportunities.		May 16, 2005 <i>Completed in FY 2005</i>
2. Report team findings to Director, DHS EEO Programs.		August 30, 2005 <i>Completed 01/2008</i>
3. Design and conduct a study to assess the attitudes of managers relative to equal employment opportunity. (<i>Revised in FY 2007 report to "CRCL will discuss collaborating with HC on Action 5.2.2."</i>) – See FY 2007 update below.		July 31, 2005 <i>Revised to 6/30/2008</i>
4. Report results to Director, DHS EEO Programs. (<i>See FY 2007 update below</i>)		August 30, 2005 <i>Temporarily Suspended</i>
5. Develop interim plan to eliminate probable barriers based on results of cross-functional teams.		September 30, 2005 <i>Closed 12/2007</i>
6. Complete plans to establish DHS-wide applicant flow process, implement, and assess. (<i>Revised in FY 2008 report to "Complete plans to establish HQ-level applicant flow process, implement, and address"</i>)		March 31, 2006 <i>Revised to 12/31/2009</i>
16. 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 2006 UPDATE		
<p>#2 – CRCL reconvened the cross-functional team in May 2006. Professionals from the components' EEO and HC communities provided ad hoc resources. One of the deliverables, the Document Collection Plan, was essential to timely completion of follow-on task deliverables. Unfortunately, the document collection phase extended well beyond the estimated task completion date because of unexpected challenges experienced in obtaining the required component documents. Consequently, the estimated task completion dates for most of the follow-on tasks had</p>		

Barrier List/Report on February 15, 2007. The Deputy Officer for EEO Programs was briefed on this preliminary list/report on February 28, 2007. A final briefing will be presented to the Deputy Officer for EEO Programs after receipt of the final Barrier Identification and Action Plan Report which is scheduled for June 15, 2007. ***The revised target date for this activity/briefing is June 30, 2007.***

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

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

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

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

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

FY 2007 UPDATE

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

#3 – Funding continued to be an issue during FY 2007 relative to the Department’s posture for assessing attitudinal barriers. Given that the low participation rates identified in FY 2004 continued, for the most part, for the same employee groups in FY 2007, we believe that assessing

attitudinal barriers in conjunction with the continued analysis of structural barriers would be beneficial to understanding what might be contributing to these employment profiles. It is worth noting that Human Capital (HC), in conjunction with its “FY 2009-2013 Human Resources (HR) Line of Business (LOB) Goals, Objectives, and Actions” plans to “*Conduct a DHS wide cultural audit to assess current diversity profiles and attitudes in order to identify and develop new actions and strategies.*” (Action 5.2.2) CRCL plans to talk with HC about the opportunity to partner with them on Action 5.2.2. We have revised this planned activity to: “*CRCL will discuss collaborating with HC on Action 5.2.2.*” ***The target date for this planned activity has been revised to June 30, 2008.***

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

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

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

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

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Officials and Managers - FY 2004 w/FY 2006-2008 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #6:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As Officials and Managers, the participation rates of females (collectively) as well as White males and White females were below their availability in the relevant NCLF. This profile was mirrored in most DHS components for females (collectively). Hispanic males/females, Asian males/females, and males/females identified as “Two or More/Other Races” were also added to the disparities in the majority of the components.</p> <p>In the Executive/Senior Level (Grades 15 and Above) sub-category, several employee groups were conspicuously absent within the components.</p> <p>Females (collectively) and White males/females were the only groups whose participations rates in the first three sub-categories increased from the First Level (Grades 12 and Below) to the Executive/Senior Level (Grades 15 and Above). With few exceptions, this profile was reversed for the other employee groups.</p> <p><i>Officials and managers accounted for approximately 38 percent of the DHS FY 2007 permanent workforce. Similar employment profiles were identified for FY 2007.</i></p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary data source for analysis of this employment profile. We note that erroneous RNO coding at TSA might be a contributing factor to the disparities noted in the first paragraph above. Further analysis of the employee distributions within the two data streams that populate this category—(1) occupational series coded by the Office of Personnel Management (OPM) as “Officials and Managers” and (2) the position supervisory code—is needed to determine what might be at play relative to the conditions at issue.</p>	

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; Director, Office of Civil Rights (TSA) – RNO Coding</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 12/31/2009</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with TSA on the development of an action plan to resurvey the workforce to correct RNO coding problems. Establish target date for re-examining DHS employment profiles in this occupational category based on resurvey.</p>	<p>April 30, 2005 <i>Completed</i></p>
<p>2. Coordinate with the cross-functional teams examining the triggers and established policies/procedures that might be impeding equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>
<p>3. Complete analysis of the employee distributions for the two data streams that comprise the “Officials and Managers” category and report results to the Director, DHS EEO Programs.</p>	<p>June 30, 2005 <i>Completed 12/2007</i></p>
<p>4. Develop plan to eliminate probable barriers, including procedures to monitor progress.</p>	<p>September 30, 2005 <i>Revised 12/31/2009</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p>FY 2006 UPDATE</p> <p>#2 – See DHS Preliminary Barriers Report.</p> <p>#3 - As previously described, two data streams comprise the “Officials and Managers” occupational</p>	

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

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

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

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

#4 – See Preliminary Barriers Report.

FY 2007 UPDATE

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

#3 – The FY 2004 employment patterns for Females (collectively), White males, and White females continued for FY 2007. DHS has recognized that many of the triggers noted in FY 2004 continued for FY 2007. As such, any further action will be contingent on the outcomes from the additional analyses and strategies identified from the Department’s first enterprise-wide barrier analysis effort. *This activity is closed in light of the new Part H’s and Part I’s developed in conjunction with the FY 2007 Barrier Analysis Update.*

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

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Professionals - FY 2004 w/FY 2006 – FY 2008 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #7:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>As Professionals, females (collectively), White females, Asian females, and American Indian/Alaskan Native females had participation rates below their expected availability rate in the relevant NCLF. This pattern was repeated for the same groups across most DHS components. Asian males, American Indian/Alaskan Native males, and males identified as “Two or More/Other Races” were also employed at rates below their availability in the relevant NCLF.</p> <p><i>Four DHS Cross-Cutting, High Profile occupations are included in the Professionals category—Attorneys, Engineers, Intelligence Research Specialists and IT Specialists.</i></p> <p><i>Professionals account for approximately 6 percent of the DHS permanent workforce.</i></p> <p><i>FY 2007:</i> Professionals made-up 6.32 percent of the DHS permanent workforce. Similar to FY 2004, Females (collectively), White females, American Indian/Alaskan Native females and males and females identified as Two or More/Other Races had participation rates below their availability in this occupational category.</p> <p><i>For FY 2008, total females were more than 10% below the RCLF and White females were almost 14% lower than the RCLF.</i></p>	

<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A3-1 served as the primary source document for analysis of this employment profile. We also examined hiring and separation data for the DHS Cross-Cutting, High Profile occupations in this category. This analysis showed that, overall, we hired more employees in these positions than we lost. However, women accounted for 39 percent of the losses and 29 percent of the accessions. As noted earlier, drawing conclusions from this data is premature given the absence of a DHS-wide applicant flow process or recruitment plan.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive. FY 2007: <i>See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections.</i></p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for Programs; Chief Human Capital Officer</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 9/30/2009</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>
<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Completed 01/2008</i></p>
<p>3. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant-flow process. Include procedures and schedule to monitor progress.</p>	<p>September 30, 2005 <i>Closed 12/2007</i></p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

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

FY 2007 UPDATE

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

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

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

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Service Workers - FY 2004 w/FY 2006 and FY 2007 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #8:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively), females across all individual groups, Black males, Asian males, and males identified as “Two or More/Other Races” were employed at rates below their respective availability in the relevant NCLF. With few exceptions, this employment pattern was mirrored across the DHS components.</p> <p><i>Three DHS Cross-Cutting, High-Profile occupations—Police, Border Patrol Agents, and Criminal Investigators comprise the Service Worker occupational category.</i></p> <p><i>Service Workers comprise approximately 14 percent of the DHS permanent workforce.</i></p> <p><i>See also: Cross-Cutting, High Profile Occupations</i></p> <p>FY 2007: At the departmental level, all female employee groups except Native Hawaiian or Other Pacific Islander females were employed in the Service Worker category at rates below their respective availability in the NCLF. Males identified as Two or More/Other Races were also employed below their respective NCLF availability.</p> <p>Four DHS Cross-Cutting, High-Profile occupations now make up this occupational category with the addition of the Transportation Security Officers (TSO’s) upon their reclassification from the “0019” series to the “1802” series. With this addition, Service Workers, as a percentage of the DHS permanent workforce, grew from 14 percent in FY 2004 to 45.66 percent for FY 2007. The TSO’s replace the Border Patrol Agents as the largest of the four occupations, accounting for 75.86 percent</p>	

DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining conditions (including recruitment policies) that impede equal employment opportunity for the identification of probable barriers relative to the conditions at issue in this category.	May 16, 2005 <i>Completed 12/2007</i>
2. Report findings to the Director, DHS EEO Programs	August 30, 2005 <i>Completed 01/2008</i>
3. Benchmark law enforcement agencies that have had successes in recruiting, hiring, promoting, and retaining a workforce that draws from the diversity of the public they serve and protect.	July 31, 2005 <i>Completed</i>
4. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant-flow process. Include procedures/schedule to monitor progress.	September 30, 2005 <i>Completed 12/2007</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
#1, #2, and #4 – See DHS Preliminary Barriers Report.	
FY 2007 UPDATE	
#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. <i>This activity has been completed.</i>	
#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i>	
#4 – No interim plan is required as the new Part Is and Part Hs developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity is closed.</i>	

<p>EEOC FORM 715-01 PART I</p>	<p><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p><i>U.S. Department of Homeland Security</i></p>	<p><i>General Schedule Grades - FY 2004 w/FY 2006 and FY 2007 Updates</i></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #9:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In the General Schedule (GS) pay plan at the 13, 14, 15, and SES levels, all employee groups, except White males, had participation rates below their availability in the DHS permanent workforce. For White females, the disparity existed only at the GS-13 grade level.</p> <p>With few exceptions, the disparities at the GS-13, 14, 15, and SES levels were mirrored across the DHS components.</p> <p style="text-align: center;">FY 2007</p> <p><u>GS-13</u> – The disparities identified in FY 2004 continued for the same employee groups in FY 2007 even though the ratio changes for most of the groups were positive. Native Hawaiian or Other Pacific Islander males and females were added to these groups for FY 2007. DHS did not capture data for these groups in FY 2004.</p> <p><u>GS-14</u> – DHS achieved a modicum of success at this grade level compared to FY 2004 as two employee groups—Females (collectively) and Asian females—previously employed at rates below their availability in the DHS permanent workforce exceeded their availability. Hispanic males and females, Black males and females, Asian males, and American Indian/Alaskan Native females continued to be employed at rates below their respective availability in the DHS permanent workforce even though they experienced positive ratio changes from FY 2004 to FY 2007. Native Hawaiian or Other Pacific Islander males and females and American Indian/Alaskan Native males were also employed below their availability in FY 2007.</p> <p><u>GS-15</u> – All employee groups—except White</p>

	<p>males and females, and females identified as “Two or More/Other Races”—were employed at rates below their availability in the DHS permanent workforce in FY 2007. This is basically a repeat of the FY 2004 employment picture for these employee groups. While most of the employee groups experienced positive ratio changes from FY 2004 to FY 2007, the change was not enough to boost the participation rates beyond the respective availability rates.</p> <p><i>SES</i> – Only White males and females were employed at rates above their respective availability in the DHS permanent workforce. While only two employee groups—Asian males and males identified as “Two or More/Other Races”—had a decrease in their actual numbers, negative ratio changes were experienced by several groups—White males, Black males and females, Asian males and females, American Indian/Alaskan Native males, and males identified as “Two or More/Other Races.”</p> <p>Similar profiles existed at the DHS components.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p> <p>BARRIER ANALYSIS: (Continued)</p>	<p>Workforce Table A4-1 provided the primary source document for analysis of this employment category.</p> <p>Several data points were noteworthy during the analysis of Workforce Table A4-1. In CIS, the only component where females comprise the largest percentage of the workforce (approximately 62 percent), the employment pattern for women at the GS-13, 14, 15, and SES grade levels were the same pattern as other females in the Department. White females were the exception—their participation rates at the GS-14 and 15 grade levels exceeded their availability in the CIS workforce. However, in CBP, where females made up approximately 26 percent of the permanent workforce, the participation rates for females (collectively) and White females exceeded their availability in the CBP workforce. For Black females, the</p>

<p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>disparity only existed at the SES level. These employment patterns point to an examination of grades within occupations to help understand the processes at work.</p> <p>Data needed to conduct a more detailed assessment of the possible contributors to these employment profiles was not available in time for this report submission. Enhancements to the DHS MD 715 database are underway to provide queries on demand, e.g., distributions of occupations by grades 13, 14, 15, and SES and hiring and separation data by grades within occupations.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 – <i>Revised to 12/31/2009</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barrier(s) relative to the conditions at issue in this employment category. Additional focus needed by the team on high visibility assignments, training, and career development procedures/policies.</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>
<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Completed 01/2008</i></p>
<p>3. Develop an interim action plan to eliminate probable barrier(s)</p>	<p>September 30, 2005</p>

pending completion of the DHS-wide applicant flow process.
Include procedures/schedule to monitor progress.

Completed 12/2007

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

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

FY 2007 UPDATE

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

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

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

<p>EEOC FORM 715-01 PART I</p>	<p><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p><i>U.S. Department of Homeland Security</i></p>	<p><i>Cross-Cutting, High Profile Occupations FY 2004 w/FY 2006-FY 2008 Updates</i></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #10:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively) were employed at rates below their respective availability rates in 8 of the 12 DHS Cross-Cutting, High-Profile Occupations—Customs and Border Protection Officers (1895), Border Patrol Agents (1896), Criminal Investigators (1811), Intelligence Research Specialists (0132) IT Specialists (2210), Police (0083), Screeners (0019), and Security (0080).</p> <p>Females (collectively) were also employed at rates below their availability in two of the three engineering disciplines with more than 100 positions—<i>General Engineers (0801)</i> and <i>Electronics Technicians (0856)</i>.</p> <p>In the <i>Border Patrol Agent (1896)</i> occupation, all employee groups, except Hispanic males/females, were employed at rates below their respective NCLF availability. Females (collectively) accounted for only 5.66 percent of the agents.</p> <p>In the <i>Police (0083)</i> occupation, all employee groups, except Black males/females, were employed at rates below their respective NCLF availability.</p> <p>In the <i>Security (0080)</i> occupation, all female employee groups (collectively and individually), except Black females, were employed at rates below their respective NCLF availability.</p> <p>FY 2007: The FY 2004 employment patterns continued, for the most part, for FY 2007. Females (collectively) were employed at rates below their respective availability in 9 of the 12 Cross-Cutting, High-Profile occupations—Security (0080), Police (0083), Intelligence</p>

Research Specialists (0132), Adjudications Officers (1801), Transportation Security Officers (1802), Criminal Investigations (1811), Customs and Border Protection Officers (1895), Border Patrol Agents (1896), and Information Technology Specialists (2210). White females were similarly employed in these occupations plus the Contract Specialists series (1102).

Border Patrol Agents (1896) – All employee groups except Hispanic males and Hispanic females continued with participation rates below their corresponding occupational CLF availability. The participation rate for Females (collectively) decreased 0.45 percent since FY 2004, changing from 5.66 percent to 5.21 percent. Black males (1.01 percent) and Black females (0.05 percent) comprised only 1.06 percent of this mission critical occupation compared to their corresponding occupational CLF availability of 10.6 percent (7.0 and 3.6 percent, respectively). Hispanic males and females and White males and females accounted for 97.60 percent of this occupation in FY 2007.

Police (0083) – Four employee groups—Black males and females and Asian males and females—had participation rates *above* their respective occupational CLF availability in FY 2007 compared to only two (Black males and females) in FY 2004. All other employee groups continued at participation rates below their respective occupational CLF availability.

Security (0080) – The employment profiles identified for women in FY 2004 continued for FY 2007, i.e., all female groups (collectively and individually) had participation rates below their respective occupational CLF availability. Asian males, Native Hawaiian/Other Islander males, and males identified as “Two or More/Other Races” were also employed below their respective occupational CLF availability.

<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p> <p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A6 served as the primary source document for analysis of this employment category.</p> <p>As noted in the barrier analysis discussion for the Total Workforce, these profiles reflect the employment practices and organizational cultures of the separate agencies that merged to create DHS. Historical data needed to assess the employment practices and organizational cultures of the agencies where these positions formerly resided was not available. Moreover, the assessment of any opportunities that DHS may have had to effect change was limited by the absence of applicant flow data.</p> <p>From Workforce Table A6, we noted consistent and inconsistent employment patterns. The wide range of disparities among the employee groups by occupation, as noted above in the <i>Statement of Condition</i> section, exacerbated our inability to determine the cause(s) of the conditions at issue.</p> <p>The U.S. Customs and Border Protection, (CBP) offered some insight into the law enforcement environment through its review of several studies on the recruitment and retention of women and minorities in law enforcement positions. These studies report on the low participation rates of minorities and women and a range of factors—from attitudinal barriers to imbalances in work and family life responsibilities to physical strength requirements—that could operate as barriers. Despite several targeted recruitment initiatives undertaken by CBP, low participation rates continue to exist for the employee groups noted above in the CBP Officers (1895) and Border Patrol Agent (1896) positions.</p> <p>Additional data is needed to isolate the probable barriers in these cross-cutting, high profile occupations.</p>
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	<p>FY 2007: The high exit of women in the Border Patrol may be a possible contributing factor to the low participation rates of women based on CBP's discussion of this factor in its FY 2007 MD 715 Report. CBP has developed a Part I for this trigger that will focus on a review of the training requirements to help women prepare ahead of time for the training. CBP also noted in its Executive Summary that it will review the application process for Border Patrol Agents to determine the root cause for the inconsistencies in the hiring rates among employee groups relative to their composition of the applicant pool. CRCL noted that CBP did not create a Part I to undertake this analysis and will recommend the development of such in its feedback letter to CBP. A new planned activity has been added as #5 below to monitor CBP's efforts relative to the applicant pool analysis.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers impeding the employment of the specific groups noted above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs; component EEO/CR Directors</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2005 <i>Revised to December 31, 2010</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barriers relative to the</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>

conditions at issue in this employment category. Focus on possible contributors to the disparities among the employee groups, particularly in the law enforcement occupations.	
2. Report findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Completed 01/2008</i>
3. Benchmark law enforcement agencies that have documented successes in recruiting, hiring, promoting, and retaining a diverse workforce.	July 31, 2005 <i>Completed</i>
4. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant flow process. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Completed 12/2007</i>
5. In conjunction with the CRCL feedback letter to CBP, recommend that CBP develop a Part I to document the applicant pool analysis associated with the inconsistent hiring rates discussed in the Executive Summary of the FY 2007 CBP MD 715 Report. Monitor CBP's progress on this planned analysis.	September 30, 2008
FY 2006 UPDATE	
#1, #2, and #4 – See DHS Preliminary Barriers Report.	
<hr/>	
FY 2007 UPDATE	
#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. <i>This activity has been completed.</i>	
#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i>	
#4 – No interim plan is required as the new Part Is and Part Hs developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity is closed.</i>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>New Hires by Type of Appointment - FY 2004 w/FY 2006-2008 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #11:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Females (collectively) and females across all individual groups, except Black females, were hired in DHS permanent appointments at rates below their availability in the NCLF.</p> <p>This employment profile continued for females (collectively), White females, Asian females, and females identified as “Two or More/Other Races” in <i>temporary</i> appointments.</p> <p>Males identified as “Two or More/Other Races” were also hired at rates below their availability in the DHS permanent workforce.</p> <p>FY 2007: DHS achieved some success in this key employment area as three female groups—Hispanic females, Black females, and American Indian/Alaskan Native females—were hired in the DHS permanent workforce at rates above their availability in the NCLF. Hispanic males, Black males, Native Hawaiian/Other Pacific Islander males and American Indian/Alaskan Native males joined these female employee groups with hiring rates above their corresponding availability in the NCLF.</p> <p>In the temporary workforce, only two female employee groups—Black females and American Indian/Alaskan Native females—were hired at rates above their respective NCLF availability. For males, only two employee groups were hired at rates above their NCLF availability—White males and Black males.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A8 served as the primary document for analyzing this employment category. We used a report detailing the Nature of Action Codes (NOACs) and corresponding hiring authorities to supplement Table A8. The</p>	

BARRIER ANALYSIS (Continued):

DHS Federal Equal Opportunity Recruitment Program (FEORP) Annual Report and input from the components regarding their recruitment activities provided additional information.

As noted in the barrier analysis discussion of the Total Workforce, six NOACs accounted for 97 percent of the FY 2004 permanent new hires. The deficit of women among the DHS new hires (permanent and temporary) in light of the targeted recruitment activities undertaken by the Department as well as several components dictates the need for further analysis to determine exactly what impediments are contributing to this condition. Indeed, the absence of a DHS-wide applicant flow process severely handicaps our ability to accurately assess this situation.

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

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

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

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

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

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

BARRIER ANALYSIS (Continued):	The Department remains at an extreme disadvantage with respect to conducting meaningful assessments of its recruitment and hiring activities until the enterprise-wide applicant flow system is fully deployed. As noted previously for EEO Program deficiencies B14 and D4/5/6/7/8, DHS has begun a phased implementation of its enterprise e-Recruitment system and expects to complete the roll-out to DHS Headquarters during FY 2008.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The identification of barriers is inconclusive.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify the barriers to the employment of females and other employee groups and develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs
DATE OBJECTIVE INITIATED:	January 31, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2006 – <i>Revised to 12/31/2010</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining conditions that impede equal employment opportunity for assistance in identifying the probable barriers relative to the conditions at issue in this employment category.	May 16, 2005 <i>Completed 12/2007</i>
2. Report team findings to the Director, DHS EEO Programs.	August 30, 2005 <i>Completed 01/2008</i>
3. Collaborate with the Office of the CHCO on projects that support the Department's strategic goal of <i>Organizational Excellence</i> .	July 31, 2005 <i>Completed</i>
4. Benchmark best practices of federal agencies that have documented successes in creating a workforce that draws from the	July 31, 2005 <i>Revised to 3/31/2009</i>

diversity of America.	
5. Finalize plans in partnership with the CHCO to establish a DHS-wide applicant flow process.	August 1, 2005 <i>Revised to 12/31/2009</i>
6. Develop an interim action plan to eliminate probable barriers pending completion of the DHS-wide applicant flow process. Include procedures and schedule to monitor progress.	September 30, 2005 <i>Completed 12/2007</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS OF OBJECTIVE:	
FY 2006 UPDATE	
#1, #2, and #6 – See DHS Preliminary Barriers Report.	
#4, FY 05 – <i>The target date for this planned activity has been revised to August 31, 2007.</i>	
FY 2007 UPDATE	
#1 - See the Part H and Part I FY 2007 Barrier Analysis Updates located at the beginning of each of these tabbed sections. <i>This activity has been completed.</i>	
#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i>	
#4 – This benchmarking activity has been postponed pending the availability of resources. <i>The revised target date for this activity is March 31, 2009.</i>	
#6 – No interim plan is required as the new Part Is and Part Hs developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity has been completed.</i>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Quality Salary Increases - FY 2004 w/FY 2006-FY 2008 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #12:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Black males/females, Asian males, American Indian/Alaskan Native males, and males identified as “Two or More/Other Races” were granted Quality Salary Increases (QSIs) at rates below their participation in the DHS permanent workforce.</p> <p>FY 2007: The employment picture for QSIs declined from FY 2004 as 11 employee groups—Hispanic males and females, White males, Black males, Asian males, Native Hawaiian/Other Pacific Islander males and females, American Indian/Alaskan Native males and females, and males and females identified as “Two or More/Other Races”—received QSIs at rates below their corresponding participation rates in the DHS permanent workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A13 served as the primary source document for analysis of this employment category.</p> <p>Additional data is needed to complete this analysis.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p> <p>FY 2007: <i>See the Part H and Part I Barrier Analysis Updates for FY 2007 located at the beginning of these tabbed section.</i></p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers to the employment of the specific groups noted above and develop a plan to eliminate the barrier.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs, Component EEO/CR Directors</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>	

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005 <i>Revised to 12/31/10</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity for assistance in identifying the probable barrier.	May 16, 2005 <i>Revised to 6/30/2007</i>
2. Report findings to the Director, DHS EEO Programs	August 30, 2005 <i>Revised to 6/30/2007</i>
3. Develop action plan to eliminate the probable barrier.	September 30, 2005 <i>Revised to 9/30/2007</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS OF OBJECTIVE:	
FY 2006 UPDATE	
1, #2, and #3 – See DHS Preliminary Barriers Report.	
<hr/> FY 2007 UPDATE	
#1 - See the FY 2007 Barrier Analysis Updates located at the beginning of the Part H tabbed section. <i>This activity has been completed.</i>	
#2 - The Department's first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i>	
#3 - No interim plan is required as the new Part Is and Part Hs developed as a result of the Department's first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity has been completed.</i>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Separations - FY 2004 w/FY 2006- 2008 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #13:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>White males and females and American Indian/Alaskan Native males voluntarily separated from DHS at rates greater than their respective participation rates in the DHS permanent workforce.</p> <p>Black males were involuntarily separated at a rate greater than twice their employment rate in the DHS permanent workforce.</p> <p>Black females and American Indian/Alaskan Native males and females were also involuntarily separated at rates greater than their respective employment rate in the DHS permanent workforce</p> <p>During Reductions-in-Force, females (collectively), White males, Asian females, and American Indian/Alaskan Native males were separated at rates greater than their respective employment rates in the DHS permanent workforce.</p> <p>Resignation rates for females (collectively), White males and females, Black males, and American Indian/Alaskan Native males and females were higher than their respective employment rates within the DHS permanent workforce.</p> <p>FY 2007: Females (collectively), White females, Black males and females, Native Hawaiian/Other Pacific Islander males and females, and American Indian/Alaskan Native males and females voluntarily separated from DHS at rates greater than their corresponding participation rates in the DHS workforce.</p> <p>Black males continued to be involuntarily</p>	

	<p>separated at a rate greater than twice their corresponding participation rate in the DHS permanent workforce. Black females had a similar separation pattern, having been involuntarily separated at a rate slightly less than twice their corresponding participation rate in the DHS permanent workforce.</p> <p>Females (collectively), Hispanic females, Native Hawaiian/Other Pacific Islander males, and American Indian/Alaskan Native males and females were also involuntarily separated at rates greater than their corresponding participation rate in the DHS permanent workforce.</p> <p>While Reductions-in-force were small (16 employees), Females (collectively) accounted for 50 percent of these separations—a rate greater than their corresponding participation rate (32.10 percent) in the DHS permanent workforce.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p> <p>BARRIER ANALYSIS: (Continued)</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Table A14 served as the primary source document for analysis of this employment category. We supplemented this compulsory table with a table detailing the type of separations by NOAC and a table that focused on separations among the DHS Cross-Cutting, High Profile occupations.</p> <p>By separation type (NOAC), we noted that <i>resignations</i> accounted for approximately 56 percent of the voluntary separations. Voluntary retirements followed, accounting for 14 percent of the voluntary separations. Regarding the involuntary separations of Black males, we noted that one DHS component accounted for the majority of the actions.</p> <p>For the Cross-Cutting, High-Profile Occupations, separations were higher than accessions. Women accounted for 18 percent of the voluntary separations and 16 percent of the accessions. Indeed, additional information is needed to understand what practices and/or</p>

	<p>policies are contributing to these issues.</p> <p>FY 2007: Resignations (NOAC 317) continued to make-up the largest segment of the voluntary separations, accounting for 67.99 percent. Retirements Voluntary (NOAC 302) accounted for the second largest percentage of voluntary separations—17.07 percent. Terminations Appt. In (NOAC 352) comprised the third largest segment of voluntary separations—10.72 percent.</p> <p>Three NOAC's accounted for 95.48 percent of the involuntary separations:</p> <ul style="list-style-type: none"> <input type="checkbox"/> NOAC 385 – Termination during Probationary/Trial Period – 1,112 employees <input type="checkbox"/> NOAC 330 – Removal – 621 employees <input type="checkbox"/> NOAC 357 – Termination -337 employees
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Identify the barriers to the employment conditions identified above and develop a plan to eliminate the barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>March 31, 2006 – Revised to <i>9/30/2009</i></p>
<p>DHS Plan to Eliminate Identified Barrier</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity to identify the specific barriers pertaining to the conditions at issue in this employment category.</p>	<p>May 16, 2005 <i>Completed 12/2007</i></p>

<p>2. Report findings to the Director, DHS EEO Programs.</p>	<p>August 30, 2005 <i>Completed 01/2008</i></p>
<p>3. Develop an action plan to eliminate identified barriers. Include procedures and schedule to monitor progress.</p>	<p>September 30, 2005 <i>Completed 12/2007</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	
<p style="text-align: center;">FY 2006 UPDATE</p> <p>#1, #2, and #3 – See DHS Preliminary Barriers Report.</p> <hr style="width: 50%; margin: 20px auto;"/> <p style="text-align: center;">FY 2007 UPDATE</p> <p>#1 - See the FY 2007 Barrier Analysis Updates located at the beginning of the Part H tabbed section. <i>This activity has been completed.</i></p> <p>#2 - The Department’s first enterprise-wide barrier analysis project was completed in December 2007. The Deputy Officer for EEO Programs was briefed on the outcomes of this project in January 2008. <i>This planned activity was completed in January 2008.</i></p> <p>#3 - No interim plan is required as the new Part Is and Part Hs developed as a result of the Department’s first enterprise-wide barrier analysis provides a plan of action to confirm and eliminate the probable barriers. <i>This planned activity has been completed.</i></p>	

Historical Part I Rehabilitation Act

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Overall Employment – FY 2004 w/FY 2006-2008 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #15:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Individuals with targeted disabilities had low participation rates against the “Federal High” of 2.27% in most of the employment profiles presented in the MD 715 Workforce Tables examined by DHS. This picture was repeated across the Department’s permanent and temporary workforces and throughout the DHS components.</p> <p>NOTE: The “Federal High” is the participation rate of a federal agency (with 500 or more permanent employees), which had the highest participation rate of employees with targeted disabilities during the prior fiscal year. For 2004, that agency was the Social Security Administration, where 2.27% of employees had a targeted disability. The Federal High is the standard that all agencies are compared against.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce Tables B1, 2, 3, 4, 5, 6, 8, 10, 13, and 14</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>More information is needed to understand what factors might be contributing to the conditions at issue; identification of barriers is inconclusive.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To identify the barriers impeding employment opportunities for individuals with disabilities.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>March 2005</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2005 <i>Revised to Sept. 30, 2010</i></p>	

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>a. Increase use of the Workforce Recruitment Program (WRP) as one way to increase the participation rate of employees with targeted disabilities.</p>	<p>March 2005 <i>Revised to 9/30/2010</i></p>
<p>1b. Expand DHS participation in referral services, including the VA, EARN, state rehabilitation offices, and independent living centers, nationwide.</p>	<p>June 2005 <i>Completed</i></p>
<p>1c. Identify applicant resources to target recruitment of qualified applicants with disabilities for mission critical positions at all levels.</p>	<p>May 2005 <i>Completed</i></p>
<p>1d. Provide Windmills training to recruiters, selective placement program managers, human resource specialists, and managers and others who interact with potential candidates with disabilities.</p>	<p>May 2005 <i>Completed</i></p>
<p>1e. Incorporate the recruitment of people with disabilities into existing recruitment efforts.</p>	<p>September 2006 <i>Revised to 9/30/2010</i></p>
<p>2. Conduct analysis of current expedited hiring practices among organizational elements to fill mission critical occupations.</p>	<p>May 2005 <i>Completed</i></p>
<p>3. Review mission critical vacancy announcements for inclusion of special hiring authority statements, noting eligibility of people with disabilities to apply outside of the area of consideration.</p>	<p>May 2005 <i>Revised to 9/30/2010</i></p>
<p>4. Track the number of individuals with targeted disabilities hired and placed.</p>	<p>June 2005 <i>Completed</i></p>
<p>5. Present draft report to EEO Program Director.</p>	<p>July 2005 <i>Completed</i></p>
<p>6. Produce directive to implement uniform DHS wide procedures for using Schedule A to hire people with disabilities.</p>	<p>August 2005 <i>Revised to 12/30/09</i></p>
<p>7. Meet with educational institutions, for example the California State University, Northridge, Gallaudet University, and Rochester Institute of</p>	<p>August 2005 <i>Completed</i></p>

Technology to identify ways of better equipping students with disabilities to compete for DHS careers.	
8. Include in the strategic plan strategies to improve DHS career programs on selected campuses, and methods to market DHS' careers among students at all levels, especially the graduate level.	September 2005 <i>Completed</i>
9. Provide managers and supervisors with updated DHS Toolkit for Increasing Employment of People with Disabilities. Post the Toolkit on DHS website.	September 2005 <i>Revised to 9/30/2009</i>
10. Evaluate results and make appropriate changes to meet objectives.	September 2006 <i>Completed</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#1a – During FY 2006, DHS hired 4 WRP summer interns. DHS contributed one recruiter from the USSS for the WRP recruiting program. The USSS committed one recruiter for the FY 2007 program.

#2 and #3 – See the Preliminary Barriers Report.

#6 – OPM released the new revised Schedule A procedures on July 25, 2006. OPM's Memorandum to the Departments, along with Questions and Answers on the new regulations were disseminated through the DHS EEO and HC communities. In September 2006, at the invitation of EEOC, the DHS Disability Program Manager and the DHS Selective Placement Coordinator shared best practices for employing people with disabilities before a capacity crowd attending a new EEOC-sponsored initiative. *This activity has been completed.*

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

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

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

FY 2007 UPDATE

#2 and #3 – A review of the components' usage of Schedule A revealed that of the total new hires for FY 2007 only 19 were made using the Schedule A hiring authority. As a result, CRCL

developed and presented various training programs to Human Capital Specialists responsible for implementing Schedule A to increase the employment of people with disabilities, particularly employees with targeted disabilities. CRCL also produced a training program entitled, "U.S. Department of Homeland Security Implementing Schedule A: Excepted Service Appointment of Persons with Disabilities and Career and Career-Conditional Employment Regulations." CRCL presented this program to the DHS Staffing Council to address the underutilization of the Schedule A hiring authority.

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

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

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

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>		<i>Removing Physical Barriers to Employment FY 2004 - w/FY 2006-2008 Updates</i>
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #16: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		DHS has not completed an accessibility study of all of its facilities. A limited number of buildings have been reviewed.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		Reviewed organizational responses to accessibility related question on Part G. Responses indicated that some DHS buildings are not within our control for renovations, such as historic buildings and GSA leased facilities. Also, management comments made following disability awareness for managers training course indicated unmet accessibility needs.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Incomplete information. Lack of awareness of facilities management staff about their responsibilities for ensuring accessibility within leased buildings.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Develop a plan, including a timetable and budget, to conduct accessibility reviews of major DHS employment centers. Provide training for facility management staff on facility accessibility requirements.
RESPONSIBLE OFFICIAL:		Deputy Officer for EEO Programs; CHCO; and Facility Chiefs at Headquarters and components.
DATE OBJECTIVE INITIATED:		May 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:		December 2005 – <i>Revised to 9/30/2010</i>
DHS Plan to Eliminate Identified Barrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)

1. Meet with management and facilities staff to define problem and explore issues.	May 2005 <i>Completed</i>
2. Provide training to facility management staff.	June 2005 <i>Completed</i>
3. Complete plan to survey the facilities.	June 2005 <i>Completed</i>
4. Conduct the survey	November 2005 <i>Completed</i>
5. Review survey results	December 2005 <i>Completed</i>
6. Develop plan for ensuring all DHS facilities are in compliance with federal standards. Revised to Monitor components on this requirement to ensure progress.	December 2005 <i>Revised to 9/30/2010</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

#5 – The DHS Under Secretary for Management was briefed on this project in March 2006. The briefing included cost estimates based on the services of the BOR. ***This activity has been completed.***

#6 – A single Department’s approach to surveying the DHS facilities will not occur. Instead, the components are exploring various options for conducting their own accessibility surveys in an efficient manner. DHS components are currently moving forward toward full compliance with the accessibility standards. USCG has completed 75% of its facilities and expects to reach 100% by FY 2009. USSS conducted a review of its Headquarters and found it to be in full compliance with applicable standards. USSS Headquarters will further explore field office compliance during FY 2007. CIS completed accessibility surveys on behalf of its offices. CIS anticipates completing the remainder of its facilities by October 2007 and begin making plans to address any compliance issues at that time. The FLETC EEO Office reviews all design plans for renovations or new construction to ensure compliance with accessibility standards. FLETC conducts spot accessibility surveys and makes appropriate follow-up recommendations on compliance. DHS Headquarters is currently exploring various options to complete this requirement and plans to complete the survey by December 31, 2007.

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

FY 2007 UPDATE

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

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p align="center"><i>U.S. Department of Homeland Security</i></p>		<p align="center"><i>Separations - FY 2004 w/FY 2006--2008 Updates</i></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #17:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>		<p>Separation data for FY 2004 indicates that people with targeted disabilities are leaving DHS at a higher rate than their participation in the workforce. Overall, employees with disabilities are involuntarily separated at 9%. However, their participation rate is 4.74% of the total workforce. Employees with a targeted disability are involuntarily separated at 0.9% though this group constitutes only 0.48% of the total workforce. People with targeted disabilities separated at much higher rates during their probationary period 0.77%, and due to removals 1.36%. Non-disabled employees accounted for 93.66 of the workforce, yet their rate of separation during probationary period was 90.90, and due to removals was 88.86%.</p> <p>FY 2007: The separation rate for employees with targeted disabilities was higher than the accession rate—0.35% compared to 0.22%, respectively. The involuntary separations of employees with disabilities accounted for 19.72% of the total separations. With a targeted disability accounted for 18.37% of the total separations. Both rates exceeded the non-disabled involuntary separation rate of 14.7%.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>		<p>Analysis of Workforce Table B14 Total Separations. The higher separation rate indicates a probable barrier.</p> <p>DHS lacks an exit interview tool and other tools to conduct an analysis and identify root causes of why people with disabilities are leaving at a higher rate than their participation in the workforce.</p>

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	More information is needed to identify whether a barrier to retention exists.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Identify barriers to employment condition identified above. Develop a plan to eliminate the barriers.
RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs; CHCO
DATE OBJECTIVE INITIATED:	June 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 29, 2006 – <i>Revised Dec. 31, 2010</i>

DHS Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Develop exit and post exit interview questionnaires to be administered to all employees leaving DHS. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i>	June 2005 <i>Revised to 12/31/2010</i>
2. Collect information and analyze the data to determine the reasons why employees with disabilities are leaving DHS.	December 2005 <i>Revised to 9/15/2006 Completed</i>
3. Develop a “Plan of Action” to eliminate the barriers identified. <i>This activity has been revised—see below.</i>	January 2006 <i>Revised to 11/15/2006 Completed</i>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

FY 2006 UPDATE

The planned activities for this situation have been revised as follows:

#1 – Coordinate with the cross-functional teams examining the conditions that impede equal employment opportunity to identify the specific barriers pertaining to the conditions at issue in this employment category. The target date for this activity has been revised to 6/30/2007.

#2 – Report findings to the Deputy Officer for EEO Programs. The target date for this activity has been revised to 6/30/2007.

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

FY 2007 UPDATE

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

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

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

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<i>U.S. Department of Homeland Security</i>	<i>Promotions FY 2004 w/FY 2006-2008 Updates</i>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #18:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>DHS promoted 3,192 employees competitively. Of these promotions, employees with disabilities received 98 or 3.07%, below their 4.74% workforce participation rates. Employees with targeted disabilities received 17 or 0.53% workforce participation rate. Those with targeted disabilities received only 0.22% of those non-competitively promoted. Both promotion rates are well below the Federal high of 2.27%.</p> <p>FEMA and Coast Guard were the only organizational elements that competitively promoted employees with targeted disabilities above their participation rates in the workforce. FEMA was the only organizational element that non-competitively promoted employees with targeted disabilities above their workforce participation rate.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analyzed Workforce Table B10, Non-Competitive Promotions - Time-In-Grade</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The identification of barriers is inconclusive.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>We will review procedures to determine any barriers to people with disabilities receiving promotions and length of time in grade. If any are identified, a plan will be developed to eliminate them.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Deputy Officer for EEO Programs, Chief Human Capital Officer</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>July 2005</p>	

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005 <i>Revised to 1/31/2010</i>
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Conduct analysis of current practices for promoting employees eligible for non-competitive promotions, noting time-in-grade, and competitive promotions. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i>	December 2005 <i>Revised to 1/31/2010</i>
2. Monitor and evaluate promotion data, including time-in grade by disability status. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i>	June 2005 <i>Revised to 1/31/2010</i>
3. Develop plan to eliminate any identified barriers and ensure qualified employees are treated equitably. <i>Revised to: CRCL will identify any specific follow-up actions required after the potential barriers are confirmed.</i>	September 30, 2006 <i>Revised to 1/31/2010</i>
4. Meet with staff from the Office of the Chief Human Capital Officer to discuss options for determining how to get the data needed to accurately calculate career-ladder promotions. <i>(New for FY 2007 – See FY 2007 Update below)</i>	September 30, 2008 Completed
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
#1, #2, and #3 – See Preliminary Barriers Report.	
<hr/>	
FY 2007 UPDATE	
#1, #2, and 3 – During the summer of FY 2007, CRCL learned that the “target grade” data field needed to calculate eligibility for career-ladder promotions was an optional field in the National Finance Center (NFC) database. Consequently, the data reported in Workforce Tables A/B-10 is inaccurate. CRCL is suspending reporting against these workforce tables until the Department can resolve this issue either internally or with the NFC.	
A new planned activity has been developed to ensure follow-up with NFC: “#4 - Meet with staff	

from the Office of the Chief Human Capital Officer to discuss options for determining how to get the data needed to accurately calculate career-ladder promotions.” *The target date for this activity is September 30, 2008.*

<p>EEOC FORM 715-01 PART I</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p><i>U.S. Department of Homeland Security</i></p>		<p align="center"><i>Temporary Workforce FY 2004 w/FY 2006-2008 Updates</i></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER #19:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>		<p>Hiring employees with disabilities in temporary positions then converting them to permanent employees is an important special hiring authority used to increase participation rates of people with disabilities.</p> <p>Employees with disabilities comprise only 0.38% of the temporary workforce, an indication that the department is not taking full advantage of this special hiring authority.</p> <p>FY 2007: The number of employees with disabilities and employees with a targeted disability in the <i>temporary</i> workforce decreased significantly primarily as the result of a major reorganization within FEMA. This reorganization resulted in the loss of more than 10,000 temporary employees.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>		<p>Analyzed Workforce Table B1 Total Workforce Distribution by Disability.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>		<p>A further examination of data is required to determine if there are any barriers to hiring qualified applicants with disabilities initially as temporary employees and upon successful performance, converting them to permanent status. If any barriers are identified, a plan will be developed to eliminate them.</p> <p>We also need to make sure managers and human resources staff are fully aware of this important hiring process.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>		<p>Temporary hiring is among the effective methods utilized to increase participation rates of people with disabilities in the workforce.</p>

RESPONSIBLE OFFICIAL:	Deputy Officer for EEO Programs; CHCO
DATE OBJECTIVE INITIATED:	September 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2005 – Closed See Barrier Analysis Updates located at the beginning of Part H and Part I FY 2008 tabbed sections.
DHS Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Conduct analysis of the use of temporary hiring procedures to determine what if any impact they have on people with disabilities compared to non-disabled.	September 2005 <i>Revised to 9/15/2006 Completed</i>
2. Ensure that management and human resources training include the importance of using temporary employment as a gateway to permanent hires of people with disabilities.	September 2005 <i>Completed</i>
3. Develop plan with action items to eliminate any identified barriers and ensure people with disabilities are fully utilizing career development programs.	December 2005 <i>Closed</i>
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	
FY 2006 UPDATE	
#1, #2, and #3 – See DHS Preliminary Barriers Report.	
FY 2007 UPDATE	
#1 – CRCL monitored the temporary workforce, including those on temporary details and internships for conversions to permanent hires. DHS placed employees with disabilities from these temporary positions into permanent positions. Six of the 19 disabled DOD Operation Warfighter employees were placed into permanent positions during FY 2007. Three former and current interns from the Workforce Recruitment Program were also placed into permanent positions.	
# 2- CHCO and CRCL provided training to human resources specialists and managers/supervisors on Schedule A and veterans hiring authorities, including those for disabled veterans.	

Appendix B

Department of Homeland Security
Delegation Number: 19002
Issue Date: 02/04/2008

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

I. Purpose

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

II. Delegation

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

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

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

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

III. Re-delegation

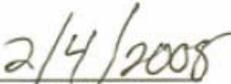
The authority of the Officer for Civil Rights and Civil Liberties may be further re-delegated to the Deputy Officer for Programs and Compliance or the Deputy Officer for Equal Employment Opportunity Programs within the Office for Civil Rights and Civil Liberties

IV. Office of Primary Interest

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



Michael Chertoff
Secretary



Date

Appendix C

Secretary

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



Homeland
Security

May 23, 2006

MEMORANDUM FOR: All DHS Employees

FROM: Michael Chertoff /s/

SUBJECT: DHS Equal Employment Opportunity Policy Statement

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

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

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

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

Appendix D

APPENDIX D
DHS CROSS-CUTTING, HIGH-PROFILE OCCUPATIONS

*Cross-Cutting*¹

Security (0080)

Police (0083)

Intelligence Research Specialist (0132)

Engineers (0800 Family)

Attorneys (0905)

Contract Specialists (1102)

Information Technology Specialists (2210)

Criminal Investigators (1811)

*High-Profile*²

Transportation Security Officers (1802)

Adjudications Officers (1801)

Customs and Border Protection Officers
(1895)

Border Patrol Agents (1896)

¹ Exist in more than one DHS Component

² Highly populated and/or high public visibility

Appendix E

APPENDIX E DEFINITIONS

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

Applicant – A person who applies for employment.

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

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

Cross-Cutting, High-Profile Occupation – DHS mission critical occupations that reside in multiple DHS Organizational Elements or by their very nature are high-profile occupations (e.g., TSA Screeners).

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

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

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

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

Reasonable Accommodation – Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability.

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

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

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

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

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

Appendix F

APPENDIX F ACRONYMS

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

Workforce Tables

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

This table is for All Agencies -- FY 2007 & FY 2008

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL																		
FY 2007	#	168344	111665	56679	22317	8214	71645	31698	11776	13522	4668	2455	187	168	981	595	91	27
	%	100	66.33	33.66	13.25	4.87	42.55	18.82	6.99	8.03	2.77	1.45	0.11	0.09	0.58	0.35	0.05	0.01
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
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	#	11527	7624	3903	1921	661	5103	2339	405	666	247	224	-26	-8	-44	14	18	7
Ratio Change	%	0.00	-0.02	0.02	0.22	0.06	0.11	0.10	-0.22	-0.15	-0.04	0.03	-0.03	-0.01	-0.06	-0.02	0.01	0.00
Net Change	%	6.84	6.82	6.88	8.60	8.04	7.12	7.37	3.43	4.92	5.29	9.12	-13.90	-4.76	-4.48	2.35	19.78	25.92
PERMANENT																		

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

This table is for All Agencies -- FY 2007 & FY 2008

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 2007	#	148355	100724	47631	21388	7204	63323	26104	10582	11489	4390	2178	176	165	780	468	85	23
	%	100	67.89	32.10	14.41	4.85	42.68	17.59	7.13	7.74	2.95	1.46	0.11	0.11	0.52	0.31	0.05	0.01
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
Difference	#	13237	8526	4711	2093	815	5702	2771	445	827	276	251	-22	-9	19	48	13	8
Ratio Change	%	0.00	-0.29	0.29	0.12	0.11	0.03	0.27	-0.31	-0.12	-0.07	0.04	-0.02	-0.02	-0.03	0.00	0.01	0.00
Net Change	%	8.92	8.46	9.89	9.78	11.31	9.00	10.61	4.20	7.19	6.28	11.52	-12.50	-5.45	2.43	10.25	15.29	34.78
TEMPORARY																		
FY 2007	#	18461	10474	7987	827	841	8025	4849	1165	1952	244	216	11	3	196	122	6	4
	%	100	56.73	43.26	4.47	4.55	43.47	26.26	6.31	10.57	1.32	1.17	0.05	0.01	1.06	0.66	0.03	0.02

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

This table is for All Agencies -- FY 2007 & FY 2008

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
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
Difference	#	-1569	-850	-719	-163	-151	-570	-344	-35	-163	-22	-31	-4	1	-61	-30	5	-1
Ratio Change	%	0.00	0.24	-0.24	-0.54	-0.47	0.66	0.40	0.37	0.02	-0.01	-0.08	-0.01	0.01	-0.27	-0.12	0.03	-0.01
Net Change	%	-8.49	-8.11	-9.00	-19.70	-17.95	-7.10	-7.09	-3.00	-8.35	-9.01	-14.35	-36.36	33.33	-31.12	-24.59	83.33	-25.00
NON-APPROPRIATED																		
FY 2007	#	1528	467	1061	102	169	297	745	29	81	34	61	0	0	5	5	0	0
	%	100	30.56	69.43	6.67	11.06	19.43	48.75	1.89	5.30	2.22	3.99	0.00	0.00	0.32	0.32	0.00	0.00
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

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

This table is for All Agencies -- FY 2007 & FY 2008

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	#	-141	-52	-89	-9	-3	-29	-88	-5	2	-7	4	0	0	-2	-4	0	0
Ratio Change	%	0.00	-0.64	0.64	0.03	0.90	-0.11	-1.39	-0.16	0.68	-0.28	0.69	0.00	0.00	-0.11	-0.25	0.00	0.00
Net Change	%	-9.22	-11.13	-8.38	-8.82	-1.77	-9.76	-11.81	-17.24	2.46	-20.58	6.55	-	-	-40.00	-80.00	-	-

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	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
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	3113	1828	1285	82	51	1471	745	187	414	79	67	0	0	8	8	1	0
#																	
%	100	58.72	41.27	2.63	1.63	47.25	23.93	6.00	13.29	2.53	2.15	0.00	0.00	0.25	0.25	0.03	0.00
Federal Emergency Management Agency	3392	1988	1404	50	35	1629	871	246	448	49	36	1	0	13	14	0	0
#																	

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	58.60	41.39	1.47	1.03	48.02	25.67	7.25	13.20	1.44	1.06	0.02	0.00	0.38	0.41	0.00	0.00	
Federal Law Enforcement Training Center	#	999	663	336	22	19	579	254	44	52	6	6	0	0	12	5	0	0
	%	100	66.36	33.63	2.20	1.90	57.95	25.42	4.40	5.20	0.60	0.60	0.00	0.00	1.20	0.50	0.00	0.00
Transportation Security Administration	#	61835	38795	23040	5525	3288	24219	12009	6608	6471	1886	814	119	129	431	325	7	4
	%	100	62.73	37.26	8.93	5.31	39.16	19.42	10.68	10.46	3.05	1.31	0.19	0.20	0.69	0.52	0.01	0.00
U.S. Citizenship and Immigration Services	#	9975	4113	5862	481	819	2695	3191	454	1227	463	572	0	2	19	49	1	2
	%	100	41.23	58.76	4.82	8.21	27.01	31.98	4.55	12.30	4.64	5.73	0.00	0.02	0.19	0.49	0.01	0.02

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	7419	4891	2528	195	102	4022	1624	468	655	154	122	6	6	25	14	21	5
	%	100	65.92	34.07	2.62	1.37	54.21	21.88	6.30	8.82	2.07	1.64	0.08	0.08	0.33	0.18	0.28	0.06
U.S. Customs and Border Protection	#	51804	40388	11416	14090	2573	23112	6648	1507	1587	1434	514	20	16	175	63	50	15
	%	100	77.96	22.03	27.19	4.96	44.61	12.83	2.90	3.06	2.76	0.99	0.03	0.03	0.33	0.12	0.09	0.02
U.S. Immigration and Customs Enforcement	#	17664	12604	5060	2822	1019	8171	2742	1013	1035	477	226	8	3	95	30	18	5
	%	100	71.35	28.64	15.97	5.76	46.25	15.52	5.73	5.85	2.70	1.27	0.04	0.01	0.53	0.16	0.10	0.02
U.S. Secret Service	#	5391	3980	1411	214	113	3127	791	500	427	118	72	0	0	21	8	0	0
	%	100	73.82	26.17	3.96	2.09	58.00	14.67	9.27	7.92	2.18	1.33	0.00	0.00	0.38	0.14	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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)	#	3077	2188	889	164	61	1803	647	165	149	47	27	0	0	9	4	0	1
	%	100	71.10	28.89	5.32	1.98	58.59	21.02	5.36	4.84	1.52	0.87	0.00	0.00	0.29	0.12	0.00	0.03
- Mid-Level (Grades 13-14)	#	7418	5398	2020	888	297	4013	1229	306	383	151	91	0	1	33	14	7	5
	%	100	72.76	27.23	11.97	4.00	54.09	16.56	4.12	5.16	2.03	1.22	0.00	0.01	0.44	0.18	0.09	0.06
- First-Level (Grades 12 and Below)	#	5911	4748	1163	1565	276	2753	597	251	225	139	54	1	3	31	6	8	2
	%	100	80.32	19.67	26.47	4.66	46.57	10.09	4.24	3.80	2.35	0.91	0.01	0.05	0.52	0.10	0.13	0.03

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	47732	32457	15275	6419	2381	21440	8644	2645	3272	1676	848	23	19	214	108	40	3
	%	100	67.99	32.00	13.44	4.98	44.91	18.10	5.54	6.85	3.51	1.77	0.04	0.03	0.44	0.22	0.08	0.00
Officials and Managers Total	#	64138	44791	19347	9036	3015	30009	11117	3367	4029	2013	1020	24	23	287	132	55	11
	%	100	69.83	30.16	14.08	4.70	46.78	17.33	5.24	6.28	3.13	1.59	0.03	0.03	0.44	0.20	0.08	0.01
Officials and Managers RCLF	%	100	61.19	38.5	3.3	2.4	52.1	30.6	2.8	3.5	2.09	1.3	0.0	0.0	0.2	0.2	0.7	0.5
2. Professionals	#	9741	5535	4206	541	385	4128	2778	460	734	371	278	4	1	25	23	6	7
	%	100	56.82	43.17	5.55	3.95	42.37	28.51	4.72	7.53	3.80	2.85	0.04	0.01	0.25	0.23	0.06	0.07
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 -- FY 2008 -- Permanent Employees

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	#	751	662	89	80	3	517	67	49	15	10	2	1	0	5	0	0	2
	%	100	88.14	11.85	10.65	0.39	68.84	8.92	6.52	1.99	1.33	0.26	0.13	0.00	0.66	0.00	0.00	0.26
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	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100	0.00	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
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	#	4476	1125	3351	140	397	700	1859	179	866	91	195	0	3	11	28	4	3
	%	100	25.13	74.86	3.12	8.86	15.63	41.53	3.99	19.34	2.03	4.35	0.00	0.06	0.24	0.62	0.08	0.06

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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
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	#	1513	1496	17	233	1	1067	15	143	1	36	0	4	0	8	0	5	0
	%	100	98.87	1.12	15.39	0.06	70.52	0.99	9.45	0.06	2.37	0.00	0.26	0.00	0.52	0.00	0.33	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	#	269	260	9	13	1	183	6	59	2	4	0	0	0	1	0	0	0
	%	100	96.65	3.34	4.83	0.37	68.02	2.23	21.93	0.74	1.48	0.00	0.00	0.00	0.37	0.00	0.00	0.00
Operatives RCLF	%	100	71.79	27.99	10.8	5.1	48.4	16.29	8.89	4.5	2.0	1.6	0.1	0.0	0.5	0.2	1.1	0.3
8. Laborers and Helpers	#	64	42	22	4	0	36	22	1	0	1	0	0	0	0	0	0	0
	%	100	65.62	34.37	6.25	0.00	56.25	34.37	1.56	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Laborers and Helpers RCLF	%	100	85.2	14.69	21.5	3.1	50.2	9.39	10.0	1.6	1.2	0.3	0.1	0.0	0.8	0.1	1.4	0.2
9. Service Workers	#	72758	49585	23173	12899	4001	28211	11645	6033	6259	1922	856	100	110	393	296	27	6
	%	100	68.15	31.84	17.72	5.49	38.77	16.00	8.29	8.60	2.64	1.17	0.13	0.15	0.54	0.40	0.03	0.00
Service Workers RCLF	%	100	40.8	59.2	6.6	7.9	25.0	38.0	6.2	9.6	1.6	1.9	0.1	0.1	0.4	0.5	0.9	1.2

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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)	#	3077	2188	889	164	61	1803	647	165	149	47	27	0	0	9	4	0	1
	%	2.00	2.11	1.77	0.71	0.78	2.78	2.35	1.60	1.25	1.05	1.14	0.00	0.00	1.23	0.83	0.00	3.44
- Mid-Level (Grades 13-14)	#	7418	5398	2020	888	297	4013	1229	306	383	151	91	0	1	33	14	7	5
	%	4.82	5.21	4.02	3.86	3.80	6.18	4.46	2.97	3.21	3.39	3.87	0.00	0.72	4.52	2.92	7.21	17.24
- First-Level (Grades 12 and Below)	#	5911	4748	1163	1565	276	2753	597	251	225	139	54	1	3	31	6	8	2
	%	3.84	4.58	2.31	6.82	3.53	4.24	2.17	2.43	1.88	3.12	2.29	0.75	2.18	4.24	1.25	8.24	6.89

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	47732	32457	15275	6419	2381	21440	8644	2645	3272	1676	848	23	19	214	108	40	3
	%	31.05	31.36	30.41	27.97	30.51	33.06	31.42	25.70	27.47	37.67	36.06	17.29	13.86	29.31	22.54	41.23	10.34
Officials and Managers Total	#	64138	44791	19347	9036	3015	30009	11117	3367	4029	2013	1020	24	23	287	132	55	11
	%	41.71	43.26	38.51	39.36	38.62	46.26	40.40	32.70	33.81	45.23	43.36	18.04	16.76	39.30	27.54	56.68	37.91
2. Professionals	#	9741	5535	4206	541	385	4128	2778	460	734	371	278	4	1	25	23	6	7
	%	6.33	5.34	8.37	2.35	4.93	6.36	10.09	4.46	6.16	8.34	11.82	3.00	0.72	3.42	4.80	6.18	24.13
3. Technicians	#	751	662	89	80	3	517	67	49	15	10	2	1	0	5	0	0	2
	%	0.48	0.63	0.17	0.34	0.03	0.79	0.24	0.47	0.12	0.22	0.08	0.75	0.00	0.68	0.00	0.00	6.89

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
4. Sales Workers	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	4476	1125	3351	140	397	700	1859	179	866	91	195	0	3	11	28	4	3
	%	2.91	1.08	6.67	0.61	5.08	1.07	6.75	1.73	7.27	2.04	8.29	0.00	2.18	1.50	5.84	4.12	10.34
6. Craft Workers	#	1513	1496	17	233	1	1067	15	143	1	36	0	4	0	8	0	5	0
	%	0.98	1.44	0.03	1.01	0.01	1.64	0.05	1.38	0.00	0.80	0.00	3.00	0.00	1.09	0.00	5.15	0.00
7. Operatives	#	269	260	9	13	1	183	6	59	2	4	0	0	0	1	0	0	0
	%	0.17	0.25	0.01	0.05	0.01	0.28	0.02	0.57	0.01	0.08	0.00	0.00	0.00	0.13	0.00	0.00	0.00
8. Laborers and Helpers	#	64	42	22	4	0	36	22	1	0	1	0	0	0	0	0	0	0
	%																	

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

Occupational Categories	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.04	0.04	0.04	0.01	0.00	0.05	0.07	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers #	72758	49585	23173	12899	4001	28211	11645	6033	6259	1922	856	100	110	393	296	27	6
%	47.33	47.91	46.14	56.21	51.27	43.50	42.33	58.62	52.56	43.21	36.41	75.18	80.29	53.83	61.79	27.83	20.68

NOTE: Percentages compute down columns and NOT across rows.

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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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0
%	100	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 02	6	2	4	0	1	1	0	1	3	0	0	0	0	0	0	0	0	0
%	100	33.33	66.66	0.00	16.66	16.66	0.00	16.66	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 03	36	16	20	1	1	15	12	0	6	0	1	0	0	0	0	0	0	0
%	100	44.44	55.55	2.77	2.77	41.66	33.33	0.00	16.66	0.00	2.77	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	#	218	90	128	12	20	53	77	17	26	5	5	0	0	2	0	1	0
	%	100	41.28	58.71	5.50	9.17	24.31	35.32	7.79	11.92	2.29	2.29	0.00	0.00	0.91	0.00	0.45	0.00
GS/GG/GH/GM/GL- 05	#	4944	3675	1269	1259	245	2142	715	124	192	136	99	0	0	12	11	2	7
	%	100	74.33	25.66	25.46	4.95	43.32	14.46	2.50	3.88	2.75	2.00	0.00	0.00	0.24	0.22	0.04	0.14
GS/GG/GH/GM/GL- 06	#	986	280	706	37	82	171	416	51	161	19	38	0	0	2	7	0	2
	%	100	28.39	71.60	3.75	8.31	17.34	42.19	5.17	16.32	1.92	3.85	0.00	0.00	0.20	0.70	0.00	0.20
GS/GG/GH/GM/GL- 07	#	11436	7358	4078	2371	789	4274	2210	371	815	297	226	2	7	27	29	16	2
	%	100	64.34	35.65	20.73	6.89	37.37	19.32	3.24	7.12	2.59	1.97	0.01	0.06	0.23	0.25	0.13	0.01

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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- 08 #	1242	367	875	46	113	218	411	65	278	33	66	0	1	4	5	1	1
%	100	29.54	70.45	3.70	9.09	17.55	33.09	5.23	22.38	2.65	5.31	0.00	0.08	0.32	0.40	0.08	0.08
GS/GG/GH/GM/GL- 09 #	9943	6844	3099	2173	528	3929	1784	429	600	259	158	0	2	47	27	7	0
%	100	68.83	31.16	21.85	5.31	39.51	17.94	4.31	6.03	2.60	1.58	0.00	0.02	0.47	0.27	0.07	0.00
GS/GG/GH/GM/GL- 10 #	213	85	128	9	21	54	65	15	38	6	3	0	0	1	1	0	0
%	100	39.90	60.09	4.22	9.85	25.35	30.51	7.04	17.84	2.81	1.40	0.00	0.00	0.46	0.46	0.00	0.00
GS/GG/GH/GM/GL- 11 #	25277	19687	5590	7078	1314	10607	2978	951	921	918	325	18	11	91	36	24	5

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	77.88	22.11	28.00	5.19	41.96	11.78	3.76	3.64	3.63	1.28	0.07	0.04	0.36	0.14	0.09	0.01
GS/GG/GH/GM/GL- 12 #	14494	9813	4681	2318	765	6327	2597	652	1001	434	286	6	3	64	26	12	3
%	100	67.70	32.29	15.99	5.27	43.65	17.91	4.49	6.90	2.99	1.97	0.04	0.02	0.44	0.17	0.08	0.02
GS/GG/GH/GM/GL- 13 #	15766	11209	4557	1565	555	8417	2826	784	921	359	226	5	3	67	23	12	3
%	100	71.09	28.90	9.92	3.52	53.38	17.92	4.97	5.84	2.27	1.43	0.03	0.01	0.42	0.14	0.07	0.01
GS/GG/GH/GM/GL- 14 #	8068	5378	2690	569	215	4168	1673	410	651	192	129	0	0	30	19	9	3
%	100	66.65	33.34	7.05	2.66	51.66	20.73	5.08	8.06	2.37	1.59	0.00	0.00	0.37	0.23	0.11	0.03

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	#	3542	2375	1167	152	72	1975	854	179	189	61	44	0	0	8	7	0	1
	%	100	67.05	32.94	4.29	2.03	55.75	24.11	5.05	5.33	1.72	1.24	0.00	0.00	0.22	0.19	0.00	0.02
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	513	389	124	27	4	338	109	19	7	4	4	0	0	1	0	0	0
	%	100	75.82	24.17	5.26	0.77	65.88	21.24	3.70	1.36	0.77	0.77	0.00	0.00	0.19	0.00	0.00	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0
	%	100	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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	#	642	580	62	37	2	439	39	92	20	9	1	0	0	3	0	0	0
	%	100	90.34	9.65	5.76	0.31	68.38	6.07	14.33	3.11	1.40	0.15	0.00	0.00	0.46	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	164	147	17	8	0	116	8	23	8	0	1	0	0	0	0	0	0
	%	100	89.63	10.36	4.87	0.00	70.73	4.87	14.02	4.87	0.00	0.60	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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
LE-05	#	56	49	7	2	0	44	3	3	4	0	0	0	0	0	0	0	0
	%	100	87.50	12.50	3.57	0.00	78.57	5.35	5.35	7.14	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	20	2	1	0	14	1	5	1	0	0	0	0	0	0	0	0
	%	100	90.90	9.09	4.54	0.00	63.63	4.54	22.72	4.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-08	#	13	12	1	0	0	10	1	2	0	0	0	0	0	0	0	0	0
	%	100	92.30	7.69	0.00	0.00	76.92	7.69	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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 -- FY 2008 -- LE -- Permanent Employees

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

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Permanent Employees

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	#	16	6	10	1	0	3	6	1	3	1	0	0	0	0	1	0	0
	%	100	37.50	62.50	6.25	0.00	18.75	37.50	6.25	18.75	6.25	0.00	0.00	0.00	0.00	6.25	0.00	0.00
SV-D	#	18611	10049	8562	1882	1536	5682	4000	1948	2637	388	214	16	28	133	146	0	1
	%	100	53.99	46.00	10.11	8.25	30.53	21.49	10.46	14.16	2.08	1.14	0.08	0.15	0.71	0.78	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 -- FY 2008 -- SV, SW -- Permanent Employees

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	#	19397	11836	7561	1799	991	6750	3844	2346	2293	774	294	44	48	118	91	5	0
	%	100	61.01	38.98	9.27	5.10	34.79	19.81	12.09	11.82	3.99	1.51	0.22	0.24	0.60	0.46	0.02	0.00
SV-F	#	7710	4888	2822	611	361	3092	1608	832	671	279	123	28	24	46	35	0	0
	%	100	63.39	36.60	7.92	4.68	40.10	20.85	10.79	8.70	3.61	1.59	0.36	0.31	0.59	0.45	0.00	0.00
SV-G	#	6139	4269	1870	487	216	2866	1141	677	385	177	79	20	19	42	30	0	0
	%	100	69.53	30.46	7.93	3.51	46.68	18.58	11.02	6.27	2.88	1.28	0.32	0.30	0.68	0.48	0.00	0.00
SV-H	#	2094	1460	634	133	63	1094	382	167	132	47	41	5	6	14	8	0	2
	%	100	69.72	30.27	6.35	3.00	52.24	18.24	7.97	6.30	2.24	1.95	0.23	0.28	0.66	0.38	0.00	0.09
SV-I	#	5072	4290	782	508	77	3119	488	445	174	159	36	3	4	55	3	1	0
	%	100	84.58	15.41	10.01	1.51	61.49	9.62	8.77	3.43	3.13	0.70	0.05	0.07	1.08	0.05	0.01	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 -- FY 2008 -- SV, SW -- Permanent Employees

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	#	1652	1170	482	63	27	930	313	122	112	38	22	2	0	15	7	0	1
	%	100	70.82	29.17	3.81	1.63	56.29	18.94	7.38	6.77	2.30	1.33	0.12	0.00	0.90	0.42	0.00	0.06
SV-K	#	912	649	263	35	16	535	185	51	56	18	2	1	0	8	4	1	0
	%	100	71.16	28.83	3.83	1.75	58.66	20.28	5.59	6.14	1.97	0.21	0.10	0.00	0.87	0.43	0.10	0.00
SV-L	#	89	63	26	1	1	54	18	7	6	1	1	0	0	0	0	0	0
	%	100	70.78	29.21	1.12	1.12	60.67	20.22	7.86	6.74	1.12	1.12	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW	#	142	114	28	5	0	93	24	12	2	4	2	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 -- FY 2008 -- SV, SW -- Permanent Employees

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	80.28	19.71	3.52	0.00	65.49	16.90	8.45	1.40	2.81	1.40	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- AD -- Permanent Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	#	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 02	#	6	2	4	0	1	1	0	1	3	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.01	0.00	0.02	0.00	0.00	0.02	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 03	#	36	16	20	1	1	15	12	0	6	0	1	0	0	0	0	0	0
	%	0.03	0.02	0.06	0.00	0.02	0.03	0.07	0.00	0.10	0.00	0.06	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	218	90	128	12	20	53	77	17	26	5	5	0	0	2	0	1	0
	%	0.22	0.13	0.43	0.06	0.42	0.12	0.46	0.41	0.44	0.18	0.31	0.00	0.00	0.56	0.00	1.19	0.00
GS/GG/GH/GM/GL- 05	#	4944	3675	1269	1259	245	2142	715	124	192	136	99	0	0	12	11	2	7
	%	5.11	5.43	4.35	7.14	5.18	5.01	4.27	3.04	3.30	4.99	6.14	0.00	0.00	3.37	5.75	2.38	25.92
GS/GG/GH/GM/GL- 06	#	986	280	706	37	82	171	416	51	161	19	38	0	0	2	7	0	2
	%	1.01	0.41	2.42	0.21	1.73	0.40	2.48	1.25	2.77	0.69	2.35	0.00	0.00	0.56	3.66	0.00	7.40
GS/GG/GH/GM/GL- 07	#	11436	7358	4078	2371	789	4274	2210	371	815	297	226	2	7	27	29	16	2
	%	11.82	10.88	14.00	13.45	16.69	10.00	13.20	9.11	14.02	10.90	14.02	6.45	25.92	7.58	15.18	19.04	7.40

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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 #	1242	367	875	46	113	218	411	65	278	33	66	0	1	4	5	1	1
%	1.28	0.54	3.00	0.26	2.39	0.51	2.45	1.59	4.78	1.21	4.09	0.00	3.70	1.12	2.61	1.19	3.70
GS/GG/GH/GM/GL- 09 #	9943	6844	3099	2173	528	3929	1784	429	600	259	158	0	2	47	27	7	0
%	10.28	10.12	10.63	12.33	11.17	9.20	10.65	10.54	10.32	9.50	9.80	0.00	7.40	13.20	14.13	8.33	0.00
GS/GG/GH/GM/GL- 10 #	213	85	128	9	21	54	65	15	38	6	3	0	0	1	1	0	0
%	0.22	0.12	0.43	0.05	0.44	0.12	0.38	0.36	0.65	0.22	0.18	0.00	0.00	0.28	0.52	0.00	0.00
GS/GG/GH/GM/GL- 11 #	25277	19687	5590	7078	1314	10607	2978	951	921	918	325	18	11	91	36	24	5

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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
%	26.13	29.12	19.19	40.17	27.80	24.83	17.79	23.37	15.85	33.70	20.17	58.06	40.74	25.56	18.84	28.57	18.51
GS/GG/GH/GM/GL- 12 #	14494	9813	4681	2318	765	6327	2597	652	1001	434	286	6	3	64	26	12	3
%	14.98	14.51	16.07	13.15	16.19	14.81	15.51	16.02	17.23	15.93	17.75	19.35	11.11	17.97	13.61	14.28	11.11
GS/GG/GH/GM/GL- 13 #	15766	11209	4557	1565	555	8417	2826	784	921	359	226	5	3	67	23	12	3
%	16.30	16.58	15.64	8.88	11.74	19.70	16.88	19.27	15.85	13.17	14.02	16.12	11.11	18.82	12.04	14.28	11.11
GS/GG/GH/GM/GL- 14 #	8068	5378	2690	569	215	4168	1673	410	651	192	129	0	0	30	19	9	3
%	8.34	7.95	9.23	3.22	4.55	9.75	9.99	10.07	11.20	7.04	8.00	0.00	0.00	8.42	9.94	10.71	11.11

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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- 15	#	3542	2375	1167	152	72	1975	854	179	189	61	44	0	0	8	7	0	1
	%	3.66	3.51	4.00	0.86	1.52	4.62	5.10	4.40	3.25	2.23	2.73	0.00	0.00	2.24	3.66	0.00	3.70
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	513	389	124	27	4	338	109	19	7	4	4	0	0	1	0	0	0
	%	0.53	0.57	0.42	0.15	0.08	0.79	0.65	0.46	0.12	0.14	0.24	0.00	0.00	0.28	0.00	0.00	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	0.06	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	#	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	96714	67587	29127	17618	4725	42706	16737	4068	5809	2724	1611	31	27	356	191	84	27
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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	#	642	580	62	37	2	439	39	92	20	9	1	0	0	3	0	0	0
	%	71.09	71.25	69.66	77.08	100	70.12	75.00	71.87	60.60	100	50.00	-	-	100	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-04	#	164	147	17	8	0	116	8	23	8	0	1	0	0	0	0	0	0
	%	18.16	18.05	19.10	16.66	0.00	18.53	15.38	17.96	24.24	0.00	50.00	-	-	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 -- FY 2008 -- LE -- Permanent Employees

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	49	7	2	0	44	3	3	4	0	0	0	0	0	0	0
	%	6.20	6.01	7.86	4.16	0.00	7.02	5.76	2.34	12.12	0.00	0.00	-	-	0.00	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-
LE-07	#	22	20	2	1	0	14	1	5	1	0	0	0	0	0	0	0
	%	2.43	2.45	2.24	2.08	0.00	2.23	1.92	3.90	3.03	0.00	0.00	-	-	0.00	-	-
LE-08	#	13	12	1	0	0	10	1	2	0	0	0	0	0	0	0	0
	%	1.43	1.47	1.12	0.00	0.00	1.59	1.92	1.56	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
	%	0.44	0.49	0.00	0.00	0.00	0.31	0.00	1.56	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 -- FY 2008 -- LE -- Permanent Employees

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
	%	0.11	0.12	0.00	0.00	0.00	0.15	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-11	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.11	0.12	0.00	0.00	0.00	0.00	0.00	0.78	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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	-	-	-	
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	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	903	814	89	48	2	626	52	128	33	9	2	0	0	3	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Permanent Employees

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	#	16	6	10	1	0	3	6	1	3	1	0	0	0	1	0	0
	%	0.02	0.01	0.04	0.01	0.00	0.01	0.04	0.01	0.04	0.05	0.00	0.00	0.00	0.30	0.00	0.00
SV-D	#	18611	10049	8562	1882	1536	5682	4000	1948	2637	388	214	16	28	133	146	0
	%	30.09	25.90	37.16	34.06	46.71	23.46	33.30	29.47	40.75	20.57	26.28	13.44	21.70	30.85	44.92	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 -- FY 2008 -- SV, SW -- Permanent Employees

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
SV-E	#	19397	11836	7561	1799	991	6750	3844	2346	2293	774	294	44	48	118	91	5	0
	%	31.36	30.50	32.81	32.56	30.13	27.87	32.00	35.50	35.43	41.03	36.11	36.97	37.20	27.37	28.00	71.42	0.00
SV-F	#	7710	4888	2822	611	361	3092	1608	832	671	279	123	28	24	46	35	0	0
	%	12.46	12.59	12.24	11.05	10.97	12.76	13.38	12.59	10.36	14.79	15.11	23.52	18.60	10.67	10.76	0.00	0.00
SV-G	#	6139	4269	1870	487	216	2866	1141	677	385	177	79	20	19	42	30	0	0
	%	9.92	11.00	8.11	8.81	6.56	11.83	9.50	10.24	5.94	9.38	9.70	16.80	14.72	9.74	9.23	0.00	0.00
SV-H	#	2094	1460	634	133	63	1094	382	167	132	47	41	5	6	14	8	0	2
	%	3.38	3.76	2.75	2.40	1.91	4.51	3.18	2.52	2.03	2.49	5.03	4.20	4.65	3.24	2.46	0.00	50.00
SV-I	#	5072	4290	782	508	77	3119	488	445	174	159	36	3	4	55	3	1	0
	%	8.20	11.05	3.39	9.19	2.34	12.87	4.06	6.73	2.68	8.43	4.42	2.52	3.10	12.76	0.92	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 -- FY 2008 -- SV, SW -- Permanent Employees

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	#	1652	1170	482	63	27	930	313	122	112	38	22	2	0	15	7	0	1
	%	2.67	3.01	2.09	1.14	0.82	3.84	2.60	1.84	1.73	2.01	2.70	1.68	0.00	3.48	2.15	0.00	25.00
SV-K	#	912	649	263	35	16	535	185	51	56	18	2	1	0	8	4	1	0
	%	1.47	1.67	1.14	0.63	0.48	2.20	1.54	0.77	0.86	0.95	0.24	0.84	0.00	1.85	1.23	14.28	0.00
SV-L	#	89	63	26	1	1	54	18	7	6	1	1	0	0	0	0	0	0
	%	0.14	0.16	0.11	0.01	0.03	0.22	0.14	0.10	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	#	142	114	28	5	0	93	24	12	2	4	2	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 -- FY 2008 -- SV, SW -- Permanent Employees

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	
%	0.22	0.29	0.12	0.09	0.00	0.38	0.19	0.18	0.03	0.21	0.24	0.00	0.00	0.00	0.00	0.00	0.00	
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	#	61834	38794	23040	5525	3288	24218	12009	6608	6471	1886	814	119	129	431	325	7	4
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- AD -- Permanent Employees

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

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	11	9	2	1	0	7	2	0	0	1	0	0	0	0	0	0	0
	%	100	81.81	18.18	9.09	0.00	63.63	18.18	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	33	28	5	0	0	25	5	2	0	1	0	0	0	0	0	0	0
	%	100	84.84	15.15	0.00	0.00	75.75	15.15	6.06	0.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	31	10	21	1	1	9	19	0	0	0	1	0	0	0	0	0	0
	%	100	32.25	67.74	3.22	3.22	29.03	61.29	0.00	0.00	0.00	3.22	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	82	76	6	3	0	63	6	8	0	2	0	0	0	0	0	0
	%	100	92.68	7.31	3.65	0.00	76.82	7.31	9.75	0.00	2.43	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	128	114	14	18	0	66	14	28	0	1	0	0	0	1	0	0
	%	100	89.06	10.93	14.06	0.00	51.56	10.93	21.87	0.00	0.78	0.00	0.00	0.00	0.78	0.00	0.00
Grade-07	#	59	59	0	5	0	35	0	16	0	1	0	1	0	0	0	1
	%	100	100	0.00	8.47	0.00	59.32	0.00	27.11	0.00	1.69	0.00	1.69	0.00	0.00	0.00	1.69
Grade-08	#	214	201	13	18	0	144	11	28	1	8	1	0	0	2	0	1
	%	100	93.92	6.07	8.41	0.00	67.28	5.14	13.08	0.46	3.73	0.46	0.00	0.00	0.93	0.00	0.46
Grade-09	#	164	163	1	11	1	114	0	31	0	3	0	1	0	0	0	3
	%	100	99.39	0.60	6.70	0.60	69.51	0.00	18.90	0.00	1.82	0.00	0.60	0.00	0.00	0.00	1.82

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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
Grade-10	#	1081	1071	10	224	1	722	8	89	1	27	0	2	0	5	0	2	0
	%	100	99.07	0.92	20.72	0.09	66.79	0.74	8.23	0.09	2.49	0.00	0.18	0.00	0.46	0.00	0.18	0.00
Grade-11	#	208	205	3	7	0	179	2	16	1	2	0	0	0	1	0	0	0
	%	100	98.55	1.44	3.36	0.00	86.05	0.96	7.69	0.48	0.96	0.00	0.00	0.00	0.48	0.00	0.00	0.00
Grade-12	#	62	61	1	2	0	57	1	1	0	1	0	0	0	0	0	0	0
	%	100	98.38	1.61	3.22	0.00	91.93	1.61	1.61	0.00	1.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	11	11	0	0	0	11	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	#	5	5	0	0	0	4	0	1	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 A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	80.00	0.00	20.00	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	8	0	2	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	0.14	0.14	0.00	0.00	0.00	0.20	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-
Grade-02	#	11	9	2	1	0	7	2	0	0	1	0	0	0	0	0	0	0
	%	0.52	0.44	2.63	0.34	0.00	0.48	2.94	0.00	0.00	2.12	0.00	0.00	-	0.00	-	0.00	-
Grade-03	#	33	28	5	0	0	25	5	2	0	1	0	0	0	0	0	0	0
	%	1.56	1.37	6.57	0.00	0.00	1.72	7.35	0.89	0.00	2.12	0.00	0.00	-	0.00	-	0.00	-
Grade-04	#	31	10	21	1	1	9	19	0	0	0	1	0	0	0	0	0	0
	%	1.47	0.49	27.63	0.34	33.33	0.62	27.94	0.00	0.00	0.00	50.00	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	82	76	6	3	0	63	6	8	0	2	0	0	0	0	0	0
	%	3.89	3.74	7.89	1.03	0.00	4.34	8.82	3.58	0.00	4.25	0.00	0.00	-	0.00	-	0.00
Grade-06	#	128	114	14	18	0	66	14	28	0	1	0	0	0	1	0	0
	%	6.07	5.61	18.42	6.20	0.00	4.55	20.58	12.55	0.00	2.12	0.00	0.00	-	11.11	-	0.00
Grade-07	#	59	59	0	5	0	35	0	16	0	1	0	1	0	0	0	1
	%	2.80	2.90	0.00	1.72	0.00	2.41	0.00	7.17	0.00	2.12	0.00	25.00	-	0.00	-	14.28
Grade-08	#	214	201	13	18	0	144	11	28	1	8	1	0	0	2	0	1
	%	10.16	9.90	17.10	6.20	0.00	9.93	16.17	12.55	33.33	17.02	50.00	0.00	-	22.22	-	14.28
Grade-09	#	164	163	1	11	1	114	0	31	0	3	0	1	0	0	0	3
	%	7.78	8.02	1.31	3.79	33.33	7.86	0.00	13.90	0.00	6.38	0.00	25.00	-	0.00	-	42.85

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	1081	1071	10	224	1	722	8	89	1	27	0	2	0	5	0	2	0
	%	51.32	52.75	13.15	77.24	33.33	49.79	11.76	39.91	33.33	57.44	0.00	50.00	-	55.55	-	28.57	-
Grade-11	#	208	205	3	7	0	179	2	16	1	2	0	0	0	1	0	0	0
	%	9.87	10.09	3.94	2.41	0.00	12.34	2.94	7.17	33.33	4.25	0.00	0.00	-	11.11	-	0.00	-
Grade-12	#	62	61	1	2	0	57	1	1	0	1	0	0	0	0	0	0	0
	%	2.94	3.00	1.31	0.68	0.00	3.93	1.47	0.44	0.00	2.12	0.00	0.00	-	0.00	-	0.00	-
Grade-13	#	11	11	0	0	0	11	0	0	0	0	0	0	0	0	0	0	0
	%	0.52	0.54	0.00	0.00	0.00	0.75	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-
Grade-14	#	5	5	0	0	0	4	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	
%	0.23	0.24	0.00	0.00	0.00	0.27	0.00	0.44	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
Grade-15	#	10	10	0	0	0	8	0	2	0	0	0	0	0	0	0	0	0
%	0.47	0.49	0.00	0.00	0.00	0.55	0.00	0.89	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
All Other Wage Grades	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
%	0.18	0.19	0.00	0.00	0.00	0.20	0.00	0.44	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	
TOTAL	#	2106	2030	76	290	3	1450	68	223	3	47	2	4	0	9	0	7	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	1508	1187	321	91	15	850	182	215	116	18	7	1	0	11	1	1	0
	%	100	78.71	21.28	6.03	0.99	56.36	12.06	14.25	7.69	1.19	0.46	0.06	0.00	0.72	0.06	0.06	0.00
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0083 - Police	#	1058	960	98	61	3	718	56	168	37	10	2	0	0	3	0	0	0
	%	100	90.73	9.26	5.76	0.28	67.86	5.29	15.87	3.49	0.94	0.18	0.00	0.00	0.28	0.00	0.00	0.00
Occupational CLF	%	100	87.0	13.0	7.4	1.3	67.6	8.4	8.8	2.9	1.1	0.1	0.1	0.0	0.7	0.1	1.3	0.2
0132 - Intelligence Research Specialist	#	836	555	281	62	33	442	184	32	54	14	10	0	0	3	0	2	0

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	66.38	33.61	7.41	3.94	52.87	22.00	3.82	6.45	1.67	1.19	0.00	0.00	0.35	0.00	0.23	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	#	256	218	38	8	3	184	21	8	5	18	9	0	0	0	0	0	0
%	100	85.15	14.84	3.12	1.17	71.87	8.20	3.12	1.95	7.03	3.51	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	#	66	61	5	2	0	55	4	1	0	2	1	0	0	1	0	0	0
%	100	92.42	7.57	3.03	0.00	83.33	6.06	1.51	0.00	3.03	1.51	0.00	0.00	1.51	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 -- FY 2008 -- Permanent Employees

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 #	5	5	0	0	0	4	0	0	0	1	0	0	0	0	0	0	0
0804 - FIRE PROTECTION ENGINEERING %	100	100	0.00	0.00	0.00	80.00	0.00	0.00	0.00	20.00	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 -- FY 2008 -- Permanent Employees

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 #	50	43	7	1	0	35	5	3	1	4	1	0	0	0	0	0	0
%	100	86.00	14.00	2.00	0.00	70.00	10.00	6.00	2.00	8.00	2.00	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 -- FY 2008 -- Permanent Employees

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	0	0	27	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.5	0.1	0.1	0.0	0.7	0.1	1.2	0.1
0810 - CIVIL ENGINEERING #	92	79	13	3	1	65	10	3	1	8	1	0	0	0	0	0	0
%	100	85.86	14.13	3.26	1.08	70.65	10.86	3.26	1.08	8.69	1.08	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 -- FY 2008 -- Permanent Employees

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 -- FY 2008 -- Permanent Employees

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	15	4	0	0	11	4	1	0	3	0	0	0	0	0	0
	%	100	78.94	21.05	0.00	0.00	57.89	21.05	5.26	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 -- FY 2008 -- Permanent Employees

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	#	61	56	5	0	0	45	4	0	1	11	0	0	0	0	0	0
	%	100	91.80	8.19	0.00	0.00	73.77	6.55	0.00	1.63	18.03	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	#	38	36	2	2	0	22	0	1	1	10	1	0	0	1	0	0

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	94.73	5.26	5.26	0.00	57.89	0.00	2.63	2.63	26.31	2.63	0.00	0.00	2.63	0.00	0.00	0.00
Occupational CLF %	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1
0854 - COMPUTER ENGINEERING #	13	11	2	0	0	8	1	0	0	2	1	0	0	1	0	0	0
%	100	84.61	15.38	0.00	0.00	61.53	7.69	0.00	0.00	15.38	7.69	0.00	0.00	7.69	0.00	0.00	0.00
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS ENGINEERING #	90	84	6	2	0	66	4	6	2	9	0	0	0	1	0	0	0
%	100	93.33	6.66	2.22	0.00	73.33	4.44	6.66	2.22	10.00	0.00	0.00	0.00	1.11	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 -- FY 2008 -- Permanent Employees

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	#	84	84	0	4	0	71	0	8	0	0	0	0	0	1	0	0	0
	%	100	100	0.00	4.76	0.00	84.52	0.00	9.52	0.00	0.00	0.00	0.00	0.00	1.19	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 -- FY 2008 -- Permanent Employees

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	#	37	33	4	1	0	29	4	0	0	3	0	0	0	0	0	0	
	%	100	89.18	10.81	2.70	0.00	78.37	10.81	0.00	0.00	8.10	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	94.8	5.1	2.0	0.2	83.1	4.1	3.7	0.5	4.7	0.3	0.0	0.0	0.3	0.0	1.0	0.0

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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 -- FY 2008 -- Permanent Employees

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 -- FY 2008 -- Permanent Employees

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 #	12	8	4	0	0	8	2	0	0	0	2	0	0	0	0	0	0
0893 - CHEMICAL ENGINEERING %	100	66.66	33.33	0.00	0.00	66.66	16.66	0.00	0.00	0.00	16.66	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 -- FY 2008 -- Permanent Employees

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 -- FY 2008 -- Permanent Employees

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	#	3	0	3	0	0	0	3	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	
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	#	1687	870	817	56	66	720	607	52	85	40	54	0	0	0	3	2	2
	%	100	51.57	48.42	3.31	3.91	42.67	35.98	3.08	5.03	2.37	3.20	0.00	0.00	0.00	0.17	0.11	0.11
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 -- FY 2008 -- Permanent Employees

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	#	1105	448	657	17	29	346	369	76	224	9	29	0	0	0	6	0	0
	%	100	40.54	59.45	1.53	2.62	31.31	33.39	6.87	20.27	0.81	2.62	0.00	0.00	0.00	0.54	0.00	0.00
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
1801 - Adjudications Officers	#	21074	15768	5306	2782	971	10667	3037	1367	852	767	390	12	9	155	43	18	4
	%	100	74.82	25.17	13.20	4.60	50.61	14.41	6.48	4.04	3.63	1.85	0.05	0.04	0.73	0.20	0.08	0.01
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 - Transportation Security Officers	#	54482	31723	22759	4943	3593	18682	11421	5914	6438	1725	863	109	123	343	316	7	5

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	58.22	41.77	9.07	6.59	34.29	20.96	10.85	11.81	3.16	1.58	0.20	0.22	0.62	0.58	0.01	0.00	
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0	
1811 - Criminal Investigators	#	8965	7709	1256	1138	204	5833	867	450	127	225	51	5	2	47	4	11	1
%	100	85.98	14.01	12.69	2.27	65.06	9.67	5.01	1.41	2.50	0.56	0.05	0.02	0.52	0.04	0.12	0.01	
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4	
1895 - Customs and Border Protection Officers	#	19747	16074	3673	4208	1008	10053	2052	797	385	906	194	14	7	78	24	18	3
%	100	81.39	18.60	21.30	5.10	50.90	10.39	4.03	1.94	4.58	0.98	0.07	0.03	0.39	0.12	0.09	0.01	

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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 #	17408	16508	900	8508	491	7598	388	171	10	166	6	0	0	57	4	8	1
%	100	94.82	5.17	48.87	2.82	43.64	2.22	0.98	0.05	0.95	0.03	0.00	0.00	0.32	0.02	0.04	0.00
Occupational CLF %	100	79.0	21.1	7.1	2.0	62.3	14.7	7.0	3.6	1.0	0.3	0.1	0.0	0.5	0.1	1.0	0.4
2210 - Information Technology Specialists #	1972	1380	592	71	18	1049	391	171	133	81	44	0	0	8	6	0	0
%	100	69.97	30.02	3.60	0.91	53.19	19.82	8.67	6.74	4.10	2.23	0.00	0.00	0.40	0.30	0.00	0.00
Occupational CLF %	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	0.4

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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 #	130704	93951	36753	21961	6435	57595	19616	9444	8472	4033	1666	141	141	710	407	67	16

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- Permanent, Temporary Employees

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	#	25306	16328	8978	3772	1445	10424	5002	1535	2096	477	320	1	0	104	108	15	7
	%	100	64.52	35.47	14.90	5.71	41.19	19.76	6.06	8.28	1.88	1.26	0.00	0.00	0.41	0.42	0.05	0.02
Temporary	#	3005	1720	1285	60	71	1355	802	216	336	62	69	0	0	19	7	8	0
	%	100	57.23	42.76	1.99	2.36	45.09	26.68	7.18	11.18	2.06	2.29	0.00	0.00	0.63	0.23	0.26	0.00
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	28311	18048	10263	3832	1516	11779	5804	1751	2432	539	389	1	0	123	115	23	7
	%	100	63.74	36.25	13.53	5.35	41.60	20.50	6.18	8.59	1.90	1.37	0.00	0.00	0.43	0.40	0.08	0.02

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

This table is for All Agencies -- FY 2008 -- Permanent, Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- GS, GG, GH, GM, GL -- Permanent Employees

	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino												Two or More/Other Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native					
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Total Employees Eligible for Career Ladder Promotions	#	872	524	348	85	52	352	169	59	108	24	18	0	0	3	1	1	0	
	%	100	60.09	39.90	9.74	5.96	40.36	19.38	6.76	12.38	2.75	2.06	0.00	0.00	0.34	0.11	0.11	0.00	
Time in grade in excess of minimum																			
1-12 months	#	457	285	172	49	28	185	85	33	52	15	6	0	0	2	1	1	0	
	%	100	62.36	37.63	10.72	6.12	40.48	18.59	7.22	11.37	3.28	1.31	0.00	0.00	0.43	0.21	0.21	0.00	
13-24 months	#	122	78	44	10	8	56	20	6	13	6	3	0	0	0	0	0	0	
	%	100	63.93	36.06	8.19	6.55	45.90	16.39	4.91	10.65	4.91	2.45	0.00	0.00	0.00	0.00	0.00	0.00	
25+ months	#	293	161	132	26	16	111	64	20	43	3	9	0	0	1	0	0	0	
	%	100	54.94	45.05	8.87	5.46	37.88	21.84	6.82	14.67	1.02	3.07	0.00	0.00	0.34	0.00	0.00	0.00	

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 27, 2008

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 -- FY 2008 -- Permanent Employees

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			
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	16004	9735	6269	1301	721	6653	3832	1146	1343	527	285	23	27	84	61	1	0
	%	100	60.82	39.17	8.12	4.50	41.57	23.94	7.16	8.39	3.29	1.78	0.14	0.16	0.52	0.38	0.00	0.00
Total Hours	H	104876.5	64462.0	40414.5	8929.0	4808.0	43974.0	24577.5	7570.0	8703.0	3324.0	1767.0	122.0	156.0	535.0	403.0	8.0	0.0
	r																	
Average Hours	H	6.6	6.6	6.4	6.9	6.7	6.6	6.4	6.6	6.5	6.3	6.2	5.3	5.8	6.4	6.6	8.0	-
	r																	
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	12841	7747	5094	1205	736	5482	3027	635	1031	338	244	8	7	73	46	6	3
	%	100	60.33	39.66	9.38	5.73	42.69	23.57	4.94	8.02	2.63	1.90	0.06	0.05	0.56	0.35	0.04	0.02

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 -- FY 2008 -- Permanent Employees

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	309911.5	186266.5	123645.0	29190.0	18634.0	133213.0	73524.0	14289.5	24604.0	7532.0	5606.0	92.0	88.0	1758.0	1093.0	192.0	96.0
Average Hours	H	24.1	24.0	24.3	24.2	25.3	24.3	24.3	22.5	23.9	22.3	23.0	11.5	12.6	24.1	23.8	32.0	32.0

Cash Awards - \$100-\$500

Total Cash Awards Given	#	37196	23263	13933	3417	1912	15495	7986	3008	3238	1062	568	42	51	222	171	17	7
	%	100	62.54	37.45	9.18	5.14	41.65	21.47	8.08	8.70	2.85	1.52	0.11	0.13	0.59	0.45	0.04	0.01
Total Amount	\$	10,759,373	6,755,757	4,003,616	1,052,032	583,865	4,471,001	2,268,065	844,943	908,338	307,834	175,661	13,826	16,594	60,720	49,093	5,401	2,000
Average Amount	\$	289	290	287	308	305	289	284	281	281	290	309	329	325	274	287	318	286

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 -- FY 2008 -- Permanent Employees

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 #	60892	41388	19504	10437	3420	26304	11022	2803	3926	1516	967	34	32	235	117	59	20
%	100	67.96	32.03	17.14	5.61	43.19	18.10	4.60	6.44	2.48	1.58	0.05	0.05	0.38	0.19	0.09	0.03
Total Amount \$	102,261,702	69,437,227	32,824,475	18,219,063	5,773,542	44,070,852	18,889,809	4,398,861	6,423,935	2,240,706	1,473,392	37,971	41,186	374,983	182,091	94,791	40,520
Average Amount \$	1,679	1,678	1,683	1,746	1,688	1,675	1,714	1,569	1,636	1,478	1,524	1,117	1,287	1,596	1,556	1,607	2,026
Quality Step Increases:																	
Total QSIs Awarded #	1696	909	787	143	116	627	448	73	140	61	80	0	0	4	3	1	0
%	100	53.59	46.40	8.43	6.83	36.96	26.41	4.30	8.25	3.59	4.71	0.00	0.00	0.23	0.17	0.05	0.00
Total Benefit \$	4,559,767	2,584,329	1,975,438	309,565	256,006	1,948,186	1,209,851	177,340	339,514	136,607	161,285	0	0	11,304	8,782	1,327	0
Average Benefit \$	2,689	2,843	2,510	2,165	2,207	3,107	2,701	2,429	2,425	2,239	2,016	-	-	2,826	2,927	1,327	-

NOTE: Percentages compute across rows and NOT down columns.
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TABLE A14: SEPARATIONS by Type of Separation - Distribution by Race/Ethnicity and Sex

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	11521	7373	4148	1372	557	4756	2353	884	1059	275	112	12	5	70	60	4	2
	%	100	63.99	36.00	11.90	4.83	41.28	20.42	7.67	9.19	2.38	0.97	0.10	0.04	0.60	0.52	0.03	0.01
Involuntary	#	2089	1282	807	340	139	587	324	301	322	32	11	3	0	18	11	1	0
	%	100	61.36	38.63	16.27	6.65	28.09	15.50	14.40	15.41	1.53	0.52	0.14	0.00	0.86	0.52	0.04	0.00
Reductions-in-Force	#	13	9	4	0	0	7	3	1	1	1	0	0	0	0	0	0	0
	%	100	69.23	30.76	0.00	0.00	53.84	23.07	7.69	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	13623	8664	4959	1712	696	5350	2680	1186	1382	308	123	15	5	88	71	5	2
	%	100	63.59	36.40	12.56	5.10	39.27	19.67	8.70	10.14	2.26	0.90	0.11	0.03	0.64	0.52	0.03	0.01

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Work Force	#	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

NOTE: Percentages compute across rows and NOT down columns.

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TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies -- FY 2007 & FY 2008

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
FY 2007 *	#	168344	157639	2061	7116	680	72	100	30	78	42	126	37	181	14
	%	100	93.64	1.22	4.22	0.40	0.04	0.05	0.01	0.04	0.02	0.07	0.02	0.10	0.00
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
Difference	#	11527	11057	208	403	17	2	11	0	0	1	-6	-1	10	0
	%	0.00	0.14	0.04	-0.04	-0.02	0.00	0.01	0.00	0.00	0.00	-0.01	0.00	0.00	0.00
Net Change	%	6.84	7.01	10.09	5.66	2.50	2.77	11.00	0.00	0.00	2.38	-4.76	-2.70	5.52	0.00
Federal High**	%	-	-	-	-	2.65	-	-	-	-	-	-	-	-	-
PERMANENT															

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies -- FY 2007 & FY 2008

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 2007	#	148355	140546	1776	6033	579	65	79	27	61	36	115	30	157	9
	%	100	94.73	1.19	4.06	0.39	0.04	0.05	0.01	0.04	0.02	0.07	0.02	0.10	0.00
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
Difference	#	13237	12704	158	375	16	-1	12	-1	2	1	-5	0	8	0
Ratio Change	%	0.00	0.10	0.00	-0.10	-0.03	-0.01	0.00	0.00	-0.01	0.00	-0.01	-0.01	0.00	0.00
Net Change	%	8.92	9.03	8.89	6.21	2.76	-1.53	15.18	-3.70	3.27	2.77	-4.34	0.00	5.09	0.00
TEMPORARY															
FY 2007	#	18461	17093	285	1083	101	7	21	3	17	6	11	7	24	5
	%	100	92.58	1.54	5.86	0.54	0.03	0.11	0.01	0.09	0.03	0.05	0.03	0.13	0.02
FY 2008	#	16892	15446	335	1111	102	10	20	4	15	6	10	6	26	5

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for All Agencies -- FY 2007 & FY 2008

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	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	
Difference	#	-1569	-1647	50	28	1	3	-1	1	-2	0	-1	-1	2	0
Ratio Change	%	0.00	-1.15	0.44	0.71	0.06	0.02	0.00	0.01	-0.01	0.00	0.00	0.00	0.02	0.00
Net Change	%	-8.49	-9.63	17.54	2.58	0.99	42.85	-4.76	33.33	-11.76	0.00	-9.09	-14.28	8.33	0.00
NON-APPROPRIATED															
FY 2007	#	1528	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 2008	#	1387	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	-141	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 2007 & FY 2008

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	%	-9.22	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns. NOTE: NAF data by disability status is currently not available.

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TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	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	
Federal High*	%	-	-	-	2.65	-	-	-	-	-	-	-	-	-	
DHS Headquarters	#	3113	2827	93	193	15	2	4	1	2	2	2	1	1	0
%	100	90.81	2.98	6.19	0.48	0.06	0.12	0.03	0.06	0.06	0.06	0.03	0.03	0.00	
Federal Emergency Management Agency	#	3392	3052	106	234	22	1	7	1	6	2	1	0	4	0
%	100	89.97	3.12	6.89	0.64	0.02	0.20	0.02	0.17	0.05	0.02	0.00	0.11	0.00	

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	999	894	14	91	7	3	0	0	0	2	0	0	2	0
	%	100	89.48	1.40	9.10	0.70	0.30	0.00	0.00	0.00	0.20	0.00	0.00	0.20	0.00
Transportation Security Administration	#	61835	58080	728	3027	216	4	45	8	19	2	59	0	78	1
	%	100	93.92	1.17	4.89	0.34	0.00	0.07	0.01	0.03	0.00	0.09	0.00	0.12	0.00
U.S. Citizenship and Immigration Services	#	9975	9194	152	629	93	16	18	2	7	6	12	3	26	3
	%	100	92.17	1.52	6.30	0.93	0.16	0.18	0.02	0.07	0.06	0.12	0.03	0.26	0.03
U.S. Coast Guard	#	7419	6721	94	604	47	14	5	3	3	5	6	0	11	0

TABLE B2: Total Workforce By Component - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	90.59	1.26	8.14	0.63	0.18	0.06	0.04	0.04	0.06	0.08	0.00	0.14	0.00	
U.S. Customs and Border Protection	#	51804	50156	557	1091	141	19	8	6	13	11	22	23	36	3
	%	100	96.81	1.07	2.10	0.27	0.03	0.01	0.01	0.02	0.02	0.04	0.04	0.06	0.00
U.S. Immigration and Customs Enforcement	#	17664	17018	175	471	39	1	4	4	10	6	6	2	5	1
	%	100	96.34	0.99	2.66	0.22	0.00	0.02	0.02	0.05	0.03	0.03	0.01	0.02	0.00
U.S. Secret Service	#	5391	5308	15	68	15	4	0	1	3	1	2	1	2	1
	%	100	98.46	0.27	1.26	0.27	0.07	0.00	0.01	0.05	0.01	0.03	0.01	0.03	0.01

NOTE: Percentages compute across rows and NOT down columns.

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TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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)	#	3077	2895	82	100	7	0	0	0	2	1	0	0	3	1
	%	100	94.08	2.66	3.24	0.22	0.00	0.00	0.00	0.06	0.03	0.00	0.00	0.09	0.03
- Mid-Level (Grades 13-14)	#	7418	7139	82	197	9	1	1	3	0	2	2	0	0	0
	%	100	96.23	1.10	2.65	0.12	0.01	0.01	0.04	0.00	0.02	0.02	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	5911	5772	22	117	12	0	1	1	0	4	3	0	2	1
	%	100	97.64	0.37	1.97	0.20	0.00	0.01	0.01	0.00	0.06	0.05	0.00	0.03	0.01

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	47732	45447	614	1671	145	13	16	7	29	10	26	2	39	3
	%	100	95.21	1.28	3.50	0.30	0.02	0.03	0.01	0.06	0.02	0.05	0.00	0.08	0.00
Officials and Managers Total	#	64138	61253	800	2085	173	14	18	11	31	17	31	2	44	5
	%	100	95.50	1.24	3.25	0.26	0.02	0.02	0.01	0.04	0.02	0.04	0.00	0.06	0.00
2. Professionals	#	9741	9010	217	514	47	8	4	2	4	6	6	0	17	0
	%	100	92.49	2.22	5.27	0.48	0.08	0.04	0.02	0.04	0.06	0.06	0.00	0.17	0.00
3. Technicians	#	751	666	24	61	3	1	0	0	1	0	0	0	1	0
	%	100	88.68	3.19	8.12	0.39	0.13	0.00	0.00	0.13	0.00	0.00	0.00	0.13	0.00
4. Sales Workers	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	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	
5. Administrative Support Workers	#	4476	3957	75	444	91	22	20	2	6	6	9	13	12	1
	%	100	88.40	1.67	9.91	2.03	0.49	0.44	0.04	0.13	0.13	0.20	0.29	0.26	0.02
6. Craft Workers	#	1513	1377	25	111	6	4	1	0	0	0	0	0	1	0
	%	100	91.01	1.65	7.33	0.39	0.26	0.06	0.00	0.00	0.00	0.00	0.00	0.06	0.00
7. Operatives	#	269	252	4	13	3	1	0	0	0	0	0	1	1	0
	%	100	93.68	1.48	4.83	1.11	0.37	0.00	0.00	0.00	0.00	0.00	0.37	0.37	0.00
8. Laborers and Helpers	#	64	55	5	4	0	0	0	0	0	0	0	0	0	0
	%	100	85.93	7.81	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.
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TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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)	#	3077	2895	82	100	7	0	0	0	2	1	0	0	3	1
	%	2.00	1.98	4.66	1.66	1.22	0.00	0.00	0.00	3.38	2.70	0.00	0.00	1.88	11.11
- Mid-Level (Grades 13-14)	#	7418	7139	82	197	9	1	1	3	0	2	2	0	0	0
	%	4.82	4.89	4.66	3.28	1.57	1.56	1.13	12.50	0.00	5.40	1.94	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	5911	5772	22	117	12	0	1	1	0	4	3	0	2	1
	%	3.84	3.95	1.25	1.95	2.09	0.00	1.13	4.16	0.00	10.81	2.91	0.00	1.25	11.11

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	47732	45447	614	1671	145	13	16	7	29	10	26	2	39	3
	%	31.05	31.13	34.90	27.86	25.30	20.31	18.18	29.16	49.15	27.02	25.24	6.66	24.52	33.33
Officials and Managers Total	#	64138	61253	800	2085	173	14	18	11	31	17	31	2	44	5
	%	41.71	41.95	45.47	34.75	30.18	21.87	20.44	45.82	52.53	45.93	30.09	6.66	27.65	55.55
2. Professionals	#	9741	9010	217	514	47	8	4	2	4	6	6	0	17	0
	%	6.33	6.17	12.33	8.57	8.20	12.50	4.54	8.33	6.77	16.21	5.82	0.00	10.69	0.00
3. Technicians	#	751	666	24	61	3	1	0	0	1	0	0	0	1	0
	%	0.48	0.45	1.36	1.01	0.52	1.56	0.00	0.00	1.69	0.00	0.00	0.00	0.62	0.00
4. Sales Workers	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	4476	3957	75	444	91	22	20	2	6	6	9	13	12	1
	%	2.91	2.71	4.26	7.40	15.88	34.37	22.72	8.33	10.16	16.21	8.73	43.33	7.54	11.11
6. Craft Workers	#	1513	1377	25	111	6	4	1	0	0	0	0	0	1	0
	%	0.98	0.94	1.42	1.85	1.04	6.25	1.13	0.00	0.00	0.00	0.00	0.00	0.62	0.00
7. Operatives	#	269	252	4	13	3	1	0	0	0	0	0	1	1	0
	%	0.17	0.17	0.22	0.21	0.52	1.56	0.00	0.00	0.00	0.00	0.00	3.33	0.62	0.00
8. Laborers and Helpers	#	64	55	5	4	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.03	0.28	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 -- FY 2008 -- Permanent Employees

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	#	72758	69385	609	2764	250	14	45	9	17	8	57	14	83	3
	%	47.33	47.53	34.62	46.08	43.63	21.87	51.13	37.50	28.81	21.62	55.33	46.66	52.20	33.33

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	36	20	1	15	11	2	2	0	1	0	0	5	1	0
	%	100	55.55	2.77	41.66	30.55	5.55	5.55	0.00	2.77	0.00	0.00	13.88	2.77	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	218	174	9	35	18	1	9	1	0	0	0	6	1	0
	%	100	79.81	4.12	16.05	8.25	0.45	4.12	0.45	0.00	0.00	0.00	2.75	0.45	0.00
GS/GG/GH/GM/GL-05	#	4944	4718	37	189	45	10	4	1	4	4	5	6	10	1
	%	100	95.42	0.74	3.82	0.91	0.20	0.08	0.02	0.08	0.08	0.10	0.12	0.20	0.02
GS/GG/GH/GM/GL-06	#	986	866	19	101	12	1	1	0	1	0	2	3	4	0
	%	100	87.82	1.92	10.24	1.21	0.10	0.10	0.00	0.10	0.00	0.20	0.30	0.40	0.00
GS/GG/GH/GM/GL-07	#	11436	10878	131	427	70	18	8	1	10	3	9	6	14	1
	%	100	95.12	1.14	3.73	0.61	0.15	0.06	0.00	0.08	0.02	0.07	0.05	0.12	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	#	1242	1152	19	71	8	0	1	1	0	3	0	1	1	1
	%	100	92.75	1.52	5.71	0.64	0.00	0.08	0.08	0.00	0.24	0.00	0.08	0.08	0.08
GS/GG/GH/GM/GL-09	#	9943	9468	141	334	36	9	2	1	6	5	5	0	8	0
	%	100	95.22	1.41	3.35	0.36	0.09	0.02	0.01	0.06	0.05	0.05	0.00	0.08	0.00
GS/GG/GH/GM/GL-10	#	213	206	2	5	2	0	1	0	0	1	0	0	0	0
	%	100	96.71	0.93	2.34	0.93	0.00	0.46	0.00	0.00	0.46	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11	#	25277	24433	217	627	61	9	3	3	7	6	15	1	17	0

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	96.66	0.85	2.48	0.24	0.03	0.01	0.01	0.02	0.02	0.05	0.00	0.06	0.00	
GS/GG/GH/GM/GL- #	14494	13799	175	520	46	0	9	3	5	5	8	0	13	3	
%	100	95.20	1.20	3.58	0.31	0.00	0.06	0.02	0.03	0.03	0.05	0.00	0.08	0.02	
GS/GG/GH/GM/GL- #	15766	15148	174	444	31	3	1	5	4	4	3	0	10	1	
%	100	96.08	1.10	2.81	0.19	0.01	0.00	0.03	0.02	0.02	0.01	0.00	0.06	0.00	
GS/GG/GH/GM/GL- #	8068	7629	132	307	21	2	3	2	4	3	3	1	3	0	
%	100	94.55	1.63	3.80	0.26	0.02	0.03	0.02	0.04	0.03	0.03	0.01	0.03	0.00	

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	3542	3305	98	139	7	0	1	0	1	1	0	0	3	1
	%	100	93.30	2.76	3.92	0.19	0.00	0.02	0.00	0.02	0.02	0.00	0.00	0.08	0.02
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	513	481	13	19	1	0	0	0	1	0	0	0	0	0
	%	100	93.76	2.53	3.70	0.19	0.00	0.00	0.00	0.19	0.00	0.00	0.00	0.00	0.00
ST	#	22	21	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	95.45	0.00	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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	#	642	642	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	164	164	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-05	#	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 -- FY 2008 -- LE -- Permanent Employees

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

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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 -- FY 2008 -- LE -- Permanent Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Permanent Employees

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	#	16	16	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	#	18611	17912	43	656	58	1	23	0	3	0	5	0	26
	%	100	96.24	0.23	3.52	0.31	0.00	0.12	0.00	0.01	0.00	0.02	0.00	0.13
SV-E	#	19397	17921	276	1200	93	2	14	3	5	1	32	0	35
	%	100	92.38	1.42	6.19	0.48	0.01	0.07	0.02	0.03	0.01	0.17	0.00	0.18

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Permanent Employees

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	92.39	1.42	6.18	0.47	0.01	0.07	0.01	0.02	0.00	0.16	0.00	0.18	0.00	
SV-F	#	7710	7142	118	450	22	0	3	1	1	1	9	0	7	0
	%	100	92.63	1.53	5.83	0.28	0.00	0.03	0.01	0.01	0.01	0.11	0.00	0.09	0.00
SV-G	#	6139	5691	102	346	23	0	3	4	4	0	7	0	5	0
	%	100	92.70	1.66	5.63	0.37	0.00	0.04	0.06	0.06	0.00	0.11	0.00	0.08	0.00
SV-H	#	2094	1946	44	104	8	0	2	0	2	0	2	0	2	0
	%	100	92.93	2.10	4.96	0.38	0.00	0.09	0.00	0.09	0.00	0.09	0.00	0.09	0.00
SV-I	#	5072	4839	73	160	8	1	0	0	3	0	3	0	1	0
	%	100	95.40	1.43	3.15	0.15	0.01	0.00	0.00	0.05	0.00	0.05	0.00	0.01	0.00
SV-J	#	1652	1542	42	68	4	0	0	0	1	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 -- FY 2008 -- SV, SW -- Permanent Employees

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	93.34	2.54	4.11	0.24	0.00	0.00	0.00	0.06	0.00	0.06	0.00	0.12	0.00
SV-K	#	912	23	37	0	0	0	0	0	0	0	0	0	0
	%	100	2.52	4.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	#	89	3	2	0	0	0	0	0	0	0	0	0	0
	%	100	3.37	2.24	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	#	142	4	4	0	0	0	0	0	0	0	0	0	0
	%	100	2.81	2.81	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 -- FY 2008 -- SV, SW -- Permanent Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- AD -- Permanent Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	4	4	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	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	36	20	1	15	11	2	2	0	1	0	0	5	1	0
	%	0.03	0.02	0.08	0.46	2.98	3.63	4.44	0.00	2.27	0.00	0.00	17.24	1.17	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

**** 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	#	218	174	9	35	18	1	9	1	0	0	0	6	1	0
	%	0.22	0.18	0.77	1.08	4.87	1.81	20.00	5.55	0.00	0.00	0.00	20.68	1.17	0.00
GS/GG/GH/GM/GL-05	#	4944	4718	37	189	45	10	4	1	4	4	5	6	10	1
	%	5.11	5.11	3.16	5.84	12.19	18.18	8.88	5.55	9.09	11.42	10.00	20.68	11.76	12.50
GS/GG/GH/GM/GL-06	#	986	866	19	101	12	1	1	0	1	0	2	3	4	0
	%	1.01	0.93	1.62	3.12	3.25	1.81	2.22	0.00	2.27	0.00	4.00	10.34	4.70	0.00
GS/GG/GH/GM/GL-07	#	11436	10878	131	427	70	18	8	1	10	3	9	6	14	1
	%	11.82	11.78	11.21	13.19	18.97	32.72	17.77	5.55	22.72	8.57	18.00	20.68	16.47	12.50

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	1242	1152	19	71	8	0	1	1	0	3	0	1	1	1
	%	1.28	1.24	1.62	2.19	2.16	0.00	2.22	5.55	0.00	8.57	0.00	3.44	1.17	12.50
GS/GG/GH/GM/GL- 09	#	9943	9468	141	334	36	9	2	1	6	5	5	0	8	0
	%	10.28	10.25	12.07	10.32	9.75	16.36	4.44	5.55	13.63	14.28	10.00	0.00	9.41	0.00
GS/GG/GH/GM/GL- 10	#	213	206	2	5	2	0	1	0	0	1	0	0	0	0
	%	0.22	0.22	0.17	0.15	0.54	0.00	2.22	0.00	0.00	2.85	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 11	#	25277	24433	217	627	61	9	3	3	7	6	15	1	17	0

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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
%	26.13	26.46	18.57	19.37	16.53	16.36	6.66	16.66	15.90	17.14	30.00	3.44	20.00	0.00
GS/GG/GH/GM/GL- #	14494	13799	175	520	46	0	9	3	5	5	8	0	13	3
%	14.98	14.94	14.98	16.06	12.46	0.00	20.00	16.66	11.36	14.28	16.00	0.00	15.29	37.50
GS/GG/GH/GM/GL- #	15766	15148	174	444	31	3	1	5	4	4	3	0	10	1
%	16.30	16.40	14.89	13.72	8.40	5.45	2.22	27.77	9.09	11.42	6.00	0.00	11.76	12.50
GS/GG/GH/GM/GL- #	8068	7629	132	307	21	2	3	2	4	3	3	1	3	0
%	8.34	8.26	11.30	9.48	5.69	3.63	6.66	11.11	9.09	8.57	6.00	3.44	3.52	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	3542	3305	98	139	7	0	1	0	1	1	0	0	3	1
	%	3.66	3.58	8.39	4.29	1.89	0.00	2.22	0.00	2.27	2.85	0.00	0.00	3.52	12.50
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	513	481	13	19	1	0	0	0	1	0	0	0	0	0
	%	0.53	0.52	1.11	0.58	0.27	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00
ST	#	22	21	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.02	0.00	0.03	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

** 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	#	4	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	#	96714	92310	1168	3236	369	55	45	18	44	35	50	29	85	
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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	#	642	642	0	0	0	0	0	0	0	0	0	0	0
	%	71.09	71.09	-	-	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	164	164	0	0	0	0	0	0	0	0	0	0	0
	%	18.16	18.16	-	-	-	-	-	-	-	-	-	-	-
LE-05	#	56	56	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 -- FY 2008 -- LE -- Permanent Employees

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
%	6.20	6.20	-	-	-	-	-	-	-	-	-	-	-	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-
LE-07	#	22	22	0	0	0	0	0	0	0	0	0	0	0
	%	2.43	2.43	-	-	-	-	-	-	-	-	-	-	-
LE-08	#	13	13	0	0	0	0	0	0	0	0	0	0	0
	%	1.43	1.43	-	-	-	-	-	-	-	-	-	-	-
LE-09	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.44	0.44	-	-	-	-	-	-	-	-	-	-	-
LE-10	#	1	1	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

LE and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.11	0.11	-	-	-	-	-	-	-	-	-	-	-	-
LE-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.11	-	-	-	-	-	-	-	-	-	-	-	-
LE-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	-	-	-	-	-	-	-	-	-	-	-	-
LE-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for All Agencies -- FY 2008 -- LE -- Permanent Employees

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	#	903	903	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Permanent Employees

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	#	16	16	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	#	18611	17912	43	656	58	1	23	0	3	0	5	0	26
	%	30.09	30.84	5.90	21.67	26.85	25.00	51.11	0.00	15.78	0.00	8.47	-	33.33
SV-E	#	19397	17921	276	1200	93	2	14	3	5	1	32	0	35
	%													

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Permanent Employees

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	
%	31.36	30.85	37.91	39.64	43.05	50.00	31.11	37.50	26.31	50.00	54.23	-	44.87	100	
SV-F	#	7710	7142	118	450	22	0	3	1	1	1	9	0	7	0
	%	12.46	12.29	16.20	14.86	10.18	0.00	6.66	12.50	5.26	50.00	15.25	-	8.97	0.00
SV-G	#	6139	5691	102	346	23	0	3	4	4	0	7	0	5	0
	%	9.92	9.79	14.01	11.43	10.64	0.00	6.66	50.00	21.05	0.00	11.86	-	6.41	0.00
SV-H	#	2094	1946	44	104	8	0	2	0	2	0	2	0	2	0
	%	3.38	3.35	6.04	3.43	3.70	0.00	4.44	0.00	10.52	0.00	3.38	-	2.56	0.00
SV-I	#	5072	4839	73	160	8	1	0	0	3	0	3	0	1	0
	%	8.20	8.33	10.02	5.28	3.70	25.00	0.00	0.00	15.78	0.00	5.08	-	1.28	0.00
SV-J	#	1652	1542	42	68	4	0	0	0	1	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 -- FY 2008 -- SV, SW -- Permanent Employees

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
%	2.67	2.65	5.76	2.24	1.85	0.00	0.00	0.00	5.26	0.00	1.69	-	2.56	0.00
SV-K	#	912	23	37	0	0	0	0	0	0	0	0	0	0
	%	1.47	3.15	1.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00
SV-L	#	89	3	2	0	0	0	0	0	0	0	0	0	0
	%	0.14	0.41	0.06	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	#	142	4	4	0	0	0	0	0	0	0	0	0	0
	%	0.22	0.54	0.13	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 -- FY 2008 -- SV, SW -- Permanent Employees

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	#	61834	58079	728	3027	216	4	45	8	19	2	59	0	78	1
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- AD -- Permanent Employees

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

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	3	2	0	1	0	0	0	0	0	0	0	0	0
	%	100	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	11	10	1	0	0	0	0	0	0	0	0	0	0
	%	100	90.90	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	33	29	0	4	0	0	0	0	0	0	0	0	0
	%	100	87.87	0.00	12.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	31	27	1	3	1	0	0	0	0	0	1	0	0
	%	100	87.09	3.22	9.67	3.22	0.00	0.00	0.00	0.00	0.00	3.22	0.00	0.00
Grade-05	#	82	77	1	4	1	1	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	93.90	1.21	4.87	1.21	1.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	128	5	8	0	0	0	0	0	0	0	0	0	0
	%	100	3.90	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	59	0	8	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	13.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	214	2	18	0	0	0	0	0	0	0	0	0	0
	%	100	0.93	8.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	164	1	13	1	1	0	0	0	0	0	0	0	0
	%	100	0.60	7.92	0.60	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	1081	21	66	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	91.95	1.94	6.10	0.46	0.27	0.09	0.00	0.00	0.00	0.00	0.00	0.09	0.00
Grade-11	#	208	4	11	1	0	0	0	0	0	0	0	1	0
	%	100	1.92	5.28	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48	0.00
Grade-12	#	62	1	5	1	0	0	0	0	0	1	0	0	0
	%	100	1.61	8.06	1.61	0.00	0.00	0.00	0.00	0.00	1.61	0.00	0.00	0.00
Grade-13	#	11	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	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

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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	#	3	2	0	1	0	0	0	0	0	0	0	0	0
	%	0.14	0.10	0.00	0.69	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-02	#	11	10	1	0	0	0	0	0	0	0	0	0	0
	%	0.52	0.51	2.63	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-03	#	33	29	0	4	0	0	0	0	0	0	0	0	0
	%	1.56	1.50	0.00	2.79	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-04	#	31	27	1	3	1	0	0	0	0	0	1	0	0
	%	1.47	1.40	2.63	2.09	10.00	0.00	0.00	-	-	-	0.00	100	0.00
Grade-05	#	82	77	1	4	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	3.89	4.00	2.63	2.79	10.00	20.00	0.00	-	-	-	0.00	0.00	0.00	-
Grade-06	#	128	115	5	8	0	0	0	0	0	0	0	0	0
	%	6.07	5.97	13.15	5.59	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-07	#	59	51	0	8	0	0	0	0	0	0	0	0	0
	%	2.80	2.64	0.00	5.59	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-08	#	214	194	2	18	0	0	0	0	0	0	0	0	0
	%	10.16	10.07	5.26	12.58	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-09	#	164	150	1	13	1	1	0	0	0	0	0	0	0
	%	7.78	7.79	2.63	9.09	10.00	20.00	0.00	-	-	-	0.00	0.00	0.00
Grade-10	#	1081	994	21	66	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

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
%	51.32	51.63	55.26	46.15	50.00	60.00	100	-	-	-	0.00	0.00	50.00	-
Grade-11	#	208	193	4	11	1	0	0	0	0	0	0	1	0
	%	9.87	10.02	10.52	7.69	10.00	0.00	0.00	-	-	-	0.00	0.00	50.00
Grade-12	#	62	56	1	5	1	0	0	0	0	1	0	0	0
	%	2.94	2.90	2.63	3.49	10.00	0.00	0.00	-	-	-	100	0.00	0.00
Grade-13	#	11	10	1	0	0	0	0	0	0	0	0	0	0
	%	0.52	0.51	2.63	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
Grade-14	#	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	0.23	0.25	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.47	0.46	0.00	0.69	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
	%	0.18	0.15	0.00	0.69	0.00	0.00	0.00	-	-	-	0.00	0.00	0.00
TOTAL	#	2106	1925	38	143	10	5	1	0	0	0	1	1	2
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	1508	1404	28	76	6	0	0	0	1	3	0	0	2	0
	%	100	93.10	1.85	5.03	0.39	0.00	0.00	0.00	0.06	0.19	0.00	0.00	0.13	0.00
0083 - Police	#	1058	1049	3	6	0	0	0	0	0	0	0	0	0	0
	%	100	99.14	0.28	0.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	836	740	37	59	4	1	0	0	1	0	0	0	2	0
	%	100	88.51	4.42	7.05	0.47	0.11	0.00	0.00	0.11	0.00	0.00	0.00	0.23	0.00
0801 - GENERAL ENGINEERING	#	256	231	5	20	2	0	0	1	0	0	1	0	0	0
	%	100	90.23	1.95	7.81	0.78	0.00	0.00	0.39	0.00	0.00	0.39	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	66	57	1	8	1	1	0	0	0	0	0	0	0
	%	100	86.36	1.51	12.12	1.51	1.51	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
0804 - FIRE PROTECTION ENGINEERING	#	5	5	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	
0806 - MATERIALS ENGINEERING	#	3	3	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	

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	50	48	0	2	0	0	0	0	0	0	0	0	0	0
%	100	96.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0809 - # CONSTRUCTION CONTROL	27	23	1	3	0	0	0	0	0	0	0	0	0	0
%	100	85.18	3.70	11.11	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 -- FY 2008 -- Permanent Employees

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	#	92	83	4	5	0	0	0	0	0	0	0	0	0
	%	100	90.21	4.34	5.43	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	17	2	0	0	0	0	0	0	0	0	0	0
	%	100	89.47	10.52	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 -- FY 2008 -- Permanent Employees

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	#	61	58	1	2	0	0	0	0	0	0	0	0	0
	%	100	95.08	1.63	3.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL ENGINEERING	#	38	38	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 -- FY 2008 -- Permanent Employees

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	#	13	12	1	0	0	0	0	0	0	0	0	0	0
	%	100	92.30	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0855 - ELECTRONICS ENGINEERING	#	90	82	1	7	0	0	0	0	0	0	0	0	0
	%	100	91.11	1.11	7.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0856 - ELECTRONICS TECHNICIAN	#	84	69	4	11	1	0	0	0	0	0	0	1	0
	%	100	82.14	4.76	13.09	1.19	0.00	0.00	0.00	0.00	0.00	0.00	1.19	0.00

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	37	36	0	1	0	0	0	0	0	0	0	0	0	0
%	100	97.29	0.00	2.70	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 -- FY 2008 -- Permanent Employees

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 -- FY 2008 -- Permanent Employees

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	#	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
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 -- FY 2008 -- Permanent Employees

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	#	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
0905 - General Attorneys	#	1687	1564	44	79	5	0	1	0	2	1	0	0	1
	%	100	92.70	2.60	4.68	0.29	0.00	0.05	0.00	0.11	0.05	0.00	0.00	0.05
1102 - Contract Specialists	#	1105	1000	35	70	7	1	0	1	1	0	2	1	1
	%	100	90.49	3.16	6.33	0.63	0.09	0.00	0.09	0.09	0.00	0.18	0.09	0.09

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	21074	20013	323	738	48	2	3	3	11	3	12	0	12	2
	%	100	94.96	1.53	3.50	0.22	0.00	0.01	0.01	0.05	0.01	0.05	0.00	0.05	0.00
1802 - Transportation Security Officers	#	54482	50998	582	2902	261	14	47	10	21	8	59	14	85	3
	%	100	93.60	1.06	5.32	0.47	0.02	0.08	0.01	0.03	0.01	0.10	0.02	0.15	0.00
1811 - Criminal Investigators	#	8965	8876	36	53	1	0	0	0	0	0	0	0	1	0
	%	100	99.00	0.40	0.59	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00
1895 - Customs and Border Protection Officers	#	19747	19346	84	317	17	1	3	0	0	1	5	0	7	0
	%	100	97.96	0.42	1.60	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 -- FY 2008 -- Permanent Employees

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	#	17408	17285	37	86	7	0	1	0	0	0	3	0	3	0
	%	100	99.29	0.21	0.49	0.04	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.00
2210 - Information Technology Specialists	#	1972	1798	46	128	11	1	2	0	0	3	1	0	4	0
	%	100	91.17	2.33	6.49	0.55	0.05	0.10	0.00	0.00	0.15	0.05	0.00	0.20	0.00
TOTAL	#	130704	124856	1275	4573	371	21	57	15	37	19	83	15	119	5

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- Permanent, Temporary Employees

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	#	25306	24114	281	911	79	6	24	4	9	2	6	1	27	0
	%	100	95.28	1.11	3.59	0.31	0.02	0.09	0.01	0.03	0.00	0.02	0.00	0.10	0.00
Temporary	#	3005	2690	101	214	12	3	2	1	0	0	1	0	5	0
	%	100	89.51	3.36	7.12	0.39	0.09	0.06	0.03	0.00	0.00	0.03	0.00	0.16	0.00
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	28311	26804	382	1125	91	9	26	5	9	2	7	1	32	0
	%	100	94.67	1.34	3.97	0.32	0.03	0.09	0.01	0.03	0.00	0.02	0.00	0.11	0.00

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- GS, GG, GH, GM, GL -- Permanent Employees

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	#	872	813	15	44	9	1	1	0	2	1	0	2	2	0
	%	100	93.23	1.72	5.04	1.03	0.11	0.11	0.00	0.22	0.11	0.00	0.22	0.22	0.00
Time in grade in excess of minimum															
1-12 months	#	457	426	12	19	2	1	0	0	0	0	0	0	1	0
	%	100	93.21	2.62	4.15	0.43	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.21	0.00
13-24 months	#	122	115	2	5	1	0	0	0	0	0	0	1	0	0
	%	100	94.26	1.63	4.09	0.81	0.00	0.00	0.00	0.00	0.00	0.00	0.81	0.00	0.00
25+ months	#	293	272	1	20	6	0	1	0	2	1	0	1	1	0
	%	100	92.83	0.34	6.82	2.04	0.00	0.34	0.00	0.68	0.34	0.00	0.34	0.34	0.00

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 27, 2008

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 -- FY 2008 -- Permanent Employees

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	#	16004	15012	199	793	68	4	11	3	7	2	17	1	23	0
	%	100	93.80	1.24	4.95	0.42	0.02	0.06	0.01	0.04	0.01	0.10	0.00	0.14	0.00
Total Hours	Hr	104876.5	98344.5	1336.0	5196.0	438.0	24.0	70.0	20.0	44.0	16.0	100.0	8.0	156.0	0.0
Average Hours	Hr	6.6	6.6	6.7	6.6	6.4	6.0	6.4	6.7	6.3	8.0	5.9	8.0	6.8	-
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	12841	12145	195	501	48	4	5	6	6	4	7	2	13	1
	%	100	94.57	1.51	3.90	0.37	0.03	0.03	0.04	0.04	0.03	0.05	0.01	0.10	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 -- FY 2008 -- Permanent Employees

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	309911.5	293650.5	4688.0	11573.0	1160.0	74.0	104.0	162.0	148.0	104.0	136.0	56.0	336.0	40.0
Average Hours	Hr	24.1	24.2	24.0	23.1	24.2	18.5	20.8	27.0	24.7	26.0	19.4	28.0	25.8	40.0
Cash Awards - \$100-\$500															
Total Cash Awards Given	#	37196	34802	492	1902	174	18	26	10	14	10	30	9	57	0
	%	100	93.56	1.32	5.11	0.46	0.04	0.06	0.02	0.03	0.02	0.08	0.02	0.15	0.00
Total Amount	\$	10,759,359	10,064,872	146,715	547,772	54,000	6,501	9,275	2,566	4,299	3,483	8,652	2,987	16,237	0
Average Amount	\$	289	289	298	288	310	361	357	257	307	348	288	332	285	-
Cash Awards - \$501+															
Total Cash Awards Given	#	60892	58031	713	2148	190	28	25	16	21	15	30	5	46	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 -- FY 2008 -- Permanent Employees

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	95.30	1.17	3.52	0.31	0.04	0.04	0.02	0.03	0.02	0.04	0.00	0.07	0.00	
Total Amount	\$ 102,261,718	97,396,124	1,382,923	3,482,671	269,441	31,117	44,383	21,651	32,699	22,569	43,379	4,700	63,216	5,727	
Average Amount	\$ 1,679	1,678	1,940	1,621	1,418	1,111	1,775	1,353	1,557	1,505	1,446	940	1,374	1,432	
Quality Step Increases:															
Total QSIs Awarded	#	1696	1598	35	63	9	0	1	1	1	0	2	0	3	1
%		100	94.22	2.06	3.71	0.53	0.00	0.05	0.05	0.05	0.00	0.11	0.00	0.17	0.05
Total Benefit	\$	4,559,767	4,266,859	123,036	169,872	18,799	0	1,064	3,171	1,502	0	5,524	0	5,361	2,177
Average Benefit	\$	2,689	2,670	3,515	2,696	2,089	-	1,064	3,171	1,502	-	2,762	-	1,787	2,177

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	#	11521	10861	132	528	59	6	9	5	7	2	6	2	21	1
	%	100	94.27	1.14	4.58	0.51	0.05	0.07	0.04	0.06	0.01	0.05	0.01	0.18	0.00
Involuntary	#	2089	1976	17	96	10	0	3	0	1	0	1	0	5	0
	%	100	94.59	0.81	4.59	0.47	0.00	0.14	0.00	0.04	0.00	0.04	0.00	0.23	0.00
Reductions-in-Force	#	13	11	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	84.61	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	13623	12848	149	626	69	6	12	5	8	2	7	2	26	1
	%	100	94.31	1.09	4.59	0.50	0.04	0.08	0.03	0.05	0.01	0.05	0.01	0.19	0.00
Total Work Force	#	161592	153250	1934	6408	595	64	91	26	63	37	110	30	165	9

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

This table is for All Agencies -- FY 2008 -- Permanent Employees

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	94.83	1.19	3.96	0.36	0.03	0.05	0.01	0.03	0.02	0.06	0.01	0.10	0.00

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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 #	28	14	14	1	1	11	7	1	5	1	1	0	0	0	0	0	0
%	100	50.00	50.00	3.57	3.57	39.28	25.00	3.57	17.85	3.57	3.57	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 02 #	111	47	64	6	14	23	24	17	22	0	4	0	0	0	0	1	0
%	100	42.34	57.65	5.40	12.61	20.72	21.62	15.31	19.81	0.00	3.60	0.00	0.00	0.00	0.00	0.90	0.00
GS/GG/GH/GM/GL- 03 #	198	81	117	6	7	47	71	15	32	10	7	0	0	0	0	3	0
%	100	40.90	59.09	3.03	3.53	23.73	35.85	7.57	16.16	5.05	3.53	0.00	0.00	0.00	0.00	1.51	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	441	171	270	20	40	100	137	39	74	12	18	0	0	0	1	0	0
	%	100	38.77	61.22	4.53	9.07	22.67	31.06	8.84	16.78	2.72	4.08	0.00	0.00	0.00	0.22	0.00	0.00
GS/GG/GH/GM/GL- 05	#	269	89	180	9	23	59	99	16	47	4	9	0	0	1	2	0	0
	%	100	33.08	66.91	3.34	8.55	21.93	36.80	5.94	17.47	1.48	3.34	0.00	0.00	0.37	0.74	0.00	0.00
GS/GG/GH/GM/GL- 06	#	149	35	114	4	13	19	61	8	36	3	4	0	0	1	0	0	0
	%	100	23.48	76.51	2.68	8.72	12.75	40.93	5.36	24.16	2.01	2.68	0.00	0.00	0.67	0.00	0.00	0.00
GS/GG/GH/GM/GL- 07	#	918	322	596	58	59	188	273	68	251	8	12	0	0	0	0	0	1
	%	100	35.07	64.92	6.31	6.42	20.47	29.73	7.40	27.34	0.87	1.30	0.00	0.00	0.00	0.00	0.00	0.10

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

**** 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	#	45	20	25	1	4	16	15	3	6	0	0	0	0	0	0	0	0
	%	100	44.44	55.55	2.22	8.88	35.55	33.33	6.66	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 09	#	2140	865	1275	161	209	508	666	155	357	34	34	0	0	5	7	2	2
	%	100	40.42	59.57	7.52	9.76	23.73	31.12	7.24	16.68	1.58	1.58	0.00	0.00	0.23	0.32	0.09	0.09
GS/GG/GH/GM/GL- 10	#	3	3	0	0	0	3	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	#	1323	740	583	55	37	554	361	104	172	19	7	0	0	7	6	1	0

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

**** 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	
%	100	55.93	44.06	4.15	2.79	41.87	27.28	7.86	13.00	1.43	0.52	0.00	0.00	0.52	0.45	0.07	0.00
GS/GG/GH/GM/GL- #	1412	920	492	55	39	732	313	102	107	22	26	0	1	8	6	1	0
%	100	65.15	34.84	3.89	2.76	51.84	22.16	7.22	7.57	1.55	1.84	0.00	0.07	0.56	0.42	0.07	0.00
GS/GG/GH/GM/GL- #	552	419	133	16	5	357	101	33	23	9	4	1	0	2	0	1	0
%	100	75.90	24.09	2.89	0.90	64.67	18.29	5.97	4.16	1.63	0.72	0.18	0.00	0.36	0.00	0.18	0.00
GS/GG/GH/GM/GL- #	162	104	58	8	4	92	46	4	6	0	1	0	0	0	1	0	0
%	100	64.19	35.80	4.93	2.46	56.79	28.39	2.46	3.70	0.00	0.61	0.00	0.00	0.00	0.61	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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- 15	#	141	105	36	3	0	95	33	4	2	1	1	0	0	2	0	0	0
	%	100	74.46	25.53	2.12	0.00	67.37	23.40	2.83	1.41	0.70	0.70	0.00	0.00	1.41	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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-01	#	394	340	54	16	3	267	41	44	9	9	1	0	0	4	0	0	0
	%	100	86.29	13.70	4.06	0.76	67.76	10.40	11.16	2.28	2.28	0.25	0.00	0.00	1.01	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 -- FY 2008 -- LE -- Temporary Employees

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 -- FY 2008 -- LE -- Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Temporary Employees

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	#	6	2	4	0	0	0	2	1	2	1	0	0	0	0	0	0
	%	100	33.33	66.66	0.00	0.00	0.00	33.33	16.66	33.33	16.66	0.00	0.00	0.00	0.00	0.00	0.00
SV-C	#	8	2	6	0	0	2	3	0	3	0	0	0	0	0	0	0
	%	100	25.00	75.00	0.00	0.00	25.00	37.50	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	13	4	9	0	0	2	8	1	1	1	0	0	0	0	0	0
	%	100	30.76	69.23	0.00	0.00	15.38	61.53	7.69	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Temporary Employees

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
SV-E	#	6	2	4	1	1	1	2	0	0	0	1	0	0	0	0	0	0
	%	100	33.33	66.66	16.66	16.66	16.66	33.33	0.00	0.00	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00
SV-F	#	23	4	19	0	0	4	13	0	5	0	1	0	0	0	0	0	0
	%	100	17.39	82.60	0.00	0.00	17.39	56.52	0.00	21.73	0.00	4.34	0.00	0.00	0.00	0.00	0.00	0.00
SV-G	#	23	5	18	0	0	4	10	0	4	1	4	0	0	0	0	0	0
	%	100	21.73	78.26	0.00	0.00	17.39	43.47	0.00	17.39	4.34	17.39	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	#	18	8	10	1	1	5	5	2	3	0	1	0	0	0	0	0	0
	%	100	44.44	55.55	5.55	5.55	27.77	27.77	11.11	16.66	0.00	5.55	0.00	0.00	0.00	0.00	0.00	0.00
SV-I	#	21	9	12	0	0	7	10	2	2	0	0	0	0	0	0	0	0
	%	100	42.85	57.14	0.00	0.00	33.33	47.61	9.52	9.52	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 -- FY 2008 -- SV, SW -- Temporary Employees

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	#	49	30	19	0	0	24	14	4	3	2	2	0	0	0	0	0	0
	%	100	61.22	38.77	0.00	0.00	48.97	28.57	8.16	6.12	4.08	4.08	0.00	0.00	0.00	0.00	0.00	0.00
SV-K	#	24	19	5	0	0	13	2	3	2	1	1	0	0	2	0	0	0
	%	100	79.16	20.83	0.00	0.00	54.16	8.33	12.50	8.33	4.16	4.16	0.00	0.00	8.33	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 -- FY 2008 -- SV, SW -- Temporary Employees

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
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified SV)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- AD -- Temporary Employees

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	#	8164	5049	3115	228	227	4166	2160	471	612	77	45	3	2	103	69	1	0
	%	100	61.84	38.15	2.79	2.78	51.02	26.45	5.76	7.49	0.94	0.55	0.03	0.02	1.26	0.84	0.01	0.00

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	28	14	14	1	1	11	7	1	5	1	1	0	0	0	0	0	0
%	0.35	0.35	0.35	0.24	0.21	0.39	0.31	0.17	0.43	0.81	0.78	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 02	111	47	64	6	14	23	24	17	22	0	4	0	0	0	0	1	0
%	1.40	1.19	1.61	1.48	3.07	0.82	1.08	2.98	1.92	0.00	3.12	0.00	0.00	0.00	0.00	11.11	0.00
GS/GG/GH/GM/GL- # 03	198	81	117	6	7	47	71	15	32	10	7	0	0	0	0	3	0
%	2.50	2.05	2.95	1.48	1.53	1.67	3.21	2.63	2.80	8.13	5.46	0.00	0.00	0.00	0.00	33.33	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	441	171	270	20	40	100	137	39	74	12	18	0	0	0	1	0	0
%	5.58	4.34	6.82	4.96	8.79	3.56	6.20	6.85	6.49	9.75	14.06	0.00	0.00	0.00	4.34	0.00	0.00	
GS/GG/GH/GM/GL- 05	#	269	89	180	9	23	59	99	16	47	4	9	0	0	1	2	0	0
%	3.40	2.26	4.54	2.23	5.05	2.10	4.48	2.81	4.12	3.25	7.03	0.00	0.00	3.84	8.69	0.00	0.00	
GS/GG/GH/GM/GL- 06	#	149	35	114	4	13	19	61	8	36	3	4	0	0	1	0	0	0
%	1.88	0.88	2.88	0.99	2.85	0.67	2.76	1.40	3.15	2.43	3.12	0.00	0.00	3.84	0.00	0.00	0.00	
GS/GG/GH/GM/GL- 07	#	918	322	596	58	59	188	273	68	251	8	12	0	0	0	0	0	1
%	11.63	8.18	15.06	14.39	12.96	6.70	12.36	11.95	22.01	6.50	9.37	0.00	0.00	0.00	0.00	0.00	0.00	33.33

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

**** 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- 08 #	45	20	25	1	4	16	15	3	6	0	0	0	0	0	0	0	0
%	0.57	0.50	0.63	0.24	0.87	0.57	0.67	0.52	0.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 09 #	2140	865	1275	161	209	508	666	155	357	34	34	0	0	5	7	2	2
%	27.11	21.98	32.22	39.95	45.93	18.11	30.17	27.24	31.31	27.64	26.56	0.00	0.00	19.23	30.43	22.22	66.66
GS/GG/GH/GM/GL- 10 #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
%	0.03	0.07	0.00	0.00	0.00	0.10	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 #	1323	740	583	55	37	554	361	104	172	19	7	0	0	7	6	1	0

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

**** 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	
%	16.76	18.80	14.73	13.64	8.13	19.75	16.35	18.27	15.08	15.44	5.46	0.00	0.00	26.92	26.08	11.11	0.00
GS/GG/GH/GM/GL- 12 #	1412	920	492	55	39	732	313	102	107	22	26	0	1	8	6	1	0
%	17.89	23.37	12.43	13.64	8.57	26.10	14.18	17.92	9.38	17.88	20.31	0.00	100	30.76	26.08	11.11	0.00
GS/GG/GH/GM/GL- 13 #	552	419	133	16	5	357	101	33	23	9	4	1	0	2	0	1	0
%	6.99	10.64	3.36	3.97	1.09	12.73	4.57	5.79	2.01	7.31	3.12	100	0.00	7.69	0.00	11.11	0.00
GS/GG/GH/GM/GL- 14 #	162	104	58	8	4	92	46	4	6	0	1	0	0	0	1	0	0
%	2.05	2.64	1.46	1.98	0.87	3.28	2.08	0.70	0.52	0.00	0.78	0.00	0.00	0.00	4.34	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	141	105	36	3	0	95	33	4	2	1	1	0	0	2	0	0	0
	%	1.78	2.66	0.90	0.74	0.00	3.38	1.49	0.70	0.17	0.81	0.78	0.00	0.00	7.69	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

**** 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	#	7892	3935	3957	403	455	2804	2207	569	1140	123	128	1	1	26	23	9	3
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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	#	394	340	54	16	3	267	41	44	9	9	1	0	0	4	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	-	-	100	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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	-
LE-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-
LE-07	#	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-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	-
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	-

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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
	%	0.00	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
	%	0.00	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
	%	0.00	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
	%	0.00	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
	%	0.00	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 -- FY 2008 -- LE -- Temporary Employees

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	-	-	-	
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	-	-	-	-
All Other (Unspecified LE)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	394	340	54	16	3	267	41	44	9	9	1	0	0	4	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-
SV-B	#	6	2	4	0	0	0	2	1	2	1	0	0	0	0	0	0
	%	3.09	2.27	3.77	0.00	0.00	0.00	2.89	7.69	8.00	16.66	0.00	-	-	0.00	-	-
SV-C	#	8	2	6	0	0	2	3	0	3	0	0	0	0	0	0	0
	%	4.12	2.27	5.66	0.00	0.00	3.12	4.34	0.00	12.00	0.00	0.00	-	-	0.00	-	-
SV-D	#	13	4	9	0	0	2	8	1	1	1	0	0	0	0	0	0
	%	6.70	4.54	8.49	0.00	0.00	3.12	11.59	7.69	4.00	16.66	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 -- FY 2008 -- SV, SW -- Temporary Employees

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	#	6	2	4	1	1	1	2	0	0	0	1	0	0	0	0	0	0
	%	3.09	2.27	3.77	33.33	50.00	1.56	2.89	0.00	0.00	0.00	10.00	-	-	0.00	-	-	-
SV-F	#	23	4	19	0	0	4	13	0	5	0	1	0	0	0	0	0	0
	%	11.85	4.54	17.92	0.00	0.00	6.25	18.84	0.00	20.00	0.00	10.00	-	-	0.00	-	-	-
SV-G	#	23	5	18	0	0	4	10	0	4	1	4	0	0	0	0	0	0
	%	11.85	5.68	16.98	0.00	0.00	6.25	14.49	0.00	16.00	16.66	40.00	-	-	0.00	-	-	-
SV-H	#	18	8	10	1	1	5	5	2	3	0	1	0	0	0	0	0	0
	%	9.27	9.09	9.43	33.33	50.00	7.81	7.24	15.38	12.00	0.00	10.00	-	-	0.00	-	-	-
SV-I	#	21	9	12	0	0	7	10	2	2	0	0	0	0	0	0	0	0
	%	10.82	10.22	11.32	0.00	0.00	10.93	14.49	15.38	8.00	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 -- FY 2008 -- SV, SW -- Temporary Employees

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	#	49	30	19	0	0	24	14	4	3	2	2	0	0	0	0	0	0
	%	25.25	34.09	17.92	0.00	0.00	37.50	20.28	30.76	12.00	33.33	20.00	-	-	0.00	-	-	-
SV-K	#	24	19	5	0	0	13	2	3	2	1	1	0	0	2	0	0	0
	%	12.37	21.59	4.71	0.00	0.00	20.31	2.89	23.07	8.00	16.66	10.00	-	-	100	-	-	-
SV-L	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.54	3.40	0.00	33.33	0.00	3.12	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	-	-	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Temporary Employees

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	#	194	88	106	3	2	64	69	13	25	6	10	0	0	2	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- AD -- Temporary Employees

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	#	8164	5049	3115	228	227	4166	2160	471	612	77	45	3	2	103	69	1	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	-
TOTAL	#	8164	5049	3115	228	227	4166	2160	471	612	77	45	3	2	103	69	1	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#	4	3	1	2	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	75.00	25.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	16	15	1	0	0	15	1	0	0	0	0	0	0	0	0	0
	%	100	93.75	6.25	0.00	0.00	93.75	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	13	12	1	3	1	7	0	1	0	0	0	0	0	0	0	1
	%	100	92.30	7.69	23.07	7.69	53.84	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.69

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	#	12	9	3	0	0	9	2	0	0	0	1	0	0	0	0	0	0
	%	100	75.00	25.00	0.00	0.00	75.00	16.66	0.00	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	16	15	1	1	0	7	0	2	0	2	0	3	1	0	0	0	0
	%	100	93.75	6.25	6.25	0.00	43.75	0.00	12.50	0.00	12.50	0.00	18.75	6.25	0.00	0.00	0.00	0.00
Grade-07	#	5	5	0	0	0	2	0	3	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	40.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	57	55	2	2	0	36	1	15	1	2	0	0	0	0	0	0	0
	%	100	96.49	3.50	3.50	0.00	63.15	1.75	26.31	1.75	3.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	7	7	0	0	0	3	0	4	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	42.85	0.00	57.14	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	#	15	15	0	1	0	10	0	4	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	6.66	0.00	66.66	0.00	26.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	7	6	1	1	0	4	0	0	1	1	0	0	0	0	0	0	0
	%	100	85.71	14.28	14.28	0.00	57.14	0.00	0.00	14.28	14.28	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
Grade-02	#	4	3	1	2	1	1	0	0	0	0	0	0	0	0	0	0
	%	2.61	2.09	10.00	20.00	50.00	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
Grade-03	#	16	15	1	0	0	15	1	0	0	0	0	0	0	0	0	0
	%	10.45	10.48	10.00	0.00	0.00	15.78	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
Grade-04	#	13	12	1	3	1	7	0	1	0	0	0	0	0	0	0	1
	%	8.49	8.39	10.00	30.00	50.00	7.36	0.00	3.44	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	#	12	9	3	0	0	9	2	0	0	0	1	0	0	0	0	0
	%	7.84	6.29	30.00	0.00	0.00	9.47	50.00	0.00	0.00	0.00	100	0.00	0.00	-	-	0.00
Grade-06	#	16	15	1	1	0	7	0	2	0	2	0	3	1	0	0	0
	%	10.45	10.48	10.00	10.00	0.00	7.36	0.00	6.89	0.00	40.00	0.00	100	100	-	-	0.00
Grade-07	#	5	5	0	0	0	2	0	3	0	0	0	0	0	0	0	0
	%	3.26	3.49	0.00	0.00	0.00	2.10	0.00	10.34	0.00	0.00	0.00	0.00	0.00	-	-	0.00
Grade-08	#	57	55	2	2	0	36	1	15	1	2	0	0	0	0	0	0
	%	37.25	38.46	20.00	20.00	0.00	37.89	25.00	51.72	50.00	40.00	0.00	0.00	0.00	-	-	0.00
Grade-09	#	7	7	0	0	0	3	0	4	0	0	0	0	0	0	0	0
	%	4.57	4.89	0.00	0.00	0.00	3.15	0.00	13.79	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	#	15	15	0	1	0	10	0	4	0	0	0	0	0	0	0	0	0
	%	9.80	10.48	0.00	10.00	0.00	10.52	0.00	13.79	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-
Grade-11	#	7	6	1	1	0	4	0	0	1	1	0	0	0	0	0	0	0
	%	4.57	4.19	10.00	10.00	0.00	4.21	0.00	0.00	50.00	20.00	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
	%	0.65	0.69	0.00	0.00	0.00	1.05	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
	%	0.00	0.00	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	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races							
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	
Grade-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	0.00	-	-	0.00	-	
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	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	#	153	143	10	10	2	95	4	29	2	5	1	3	1	0	0	1	0	
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	#	96	72	24	1	1	61	17	10	6	0	0	0	0	0	0	0	
	%	100	75.00	25.00	1.04	1.04	63.54	17.70	10.41	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0083 - Police	#	394	340	54	16	3	267	41	44	9	9	1	0	0	4	0	0	
	%	100	86.29	13.70	4.06	0.76	67.76	10.40	11.16	2.28	2.28	0.25	0.00	0.00	1.01	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	#	19	11	8	1	0	9	7	1	1	0	0	0	0	0	0	0	

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	57.89	42.10	5.26	0.00	47.36	36.84	5.26	5.26	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	#	9	9	0	0	0	7	0	1	0	1	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	77.77	0.00	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2	
0802 - ENGINEERING TECHNICIAN	#	10	7	3	2	0	5	3	0	0	0	0	0	0	0	0	0	0
%	100	70.00	30.00	20.00	0.00	50.00	30.00	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 -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0803 - SAFETY ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0803 - SAFETY ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0804 - FIRE PROTECTION ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0804 - FIRE PROTECTION ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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 #	5	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	#	14	10	4	1	0	6	3	1	0	2	1	0	0	0	0	0	
	%	100	71.42	28.57	7.14	0.00	42.85	21.42	7.14	0.00	14.28	7.14	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 -- FY 2008 -- Temporary Employees

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 -- FY 2008 -- Temporary Employees

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 -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0830 - MECHANICAL ENGINEERING	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	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	0.1
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7	0.6	0.0	0.0	0.0	0.0	0.9	0.0
0850 - ELECTRICAL ENGINEERING	#	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	

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1
0854 - COMPUTER ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS ENGINEERING #	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

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	#	7	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 -- FY 2008 -- Temporary Employees

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 -- FY 2008 -- Temporary Employees

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 -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0893 - CHEMICAL ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0893 - CHEMICAL ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	1.2	0.0
0894 - WELDING ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0894 - WELDING ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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 -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	2	2	0	0	0	2	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	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	#	43	20	23	0	1	18	19	1	3	1	0	0	0	0	0	0	
	%	100	46.51	53.48	0.00	2.32	41.86	44.18	2.32	6.97	2.32	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	71.1	28.5	2.0	1.2	65.2	23.9	2.0	1.9	1.2	1.0	0.0	0.0	0.1	0.1	0.6	0.4

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	1	18	20	3	9	2	0	0	0	0	0	0	
	%	100	44.44	55.55	1.85	1.85	33.33	37.03	5.55	16.66	3.70	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
1801 - Adjudications Officers	#	597	508	89	37	9	442	57	16	9	8	13	0	0	4	1	1	0
	%	100	85.09	14.90	6.19	1.50	74.03	9.54	2.68	1.50	1.34	2.17	0.00	0.00	0.67	0.16	0.16	0.00
Occupational CLF	%	100	53.0	46.9	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0.0	0.4	0.4	0.8	0.6
1802 - Transportation Security Officers	#	106	47	59	4	10	27	25	11	18	5	6	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 -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
%	100	44.33	55.66	3.77	9.43	25.47	23.58	10.37	16.98	4.71	5.66	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF %	100	43.3	56.7	3.0	3.6	34.8	45.0	3.1	5.7	0.8	0.8	0.2	0.1	0.4	0.5	1.0	1.0	
1811 - Criminal Investigators	#	897	792	105	61	7	649	79	50	13	24	4	1	0	4	2	3	0
%	100	88.29	11.70	6.80	0.78	72.35	8.80	5.57	1.44	2.67	0.44	0.11	0.00	0.44	0.22	0.33	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	#	26	16	10	0	0	14	8	2	2	0	0	0	0	0	0	0	0
%	100	61.53	38.46	0.00	0.00	53.84	30.76	7.69	7.69	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 -- FY 2008 -- Temporary Employees

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 #	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 #	260	181	79	15	5	122	54	33	14	10	4	0	0	1	2	0	0
%	100	69.61	30.38	5.76	1.92	46.92	20.76	12.69	5.38	3.84	1.53	0.00	0.00	0.38	0.76	0.00	0.00
Occupational CLF %	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	0.4

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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 #	2543	2055	488	139	37	1661	333	174	84	63	29	1	0	13	5	4	0

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	28	18	8	2	0	0	0	0	0	0	0	0	0
	%	100	64.28	28.57	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	111	93	13	5	1	0	0	0	0	1	0	0	0
	%	100	83.78	11.71	4.50	0.90	0.00	0.00	0.00	0.00	0.90	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	198	176	13	9	3	0	2	0	0	0	1	0	0
	%	100	88.88	6.56	4.54	1.51	0.00	1.01	0.00	0.00	0.00	0.50	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	441	408	14	19	4	1	2	0	0	0	0	0	1	0
	%	100	92.51	3.17	4.30	0.90	0.22	0.45	0.00	0.00	0.00	0.00	0.00	0.22	0.00
GS/GG/GH/GM/GL-05	#	269	243	6	20	6	1	0	0	0	1	0	3	1	0
	%	100	90.33	2.23	7.43	2.23	0.37	0.00	0.00	0.00	0.37	0.00	1.11	0.37	0.00
GS/GG/GH/GM/GL-06	#	149	141	2	6	0	0	0	0	0	0	0	0	0	0
	%	100	94.63	1.34	4.02	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	#	918	845	8	65	18	5	0	1	3	1	1	3	3	1
	%	100	92.04	0.87	7.08	1.96	0.54	0.00	0.10	0.32	0.10	0.10	0.32	0.32	0.10

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

**** 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	#	45	36	0	9	0	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	0.00
GS/GG/GH/GM/GL-09	#	2140	1991	36	113	16	0	3	0	3	1	3	0	6	0
	%	100	93.03	1.68	5.28	0.74	0.00	0.14	0.00	0.14	0.04	0.14	0.00	0.28	0.00
GS/GG/GH/GM/GL-10	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11	#	1323	1249	28	46	5	1	0	1	1	1	0	0	0	1

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	94.40	2.11	3.47	0.37	0.07	0.00	0.07	0.07	0.07	0.00	0.00	0.00	0.07	
GS/GG/GH/GM/GL- #	1412	1284	37	91	5	0	0	1	2	1	1	0	0	0	
%	100	90.93	2.62	6.44	0.35	0.00	0.00	0.07	0.14	0.07	0.07	0.00	0.00	0.00	
GS/GG/GH/GM/GL- #	552	496	16	40	4	1	2	0	0	0	0	0	1	0	
%	100	89.85	2.89	7.24	0.72	0.18	0.36	0.00	0.00	0.00	0.00	0.00	0.18	0.00	
GS/GG/GH/GM/GL- #	162	152	4	6	0	0	0	0	0	0	0	0	0	0	
%	100	93.82	2.46	3.70	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	141	132	4	5	0	0	0	0	0	0	0	0	0	0
	%	100	93.61	2.83	3.54	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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	#	394	393	0	1	0	0	0	0	0	0	0	0	0
	%	100	99.74	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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 -- FY 2008 -- LE -- Temporary Employees

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 -- FY 2008 -- LE -- Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Temporary Employees

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	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-C	#	8	8	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-D	#	13	12	0	1	0	0	0	0	0	0	0	0	0
	%	100	92.30	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-E	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	100	83.33	0.00	16.67	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 -- FY 2008 -- SV, SW -- Temporary Employees

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	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-F	#	23	22	0	1	0	0	0	0	0	0	0	0	0
	%	100	95.65	0.00	4.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-G	#	23	21	0	2	0	0	0	0	0	0	0	0	0
	%	100	91.30	0.00	8.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-H	#	18	17	0	1	0	0	0	0	0	0	0	0	0
	%	100	94.44	0.00	5.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-I	#	21	21	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-J	#	49	48	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 -- FY 2008 -- SV, SW -- Temporary Employees

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	97.95	0.00	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-K	#	24	23	0	1	0	0	0	0	0	0	0	0	0
	%	100	95.83	0.00	4.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-L	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SV-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 -- FY 2008 -- SV, SW -- Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for All Agencies -- FY 2008 -- AD -- Temporary Employees

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	#	8164	7371	143	650	39	1	11	1	6	0	4	0	13	3
	%	100	90.28	1.75	7.96	0.47	0.01	0.13	0.01	0.07	0.00	0.04	0.00	0.15	0.03

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	28	18	8	2	0	0	0	0	0	0	0	0	0
	%	0.35	0.24	4.23	0.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	111	93	13	5	1	0	0	0	0	1	0	0	0
	%	1.40	1.27	6.87	1.14	1.61	0.00	0.00	0.00	0.00	16.66	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	198	176	13	9	3	0	2	0	0	0	1	0	0
	%	2.50	2.42	6.87	2.06	4.83	0.00	22.22	0.00	0.00	0.00	16.66	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

**** 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	#	441	408	14	19	4	1	2	0	0	0	0	0	1	0
	%	5.58	5.61	7.40	4.35	6.45	11.11	22.22	0.00	0.00	0.00	0.00	0.00	8.33	0.00
GS/GG/GH/GM/GL-05	#	269	243	6	20	6	1	0	0	0	1	0	3	1	0
	%	3.40	3.34	3.17	4.58	9.67	11.11	0.00	0.00	0.00	16.66	0.00	50.00	8.33	0.00
GS/GG/GH/GM/GL-06	#	149	141	2	6	0	0	0	0	0	0	0	0	0	0
	%	1.88	1.94	1.05	1.37	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	#	918	845	8	65	18	5	0	1	3	1	1	3	3	1
	%	11.63	11.62	4.23	14.90	29.03	55.55	0.00	33.33	33.33	16.66	16.66	50.00	25.00	50.00

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	45	36	0	9	0	0	0	0	0	0	0	0	0
	%	0.57	0.49	0.00	2.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 09	#	2140	1991	36	113	16	0	3	0	3	1	3	0	6
	%	27.11	27.39	19.04	25.91	25.80	0.00	33.33	0.00	33.33	16.66	50.00	0.00	50.00
GS/GG/GH/GM/GL- 10	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	0.03	0.04	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	#	1323	1249	28	46	5	1	0	1	1	1	0	0	0
	%													

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

This table is for All Agencies -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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
%	16.76	17.18	14.81	10.55	8.06	11.11	0.00	33.33	11.11	16.66	0.00	0.00	0.00	50.00
GS/GG/GH/GM/GL- #	1412	1284	37	91	5	0	0	1	2	1	1	0	0	0
%	17.89	17.66	19.57	20.87	8.06	0.00	0.00	33.33	22.22	16.66	16.66	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	552	496	16	40	4	1	2	0	0	0	0	0	1	0
%	6.99	6.82	8.46	9.17	6.45	11.11	22.22	0.00	0.00	0.00	0.00	0.00	8.33	0.00
GS/GG/GH/GM/GL- #	162	152	4	6	0	0	0	0	0	0	0	0	0	0
%	2.05	2.09	2.11	1.37	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	#	141	4	5	0	0	0	0	0	0	0	0	0	0
	%	1.78	2.11	1.14	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
	%	0.00	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 -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees

** 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	0.00	
TOTAL	#	7892	7267	189	436	62	9	9	3	9	6	6	6	12	2
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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	#	394	393	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	-	100	-	-	-	-	-	-	-	-	-
LE-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
LE-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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

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

This table is for All Agencies -- FY 2008 -- LE -- Temporary Employees

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	#	394	393	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Temporary Employees

SV/SW and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
SV-A	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SV-B	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	3.09	3.22	-	0.00	-	-	-	-	-	-	-	-	-
SV-C	#	8	8	0	0	0	0	0	0	0	0	0	0	0
	%	4.12	4.30	-	0.00	-	-	-	-	-	-	-	-	-
SV-D	#	13	12	0	1	0	0	0	0	0	0	0	0	0
	%	6.70	6.45	-	12.50	-	-	-	-	-	-	-	-	-
SV-E	#	6	5	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 -- FY 2008 -- SV, SW -- Temporary Employees

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
%	3.09	2.68	-	12.50	-	-	-	-	-	-	-	-	-	-
SV-F	#	23	22	0	1	0	0	0	0	0	0	0	0	0
	%	11.85	11.82	-	12.50	-	-	-	-	-	-	-	-	-
SV-G	#	23	21	0	2	0	0	0	0	0	0	0	0	0
	%	11.85	11.29	-	25.00	-	-	-	-	-	-	-	-	-
SV-H	#	18	17	0	1	0	0	0	0	0	0	0	0	0
	%	9.27	9.13	-	12.50	-	-	-	-	-	-	-	-	-
SV-I	#	21	21	0	0	0	0	0	0	0	0	0	0	0
	%	10.82	11.29	-	0.00	-	-	-	-	-	-	-	-	-
SV-J	#	49	48	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 -- FY 2008 -- SV, SW -- Temporary Employees

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
%	25.25	25.80	-	12.50	-	-	-	-	-	-	-	-	-	-
SV-K	#	24	23	0	1	0	0	0	0	0	0	0	0	0
	%	12.37	12.36	-	12.50	-	-	-	-	-	-	-	-	-
SV-L	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	1.54	1.61	-	0.00	-	-	-	-	-	-	-	-	-
SV-M	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-
SW	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	-	0.00	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2008 -- SV, SW -- Temporary Employees

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	#	194	186	0	8	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for All Agencies -- FY 2008 -- AD -- Temporary Employees

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	#	8164	7371	143	650	39	1	11	1	6	0	4	0	13	3
	%	100	100	100	100	100	100	100	100	100	-	100	-	100	100
TOTAL	#	8164	7371	143	650	39	1	11	1	6	0	4	0	13	3
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	16	16	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	#	13	12	0	1	1	0	0	0	0	0	0	1	0
	%	100	92.30	0.00	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00
Grade-05	#	12	12	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	#	16	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	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-08	#	57	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	1.75	3.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	7	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	15	1	3	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	73.33	6.66	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	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-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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	2.61	2.79	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-03	#	16	16	0	0	0	0	0	0	0	0	0	0	0
	%	10.45	11.18	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-04	#	13	12	0	1	1	0	0	0	0	0	0	1	0
	%	8.49	8.39	0.00	12.50	100	-	-	-	-	-	-	100	-
Grade-05	#	12	12	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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
%	7.84	8.39	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-06	#	16	16	0	0	0	0	0	0	0	0	0	0	0
	%	10.45	11.18	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
Grade-07	#	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	3.26	3.49	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
Grade-08	#	57	54	1	2	0	0	0	0	0	0	0	0	0
	%	37.25	37.76	50.00	25.00	0.00	-	-	-	-	-	-	0.00	-
Grade-09	#	7	5	0	2	0	0	0	0	0	0	0	0	0
	%	4.57	3.49	0.00	25.00	0.00	-	-	-	-	-	-	0.00	-
Grade-10	#	15	11	1	3	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

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
%	9.80	7.69	50.00	37.50	0.00	-	-	-	-	-	-	-	0.00	-
Grade-11	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	4.57	4.89	0.00	0.00	0.00	-	-	-	-	-	-	0.00	-
Grade-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.65	0.69	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 -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Temporary Employees

WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
%	0.00	0.00	0.00	0.00	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	#	153	143	2	8	1	0	0	0	0	0	0	1	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 22, 2008

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	#	96	85	4	7	0	0	0	0	0	0	0	0	0
	%	100	88.54	4.16	7.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0083 - Police	#	394	393	0	1	0	0	0	0	0	0	0	0	0
	%	100	99.74	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0132 - Intelligence Research Specialist	#	19	16	0	3	0	0	0	0	0	0	0	0	0
	%	100	84.21	0.00	15.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0801 - GENERAL ENGINEERING	#	9	9	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0806 - MATERIALS ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	5	5	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 -- FY 2008 -- Temporary Employees

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	#	14	12	0	2	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
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0818 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0819 - ENVIRONMENTAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

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	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL ENGINEERING	#	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 -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - ELECTRONICS ENGINEERING	#	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	#	7	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for All Agencies -- FY 2008 -- Temporary Employees

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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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 -- FY 2008 -- Temporary Employees

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 -- FY 2008 -- Temporary Employees

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

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 - General Attorneys	#	43	42	1	0	0	0	0	0	0	0	0	0	0
	%	100	97.67	2.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1102 - Contract Specialists	#	54	47	2	5	1	1	0	0	0	0	0	0	0
	%	100	87.03	3.70	9.25	1.85	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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1801 - Adjudications Officers	#	597	520	26	51	3	0	1	0	1	1	0	0	0
	%	100	87.10	4.35	8.54	0.50	0.00	0.16	0.00	0.16	0.16	0.00	0.00	0.00
1802 - Transportation Security Officers	#	106	79	2	25	12	4	0	0	3	0	1	3	1
	%	100	74.52	1.88	23.58	11.32	3.77	0.00	0.00	2.83	0.00	0.94	2.83	0.94
1811 - Criminal Investigators	#	897	893	1	3	0	0	0	0	0	0	0	0	0
	%	100	99.55	0.11	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1895 - Customs and Border Protection Officers	#	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

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Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
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1896 - Border Patrol Agents	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
2210 - Information Technology Specialists	#	260	237	9	14	2	0	0	1	0	1	0	0	0
	%	100	91.15	3.46	5.38	0.76	0.00	0.00	0.38	0.00	0.38	0.00	0.00	0.00
TOTAL	#	2543	2385	45	113	18	5	1	1	4	2	1	3	1
														0

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008