



**U. S. Coast Guard  
Management Directive 715  
(MD-715)  
Program Status Report  
*Fiscal Year 2008***



**ALL THREATS ALL HAZARDS  
ALWAYS READY**



**United States Coast Guard**  
**Federal Agency Annual EEO Program Status Report**  
**For Period Covering October 1, 2007 to September 30, 2008**



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<b>EEOC FORM 715-01 PART A - D</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>			
<b>For period covering October 1, 2007 , to September 30, 2008.</b>				
<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. United States Coast Guard</b>	
	1.a. 2 <sup>nd</sup> level reporting component			
	1.b. 3 <sup>rd</sup> level reporting component			
	1.c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		<b>2. 2100 Second Street, SW</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Washington, D. C.</b>	
	4. CPDF Code	5. FIPS code(s)	4. HSAC	5. 7008
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees			<b>1. 7,419</b>
	2. Enter total number of temporary employees			<b>2. 416</b>
	3. Enter total number employees paid from non-appropriated funds			<b>3. 1,387</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 9,222</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. ADM Thad W. Allen, Commandant</b>	
	2. Agency Head Designee		<b>2. VADM Clifford I. Pearson, Chief of Staff</b>	
	3. Principal EEO Director/Official Official Title/series/grade		<b>3. Terri A. Dickerson, Director Office of Civil Rights</b>	
	4. Title VII Affirmative EEO Program Official		<b>4. Vincent E. Patterson, Acting Chief Policy &amp; Plans Division</b>	
	5. Section 501 Affirmative Action Program Official		<b>5. M. Tina Calvert, Chief Compliance &amp; Liaison Division</b>	
	6. Complaint Processing Program Manager		<b>6. Francine R. Blyther, Team Leader Investigations &amp; Response Team</b>	
	7. Other Responsible EEO Staff			

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>				
<b>PART D</b> List of Subordinate Components Covered in This Report	<b>Subordinate Component and Location (City/State)</b>		<b>CPDF and FIPS codes</b>		
	Coast Guard Headquarters Units	HSAC	7008		
	Coast Guard Atlantic Area	HSAC	7008		
	Coast Guard Pacific Area	HSAC	7008		
<b>EEOC FORMS and Documents Included With This Report</b>					
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]			
Brief paragraph describing the agency's mission and mission-related functions	X	*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"	X	*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	X	*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	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans			
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues			
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects			
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart			

United States Coast Guard	For period covering October 1, 2007 , to September 30, 2008.
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**EXECUTIVE SUMMARY**

This report was prepared in accordance with the Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD 715). It delineates U. S. Coast Guard efforts and achievements in eliminating potential workforce barriers to equal employment opportunity.

Coast Guard submits its FY08 report having only completed preliminary reviews of level 3 component (Pacific Area, Atlantic Area, and Headquarters Area) final MD 715 reports. However, we subjected the Pacific and Atlantic Area preliminary versions to thorough reviews which provided valuable information incorporated herein.

The United States Coast Guard is a military, multi-mission, maritime service and one of the nation's five Armed Services. Admiral Thad W. Allen has serves as the agency head and Commandant of the U.S. Coast Guard. The Service is undergoing significant modernization and strategic transformation to better align it with the Department of Defense, other interagency partners, and the Department of Homeland Security while improving force structure, ensuring integration of operating programs and enhancing readiness for sustainable mission execution.

In performing his duties, Admiral Allen fully supports and embraces equal opportunity and leads by example in identifying challenges that pose barriers to inclusiveness and diversity appreciation within the Coast Guard workforce. During FY08, he implemented a series of initiatives aimed at improving outreach strategies, retention, and programs for development and career management, to include Individual Development Plans for civilian employees. Admiral Allen also directed Coast Guard executive leadership participation and affiliation with Minority Serving Institutions to include Historically Black Colleges and Universities, the Hispanic Association of Colleges and Universities, and Tribal Colleges and Universities to help raise awareness visibility of the Coast Guard as an Employer of Choice. He mandated senior level managers' participation at affinity group conferences sponsored by the National Naval Officers Association, the Association of Naval Services Officers, Coast Guard Women's Leadership Association, and Blacks in Government. Admiral Allen continues to devote his personal time and efforts to ensure the Coast Guard workforce is free from discrimination. His comments in a FY08 message to all employees, in part, outlined his personal view of importance of equal opportunity and diversity in the workplace. He stated, "Diverse individuals and viewpoints produce better decisions and action in organizations. I really see diversity as a readiness issue that all of our senior leaders and unit commanding officers must consider as one of the keys to effective mission execution."

The Coast Guard also monitored initiatives aimed at measuring agency efforts to create a discrimination free workplace. We are pleased to report significant accomplishments in establishing a model equal employment opportunity program. Some measureable examples include employee training and development, unit equal opportunity assessments, and employee participation in equal opportunity climate surveys:

*Employee EO/Professional Development Training*

- Seventeen (17) Coast Guard civil rights service providers conducted Human Relations

Awareness training sessions for 15,858 employees representing 27.85 percent of the workforce. The results in FY-08 reflected the highest employee attendance rate in the past four years.

- Active leadership in promoting Sexual Harassment Prevention training resulted in a record high completion rate during FY08. 45,876 employees representing 80.57 percent of the workforce attended SHP training reflecting a 16.27 percent increase over reported results in FY07. The overall Coast Guard goal is 100 percent completion of SHP annually for all employees. We will continue to promote and communicate importance of completing annual training to all employees.
- The Office of Leadership and Professional Development continued its tracking of workgroup participation in twenty-one agency-sponsored programs. The Coast Guard is pleased to report that of the 219 professional development training opportunities available in FY08, 100 percent of American Indian/Alaska Native; 100 percent of Asian; 98 percent of Black or African American; 100 percent of Hispanic or Latino; 92 percent of Whites; and 100 percent of applicants which had race/ethnicity coded as "unknown" were selected for participation in training programs. Of those participating, a total of 12 employees with disabilities and one employee with a targeted disability attended training during FY08. A review of all applications did not show that Native Hawaiian or Other Pacific Islander or Two or More Races employees applied for training opportunities during the period.
- The Coast Guard also provided 168 training opportunities for civil rights service providers; eighty employees received training as Collateral Duty-Civil Rights Officers, four as Equal Opportunity Advisors, eleven as new EEO Counselors, nine as Special Emphasis Program Managers, and ensured sixty-four employees maintained currency by attending the required 8-hour EEO Counselor refresher course.

#### *EO Assessments/Technical Assistance Visits*

- The Office of Civil Rights conducted Equal Opportunity program assessments of twenty-two Coast Guard units during FY08. These internal assessments allows the Office of Civil Rights to gather information for sharing with agency leadership on management of the EO program within level 3 and level 4 component reporting areas of responsibility. The Coast Guard will post "best practices" gathered in FY08 on its Civil Rights website during FY09.

In April 2008, the Coast Guard mandated all units to complete the Defense Equal Opportunity Climate Survey (DEOCS) administered by the Defense Equal Opportunity Management Institute annually. The DEOCS measures employee perceptions of Equal Opportunity and Organizational Effectiveness in the workplace. For FY08, 95 commands (21 percent increase from FY07) reflecting 6,336 employees (military and civilian) participated in the survey (14 percent increase over FY07 of 5,446 employees). Implementation of this initiative resulted in record highs for number of commands and employees participating in the DEOCS. We anticipate this initiative will provide real-time climate information to commands and as such, may result in workplace improvements and increase probability of resolution of employee complaints or other workplace issues at the lowest level.

*Outreach/Recruitment*

- Hispanic recruitment continues as a major component of Coast Guard strategy. During FY08, the Coast Guard utilized the Student Educational Employment Program (SEEP) to provide opportunities to employ students and establish partnerships with local educational institutions. The SEEP program serves as an avenue for students to become ambassadors of the Coast Guard on their respective campuses and to consider the federal government as an employer of choice. The program has two components: the Student Temporary Employment Program (STEP), and the Student Career Experience Program (SCEP). The Coast Guard employed seven Hispanic students (2 males/5 females) through the STEP in FY08. The Coast Guard also employed one Hispanic student in SCEP.
- Coast Guard centrally funded twenty billets under the Career Entry Opportunity program (CEO) to encourage managers to use existing entry level hiring authorities to attract talented, diverse, and high quality civilian employees. Hispanic employees filled 2 of 20 billets (10 percent) in FY08. Coast Guard also utilized the Federal Career Internship Program (FCIP) to recruit for highly skilled entry-level employees. Coast Guard hired 1 Hispanic employee through FCIP.
- Coast Guard Civilian Recruiting Office partnered with The Washington Center for Internship and Academic Seminars and the Hispanic Association of Colleges and Universities National Internship Program in placing twenty-seven (27) Coast Guard Minority Serving Institution interns, eleven (11) of whom were Hispanic.
- The Office of Human Resources continued its utilization of SCEP appointments in critical occupational job series. Coast Guard made a total of 49 in FY08 representing a 57 percent increase over FY07 (21 appointments). Coast Guard converted 11 (22 percent) of FY08 appointments to permanent positions.
- As reported in our FY07 submission, Coast Guard also continued its support and sponsorship of the Operation Warfighter, a temporary assignment program for Service members who are convalescing at military treatment facilities. While the nature of the assignment does not allow Coast Guard to count participants among its workforce, they strongly influence the workplace climate.

*The section below outlines Coast Guard information contained in MD 715 self-assessment, analysis of workforce profiles, and analysis of agency FY08 Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462).*

*Self-Assessment*

The Coast Guard complies with 116 of 123 (94 percent) of EEOC MD 715 self-assessment measures. This represents a 2 percent decrease in level of Coast Guard compliance from FY07 (96 percent). During FY08, the Coast Guard developed planned activities to address model program deficiencies in five pertinent areas. In that respect, Coast Guard accomplished one of its goals to improve monitoring and tracking of discrimination compliant activity. Coast Guard anticipates its remaining seven model program discrepancies will be accomplished by the end of FY11.

*Coast Guard Total Workforce Comparison to the National Civilian Labor Force  
(Table A1)*

Coast Guard continues to work toward meeting benchmarks established by the 2000 Census for workforce group availability for employment. For FY08, Coast Guard workgroup participation rates as compared to the National Civilian Labor Force (CLF) is as follows; Women Overall 39.61 percent (CLF 46.8 percent); Hispanic or Latino Males 3.34 percent (CLF 6.2 percent); Hispanic or Latino Females 2.97 percent (CLF 4.5 percent); White Males 48.66 percent (CLF 39.00 percent); White Women 25.87 percent (CLF 33.7 percent); Black or African American Males 5.82 percent (CLF 4.8 percent); Black or African American Females 8.37 percent (CLF 5.7 percent); Asian Males 2.03 percent (CLF 1.9 percent); Asian Females 2.11 percent (CLF 1.7 percent); Native Hawaiian or Other Pacific Islander Males 0.06 (CLF 0.1 percent); Native Hawaiian or Other Pacific Islander Females 0.06 (CLF 0.1 percent); American Indian or Alaskan Native Males 0.31 percent (CLF 0.3 percent); American Indian or Alaskan Native Females 0.16 percent (CLF 0.3 percent); and Two or More/Other Races Males 0.23 percent (CLF 0.8 percent); and Two or More/Other Races Females 0.05 percent (CLF 0.8 percent). As indicated above, Coast Guard has some successes measured against the CLF benchmark but realizes significant work remains as we progress toward a model EEO workplace.

*Coast Guard Permanent Employees Comparison by Occupational Category to the Relevant Civilian Labor Force (RCLF) (Table A3-1)*

The nine occupational categories as compared to the RCLF reveal that Women overall participate below their availability in all categories except [Sales Workers]; Hispanic females and Two or More/Other Races females participate below their availability in the RCLF in all categories. Other groups experiencing low participation include Hispanic males and Two or More Other Races males all categories except [Service Workers]; and American Indian or Alaskan Native females all categories except [Administrative Support Workers]. Given these results, the Coast Guard will closely monitor workgroup participation by occupational category in FY09.

*Workforce Net Change Profiles (Table A1)*

Analysis of the *total workforce* shows the Coast Guard experienced a negative net change of -0.66 percent in combined permanent, temporary, and non-appropriated fund workforces from FY07 to FY08. The total workforce decreased from 9,284 to 9,222 employees since the FY07 reporting period. Negative net changes also affected participation rates of the following workforce groups for FY08: Women Overall -2.97 percent, Hispanic or Latino Males -6.85 percent, Hispanic or Latino Females -4.52 percent, White Females -3.04 percent, Black or African American Females -2.64 percent, Asian Males -6.00 percent, Native Hawaiian or Other Pacific Islander Males and Females -25.00 percent respectively, American Indian or Alaskan Native Males -12.12 percent, and American Indian or Alaskan Native Females -25.00. Other workforce groups had positive net changes during the period: White Males 1.79 percent, Black or African American Males 1.51 percent, Asian Females 2.09 percent, Two or More/Other Races Males 15.78 percent and Two or More/Other Races Females experienced no net change.

The *permanent workforce* grew from 7,346 to 7419 employees from FY07 to FY08 resulting in a positive net change of 0.99 percent. However, only the following workgroups had positive net changes during the period: White Males 2.49 percent, White Females 0.74 percent, Black or African American Males 2.40 percent, and Two or More/Other Races Males 16.66 percent. Workgroups experiencing negative net changes includes Women Overall -0.78 percent, Hispanic or Latino Males -4.41 percent, Hispanic or Latino Females -1.92 percent, Black or African American Females -3.81 percent, Asian Males -4.34 percent, Asian Females -0.81 percent, Native Hawaiian or Other Pacific Islander Males -14.28 percent, Native Hawaiian or Other Pacific Islander Females -25.00 percent, American Indian or Alaska Native Males -7.40 percent, and American Indian or Alaska Native Females -6.66 percent. Two or More/Other Races Females experienced no net change in the permanent workforce.

The *temporary workforce* also increased from 410 to 416 employees from FY07 to FY08 resulting in a positive net change of 1.46 percent. Workforce groups showing positive net changes were White Males 5.31 percent, White Females 0.96 percent, Black or African American Males 4.65 percent, Black or African American Females 9.67 percent, Asian Males 40.00 percent, and Asian Females 14.28 percent. Groups incurring negative net changes include Women Overall -1.92 percent, Hispanic or Latino Males -26.66 percent, Hispanic or Latino Females -57.14 percent, and Native Hawaiian or Other Pacific Islander Males -100.00. Two groups, American Indian or Alaskan Native Males and Two or More/Other Races Males experienced no net change while the Coast Guard did not employ Native Hawaiian or Other Pacific Islander Females, American Indian or Alaskan Native Females and Two or More/Other Races Females in the temporary workforce in FY08.

Review of the *Non-Appropriated Fund* workforce revealed a decrease in number of employees from 1,528 to 1,387 from FY07 to FY08 resulting in a negative net change of -9.22 percent during the period. Negative net changes affected the following groups: Women Overall -8.38 percent, Hispanic or Latino Males -8.82 percent, Hispanic or Latino Females -1.77 percent, White Males -9.76 percent, White Females -11.81 percent, Black or African American Males -17.24 percent, Asian Males -20.58 percent, American Indian or Alaskan Native Males -40.00 percent, and American Indian or Alaskan Native Females -80.00 percent. Only two groups experienced positive net changes - Black or African American Females 2.46 percent and Asian Females 6.55 percent. Coast Guard did not employ Native Hawaiian or Other Pacific Islander Males and Females and those of Two or More/Other Races Males and Females in the Non-Appropriated workforce during FY08.

Analysis of Coast Guard workforce by *disability status* (Table B1) shows the agency remained constant for total number of persons reporting disabilities (637) from FY07 to FY08. Employees with disabilities comprise 6.90 percent of the workforce; however, in FY08 persons with disabilities had no net change in overall participation. Employees reporting *targeted disabilities* decreased from 54 to 53 thus resulting in a negative net change of -1.85 percent.

These employees represent 0.57 percent of the Coast Guard workforce; as reported in FY07, this percentage is significantly lower than the Federal High benchmark of 2.65 percent. Data also shows that three employees (5.6 percent) with targeted disabilities received promotions during FY08; a rate significantly higher than their availability in the total workforce. The Coast Guard will continue its efforts to promote outreach and hiring to applicants in this employee group.

A review *employee recognition and awards* (Table A13) distribution by race/ethnicity and sex in the permanent workforce revealed the following: Women Overall, White Females, Black or African American Females, Native Hawaiian or Other Pacific Islander Males, and American Indian or Alaskan Native Males received *1-9 hours Time-Off awards* at rates higher than their participation rate in the permanent workforce.

In the *9 or more hours Time-Off award* category, Women Overall, Hispanic or Latino Females, White Females, Black or African American Females, Native Hawaiian or Other Pacific Islander Males, and American Indian or Alaskan Native Females were the only groups who received awards at rates higher than their permanent workforce participation rates. For *cash awards* \$100-\$500: only Hispanic or Latino Females, White Males, Black or African American Males, American Indian or Alaskan Native Males and Females and those of Two or More/Other Races Females received awards at rate above their permanent workforce participation rate. In the *cash awards, \$501 and higher category* Hispanic or Latino Males, White Males, Asian Females, American Indian or Alaskan Native Males and Two or More/Other Races Females were the only groups receiving recognition at rates higher than their participation rate in the permanent workforce.

The Coast Guard also awarded 190 *quality step increases* in FY08. Hispanic or Latino Males, White Males and Females, and Asian Males were the only employee groups receiving such awards at rates higher than their workforce participation rates. Analysis of *person with disabilities* award data (Table B13) shows these employees only received awards at rates above their permanent workforce participation rate in the 9 or more hours Time-Off category. For employees with *targeted disabilities*, awards data indicates recognition above their permanent workforce participation rate in 9 or more hours Time-Off and Cash Awards of \$100-\$500 and Cash Awards of \$501 or more.

*Assessment of Coast Guard FY08 Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462)*

Civilian employees filed a total of 49 formal complaints of discrimination during FY08. This number is higher than last year's total by 16%. The bases most commonly raised were race, age, and sex. These bases are consistent with previous years.

Coast Guard continued to utilize a contract investigative company to conduct all formal investigations for which thirty-one civilian complaints were investigated. The average processing time, from filing of complaints to the completion of investigations was 224 days. Nine complaints were completed within 180 days; twenty were completed within the regulatory extension and/or amendment period of 181 to 360 days; and two complaints were completed outside the established regulatory timeframe.

While the Office of Civil Rights continued working toward improving processing timeframes during FY08, several factors impacted this objective. Specifically, oversight functions for the field locations were impeded during FY08 as two of the three area EEO Managers' positions became vacant which resulted in complaint processing delays. Consequently, one field area's backlog was not detected in time to correct effects on CG-wide processing timeframes. Therefore, the acceptance and dismissals of these complaints fell outside the Office of Civil Rights established timeframe of 25 days (92% of the time). In order to mitigate the backlog; the Office of Civil Rights detailed an employee to assist the field office with cases for FY08. The Coast Guard determined that although the actual contractual investigations completion timeframe averaged 80 days, the delays at field office levels negatively impacted the total processing time of 180 days (up to 360 with an extension and/or amendment).

Coast Guard reports improved processing time during the pre-complaint stage. For FY08, 97 percent (65 of 67) of pre-complaints were processed within regulatory timeframes. The FY08 processing time was slightly higher than that of FY07 which averaged 95 percent. In addition, the Office of Civil Rights established strategic points of contacts for initiating complaints. We believe this action will improve service to individuals wishing to file complaints of discrimination, overall complaint tracking and improve oversight of collateral duty-counselors.

During this reporting period, the Coast Guard's continued promotion of ADR resulted in all individuals receiving EEO counseling being offered ADR 100 percent of the time. This concentrated effort resulted in more employees utilizing ADR in FY08.

The Office of Civil Rights initiated a plan to train all full-time civil rights service providers on Mediation during FY09. We will report results of this effort in our FY09 MD-715 submission.

*Initial Barrier Analysis on Recruitment and Retention of Women and Hispanics  
(Part I: Title VII Total Workforce)*

Coast Guard initiated a barrier analysis on recruitment and retention of Women and Hispanics in the workforce. Initial research did not reveal any particular barriers relative to retention of either group; however, overall findings suggest there may be factors which limit recruitment of both groups. The Coast Guard will continue its analysis of workforce participation of Women and Hispanics and report findings in our FY09 report.

As noted in our FY07 report, Coast Guard forwarded its reasonable accommodation instruction to the Commission for review. We look forward to their feedback.

The Coast Guard has undertaken numerous workforce initiatives to ensure all employees can reach their full potential and contribute to overall mission excellence. We believe our continued work toward a Model EEO Program builds a solid foundation for a barrier free workplace.

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

I, **Tant A. Dickerson, Director, Office of Civil Rights** am the  
(Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for **United States Coast Guard**  
(Insert Agency/Component Name above)

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

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

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

**Tant A. Dickerson** *Tant A. Dickerson* **22 Dec 2008**

Signature of Principal EEO Director/Official  
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715. Date

*[Signature]* **22 Dec 2008**

Signature of Agency Head or Agency Head Designee Date

*Implementing guidance attached.*  
*TA, 12/22*

U.S. Department of  
Homeland Security

United States  
Coast Guard



**COPY**

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United States Coast Guard

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12713  
22 Dec 2008

**MEMORANDUM**

From: CCG 

To: VCG

Subj: MD715 REPORT IMPLEMENTING GUIDANCE

1. I have signed the MD715 Report for FY 2008 and have forwarded it to the Department of Homeland Security. Although we are nearly one quarter into FY 2009, I would like to take advantage of next year's Report to create better linkage between the Civil Rights and Equal Employment Opportunity programs and our Human Resource efforts related to diversity, recruiting, retention, employee and career development, and command climate. To that end, this Report serves as a baseline. I am asking you to charter this effort under the leadership of the Chief of Staff.

2. My expectation is that a team with members from CG-00H and CG-1 will develop next year's report jointly and make recommendations 30 days in advance of the due date to allow my review and action prior to submission. Please review areas of non-compliance related to staffing and resourcing and provide me with your recommendation as soon as possible. Finally, please advise all field commanders of this effort and involve them in the process.

#

Copy: CG LANTAREA  
CG PACAREA  
CG-01  
CG-DCO

**COPY**

From: T. A. Dickerson  
CG-00H

19 Dec 2008

To: CCG

Thru: VCG *198c 12/22*

Re: FY 2008 Management Directive 715 (MD 715) Annual Report

Ref: (a) Equal Employment Opportunity Commission (EEOC) Management Directive 715

1. **Background:** Pursuant to EEOC Management Directive 715, executive agencies submit an annual status report of ongoing efforts to identify and eliminate potential employment barriers in the workplace.

2. **Situation:** This directive provides policy guidance and standards for federal agencies to establish and maintain effective EEO programs as specified in Title VII of the Civil Rights Act of 1964 (as amended) and Section 501 of the Rehabilitation Act of 1973. The overriding objective of MD 715 is to ensure that all federal personnel decisions be made free of discrimination on the basis of race, color, religion, sex, national origin, disability or reprisal for engaging in a prior protected activity.

Several important factors in the Executive Summary highlight Coast Guard efforts to increase workforce diversity and continuing agency efforts to establish a Model EEO program.

Significant accomplishments in FY08 include:

- Coast Guard achieved the highest employee participation rate in Human Relations Awareness (required triennially) and Sexual Harassment Prevention (required annually) training since the inception of the MD 715 program (28 and 81 percent participation rate respectively)
- Through a variety of courses, Coast Guard trained 168 civil rights service providers in Equal Opportunity.
- Total workforce participation rates by White males, Black or African American males and females, and Asian males and females were higher than the National Civilian Labor Force benchmark
- Coast Guard achieved record highs for the number of commands and employees participating in the Defense Equal Opportunity Climate Survey (21 and 14 percent increase respectively from FY07), and
- Improved monitoring and tracking of discrimination complaint activity.

Significant opportunities for improvement and areas of increased focus in FY09 include:

- Coast Guard compliance rate with MD 715 self-assessment measures decreased from 96 percent in FY07 to 94 percent in FY08, however this reflects a renewed commitment to meet regulatory processing timelines
- The report shows a negative permanent workforce change in the following groups; Women overall, Hispanic or Latino males and females, Black or African American females, Asian males and females, Native Hawaiian or other Pacific Islander males and females, American Indian or Alaskan Native males and females.

3. **Action:** Request your approval of the Coast Guard's FY-2008 MD 715 Report by signature on Part A page 1, and Part F page 1.

**SIGNER'S COMMENTS**

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
 Compliance Indicator		EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	No	
		1. The Agency Head was installed on May 25, 2006. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
		2. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
		3. Are new employees provided a copy of the EEO policy statement during orientation?	X		
		4. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
 Compliance Indicator		EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	No	
		5. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
		6. Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
		7. Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X		

 Compliance Indicator	<b>Agency EEO policy is vigorously enforced by agency management.</b>	Measure has been met		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		Yes	No	
 Measures				
8. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
8A. resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
8B. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
8C. support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
8D. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
8E. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
8F. ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X		
8G. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
8H. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
9. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
9A. Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
10. 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?		X		
11. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?		X		

<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> <b>Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.</b>				
 <b>Compliance Indicator</b>		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 <b>Measures</b>	<b>The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.</b>			
	12. Is the EEO Director under the direct supervision of the agency head? <b>[see 29 CFR §1614.102(b)(4)]</b> For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)	X		
	13. Are the duties and responsibilities of EEO officials clearly defined?	X		
	14. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X		
	15. If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	X		
	16. If the agency has 2 <sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	X		
	16A. If not, please describe how EEO program authority is delegated to subordinate reporting components.			
 <b>Compliance Indicator</b>		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 <b>Measures</b>	<b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b>			
	17. Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X		
	18. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X		

19. 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?		X		
20. 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?		X		
21. 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? <b>[see 29 C.F.R. § 1614.102(b)(3)]</b>		X		
22. Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
23. 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 of opportunity?			X	See Part H
24. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?			X	See Part H
25. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
25A. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
25B. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
25C. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
26. Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
27. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		X		

28. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X			
29. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
30. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			
31. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X	See Part H	
32. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
32A. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X			
32B. Is there sufficient funding to ensure that all employees have access to this training and information?	X			
32C. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X			
32C-1. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			
32C-2. to provide religious accommodations?	X			
32C-3. to provide disability accommodations in accordance with the agency's written procedures?	X			
32C-4. in the EEO discrimination complaint process?	X			
32C-4. to participate in ADR?	X			
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 <b>Compliance Indicator</b>	<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
33. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	X			
34. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?	X			

 Compliance Indicator	<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</b>	Measure has been met		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		Yes	No	
 Measures				
	35. Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		
	36. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		
	37. Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		
 Compliance Indicator	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	Measure has been met		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		Yes	No	
 Measures				
	38. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	39. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	40. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X		
40A. If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
	41. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
	42. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		

<b>Essential Element D: PROACTIVE PREVENTION</b>				
<b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b>				
 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
	43. Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
	44. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X		
	45. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	46. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	47. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
	48. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	49. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
	50. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
	51. Are all employees encouraged to use ADR?	X		
	52. Is the participation of supervisors and managers in the ADR process required?	X		

<b>Essential Element E: EFFICIENCY</b>				
<b>Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.</b>				
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
53. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
54. Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
55. 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 Rehabilitation Act?		X		
56. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
57. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
58. Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
59. Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
60. Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
61A. If yes, briefly describe how: In accordance with established contractual requirements under contract # GS-22F—973, BPA DTCG23-04-A-HHA305, Par. 1.11. This provision allows for possible remedies in the event of delays which includes, but not limited to, reductions in payments.				
62. Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		

63. Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
64. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
64A. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
64B. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
64C. Does the agency complete the investigations within the applicable prescribed time frame?			X	See Part H
64D. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			NA	This is a DHS function.
64E. When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
64F. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
64G. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?			X	See Part H
 <b>Compliance Indicator</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
65. In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
66. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?			X	See Part H
67. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		

68. Does the responsible management official directly involved in the dispute have settlement authority?		X		
 <b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
69. Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
70. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?			X	See Part H
71. Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
72. Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
73. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
74. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
75. Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 <b>Compliance Indicator</b>	<b>The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
76. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
77. Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
78. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 <b>Measures</b>		Yes	No	
	79. Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 <b>Compliance Indicator</b>	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</b>	<b>Measure has been met</b>		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 <b>Measures</b>		Yes	No	
	80. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		
	80A. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
	80B. Are procedures in place to promptly process other forms of ordered relief?	X		
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 <b>Measures</b>		Yes	No	
	81. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	X		
	81A. If so, please identify the employees by title in the comments section, and state how performance is measured.	Managers and supervisors are expected to demonstrate performance at the Achieved Expectations and/or Meets levels at a minimum as assessed by their supervisors during mid-term and final rating periods. Managers and supervisors must exhibit the leadership expected to accomplish		

	agency missions and goals, which includes the Commandant's equal opportunity expectations.		
82. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X		
82A. If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
83. Have the involved employees received any formal training in EEO compliance?	X		
84. Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
84A. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
84B. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
84C. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
84D. Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
84E. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
84F. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
84G. Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
84H. Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
84I. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
84J. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
84K. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
84L. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

**Footnotes:**

**1. See 29 C.F.R. § 1614.102.**

**2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28.**

EEOC FORM  
715-01 PART H

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
**EEO Plan To Attain the Essential Elements of a Model EEO Program**

<b>Part G Question #23</b>	<b>FY 08 U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b><u>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</u></b> The EEO Director does not 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 of opportunity.	
OBJECTIVE:	Advocate for an increase in funding to ensure implementation of agency action plans which will improve EEO program efficiency.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/11	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Study need for increase funding for the Civil Rights program.	9/30/08 Revised Target Date: 9/30/11	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
1. Ongoing. After a thorough review of Civil Rights program budget, the Office of Civil Rights submitted a resource proposal in FY08 for FY10 via the Assistant Commandant for Human Resources Tier II personnel request for 6 additional personnel to meet the recommended field personnel resources identified in our Top to Bottom Review in 2001. The initiative was not successful. Therefore, the Office of Civil Rights submitted a follow-on Resource Proposal #11-041-0 for \$2M in FY09 for FY11 to request additional field personnel and resources for the Coast Guard Civil Rights program.		
Other requests for additional resources have been made periodically through ExStage and Opstage requests throughout the year in FY08. Of the nearly \$400K in resources that were requested; only \$15K in additional resources were received. The Office of Civil Rights will continue to monitor and track progress in attaining additional resources.		

EEOC FORM  
**715-01 PART H**

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
 EEO Plan To Attain the Essential Elements of a Model EEO Program**

<b>Part G Question #24</b>	<b>FY 08 U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b><u>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</u></b> Sufficient personnel resources have not been allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system.	
OBJECTIVE:	Advocate for an increase funding to improve EEO program efficiency.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H Assistant Commandant for Human Resources, CG-1	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	11/30/11	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Liaison with Human Resources to ensure sufficient personnel resources have been allocated to assist the EEO program with the agency self-assessments and analysis prescribed under MD 715.	9/30/08 Changed Activity Revised Target Date: 11/30/11	
2. Conduct study to ascertain need for additional personnel allocated to the EEO program.	9/30/08 Delete Activity	
3. Review current process for billet conversions.	9/30/08 Delete Activity	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
1. Ongoing. The Office of Civil Rights submitted a resource request for \$60,000 in FY09 for FY11 contract personnel to supplement the Assistant Commandant for Human Resources and the Office of Civil Rights efforts to conduct agency self-assessments and analysis as prescribed under MD 715.		
2. Delete Activity. This activity is included in Office of Civil Rights submission under #1. The Coast Guard is undergoing a modernization effort which will streamline business lines and organizational functions. Modernization efforts are expected to be complete in 3rd Quarter of FY09.		
3. Delete Activity. This activity does not address the stated deficiency.		

EEOC FORM  
**715-01 PART H**

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
 EEO Plan To Attain the Essential Elements of a Model EEO Program**

<b>Part G Question #27</b>	<b>FY 08 U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b><u>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</u></b> There are not sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems.	
OBJECTIVE:	To ensure adequate resources for execution of MD 715	
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources, CG-1	
DATE OBJECTIVE INITIATED:	11/30/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/08	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Will conduct a workforce analysis of MD715 staffing and capacity needs at HQ.	9/30/08 Completed	
2. Will explore feasibility of hiring contract staff to conduct thorough barrier analysis.	9/30/08 Deleted	
3. Ensure data collection and tracking systems are consistent for conducting analyses.	9/30/08 Completed	
4. Identify fields in National Finance Center personnel data base that will provide the required granularity for barrier analysis.	3/31/06 Completed	
5. Institute regular data base access for Civil Rights Staff to prepare analytical reports.	6/30/06 Completed	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
1. Completed. A limited workforce analysis was conducted in FY08 and it was recognized that an additional billet with a primary focus on MD-715 and other special programs is needed. Contractor support was also considered but funding was not available. As a result, the Coast Guard implemented a collaborative Human Resource office effort to track workforce initiatives and reporting requirements associated with MD 715.		
2. Deleted. Funding was not available to support this activity. The Human Resources office has assigned additional personnel to work on MD 715 data collection, analysis, and reporting		

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
**EEO Plan To Attain the Essential Elements of a Model EEO Program**

<b>Part G Question #31</b>	<b>FY 08 U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> Major renovation projects to ensure compliance with Uniform Federal Accessibility Standards are not completed in a timely manner.	
OBJECTIVE:	Administrative facilities Section 504 compliance	
RESPONSIBLE OFFICIAL:	Office of Civil Engineering, CG-43	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/10	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. 79% of administrative facilities will be in compliance.	9/30/06 Revised target date: 9/30/07 Completed	
2. 93% of administrative facilities will be in compliance.	9/30/08 Completed	
3. 97% of administrative building will be in compliance.	9/30/09	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>2. By FY-08, 116 buildings were upgraded and were compliant with Section 504 requirements. This exceeds targeted compliance for FY-08 (93%) by 1.3 % (94.3%). There are three buildings under construction with scheduled completion in FY-09. Of the two remaining buildings scheduled for upgrades, CG functions will be relocated from one leased building to another and construction at the other facility will be completed in FY-10. This leaves two buildings that will not be section 504 compliant by FY-10 as the Coast Guard has determined that these are legacy buildings and renovations are either not feasible or not cost-effective.</p> <p>FY-09: 97%  FY-10: 98% (As noted above, the Coast Guard does not intend to complete upgrades/renovations on the remaining two buildings).</p>		

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Attain the Essential Elements of a Model EEO Program**

<b>Part G Question #64C</b>	<b>FY 08 U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b><u>Essential Element E: EFFICIENCY</u></b> The agency does not complete the investigations within the applicable prescribed timeframe.	
OBJECTIVE:	To ensure that the Coast Guard complies with regulatory timelines for completion of investigations and issuance of Reports of Investigation to complainants (ROIs).	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H	
DATE OBJECTIVE INITIATED:	10/1/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/09	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Meet with stakeholders (Area Directors) to communicate objectives and to establish ad-hoc procedures to accomplish goal.	03/31/07 Completed	
2. Monitor status of complaint activity and take corrective measures. Provide written report on findings to Director, Office of Civil Rights.	6/30/07 Completed	
3. Monitor and track all investigation timelines to ensure completion within the regulatory timeframe of 180 days or less.	9/30/08 Revised Target Date; 9/30/09	
4. Provide feedback and quality assurance to contract investigators through the formal complaint program manager's review of investigators' investigative plans and preliminary ROIs to ensure compliance with the contract statement of work.	9/30/06 Completed	
5. Disseminate a procedural guidance document and sample forms and letters, consistent with EEOC regulations and the CG's EO Manual, for use by Area Civil Rights Directors	3/31/06 Completed	
6. Formulate a strategy to bring completion of complaint investigations into compliance with the 180 days or less timeframe.	9/30/08 Completed	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
3. Ongoing. The Office of Civil Rights requested and received status reports from the contract investigative firm pertaining to pending investigations. If expected timeframes were closely		

approaching, the COTR immediately contacted the vendor to alert of concern and/or to discuss possible solutions.

The Coast Guard also maintained and updated internal tracking systems to ensure the timely process of all phases of each complaint. Ensured that actions in each phase were accomplished within the allowed timeframes. This included contractual timeframes allotted for the actual investigation, the draft delivery of the ROI and the review and comment phases of the ROI. All of these individually embedded timeframes are currently tracked in order to meet regulatory or allowed extended timeframes.

6. Completed. The Office of Civil Rights Investigations and Response Team monitored and assisted area EEO Managers with their analysis and processing of formal complaints filed. Complex complaint file analyses were vetted through the Office of Civil Rights for review prior to acceptance determinations, i.e. continuing violation claims. This eliminated remands and revisions if complaints were improperly accessed at the field levels, which adds more time to the process. At the headquarters level, the Office of Civil Rights assisted with obtaining missing information (e.g., securing affidavits and documents) instead of referring requests back to the field locations. Lastly, the Office of Civil Rights implemented process where all formal complaints are immediately forwarded to headquarters and tracked to ensure the analysis phase for acceptance determination is completed within 25 days or less.

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

<b>Part G</b> <b>Question #64G</b>	<b>FY 08</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	
OBJECTIVE:	Ensure agency complies with requirements.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights (CG-00H)	
DATE OBJECTIVE INITIATED:	12/15/08	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	11/30/09	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Develop SOP for compliance procedures that specifies General Counsel's responsibilities and the Office of Civil Rights responsibilities.	11/30/09	
2. Ensure the Headquarters Office of Human Resources designates a point of contact for Human Resource related compliance actions.	11/30/09	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
1. New activity for FY09.		
2. New activity for FY09.		

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
**EEO Plan To Attain the Essential Elements of a Model EEO Program**

<b>Part G Question #66</b>	<b>FY 08 U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b><u>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</u></b> Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C. F. R. Part 1614) regulations, with emphasis o the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	
OBJECTIVE:	Ensure all managers and supervisors receive ADR training.	
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources (CG-1) and Office of Civil Rights (CG-00H)	
DATE OBJECTIVE INITIATED:	12/15/09	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/10	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Meet with Office of Human Resources to communicate requirements.	6/30/09	
2. Develop ADR training module for all managers and supervisors.	9/30/10	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
1. New activity for FY09.		
2. New activity for FY09.		

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
**EEO Plan To Attain the Essential Elements of a Model EEO Program**

<b>Part G</b> <b>Question #70</b>	<b>FY 08</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> The agency does not provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C. F. R. 1614.102(a)(1).	
OBJECTIVE:	Ensure resources are provided for efficient and effective operation of the EEO complaint process.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights (CG-00H)	
DATE OBJECTIVE INITIATED:	12/15/08	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/11	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Submit a resource proposal for additional funding and/or staffing needs.	9/30/09	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
1. New activity for FY09.		

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<b>EEOC FORM 715-01 PART I</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
US Coast Guard		FY08
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Workforce Data (Table B-1)</p> <p><u>People with Targeted Disabilities:</u> Persons with targeted disabilities in the Coast Guard decreased from 54 to 53 in FY08 (-1.85%). PWTB overall percentage of the Coast Guard workforce however was 0.57 % and remains significantly lower than the Federal High Standard of 2.65%. This overall percentage is identified as a trigger for a potential barrier.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A barrier analysis was not conducted in FY-08. The CG will initiate a barrier analysis in FY-08 to address the aforementioned trigger regarding People With Targeted Disabilities compared to the Federal High.</p>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>Pending barrier analysis</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Eliminate any identified barriers</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Assistant Commandant for Human Resources, CG-1</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>10/1/04</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>9/30/09</p>	

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
1. Provide training on a semi-annual basis for managers and selecting officials on the benefits of employing PWTDS and provide information on how to use the special appointing authorities.		9/30/07 Revised: 7/31/08 Completed
2. Conduct analysis of applicant flow processes and data to determine whether there are established management and/or personnel processes, practices or policies which may be impeding equal employment opportunity for individuals with targeted disabilities.		9/30/07 Revised: 9/30/08 Completed
3. Conduct barrier analysis of PWTD workforce.		9/30/09
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> 1. Completed. Held an informational training session for selecting officials in FY08. Information and briefing materials from that initiative were disseminated to wider audiences throughout the FY as well. Similar dissemination of information regarding special hire authorities was sent to managers and supervisors to include: Q&As from the EEOC promoting the hiring/ advancement of PWTDS; information on the interchange agreement with DOD CAP; and informational brochures promoting the Workforce Recruitment Program (WRP). As a result of some of these initiatives the Coast Guard brought on 7 interns in FY08 through the WRP.  2. Completed. Analysis of applicant flow data from Quick Hire automated staffing system and review of grievances, complaint and other avenues of redress do not reveal any barriers to the equal employment opportunities of individuals with targeted disabilities.  3. New activity.		

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<b>EEOC FORM 715-01 PART I</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
US Coast Guard		FY08
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	<b>Separations: Table B-14</b> A review of USDA National Finance Center data indicates that at the start of FY08 there were 54 PWTDS employed with the Coast Guard. During the course of the year, 6 PWTDS voluntary separated and 5 additional PWTDS resulting in a year end total of 53. A net loss of one employee (1 of 54) indicates that a potential barrier related to separations is unlikely.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	The above indicator suggests a potential barrier does not exist in PWTDS separations as compared to employees with no disability. The Coast Guard will continue to monitor PWTDS separation rates to ascertain if potential barriers exists for retention of PWTDS.	
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Pending further analysis	
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Coast Guard will further study and track persons with disabilities or targeted disabilities on a quarterly basis to determine if any barriers to recruitment or hiring exist.	
<b>RESPONSIBLE OFFICIAL:</b>	Assistant Commandant for Human Resources, CG-1	
<b>DATE OBJECTIVE INITIATED:</b>	10/1/06	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	09/30/09	

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Continue monitoring and tracking persons with disabilities and PWTDS in the workforce.	9/30/09	

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<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>	
<p>US Coast Guard</p>	<p align="right">FY 08</p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Total Workforce:</b> A thorough review of employee participation in the Total Workforce contained in (<b>Table A-1</b>) indicates Women overall, Hispanic or Latino males and females, White females, Native Hawaiian/Other Pacific Islander males and females, American Indian/Alaskan Native females and males and females of Two or More Races participated at rates below the National Civilian Labor Force (CLF) pool. These are the same categories that were under the CLF in 2007.</p> <p><b>Permanent Workforce:</b> Similar CLF low participation was also evident in the agency permanent workforce as it applies to Women overall, Hispanic or Latino males and females, White females, Asian females, Native Hawaiian/Other Pacific Islander males, American Indian/Alaskan Native females, and those of Two or More Races males and females. These are the same categories that were under the CLF in 2007.</p> <p><b>Temporary Workforce:</b> The temporary workforce revealed Women overall participated below the CLF. Hispanic or Latino males and females, White females, Asian males, Native Hawaiian or Pacific Islander males and females; American Indian or Alaskan Native males and females, and those of Two or More Races males and females fell short of the CLF in this employee category as well.</p> <p><b>Non-Appropriated Fund:</b> White males, Black or African American Males, Native Hawaiian or Pacific Islanders males and females, American Indian or Alaskan Native males and females, and Males and females of Two or More Other Races participate in the NAF population at rates below their percentage in the CLF.</p>	

	<p><b>Adverse Actions:</b>  The analysis of <i>adverse actions</i> for FY08 does not include any NAF data. For that reason NAF numbers within the workforce totals were also excluded from all percentage calculations. The total number of adverse actions for the FY08 was 125 (52% reduction from FY07). Data indicates White males, Black or African American males and females received adverse actions at higher percentages than their workforce participation rate. Other groups Women overall, Hispanic or Latino males and females, and White females received adverse actions at rates lower than their availability in the workforce. Asian males and females, Native Hawaiian or Other Pacific Islander males and females, American Indian males and females, and Two or More/Other Race males and females did not receive adverse actions in FY08.</p> <p><b>Grievances:</b>  Employees filed 35 <i>grievances</i> during FY08 (46% reduction from 65 filed in FY07). Black or African American males and females combined accounted for 13 of 35 (37%) of grievances filed. Black or African American males and females filed grievances at rates significantly higher than their participation rate in the workforce. Hispanic or Latino males also filed grievances at rates higher than their participation in the workforce.</p>
<p><b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Due to staffing limitations, the Coast Guard conducted a limited barrier analysis on recruitment and retention of Women and Hispanics in FY08. Initial findings are as follows:</p> <p><i>Women:</i> There are 67 different job series in the Coast Guard where women participate above the CLF (46.8%) benchmark. Approximately 19% (1,480) of the entire workforce are Federal Wage System (FWS) positions. However, only 2% (31) of FWS employees are women. We believe this is a major contributor affecting the overall participation rate of women. When FWS employees are removed from the calculation, the participation rate of women rises to 41.8% agency-wide. That means 41.8% of General Schedule positions are filled by women. In addition, the recruitment of former Coast Guard</p>

	<p>members (both with and without Veterans preference) has a substantial impact on the lower overall participation of women in the workforce. Currently 1,202 (15%) of the Coast Guard civilian workforce are Coast Guard military veterans and 1,135 (94%) of those are male. Thus, our initial findings suggest that the two major contributors to low participation rates for women in the Coast Guard are: (1) the large blue collar workforce (with its traditionally male dominated ship and aircraft overhaul occupations) and (2) the fact we draw a full 15% of our total workforce from Coast Guard military veterans. Further study is required.</p> <p><i>Hispanics:</i> Throughout FY08, the Coast Guard Office of Human Resources participated in web-cast and seminars such as Recruiting Hispanics in the Government Workforce: Overcoming Hiring and Retention Challenges. The initial findings suggest a lack of entry level positions within the Coast Guard may pose a potential barrier to increasing the participation rate of Hispanic employees in the workforce. Also, review of the annual statistical data report from the Interactive Research Institute (Contract administrator for New Employee and Employee Exit Surveys) indicates the Coast Guard's relatively sparse and scattered civilian workforce provides for few positions in geographic areas where Hispanic population is more concentrated. Further study is required.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b> 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 Coast Guard plans to continue analysis in FY09.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>(1)(1) Identify and eliminate barriers that negatively affect the employment of females and other groups. (2)(2) Develop plans to eliminate barriers to equal employment opportunity within the workplace.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Assistant Commandant for Human Resources, CG-1</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>10/1/05</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>9/30/09</p>

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Conduct analysis of separation (exit) surveys to determine why certain employee groups are leaving employment with the USCG and whether each group articulates different reasons for separating.	9/30/0708 Completed	
2. Benchmark FY-06 Separations data to establish baseline tracking of potential retention issues.	6/30/078 Completed	
3. Initiate applicant measurement criteria in the Quick Hire automated hiring system.	3/31/07 Revised: 9/30/08 Completed	
4. Continue barrier analysis of Women and Hispanics in the permanent workforce.	9/30/09	
5. Analyze causal factors leading to adverse actions and employee grievances from FY07 to FY08. Ascertain if potential barriers exist for certain workforce groups.	9/30/09	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> <p>1. Completed. The contract for conducting the separation surveys was cancelled in FY08 Q4 for lack of funding. Analysis of separation survey data obtained though voluntary participants does not reveal any indications that certain groups of employees are separating for different reasons. The largest percentage (39%) separated due to retirement. The next largest group (30%) transferred to other agencies. Only 22% of those said they separated for advancement opportunities. A total of 54% of all participants said they would consider re-employment with the Coast Guard. Other than retirement, the primary factor for separation among all groups was for "advancement/promotion opportunities."</p> <p>2. Completed. The separations table data refers to voluntary and involuntary separations. Voluntary separations from all groups as previously discussed where primarily for retirement or for job advancement. There were relatively few involuntary separations. The supporting documentation behind those involuntary separations has been researched and examined and does not indicate the presence of a barrier.</p> <p>3. Completed. Coast Guard is using an automated staffing program, "Quick Hire" to track applicant flow based on applicant self identification and hiring process documentation by staffing specialists.</p> <p>4. Ongoing.</p> <p>5. New activity.</p>		

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
US Coast Guard	FY08
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Officials and Managers (Table A3-1) Executive/Senior Level (Grades 15 and Above)</b> A review of employee participation rates under this category shows that only White males exceed their respective CLF level. Data shows Women overall, White females, Hispanic or Latino males and females, Black or African American males and females, and Asian males and females are employed at rates below their availability in the CLF.</p> <p><b>Mid Level (Grades 13 – 14):</b> The same general trend as with GS-15 and above continued at the mid-level with the exception of Asian males who exceeded their CLF availability level.</p> <p><b>First Level (Grades 12 and below) :</b>In this category, White males, Black or African American males and Native Hawaiian or Pacific Islander males and females, and American Indian or Alaskan males all registered above the CLF. Black or African American females were essentially equivalent to the CLF rate. All other groups did not participate at the CLF availability levels.</p> <p><b>Officials and Managers Total:</b> In total, White males, Black or African American males and females; Asian females; Native Hawaiian/Pacific Islander males and females; and American Indian/Alaskan Native males exceeded their respective RCLF availability. Women overall, Hispanic or Latino males and females, White females, Asian males, American Indian or Alaska Native females and Two or More Other Races males and females fell below their RCLF availability.</p> <p>The total number of Officials and Managers from (Table A3-1) is 3,127 which represents 42% of the permanent workforce. The data also shows low participation rates of certain workforce groups as compared to the relevant CLF in all occupational categories except for Sales Workers.</p>
<p><b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Initial analysis generated discussions on system identifiers for officials and managers. This area will serve as the Coast Guard starting point for barrier analysis in FY10. Further investigation is required.</p>

<p><b>STATEMENT OF IDENTIFIED BARRIER:</b> 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>Pending completion of barrier analysis.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.</p>	<p>(1) Identify and eliminate barriers that negatively affect the employment of specific workforce groups. (2) Develop plans to eliminate barriers to equal employment opportunity within the workplace.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Assistant Commandant for Human Resources, CG-1</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>10/1/06</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>9/30/10</p>

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
1. Explore establishment of a Presidential Management Intern program which targets diverse applicant pools.		9/30/07 Revised: 12/31/07 Delete Activity
2. Collaborate with CG-1 to ensure employee RNO codes are accurate. PromoteDevelop process for employees to update self-identifying selections. Check agency employee profile after efforts are completed.		9/30/07 Revised: 9/30/08 Completed
3. Initiate barrier analysis in FY10.		12/31/09
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> <p>1. Delete. Activity was not applicable to addressing identified triggers.</p> <p>2. Completed. The Coast Guard believes the current self identification codes are accurate. In FY09 the Coast Guard will run a systemic conversion to change current employee RNO codes to the OPM 2003 updated codes. Newly hired employees in FY09 will self identify using the newer 2003 codes.</p> <p>3. New Activity.</p>		

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
US Coast Guard	FY08	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>New Hires by Appointment Type (Table A8)</b></p> <p><b>Permanent Workforce:</b> In FY08, White males, Black or African American males and females, and American Indian or Alaskan Native females were hired above their availability in the CLF. However, the Coast Guard fell short Women overall, Hispanic or Latino males and females, White females, Asian males and females, Native Hawaiian or Other Pacific Islander males and females, American Indian or Alaskan Native males and males and females of Two or More Other Races were hired at rates below their availability in the CLF.</p> <p><b>Temporary Workforce:</b> Women overall, Hispanic or Latino males and females, White females, Asian males, Native Hawaiian or Pacific Islander males and females, American Indian or Alaskan Native males and females, and Two or More Other Races males and females were hired at rates below their availability in the CLF. The Coast Guard hired a total of 1,021 new employees in the permanent and temporary workforces.</p> <p><b>Non-Appropriated Fund Workforce:</b> Information relating to Non-Appropriated Fund employee hiring rates was not available.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	A barrier analysis has not been conducted.	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>	Pending results of barrier analysis.	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>(1) Identify and eliminate barriers that negatively affect the employment of females and other groups.</p> <p>(2) Develop plans to eliminate barriers to equal employment opportunity within the workplace.</p>	
<b>RESPONSIBLE OFFICIAL:</b>	Assistant Commandant for Human	

	Resources, CG-1
<b>DATE OBJECTIVE INITIATED:</b>	10/1/05
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/11

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Analyze applicant flow processes and data to determine whether there are established processes, practices and/or policies which may be impeding equal employment opportunity.	9/30/07 Revised: 9/30/08 Completed	
2. Develop mechanism to monitor applicant flow process.	9/30/07 Revised: 9/30/08 Completed	
3. Benchmark best practices from other agencies that have had success in creating a workforce that is representative of the NCLF.	9/30/07 Revised: 3/31/08 Completed	
4. Initiate barrier analysis on New Hires.	9/30/10	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>1. Completed. The Coast Guard has analyzed applicant flow through the use of Quick Hire automated processes which document RNO codes through applicant self identification. The data examined to date does not indicate that there are any policies, practices or processes that might impede equal opportunity.</p> <p>2. Completed. Quick Hire Analytic reports have been and are continuing to be developed and refined to monitor applicant flow.</p> <p>3. Completed. A "best practice" analysis was completed with the Social Security Administration (SSA). When compared to the SSA, we found that the Coast Guard had a far more extensive outreach and advertising campaign but achieved less measurable diversity results. We also found that the SSA has both a higher percentage and a much greater number of clerical/assistant positions at the GS-05 through GS-09 levels (i.e., customer service) type jobs located in many cities in every state and that the SSA hires 3,000 entry level positions each year. The Coast Guard mission and organizational structure does not lend itself to a comparable set up. However, for FY09 the Coast Guard will undertake an unprecedented initiative to recruit as many as 32 new Marine Inspector positions at the GS-07 level while simultaneously directing outreach efforts to educational/trades institutions and HBCUs in an effort to provide more entry level and career ladder opportunities and increase diversity. The Office of Human Resources has the lead on this initiative and will continue to advise management on filling vacant jobs at the career ladder and/or developmental levels.</p> <p>4. New activity.</p>		

<b>EEOC FORM 715-01 PART I</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
US Coast Guard	FY08	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	<b>General Schedule Grades 13-SES (Table A4-1)</b> At the SES level only White Males, Black or African American Males, and Asian Females exceeded their permanent workforce participation rates. At the GS-15 level, only Hispanic or Latino females and White males exceeded their permanent workforce participation rates. At the GS-14 level, White males and Asian males and females exceeded their permanent workforce participation rates and at the GS-13 level, only White Males, Asian males, and American Indian or Alaskan Native females exceeded their workforce participation rates.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	A barrier analysis has not been conducted.	
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Pending results of barrier analysis.	
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	(1) Identify barriers hindering employment and retention of certain group at grades GS13-SES. (2) Develop plan to eliminate barriers.	
<b>RESPONSIBLE OFFICIAL:</b>	Assistant Commandant for Human Resources, CG-1	
<b>DATE OBJECTIVE INITIATED:</b>	10/1/04	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/11	

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Collaborate with CG-1 to analyze review hiring, promotion, and other policies and practices to identify potential obstacles preventing groups from participating experiencing EEO in higher GS grades. Analysis will include a review of agency training and professional development programs.	6/30/06 Revised activity: 9/30/07 Changed Activity Completed Target completion date 9/30/08 Completed	
2. Expand communication to managers regarding the utilization of career ladders.	9/30/07 Revised: 9/30/08 Completed	
3. Initiate barrier analysis on participation rates of workforce groups in Grades GS -13 to SES.	9/30/10	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> <p>1. Completed. Coast Guard has analyzed quarterly hiring data from DHS reports against policies and practices to determine if a policy or practice presented any obstacles. Starting in FY07 and completed in FY08 all policies and practices have been reviewed and no obstacles were found. Coast Guard will continue to monitor hiring and promotion activities in FY09.</p> <p>2. Completed. The number of career ladder announcements was compared to the total number of vacancies in FY08 and the percentage was very low. About 5% (67 of 1,021) where advertised at the GS-5, 6, or 7 level. The Coast Guard is sponsoring a major initiative with the support of senior leadership to increase workgroup participation rates through an unprecedented use of career ladders in the Marine Safety program where 32 new (target GS-12) positions will be recruited at the GS-07 level. The Office of Human Resources has the lead on this initiative and will continue to advise management on filling vacant jobs at the career ladder and/or developmental levels.</p> <p>3. New activity.</p>		

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b> <b>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>						
<b>PART I Department or Agency Information</b>	1. Agency		1. Department of Homeland Security				
	1.a. 2 <sup>nd</sup> Level Component		1.a. United States Coast Guard				
	1.b. 3 <sup>rd</sup> Level or lower		1.b.				
<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	FY2007		FY2008		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	9,284	100.00%	9,222	100.00%	-62	-0.6
	Reportable Disability	637	6.86	637	6.90	0	0.0
	Targeted Disability*	54	0.58	53	0.57	-1	-1.85
	* 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. <b>Total Number of Applications Received From Persons With Targeted Disabilities</b> during the reporting period.					The Coast Guard found that applicant supply data contained in the (Quick Hire) system regarding targeted disabilities is inaccurate. The current data indicates 1,535 PWTDs applied and 26 were selected/hired for Coast Guard positions in FY08. However, a review of National Finance Center records indicates that only 5 PWTDs were hired. We believe the discrepancy may exist due to employee changes to self-identification codes once they are employed by the Coast Guard. Further analysis will be conducted in FY09.		
2. <b>Total Number of Selections of Individuals with Targeted Disabilities</b> during the reporting period.					5		

<b>PART III Participation Rates In Agency Employment Programs</b>									
<b>Other Employment/Personnel Programs</b>	<b>TOTAL</b>	<b>Reportable Disability</b>		<b>Targeted Disability</b>		<b>Not Identified</b>		<b>No Disability</b>	
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
3. Competitive Promotions	346	27	7.8	2	0.5	2	0.5	319	92
4. Non-Competitive Promotions	356	18	5.1	1	0.2	3	0.8	338	95
5. Employee Career Development Programs	219	12	5.4	1	0.4	1	0.4	206	94
5.a. Grades 5 - 12	108	11	10	0	0.0	1	0.9	97	89
5.b. Grades 13 - 14	92	1	1.1	1	1.1	0	0	90	97
5.c. Grade 15/SES	19	0	0.0	0	0	0	0	19	100
6. Employee Recognition and Awards	8448	618	7.3	61	0.7	115	1.36	7705	91
6.a. Time-Off Awards (Total hrs awarded)	12,158	964	7.9	69	0.56	185	1.5	11,009	90
6.b. Cash Awards (total \$\$\$ awarded)	8,195,359	608,851	7.4	52,769	0.64	111,937	1.3	7,519,095	91
6.c. Quality-Step Increase	190	12	6.3	1	0.52	3	1.57	175	92

<p>EEOC FORM 715-01 Part J</p>	<p align="center"><b>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b></p>
<p><b>Part IV</b>  Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities <b>using FORM 715-01 PART I</b>. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p><b>Part V</b>  Goals for Targeted Disabilities</p>	<p>For FY09, the Coast Guards goal is to hire 6 individuals with targeted disabilities and advance 3 individuals with targeted disabilities. In FY08, the USCG hired 5 individuals with targeted disabilities, separated 6 individuals with targeted disabilities, and advanced 3 individuals with targeted disabilities. During FY08, the Coast Guard also established working relationships with organizations that serve as recruiting sources of candidates with disabilities including Hire Vets 1<sup>st</sup>, Careers &amp; Disabled, Walter Reed Hospital, Gallaudet University, and Road to Recovery Wounded Warrior Program, NCTC Wounded Warrior Program, Department of Veterans Affairs, the Employer Assistance Referral Network, the Workforce Recruitment Program (WRP), and colleges and universities that have disability resource centers. The 27 outreach events conducted or attended in FY08 also served as recruiting source points.</p> <p>Additionally, the Coast Guard disseminated information on policies, laws, and regulations regarding Veterans' Preference in Federal Hiring and the hiring of disabled veterans to all Human Resource Specialists during FY08.</p> <p>For FY09, the Coast Guard human resources office will continue to monitor hire rates, separations, and advancement rates for individuals with disabilities and targeted disabilities. Other specific goals for FY09 are listed below:</p> <p><b>Goal 1: Implementation of CG Recruitment Program for People with Targeted Disabilities (PWTDS)</b></p> <p><b>A.</b> The targeted recruitment goal will be to hire 6 persons with targeted disabilities.</p> <p><b>B.</b> Identify organizations that have a large disability community in desired academic areas to work with in order to foster current and future interest in CG careers.</p> <p><b>C.</b> Establish working relationships with organizations that serve as recruiting sources of candidates with disabilities such as State Vocational Rehabilitation Agencies, Department of Veterans Affairs, the Employer Assistance Referral Network, the Workforce Recruitment Program (WRP), and colleges and universities that have disability resource centers.</p> <p><b>D.</b> Benchmark ourselves against the agency that has the highest number of people of targeted disabilities.</p> <p><b>E.</b> Continue educating supervisors/managers on hiring, retaining and advancing PWTDS for positions that they regularly recruit.</p> <p><b>Goal 2: Train Managers and Selecting Officials</b></p> <p><b>A.</b> Provide training for managers and selecting officials on the benefits of employing PWTDS and provide information on the special appointing authorities.</p> <p><b>B.</b> Develop and implement a toolkit on hiring, promotion and retention of PWTDS for managers, supervisors, and human resource specialists to be displayed on the CG website.</p> <p><b>Goal 3: Develop simplified application procedures for people with targeted disabilities.</b></p>

**A.** Form a work group to explore the development of an alternate procedure for recruiting and referring applicants with targeted disabilities.

**Goal 4: Implement FY09 Coast Guard DVAAP**

- USCG Office of Civilian Human Resources will conduct training on Veterans' Preference in Federal Hiring for all Human Resources Specialists.

Target Date: 30 September 2009

- USCG civilian recruiting team will extend recruitment efforts by establishing relationships with career center representatives and the alumni of technical and traditional colleges and universities where veterans and disabled veterans are enrolled.

Target Date: 30 September 2009

- USCG civilian recruiting team will continue to attend job fairs and strengthen its outreach programs. Planned recruiting events include:

Corporate Gray Military Job Fair  
Disabled American Veterans  
Military Officers Association of America  
Vocational Rehabilitation and Employment, Department of Veterans Affairs  
Navy League of the United States  
Veterans of Foreign Wars  
Vietnam Veterans of America  
Marine Corps League  
Attend events at Walter Reed Army Center for Wounded Warriors and Bethesda Naval Hospital  
LULAC Veterans Summit

Target Date: 30 September 2009

- USCG Office of Civilian Human Resources will continue monitoring disabled veterans participating in formal Agency-wide Career Development Programs and in formal Government-Wide Career Development Programs.

Target Date: 30 September 2009

- Using our recruiting report, USCG Office of Civilian Human Resources will continue to monitor the hiring of disabled veterans.

Target Dates: Bi-monthly through 30 September 2009

- USCG Office of Civilian Human Resources will continue to monitor the advancement of disabled veterans.

Target Dates: Monitor promotions quarterly through 30 September 2009

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: U.S. Coast Guard

REPORTING PERIOD: FY 2008

**PART I - PRE-COMPLAINT COUNSELING**

EEO COUNSELOR	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
<b>A. TOTAL COMPLETED/ENDED COUNSELINGS</b>	67	67
1. COUNSELED WITHIN 30 DAYS	42	42
2. COUNSELED WITHIN 31 TO 90 DAYS	23	23
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	18	18
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	5	5
3. COUNSELED BEYOND 90 DAYS	2	2
4. COUNSELED DUE TO REMANDS	0	0
<b>ADR INTAKE OFFICER</b>	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
<b>B. TOTAL COMPLETED/ENDED COUNSELINGS</b>	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
<b>COMBINED TOTAL</b>	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	67	67
1. COUNSELED WITHIN 30 DAYS	42	42
2. COUNSELED WITHIN 31 TO 90 DAYS	23	23
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	18	18
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	5	5
3. COUNSELED BEYOND 90 DAYS	2	2
4. COUNSELED DUE TO REMANDS	0	0
<b>D. COUNSELING ACTIVITIES</b>	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	6	6
2. INITIATED DURING THE REPORTING PERIOD	63	63
3. COMPLETED/ENDED COUNSELINGS	67	67
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	4	4
b. WITHDRAWALS/NO COMPLAINT FILED	10	10
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	49	49
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	4	4
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	2	2

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
5.			
6.			
7.			
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>	0	0	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	0	0	
4. REASSIGNMENTS	0	0	
5. REMOVALS RESCINDED	0	0	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	0	
6. ACCOMMODATIONS	0	0	
7. TRAINING	0	0	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	0	0	
11. LEAVE RESTORED	0	0	
12. Improved Terms/Conditions of Employment	0	0	
13. Favorable/Neutral Reference	0	0	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>	2	2	\$ 10280.84
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	1	1	\$ 5280.84
4. ATTORNEY FEES AND COSTS	1	1	\$ 5000.00
5.			
6.			
7.			
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>	4	4	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	1	1	
4. REASSIGNMENTS	2	2	
5. REMOVALS RESCINDED	1	1	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	1	1	
6. ACCOMMODATIONS	0	0	
7. TRAINING	1	1	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	0	0	
11. LEAVE RESTORED	1	1	
12. Improved Terms/Conditions of Employment	1	1	
13. Favorable/Neutral Reference	0	0	
I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>	0	0	

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: U.S. Coast Guard

REPORTING PERIOD: FY 2008

**PART II - FORMAL COMPLAINT ACTIVITIES**

67	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
49	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A. OR B.)
1	C.2. REMANDS (INCLUDED IN A. OR B.)
1	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1. OR C.2. ABOVE
1	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
116	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
112	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
27	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
4	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
90	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]
49	J. INDIVIDUALS FILING COMPLAINTS
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

A. AGENCY & CONTRACT RESOURCES						
	AGENCY		CONTRACT			
	NUMBER	PERCENT	NUMBER	PERCENT		
<b>1. WORK FORCE</b>						
a. TOTAL WORK FORCE	7835					
b. PERMANENT EMPLOYEES	7419					
<b>2. COUNSELOR</b>						
	68		0			
a. FULL-TIME	7	10.29	0	0.00		
b. PART-TIME	8	11.76	0	0.00		
c. COLLATERAL DUTY	53	77.94	0	0.00		
<b>3. INVESTIGATOR</b>						
	0		20			
a. FULL-TIME	0	0.00	20	100.00		
b. PART-TIME	0	0.00	0	0.00		
c. COLLATERAL DUTY	0	0.00	0	0.00		
<b>4. COUNSELOR/INVESTIGATOR</b>						
	0		0			
a. FULL-TIME	0	0.00	0	0.00		
b. PART-TIME	0	0.00	0	0.00		
c. COLLATERAL DUTY	0	0.00	0	0.00		
B. AGENCY & CONTRACT STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>1. NEW STAFF - TOTAL</b>						
a. STAFF RECEIVING REQUIRED	17	0	0	0	0	0
32 OR MORE HOURS	17	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>2. EXPERIENCED STAFF - TOTAL</b>						
a. STAFF RECEIVING REQUIRED	51	0	0	20	0	0
8 OR MORE HOURS	51	0	0	20	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
C. REPORTING LINE						
1 EEO DIRECTOR'S NAME: Terri A. Dickerson						
1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?					YES	NO
					X	
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? PERSON:						
TITLE:						
3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION? PERSON: Terri A. Dickerson						
TITLE: Director						
4. WHO DOES THAT PERSON REPORT TO? PERSON: Admiral Allen						
TITLE: Commandant						





**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

**(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

**AGENCY OR DEPARTMENT: U.S. Coast Guard**

**REPORTING PERIOD: FY 2008**

**PART V - SUMMARY OF CLOSURES BY STATUTE**

<b>A. STATUTE</b>	<b>(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)</b>	
<u>21</u>	1. TITLE VII	
<u>4</u>	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)	
<u>3</u>	3. REHABILITATION ACT	
<u>0</u>	4. EQUAL PAY ACT (EPA)	
<b>B. TOTAL BY STATUTES</b>		
<u>28</u>	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.	
<b>(A1+A2+A3+A4)</b>		

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
<b>A. TOTAL NUMBER OF CLOSURES</b> (1+2+3)	<b>27</b>	<b>11718</b>	<b>434.00</b>
1. WITHDRAWALS	6	1642	273.67
a. NON-ADR WITHDRAWALS	6	1642	273.67
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	8	2612	326.50
a. NON-ADR SETTLEMENTS	0	0	0.00
b. ADR SETTLEMENTS	8	2612	326.50
3. FINAL AGENCY DECISIONS (B+C)	13	7464	574.15
<b>B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION</b> (1+2+3)	<b>3</b>	<b>631</b>	<b>210.33</b>
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	3	631	210.33
<b>C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION</b> (1+2)	<b>10</b>	<b>6833</b>	<b>683.30</b>
1. AJ DECISION FULLY IMPLEMENTED (a+b)	6	4286	714.33
(a) FINDING DISCRIMINATION	1	439	439.00
(b) FINDING NO DISCRIMINATION	5	3847	769.40
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	4	2547	636.75
(a) FINDING DISCRIMINATION (i+ii+iii)	4	2547	636.75
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	1	547	547.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	3	2000	666.67
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

**AGENCY OR DEPARTMENT:** U.S. Coast Guard **REPORTING PERIOD: FY** 2008

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	0	0	0.00
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	0	0	0.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

**PART VII - SUMMARY OF COMPLAINTS CLOSED BY TYPES OF BENEFITS**

DURING FORMAL COMPLAINT STAGE			
			AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		9	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		5	\$ 261628.58
1. BACK PAY/FRONT PAY		2	\$ 63445.95
2. LUMP SUM PAYMENT		4	\$ 169266.51
3. COMPENSATORY DAMAGES		1	\$ 28916.12
C. CLOSURES WITH ATTORNEY FEES AND COSTS		5	\$ 61077.73
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)		10	\$ 322706.31
E. CLOSURES WITH NON-MONETARY BENEFITS		4	
F. TYPES OF BENEFITS		NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
		WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES		0	0
a. RETROACTIVE		0	0
b. NON-RETROACTIVE		0	0
2. PROMOTIONS		1	0
a. RETROACTIVE		1	0
b. NON-RETROACTIVE		0	0
3. EXPUNGEMENTS		1	0
4. REASSIGNMENTS		2	0
5. REMOVALS RESCINDED		1	0
a. REINSTATEMENT		0	0
b. VOLUNTARY RESIGNATION		1	0
6. ACCOMMODATIONS		0	1
7. TRAINING		0	0
8. APOLOGY		0	0
9. DISCIPLINARY ACTIONS		1	0
a. RESCINDED		1	0
b. MODIFIED		0	0
10. PERFORMANCE EVALUATION MODIFIED		2	0
11. LEAVE RESTORED		2	2
12. LUMP SUM PAYMENT		0	0
13.			
14.			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT: U.S. Coast Guard** **REPORTING PERIOD: FY 2008**

**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	90	34199		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgment)	8	602	75.25	157
2. COMPLAINTS PENDING IN INVESTIGATION	32	4334	135.44	377
3. COMPLAINTS PENDING IN HEARINGS	23	12213	531.00	1089
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	27	17050	631.48	1307

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	31	6971	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. AGENCY INVESTIGATION COSTS	\$ 0.00		0.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	31	6971	224.87
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	9	1311	145.67
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	20	4840	242.00
1. TIMELY COMPLETED INVESTIGATIONS	20	4840	242.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	820	410.00
4. CONTRACTOR INVESTIGATION COSTS	\$ 99905.00		3222.74

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **U.S. Coast Guard** REPORTING PERIOD: FY **2008**

**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**

**INFORMAL PHASE (PRE-COMPLAINT)**

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
<b>A. ADR PENDING FROM PREVIOUS REPORTING PERIOD</b>				
<b>B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS</b>				
1. ADR OFFERED BY AGENCY	67	67		
2. REJECTED BY COUNSELEE	40	40		
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4. TOTAL ACCEPTED INTO ADR PROGRAM	27	27		
<b>C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS</b>	27	27		
1. INHOUSE	26	26		
2. ANOTHER FEDERAL AGENCY	1	1		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.				
7.				
<b>D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS</b>	27	27	800	29.63
1. MEDIATION	27	27	800	29.63
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.				
10.				
11.				
<b>E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS</b>	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	27	27	810	30.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	4	4	120	30.00
b. NO FORMAL COMPLAINT FILED	1	1	30	30.00
c. NO RESOLUTION (COMPLAINT FILED)	22	22	660	30.00
d. NO ADR ATTEMPT (COMPLAINT FILED)	0	0	0	0.00
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: U.S. Coast Guard

REPORTING PERIOD: FY 2008

**PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE**

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
<b>A. ADR PENDING FROM PREVIOUS REPORTING PERIOD</b>					
<b>B. ADR ACTIONS IN COMPLAINT CLOSURES</b>					
1.	ADR OFFERED BY AGENCY	26	26		
2.	REJECTED BY COMPLAINANT	8	8		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	10	10		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	8	8		
<b>C. ADR RESOURCES USED IN COMPLAINT CLOSURES</b>					
1.	INHOUSE	6	6		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	2	2		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
<b>D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES</b>					
		8	8	180	22.50
1.	MEDIATION	8	8	180	22.50
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
<b>E. STATUS OF CASES IN COMPLAINT CLOSURES</b>					
1.	TOTAL CLOSED	8	8	210	26.25
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	8	8	210	26.25
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	0	0	0	0.00
d.	NO ADR ATTEMPT	0	0	0	0.00
2.	OPEN INVENTORY - ADR PENDING				
<b>F. BENEFITS RECEIVED</b>					
1.	MONETARY (INSERT TOTAL)	5	5		\$ 871706.31
a.	COMPENSATORY DAMAGES	1	1		\$ 28916.12
b.	BACKPAY/FRONTPAY	2	2		\$ 63445.95
c.	LUMP SUM	4	4		\$ 169266.51
d.	ATTORNEY FEES AND COSTS	5	5		\$ 610077.73
e.					\$
f.					\$
g.					\$
2.	NON-MONETARY (INSERT TOTAL)	8	8		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS	1	1		
i.	RETROACTIVE	1	1		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	1	1		
d.	REASSIGNMENTS	2	2		
e.	REMOVALS RESCINDED	1	1		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	1	1		
f.	ACCOMMODATIONS	1	1		
g.	TRAINING	0	0		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	3	3		
i.	RESCINDED	1	1		
ii.	MODIFIED	2	2		
j.	PERFORMANCE EVALUATION MODIFIED	2	2		
k.	LEAVE RESTORED	2	2		
l.	Improved Terms/Conditions of Employment	1	1		
m.					

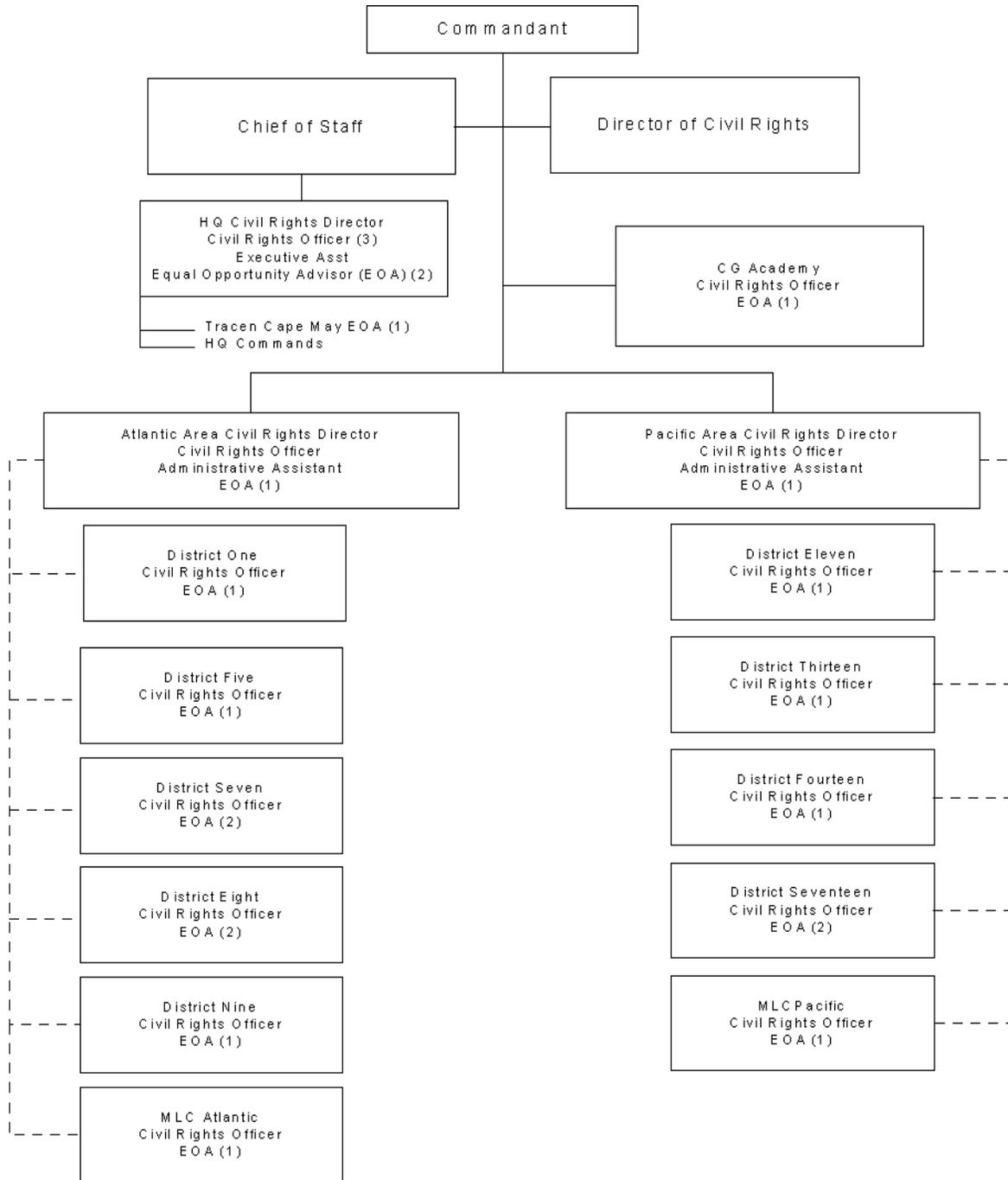


## Appendix A - Comments

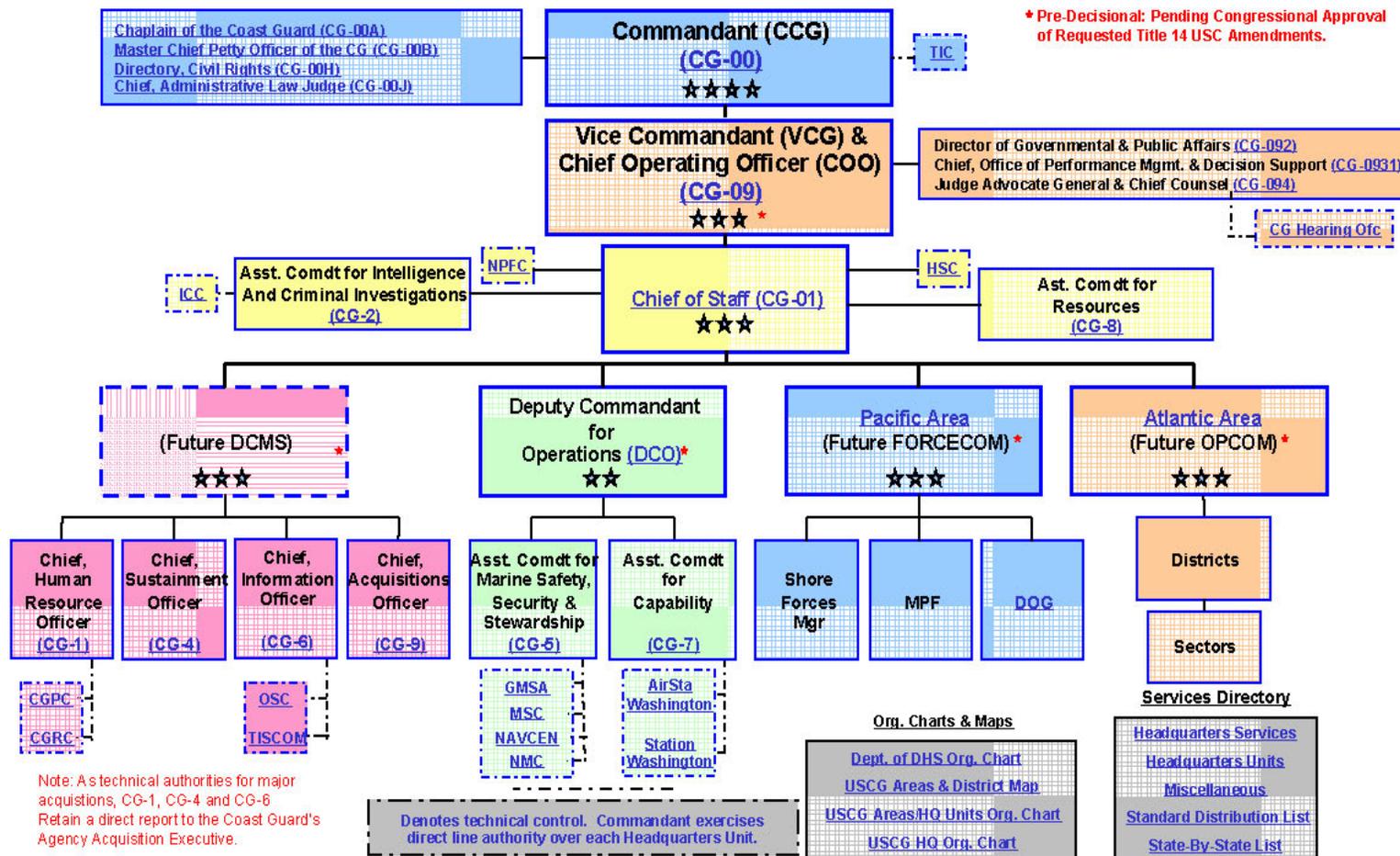
Part 6

USCG - VI.B Number - DHS issued dimissals outside the regulatory timeframe

# *Coast Guard National Civil Rights Organization*



DEPARTMENT OF HOMELAND SECURITY  
 UNITED STATES COAST GUARD  
**HEADQUARTERS & WASHINGTON METROPOLITAN AREA COMMANDS**  
TELEPHONE DIRECTORY



FOR USCG ALPHABETICAL LISTING, UTILIZE THE GLOBAL ADDRESS LISTING (GAL) WITHIN MICROSOFT OUTLOOK. IF YOUR ENTRY NEEDS TO BE UPDATED, [CLICK HERE](#).







THE COMMANDANT OF THE UNITED STATES COAST GUARD  
WASHINGTON, D.C. 20593-0001

## **EQUAL OPPORTUNITY POLICY STATEMENT**

All Coast Guard personnel - military, civilian, and auxiliary - shall be treated with respect. I am personally committed to ensuring that the Coast Guard provides an environment that values and embraces the contributions and potential of every member of our workforce, as well as those seeking to join our organization. Our core values of Honor, Respect and Devotion to Duty are fundamental to our individual and collective success.

The Coast Guard prohibits all forms of discrimination that violate law or policy in any action affecting its personnel, those seeking employment with the service, and those benefiting from its public services or sponsored programs.

Toward this end, Coast Guard shall:

Reach out widely to identify the best qualified applicants for enlistment, officer accession, civilian employment, and auxiliary enrollment;

Recruit, retain, train and deploy a highly capable, diverse and flexible workforce;

Ensure that the Coast Guard gives all people fair and equal treatment in personnel decisions; evaluates personnel based on their job performance; provides advancement and retention opportunities based on demonstrated performance and potential; and

Acts promptly, appropriately, and effectively to enforce this policy and to ensure personal accountability.

Every Commander, Commanding Officer, Officer-in-Charge, manager and supervisor must be personally committed to and responsible for fair and equal treatment of all Coast Guard personnel and those with whom it interacts. The Coast Guard must be a model organization that ensures no unlawful discrimination in recruitment, selection, assignment, retention, training, or general treatment of any of its members.

A handwritten signature in black ink, appearing to read 'T.W. Allen', is written over a horizontal line.

T.W. ALLEN

Admiral, U. S. Coast Guard



THE COMMANDANT OF THE UNITED STATES COAST GUARD  
WASHINGTON, D.C. 20593-0001

## **ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY STATEMENT**

I am personally committed to ensuring our Coast Guard provides an environment that values and embraces the contributions and potential of every member of our work force and is free of all forms of discrimination and all harassment. Our mission success and core values require us to promote inclusion, equity and respect in all that we do. Illegal discrimination in any form violates these values and will not be condoned or tolerated, at any level.

Military members, auxiliarists, and civilian employees including Non-Appropriated Fund employees are forbidden to discriminate against any other military member, auxiliarist, civilian employee, applicant for employment, or anyone engaging in business with the Coast Guard on the basis of race, color, religion, national origin, gender (to include sexual harassment), or reprisal for engaging in protected EEO activity.

Coast Guard policy also forbids personnel from discriminating against auxiliarists, civilian employees including Non-Appropriated Fund employees and applicants for employment based on age, sexual orientation, disability, parental status, or genetic information.

Coast Guard encourages personnel to bring harassment or misconduct of a harassing nature to the attention of their supervisors or anyone in their supervisory chain. Alternatively, employees may seek assistance from their servicing Civil Rights Offices, Human Resources Offices, or any EEO Counselor. Coast Guard management officials must address claims of alleged inappropriate conduct of a harassing nature by ensuring that such claims are promptly and properly investigated. Whenever investigations find that claims are justified, managers must initiate disciplinary action. Any proven charge of harassment will result in disciplinary action, up to and including removal and the full spectrum of disciplinary options. The Coast Guard will not tolerate retaliation against any employee who reports harassment or who assists in any investigation regarding such a claim.

Every Commander, Commanding Officer, Officer-in-Charge, manager and supervisor is accountable for maintaining a work environment in which harassment is not tolerated and for taking proactive measures to prevent any form of illegal discrimination or harassment. I expect each employee to uphold standards of conduct that support this policy.

  
T. W. ALLEN  
Admiral, U.S. Coast Guard

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

**This table is for U.S. Coast Guard. -- 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
<b>TOTAL</b>																		
FY 2007	#	9284	5519	3765	321	287	4409	2461	529	793	200	191	8	8	33	20	19	5
	%	100	59.44	40.55	3.45	3.09	47.49	26.50	5.69	8.54	2.15	2.05	0.08	0.08	0.35	0.21	0.20	0.05
FY 2008	#	9222	5569	3653	299	274	4488	2386	537	772	188	195	6	6	29	15	22	5
	%	100	60.38	<b>39.61</b>	<b>3.24</b>	<b>2.97</b>	48.66	<b>25.87</b>	5.82	8.37	2.03	2.11	<b>0.06</b>	<b>0.06</b>	0.31	<b>0.16</b>	<b>0.23</b>	<b>0.05</b>
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	#	<b>-62</b>	50	<b>-112</b>	<b>-22</b>	<b>-13</b>	79	<b>-75</b>	8	<b>-21</b>	<b>-12</b>	4	<b>-2</b>	<b>-2</b>	<b>-4</b>	<b>-5</b>	3	0
Ratio Change	%	0.00	0.94	-0.94	-0.21	-0.12	1.17	-0.63	0.13	-0.17	-0.12	0.06	-0.02	-0.02	-0.04	-0.05	0.03	0.00
Net Change	%	-0.66	0.90	-2.97	-6.85	-4.52	1.79	-3.04	1.51	-2.64	-6.00	2.09	-25.00	-25.00	-12.12	-25.00	15.78	0.00
<b>PERMANENT</b>																		

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

**This table is for U.S. Coast Guard. -- 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	
FY 2007	#	7346	4798	2548	204	104	3924	1612	457	681	161	123	7	8	27	15	18	5
	%	100	65.31	34.68	2.77	1.41	53.41	21.94	6.22	9.27	2.19	1.67	0.09	0.10	0.36	0.20	0.24	0.06
FY 2008	#	7419	4891	2528	195	102	4022	1624	468	655	154	122	6	6	25	14	21	5
	%	100	65.92	<b>34.07</b>	<b>2.62</b>	<b>1.37</b>	54.21	<b>21.88</b>	6.30	8.82	2.07	<b>1.64</b>	<b>0.08</b>	<b>0.08</b>	0.33	<b>0.18</b>	<b>0.28</b>	<b>0.06</b>
Difference	#	73	93	<b>-20</b>	<b>-9</b>	<b>-2</b>	98	12	11	<b>-26</b>	<b>-7</b>	<b>-1</b>	<b>-1</b>	<b>-2</b>	<b>-2</b>	<b>-1</b>	3	0
Ratio Change	%	0.00	0.61	-0.61	-0.15	-0.04	0.80	-0.06	0.08	-0.45	-0.12	-0.03	-0.01	-0.02	-0.03	-0.02	0.04	0.00
Net Change	%	0.99	1.93	-0.78	-4.41	-1.92	2.49	0.74	2.40	-3.81	-4.34	-0.81	-14.28	-25.00	-7.40	-6.66	16.66	0.00
<b>TEMPORARY</b>																		
FY 2007	#	410	254	156	15	14	188	104	43	31	5	7	1	0	1	0	1	0
	%	100	61.95	38.04	3.65	3.41	45.85	25.36	10.48	7.56	1.21	1.70	0.24	0.00	0.24	0.00	0.24	0.00

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

**This table is for U.S. Coast Guard. -- 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 2008	#	416	263	153	11	6	198	105	45	34	7	8	0	0	1	0	1	0
	%	100	63.22	<b>36.77</b>	<b>2.64</b>	<b>1.44</b>	47.59	<b>25.24</b>	10.81	8.17	<b>1.68</b>	1.92	<b>0.00</b>	<b>0.00</b>	<b>0.24</b>	<b>0.00</b>	<b>0.24</b>	<b>0.00</b>
Difference	#	6	9	<b>-3</b>	<b>-4</b>	<b>-8</b>	10	1	2	3	2	1	<b>-1</b>	0	0	0	0	0
Ratio Change	%	0.00	1.27	-1.27	-1.01	-1.97	1.74	-0.12	0.33	0.61	0.47	0.22	-0.24	0.00	0.00	0.00	0.00	0.00
Net Change	%	1.46	3.54	-1.92	-26.66	-57.14	5.31	0.96	4.65	9.67	40.00	14.28	-100.00	-	0.00	-	0.00	-
<b>NON-APPROPRIATED</b>																		
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	<b>29.92</b>	70.07	6.70	11.96	<b>19.32</b>	47.36	<b>1.73</b>	5.98	1.94	4.68	<b>0.00</b>	<b>0.00</b>	<b>0.21</b>	<b>0.07</b>	<b>0.00</b>	<b>0.00</b>

<b>TABLE A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex</b>																		
<b>This table is for U.S. Coast Guard. -- FY 2007 &amp; FY 2008</b>																		
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	
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.

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**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	
<b>TOTAL FY 2008</b>																		
#	161592	109250	52342	23481	8019	69025	28875	11027	12316	4666	2429	154	156	799	516	98	31	
%	100	67.60	<b>32.39</b>	14.53	4.96	42.71	<b>17.86</b>	6.82	7.62	2.88	<b>1.50</b>	<b>0.09</b>	<b>0.09</b>	0.49	0.31	<b>0.06</b>	<b>0.01</b>	
<b>CLF (2000)</b>	%	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
<b>DHS Headquarters</b>	#	3113	1828	1285	82	51	1471	745	187	414	79	67	0	0	8	8	1	0
	%	100	58.72	<b>41.27</b>	<b>2.63</b>	<b>1.63</b>	47.25	<b>23.93</b>	6.00	13.29	2.53	2.15	<b>0.00</b>	<b>0.00</b>	<b>0.25</b>	<b>0.25</b>	<b>0.03</b>	<b>0.00</b>
<b>Federal Emergency Management Agency</b>	#	3392	1988	1404	50	35	1629	871	246	448	49	36	1	0	13	14	0	0

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**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	<b>41.39</b>	<b>1.47</b>	<b>1.03</b>	48.02	<b>25.67</b>	7.25	13.20	<b>1.44</b>	<b>1.06</b>	<b>0.02</b>	<b>0.00</b>	0.38	0.41	<b>0.00</b>	<b>0.00</b>	
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	<b>33.63</b>	<b>2.20</b>	<b>1.90</b>	57.95	<b>25.42</b>	<b>4.40</b>	<b>5.20</b>	<b>0.60</b>	<b>0.60</b>	<b>0.00</b>	<b>0.00</b>	1.20	0.50	<b>0.00</b>	<b>0.00</b>
Transportation Security Administration	#	61835	38795	23040	5525	3288	24219	12009	6608	6471	1886	814	119	129	431	325	7	4
	%	100	62.73	<b>37.26</b>	8.93	5.31	39.16	<b>19.42</b>	10.68	10.46	3.05	<b>1.31</b>	0.19	0.20	0.69	0.52	<b>0.01</b>	<b>0.00</b>
U.S. Citizenship and Immigration Services	#	9975	4113	5862	481	819	2695	3191	454	1227	463	572	0	2	19	49	1	2
	%	100	<b>41.23</b>	58.76	<b>4.82</b>	8.21	<b>27.01</b>	<b>31.98</b>	<b>4.55</b>	12.30	4.64	5.73	<b>0.00</b>	<b>0.02</b>	<b>0.19</b>	0.49	<b>0.01</b>	<b>0.02</b>

**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	
U.S. Coast Guard	#	7419	4891	2528	195	102	4022	1624	468	655	154	122	6	6	25	14	21	5
	%	100	65.92	<b>34.07</b>	<b>2.62</b>	<b>1.37</b>	54.21	<b>21.88</b>	6.30	8.82	2.07	<b>1.64</b>	<b>0.08</b>	<b>0.08</b>	0.33	<b>0.18</b>	<b>0.28</b>	<b>0.06</b>
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	<b>22.03</b>	27.19	4.96	44.61	<b>12.83</b>	<b>2.90</b>	<b>3.06</b>	2.76	<b>0.99</b>	<b>0.03</b>	<b>0.03</b>	0.33	<b>0.12</b>	<b>0.09</b>	<b>0.02</b>
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	<b>28.64</b>	15.97	5.76	46.25	<b>15.52</b>	5.73	5.85	2.70	<b>1.27</b>	<b>0.04</b>	<b>0.01</b>	0.53	<b>0.16</b>	<b>0.10</b>	<b>0.02</b>
U.S. Secret Service	#	5391	3980	1411	214	113	3127	791	500	427	118	72	0	0	21	8	0	0
	%	100	73.82	<b>26.17</b>	<b>3.96</b>	<b>2.09</b>	58.00	<b>14.67</b>	9.27	7.92	2.18	<b>1.33</b>	<b>0.00</b>	<b>0.00</b>	0.38	<b>0.14</b>	<b>0.00</b>	<b>0.00</b>

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NOTE: Percentages compute across rows and NOT down columns.  
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**TABLE A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex**

**This table is for U.S. Coast Guard. -- 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)	#	180	142	38	4	3	130	24	5	8	3	3	0	0	0	0	0	0
	%	100	78.88	21.11	2.22	1.66	72.22	13.33	2.77	4.44	1.66	1.66	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	605	467	138	12	2	409	100	25	26	20	10	0	0	1	0	0	0
	%	100	77.19	22.80	1.98	0.33	67.60	16.52	4.13	4.29	3.30	1.65	0.00	0.00	0.16	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	323	242	81	9	3	202	54	20	18	4	3	0	1	3	1	4	1
	%	100	74.92	25.07	2.78	0.92	62.53	16.71	6.19	5.57	1.23	0.92	0.00	0.30	0.92	0.30	1.23	0.30

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

**This table is for U.S. Coast Guard. -- 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	#	2019	1255	764	42	32	1065	464	103	232	29	31	1	2	9	3	6	0
	%	100	62.15	37.84	2.08	1.58	52.74	22.98	5.10	11.49	1.43	1.53	0.04	0.09	0.44	0.14	0.29	0.00
Officials and Managers Total	#	3127	2106	1021	67	40	1806	642	153	284	56	47	1	3	13	4	10	1
	%	100	67.34	<b>32.65</b>	<b>2.14</b>	<b>1.27</b>	57.75	<b>20.53</b>	4.89	9.08	<b>1.79</b>	1.50	0.03	0.09	0.41	<b>0.12</b>	<b>0.31</b>	<b>0.03</b>
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	#	1467	933	534	30	23	789	376	55	102	55	27	0	1	2	2	2	3
	%	100	63.59	<b>36.40</b>	<b>2.04</b>	<b>1.56</b>	53.78	<b>25.63</b>	3.74	6.95	3.74	<b>1.84</b>	0.00	0.06	<b>0.13</b>	<b>0.13</b>	<b>0.13</b>	<b>0.20</b>
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 U.S. Coast Guard. -- 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	#	183	171	12	6	0	145	8	14	3	5	1	0	0	1	0	0	0	
	%	100	93.44	<b>6.55</b>	<b>3.27</b>	<b>0.00</b>	79.23	<b>4.37</b>	7.65	<b>1.63</b>	2.73	<b>0.54</b>	<b>0.00</b>	0.00	0.54	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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	0
	%	100	<b>0.00</b>	100	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	50.00	<b>0.00</b>	50.00	<b>0.00</b>	<b>0.00</b>	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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	#	1245	327	918	19	37	229	563	61	261	14	46	0	2	2	8	2	1	
	%	100	26.26	<b>73.73</b>	<b>1.52</b>	<b>2.97</b>	18.39	<b>45.22</b>	4.89	20.96	1.12	3.69	0.00	0.16	0.16	0.64	<b>0.16</b>	<b>0.08</b>	

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

**This table is for U.S. Coast Guard. -- 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	
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	#	1001	986	15	51	1	774	13	129	1	17	0	4	0	6	0	5	0
	%	100	98.50	<b>1.49</b>	<b>5.09</b>	<b>0.09</b>	77.32	<b>1.29</b>	12.88	<b>0.09</b>	1.69	<b>0.00</b>	0.39	0.00	<b>0.59</b>	<b>0.00</b>	<b>0.49</b>	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	#	204	198	6	6	0	135	4	53	2	4	0	0	0	0	0	0	0
	%	100	97.05	<b>2.94</b>	<b>2.94</b>	<b>0.00</b>	66.17	<b>1.96</b>	25.98	<b>0.98</b>	<b>1.96</b>	<b>0.00</b>	<b>0.00</b>	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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	#	28	25	3	2	0	23	3	0	0	0	0	0	0	0	0	0	0
	%	100	89.28	<b>10.71</b>	<b>7.14</b>	<b>0.00</b>	82.14	10.71	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

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

This table is for U.S. Coast Guard. -- 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	#	162	145	17	14	1	121	14	3	1	3	1	1	0	1	0	2	0
	%	100	89.50	<b>10.49</b>	8.64	<b>0.61</b>	74.69	<b>8.64</b>	<b>1.85</b>	<b>0.61</b>	1.85	<b>0.61</b>	0.61	<b>0.00</b>	0.61	<b>0.00</b>	1.23	<b>0.00</b>
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 U.S. Coast Guard. -- 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)	#	180	142	38	4	3	130	24	5	8	3	3	0	0	0	0	0	0
	%	2.42	2.90	1.50	2.05	2.94	3.23	1.47	1.06	1.22	1.94	2.45	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	605	467	138	12	2	409	100	25	26	20	10	0	0	1	0	0	0
	%	8.15	9.54	5.45	6.15	1.96	10.16	6.15	5.34	3.96	12.98	8.19	0.00	0.00	4.00	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	323	242	81	9	3	202	54	20	18	4	3	0	1	3	1	4	1
	%	4.35	4.94	3.20	4.61	2.94	5.02	3.32	4.27	2.74	2.59	2.45	0.00	16.66	12.00	7.14	19.04	20.00

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

**This table is for U.S. Coast Guard. -- 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	#	2019	1255	764	42	32	1065	464	103	232	29	31	1	2	9	3	6	0
	%	27.21	25.65	30.22	21.53	31.37	26.47	28.57	22.00	35.41	18.83	25.40	16.66	33.33	36.00	21.42	28.57	0.00
Officials and Managers Total	#	3127	2106	1021	67	40	1806	642	153	284	56	47	1	3	13	4	10	1
	%	42.13	43.03	40.37	34.34	39.21	44.88	39.51	32.67	43.33	36.34	38.49	16.66	49.99	52.00	28.56	47.61	20.00
2. Professionals	#	1467	933	534	30	23	789	376	55	102	55	27	0	1	2	2	2	3
	%	19.77	19.07	21.12	15.38	22.54	19.61	23.15	11.75	15.57	35.71	22.13	0.00	16.66	8.00	14.28	9.52	60.00
3. Technicians	#	183	171	12	6	0	145	8	14	3	5	1	0	0	1	0	0	0
	%	2.46	3.49	0.47	3.07	0.00	3.60	0.49	2.99	0.45	3.24	0.81	0.00	0.00	4.00	0.00	0.00	0.00

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

**This table is for U.S. Coast Guard. -- 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
	%	0.02	0.00	0.07	0.00	0.00	0.00	0.06	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	1245	327	918	19	37	229	563	61	261	14	46	0	2	2	8	2	1
	%	16.78	6.68	36.31	9.74	36.27	5.69	34.66	13.03	39.84	9.09	37.70	0.00	33.33	8.00	57.14	9.52	20.00
6. Craft Workers	#	1001	986	15	51	1	774	13	129	1	17	0	4	0	6	0	5	0
	%	13.49	20.15	0.59	26.15	0.98	19.24	0.80	27.56	0.15	11.03	0.00	66.66	0.00	24.00	0.00	23.80	0.00
7. Operatives	#	204	198	6	6	0	135	4	53	2	4	0	0	0	0	0	0	0
	%	2.74	4.04	0.23	3.07	0.00	3.35	0.24	11.32	0.30	2.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	28	25	3	2	0	23	3	0	0	0	0	0	0	0	0	0	0

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

**This table is for U.S. Coast Guard. -- 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	
%	0.37	0.51	0.11	1.02	0.00	0.57	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
9. Service Workers	#	162	145	17	14	1	121	14	3	1	3	1	1	0	1	0	2	0
%	2.18	2.96	0.67	7.17	0.98	3.00	0.86	0.64	0.15	1.94	0.81	16.66	0.00	4.00	0.00	9.52	0.00	

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 U.S. Coast Guard. -- 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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL- # 02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL- # 03	6	2	4	0	0	2	3	0	1	0	0	0	0	0	0	0	0
%	100	33.33	66.66	0.00	0.00	33.33	50.00	0.00	16.66	0.00	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 U.S. Coast Guard. -- 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	#	35	14	21	2	1	10	15	2	5	0	0	0	0	0	0	0	0
	%	100	40.00	60.00	5.71	2.85	28.57	42.85	5.71	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 05	#	159	54	105	6	6	33	73	8	19	6	3	0	0	1	1	0	3
	%	100	33.96	66.03	3.77	3.77	20.75	45.91	5.03	11.94	3.77	1.88	0.00	0.00	0.62	0.62	0.00	1.88
GS/GG/GH/GM/GL- 06	#	272	86	186	5	9	61	120	15	48	5	7	0	0	0	1	0	1
	%	100	31.61	68.38	1.83	3.30	22.42	44.11	5.51	17.64	1.83	2.57	0.00	0.00	0.00	0.36	0.00	0.36
GS/GG/GH/GM/GL- 07	#	724	241	483	16	16	180	297	33	132	8	29	1	3	0	6	3	0
	%	100	33.28	66.71	2.20	2.20	24.86	41.02	4.55	18.23	1.10	4.00	0.13	0.41	0.00	0.82	0.41	0.00

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

**This table is for U.S. Coast Guard. -- 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	188	31	157	4	2	23	79	3	67	0	9	0	0	1	0	0	0
%	100	16.48	83.51	2.12	1.06	12.23	42.02	1.59	35.63	0.00	4.78	0.00	0.00	0.53	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 09	558	253	305	8	14	203	187	29	85	8	15	0	1	4	3	1	0
%	100	45.34	54.65	1.43	2.50	36.37	33.51	5.19	15.23	1.43	2.68	0.00	0.17	0.71	0.53	0.17	0.00
GS/GG/GH/GM/GL- # 10	27	11	16	1	0	10	6	0	10	0	0	0	0	0	0	0	0
%	100	40.74	59.25	3.70	0.00	37.03	22.22	0.00	37.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 11	853	563	290	19	12	486	196	38	65	10	14	0	2	4	0	6	1

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

**This table is for U.S. Coast Guard. -- 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	66.00	33.99	2.22	1.40	56.97	22.97	4.45	7.62	1.17	1.64	0.00	0.23	0.46	0.00	0.70	0.11
GS/GG/GH/GM/GL- #	1303	888	415	37	24	743	275	58	99	40	16	1	0	7	1	2	0
%	100	68.15	31.84	2.83	1.84	57.02	21.10	4.45	7.59	3.06	1.22	0.07	0.00	0.53	0.07	0.15	0.00
GS/GG/GH/GM/GL- #	1117	794	323	18	12	687	221	50	72	35	16	0	0	2	2	2	0
%	100	71.08	28.91	1.61	1.07	61.50	19.78	4.47	6.44	3.13	1.43	0.00	0.00	0.17	0.17	0.17	0.00
GS/GG/GH/GM/GL- #	574	426	148	12	1	374	96	27	41	13	10	0	0	0	0	0	0
%	100	74.21	25.78	2.09	0.17	65.15	16.72	4.70	7.14	2.26	1.74	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 U.S. Coast Guard. -- 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- 15	#	179	142	37	4	3	131	25	4	7	3	2	0	0	0	0	0	0
	%	100	79.32	20.67	2.23	1.67	73.18	13.96	2.23	3.91	1.67	1.11	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	13	10	3	0	0	9	1	1	1	0	1	0	0	0	0	0	0
	%	100	76.92	23.07	0.00	0.00	69.23	7.69	7.69	7.69	0.00	7.69	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- 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	#	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 U.S. Coast Guard. -- 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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 03	6	2	4	0	0	2	3	0	1	0	0	0	0	0	0	0	0
%	0.09	0.05	0.16	0.00	0.00	0.06	0.18	0.00	0.15	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 U.S. Coast Guard. -- 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- 04	#	35	14	21	2	1	10	15	2	5	0	0	0	0	0	0	0	
	%	0.58	0.39	0.84	1.51	1.00	0.33	0.94	0.74	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL- 05	#	159	54	105	6	6	33	73	8	19	6	3	0	0	1	1	0	3
	%	2.64	1.53	4.21	4.54	6.00	1.11	4.57	2.98	2.91	4.68	2.45	0.00	0.00	5.26	7.14	0.00	60.00
GS/GG/GH/GM/GL- 06	#	272	86	186	5	9	61	120	15	48	5	7	0	0	0	1	0	1
	%	4.52	2.44	7.46	3.78	9.00	2.06	7.52	5.59	7.36	3.90	5.73	0.00	0.00	0.00	7.14	0.00	20.00
GS/GG/GH/GM/GL- 07	#	724	241	483	16	16	180	297	33	132	8	29	1	3	0	6	3	0
	%	12.05	6.85	19.37	12.12	16.00	6.09	18.63	12.31	20.24	6.25	23.77	50.00	50.00	0.00	42.85	21.42	0.00

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

This table is for U.S. Coast Guard. -- 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	188	31	157	4	2	23	79	3	67	0	9	0	0	1	0	0	0
%	3.12	0.88	6.29	3.03	2.00	0.77	4.95	1.11	10.27	0.00	7.37	0.00	0.00	5.26	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 09	558	253	305	8	14	203	187	29	85	8	15	0	1	4	3	1	0
%	9.28	7.19	12.23	6.06	14.00	6.87	11.73	10.82	13.03	6.25	12.29	0.00	16.66	21.05	21.42	7.14	0.00
GS/GG/GH/GM/GL- # 10	27	11	16	1	0	10	6	0	10	0	0	0	0	0	0	0	0
%	0.44	0.31	0.64	0.75	0.00	0.33	0.37	0.00	1.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- # 11	853	563	290	19	12	486	196	38	65	10	14	0	2	4	0	6	1

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

**This table is for U.S. Coast Guard. -- 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
%	14.19	16.01	11.63	14.39	12.00	16.46	12.29	14.17	9.96	7.81	11.47	0.00	33.33	21.05	0.00	42.85	20.00
GS/GG/GH/GM/GL- #	1303	888	415	37	24	743	275	58	99	40	16	1	0	7	1	2	0
%	21.68	25.26	16.64	28.03	24.00	25.16	17.25	21.64	15.18	31.25	13.11	50.00	0.00	36.84	7.14	14.28	0.00
GS/GG/GH/GM/GL- #	1117	794	323	18	12	687	221	50	72	35	16	0	0	2	2	2	0
%	18.59	22.58	12.95	13.63	12.00	23.27	13.86	18.65	11.04	27.34	13.11	0.00	0.00	10.52	14.28	14.28	0.00
GS/GG/GH/GM/GL- #	574	426	148	12	1	374	96	27	41	13	10	0	0	0	0	0	0
%	9.55	12.11	5.93	9.09	1.00	12.66	6.02	10.07	6.28	10.15	8.19	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 U.S. Coast Guard. -- 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- 15	#	179	142	37	4	3	131	25	4	7	3	2	0	0	0	0	0	0
	%	2.97	4.03	1.48	3.03	3.00	4.43	1.56	1.49	1.07	2.34	1.63	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	13	10	3	0	0	9	1	1	1	0	1	0	0	0	0	0	0
	%	0.21	0.28	0.12	0.00	0.00	0.30	0.06	0.37	0.15	0.00	0.81	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 U.S. Coast Guard. -- 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	#	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	#	6008	3515	2493	132	100	2952	1594	268	652	128	122	2	6	19	14	14	5
	%	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 U.S. Coast Guard. -- 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	#	9	9	0	1	0	7	0	0	0	1	0	0	0	0	0	0	0
	%	100	100	0.00	11.11	0.00	77.77	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	32	27	5	0	0	25	5	2	0	0	0	0	0	0	0	0	0
	%	100	84.37	15.62	0.00	0.00	78.12	15.62	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

**This table is for U.S. Coast Guard. -- 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
Grade-05	#	65	62	3	2	0	52	3	6	0	2	0	0	0	0	0	0	0
	%	100	95.38	4.61	3.07	0.00	80.00	4.61	9.23	0.00	3.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	68	66	2	4	0	39	2	23	0	0	0	0	0	0	0	0	0
	%	100	97.05	2.94	5.88	0.00	57.35	2.94	33.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	49	49	0	3	0	28	0	15	0	1	0	1	0	0	0	1	0
	%	100	100	0.00	6.12	0.00	57.14	0.00	30.61	0.00	2.04	0.00	2.04	0.00	0.00	0.00	2.04	0.00
Grade-08	#	161	156	5	11	0	114	4	24	1	4	0	0	0	2	0	1	0
	%	100	96.89	3.10	6.83	0.00	70.80	2.48	14.90	0.62	2.48	0.00	0.00	0.00	1.24	0.00	0.62	0.00
Grade-09	#	152	151	1	9	1	104	0	31	0	3	0	1	0	0	0	3	0
	%	100	99.34	0.65	5.92	0.65	68.42	0.00	20.39	0.00	1.97	0.00	0.65	0.00	0.00	0.00	1.97	0.00

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

**This table is for U.S. Coast Guard. -- 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	#	644	638	6	28	0	510	5	79	1	13	0	2	0	4	0	2	0
	%	100	99.06	0.93	4.34	0.00	79.19	0.77	12.26	0.15	2.01	0.00	0.31	0.00	0.62	0.00	0.31	0.00
Grade-11	#	137	134	3	4	0	113	2	16	1	1	0	0	0	0	0	0	0
	%	100	97.81	2.18	2.91	0.00	82.48	1.45	11.67	0.72	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	29	29	0	1	0	27	0	0	0	1	0	0	0	0	0	0	0
	%	100	100	0.00	3.44	0.00	93.10	0.00	0.00	0.00	3.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0

<b>TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex</b>																	
<b>This table is for U.S. Coast Guard. -- FY 2008 -- WD, WG, WL, WN, WS, XP -- Permanent Employees</b>																	
<b>WD/WG, WL/WS &amp; Other Wage Grades</b>	<b>Total Employees</b>			<b>Race/Ethnicity</b>													
				<b>Hispanic or Latino</b>		<b>Non- Hispanic or Latino</b>											
	<b>White</b>		<b>Black or African American</b>			<b>Asian</b>		<b>Native Hawaiian or Other Pacific Islander</b>		<b>American Indian or Alaskan Native</b>		<b>Two or More/Other Races</b>					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>%</b>	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Grade-15</b>	<b>#</b>	10	10	0	0	0	8	0	2	0	0	0	0	0	0	0	0
	<b>%</b>	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
<b>All Other Wage Grades</b>	<b>#</b>	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
	<b>%</b>	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 U.S. Coast Guard. -- 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
	%	0.21	0.22	0.00	0.00	0.00	0.28	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00
Grade-02	#	9	9	0	1	0	7	0	0	0	1	0	0	0	0	0	0
	%	0.65	0.66	0.00	1.58	0.00	0.66	0.00	0.00	0.00	3.84	-	0.00	-	0.00	-	0.00
Grade-03	#	32	27	5	0	0	25	5	2	0	0	0	0	0	0	0	0
	%	2.32	1.99	20.00	0.00	0.00	2.38	23.80	1.00	0.00	0.00	-	0.00	-	0.00	-	0.00
Grade-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.07	0.07	0.00	0.00	0.00	0.09	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 U.S. Coast Guard. -- 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	#	65	62	3	2	0	52	3	6	0	2	0	0	0	0	0	0	
	%	4.71	4.58	12.00	3.17	0.00	4.96	14.28	3.00	0.00	7.69	-	0.00	-	0.00	-	0.00	-
Grade-06	#	68	66	2	4	0	39	2	23	0	0	0	0	0	0	0	0	
	%	4.93	4.87	8.00	6.34	0.00	3.72	9.52	11.50	0.00	0.00	-	0.00	-	0.00	-	0.00	-
Grade-07	#	49	49	0	3	0	28	0	15	0	1	0	1	0	0	0	1	0
	%	3.55	3.62	0.00	4.76	0.00	2.67	0.00	7.50	0.00	3.84	-	25.00	-	0.00	-	14.28	-
Grade-08	#	161	156	5	11	0	114	4	24	1	4	0	0	0	2	0	1	0
	%	11.68	11.52	20.00	17.46	0.00	10.88	19.04	12.00	33.33	15.38	-	0.00	-	33.33	-	14.28	-
Grade-09	#	152	151	1	9	1	104	0	31	0	3	0	1	0	0	0	3	0
	%	11.03	11.16	4.00	14.28	100	9.93	0.00	15.50	0.00	11.53	-	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 U.S. Coast Guard. -- 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	#	644	638	6	28	0	510	5	79	1	13	0	2	0	4	0	2	0
	%	46.73	47.15	24.00	44.44	0.00	48.71	23.80	39.50	33.33	50.00	-	50.00	-	66.66	-	28.57	-
Grade-11	#	137	134	3	4	0	113	2	16	1	1	0	0	0	0	0	0	0
	%	9.94	9.90	12.00	6.34	0.00	10.79	9.52	8.00	33.33	3.84	-	0.00	-	0.00	-	0.00	-
Grade-12	#	29	29	0	1	0	27	0	0	0	1	0	0	0	0	0	0	0
	%	2.10	2.14	0.00	1.58	0.00	2.57	0.00	0.00	0.00	3.84	-	0.00	-	0.00	-	0.00	-
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
	%	0.72	0.73	0.00	0.00	0.00	0.95	0.00	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00	-
Grade-14	#	4	4	0	0	0	3	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 U.S. Coast Guard. -- 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
%	0.29	0.29	0.00	0.00	0.00	0.28	0.00	0.50	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
%	0.72	0.73	0.00	0.00	0.00	0.76	0.00	1.00	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
%	0.29	0.29	0.00	0.00	0.00	0.28	0.00	0.50	0.00	0.00	-	0.00	-	0.00	-	0.00	-
TOTAL	#	1378	1353	25	63	1	1047	21	200	3	26	0	4	0	6	0	7
%	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 U.S. Coast Guard. -- 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	
<b>Mission Critical Jobs</b>																		
0801 - GENERAL ENGINEERING	#	115	106	9	4	0	86	6	4	0	12	3	0	0	0	0	0	
	%	100	92.17	<b>7.82</b>	3.47	<b>0.00</b>	74.78	<b>5.21</b>	3.47	<b>0.00</b>	10.43	2.60	<b>0.00</b>	0.00	<b>0.00</b>	0.00	<b>0.00</b>	<b>0.00</b>
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	#	56	51	5	2	0	45	4	1	0	2	1	0	0	1	0	0	
	%	100	91.07	<b>8.92</b>	<b>3.57</b>	<b>0.00</b>	80.35	<b>7.14</b>	<b>1.78</b>	<b>0.00</b>	<b>3.57</b>	<b>1.78</b>	<b>0.00</b>	0.00	1.78	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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

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

**This table is for U.S. Coast Guard. -- 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	
0803 - SAFETY ENGINEERING	#	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
0804 - FIRE PROTECTION ENGINEERING	#	4	4	0	0	0	4	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	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
0806 - MATERIALS ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	

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

**This table is for U.S. Coast Guard. -- 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	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	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	#	28	21	7	1	0	18	5	0	1	2	1	0	0	0	0	0
%	100	75.00	25.00	3.57	0.00	64.28	17.85	0.00	3.57	7.14	3.57	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4

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

**This table is for U.S. Coast Guard. -- 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
0809 - CONSTRUCTION CONTROL	#	23	23	0	0	0	23	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	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
0810 - CIVIL ENGINEERING	#	44	42	2	3	1	32	1	2	0	5	0	0	0	0	0	0
	%	100	95.45	4.54	6.81	2.27	72.72	2.27	4.54	0.00	11.36	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

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

**This table is for U.S. Coast Guard. -- 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
0819 - # ENVIRONMENTAL ENGINEERING	17	15	2	0	0	11	2	1	0	3	0	0	0	0	0	0	0

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

**This table is for U.S. Coast Guard. -- 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	88.23	11.76	0.00	0.00	64.70	11.76	5.88	0.00	17.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	77.8	22.0	2.2	0.9	65.4	17.8	3.0	1.2	5.8	1.9	0.1	0.0	0.2	0.1	1.1	0.1
0828 - CONSTRUCTION ANALYST	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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
0830 - MECHANICAL ENGINEERING	#	53	49	4	0	0	39	3	0	1	10	0	0	0	0	0	0
%	100	92.45	7.54	0.00	0.00	73.58	5.66	0.00	1.88	18.86	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 U.S. Coast Guard. -- 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	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8	0.6	0.1	0.0	0.2	0.0	1.1	0.1
0840 - NUCLEAR ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0840 - NUCLEAR ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 #	34	32	2	2	0	19	0	1	1	10	1	0	0	0	0	0	0
0850 - ELECTRICAL ENGINEERING %	100	94.11	<b>5.88</b>	5.88	<b>0.00</b>	<b>55.88</b>	<b>0.00</b>	<b>2.94</b>	2.94	29.41	2.94	<b>0.00</b>	0.00	<b>0.00</b>	0.00	<b>0.00</b>	<b>0.00</b>
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

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

**This table is for U.S. Coast Guard. -- 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
0854 - COMPUTER ENGINEERING #	7	6	1	0	0	5	1	0	0	1	0	0	0	0	0	0	0
0854 - COMPUTER ENGINEERING %	100	85.71	14.28	0.00	0.00	71.42	14.28	0.00	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS ENGINEERING #	60	58	2	1	0	49	1	5	1	3	0	0	0	0	0	0	0
0855 - ELECTRONICS ENGINEERING %	100	96.66	3.33	1.66	0.00	81.66	1.66	8.33	1.66	5.00	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

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

**This table is for U.S. Coast Guard. -- 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	
0856 - ELECTRONICS TECHNICIAN	#	42	42	0	0	0	35	0	7	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
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 U.S. Coast Guard. -- 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	#	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	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
0873 - SHIP SURVEYING	#	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 U.S. Coast Guard. -- 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	83.7	16.2	7.3	1.7	65.3	11.0	7.7	2.7	1.6	0.3	0.1	0.0	0.5	0.2	1.2	0.3	
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF %	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1	
0881 - PETROLEUM ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

**This table is for U.S. Coast Guard. -- 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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 U.S. Coast Guard. -- 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
0893 - CHEMICAL ENGINEERING #	5	3	2	0	0	3	0	0	0	0	2	0	0	0	0	0	0
0893 - CHEMICAL ENGINEERING %	100	60.00	40.00	0.00	0.00	60.00	0.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	1.2	0.0
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
0895 - INDUSTRIAL ENGINEERING TECHNICIAN #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

**This table is for U.S. Coast Guard. -- 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
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
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE #	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
%	100	0.00	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

**This table is for U.S. Coast Guard. -- 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		
						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		
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	
1102 - CONTR SPECLST	#	305	98	207	3	8	81	139	10	52	4	8	0	0	0	0	0	0
	%	100	<b>32.13</b>	67.86	<b>0.98</b>	<b>2.62</b>	<b>26.55</b>	45.57	3.27	17.04	1.31	2.62	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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	
2210 - SUPVY ITSPEC	#	448	300	148	6	4	257	107	27	24	8	11	0	0	2	2	0	0
	%	100	66.96	<b>33.03</b>	<b>1.33</b>	<b>0.89</b>	57.36	<b>23.88</b>	6.02	5.35	<b>1.78</b>	<b>2.45</b>	<b>0.00</b>	0.00	0.44	0.44	<b>0.00</b>	<b>0.00</b>
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	

<b>TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex</b>																		
<b>This table is for U.S. Coast Guard. -- FY 2008 -- Permanent Employees</b>																		
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	
<b>TOTAL</b>	#	1286	888	398	23	13	741	276	58	80	63	27	0	0	3	2	0	0

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 U.S. Coast Guard. -- 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	#	691	456	235	10	5	379	170	54	49	8	8	0	0	1	3	4	0
	%	100	65.99	<b>34.00</b>	<b>1.44</b>	<b>0.72</b>	54.84	<b>24.60</b>	7.81	7.09	<b>1.15</b>	<b>1.15</b>	<b>0.00</b>	<b>0.00</b>	<b>0.14</b>	0.43	<b>0.57</b>	<b>0.00</b>
Temporary	#	330	180	150	7	4	139	105	26	34	6	7	0	0	0	0	2	0
	%	100	54.54	<b>45.45</b>	<b>2.12</b>	<b>1.21</b>	42.12	<b>31.81</b>	7.87	10.30	<b>1.81</b>	2.12	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.60</b>	<b>0.00</b>
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	1021	636	385	17	9	518	275	80	83	14	15	0	0	1	3	6	0
	%	100	62.29	<b>37.70</b>	<b>1.66</b>	<b>0.88</b>	50.73	<b>26.93</b>	7.83	8.12	<b>1.37</b>	<b>1.46</b>	<b>0.00</b>	<b>0.00</b>	<b>0.09</b>	<b>0.29</b>	<b>0.58</b>	<b>0.00</b>

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

**This table is for U.S. Coast Guard. -- 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			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
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 U.S. Coast Guard. -- FY 2008 -- GS, GG, GH, GM, GL -- Permanent Employees**

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non- Hispanic 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		
Total Employees Eligible for Career Ladder Promotions	#	71	25	46	0	1	20	22	4	19	1	4	0	0	0	0	0	0
	%	100	35.21	64.78	0.00	1.40	28.16	30.98	5.63	26.76	1.40	5.63	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum																		
1-12 months	#	23	6	17	0	1	4	9	1	6	1	1	0	0	0	0	0	0
	%	100	26.08	73.91	0.00	4.34	17.39	39.13	4.34	26.08	4.34	4.34	0.00	0.00	0.00	0.00	0.00	0.00
13-24 months	#	5	2	3	0	0	1	2	1	1	0	0	0	0	0	0	0	0
	%	100	40.00	60.00	0.00	0.00	20.00	40.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25+ months	#	43	17	26	0	0	15	11	2	12	0	3	0	0	0	0	0	0
	%	100	39.53	60.46	0.00	0.00	34.88	25.58	4.65	27.90	0.00	6.97	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 27, 2008

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

**This table is for U.S. Coast Guard. -- 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	
<b>Time-Off awards - 1-9 hours</b>																		
Total Time-Off Awards Given	#	561	344	217	7	7	294	154	33	51	5	4	1	0	4	1	0	0
	%	100	61.31	38.68	1.24	1.24	52.40	27.45	5.88	9.09	0.89	0.71	0.17	0.00	0.71	0.17	0.00	0.00
Total Hours	Hr	4312.0	2624.0	1688.0	56.0	53.0	2237.0	1185.0	251.0	413.0	42.0	29.0	4.0	0.0	34.0	8.0	0.0	0.0
Average Hours	Hr	7.7	7.6	7.8	8.0	7.6	7.6	7.7	7.6	8.1	8.4	7.3	4.0	-	8.5	8.0	-	-
<b>Time-Off awards - 9+ hours</b>																		
Total Time-Off Awards Given	#	345	205	140	6	8	183	96	7	31	7	4	2	0	0	1	0	0
	%	100	59.42	40.57	1.73	2.31	53.04	27.82	2.02	8.98	2.02	1.15	0.57	0.00	0.00	0.28	0.00	0.00

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

**This table is for U.S. Coast Guard. -- 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	7846.0	4511.0	3335.0	122.0	228.0	4066.0	2260.0	161.0	712.0	130.0	108.0	32.0	0.0	0.0	27.0	0.0	0.0
Average Hours	H	22.7	22.0	23.8	20.3	28.5	22.2	23.5	23.0	23.0	18.6	27.0	16.0	-	-	27.0	-	-

**Cash Awards - \$100-\$500**

Total Cash Awards Given	#	1952	1345	607	47	27	1116	422	135	136	35	14	0	1	9	4	3	3
	%	100	68.90	31.09	2.40	1.38	57.17	21.61	6.91	6.96	1.79	0.71	0.00	0.05	0.46	0.20	0.15	0.15
Total Amount	\$	528,670	361,231	167,439	12,300	7,228	299,924	116,593	35,582	37,968	10,375	3,450	0	250	2,300	1,200	750	750
Average Amount	\$	271	269	276	262	268	269	276	264	279	296	246	-	250	256	300	250	250

**Cash Awards - \$501+**

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

**This table is for U.S. Coast Guard. -- 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 #	5400	3592	1808	144	73	3016	1176	293	447	101	95	5	4	19	9	14	4
%	100	66.51	33.48	2.66	1.35	55.85	21.77	5.42	8.27	1.87	1.75	0.09	0.07	0.35	0.16	0.25	0.07
Total Amount \$	7,666,689	5,107,107	2,559,582	174,741	93,450	4,334,366	1,645,415	402,244	664,263	153,814	136,415	6,790	4,943	21,922	11,316	13,230	3,780
Average Amount \$	1,420	1,422	1,416	1,213	1,280	1,437	1,399	1,373	1,486	1,523	1,436	1,358	1,236	1,154	1,257	945	945

**Quality Step Increases:**

Total QSIs Awarded #	190	128	62	4	3	113	44	7	12	4	3	0	0	0	0	0	0
%	100	67.36	32.63	2.10	1.57	59.47	23.15	3.68	6.31	2.10	1.57	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit \$	487,279	338,214	149,065	11,010	6,920	300,156	109,503	16,963	26,857	10,085	5,785	0	0	0	0	0	0
Average Benefit \$	2,565	2,642	2,404	2,753	2,307	2,656	2,489	2,423	2,238	2,521	1,928	-	-	-	-	-	-

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

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

**This table is for U.S. Coast Guard. -- 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	#	431	279	152	13	4	210	99	36	40	14	5	1	1	4	3	1	0
	%	100	64.73	35.26	3.01	0.92	48.72	22.96	8.35	9.28	3.24	1.16	0.23	0.23	0.92	0.69	0.23	0.00
Involuntary	#	30	19	11	0	1	16	6	3	3	0	1	0	0	0	0	0	0
	%	100	63.33	36.66	0.00	3.33	53.33	20.00	10.00	10.00	0.00	3.33	0.00	0.00	0.00	0.00	0.00	0.00
Reductions-in-Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	461	298	163	13	5	226	105	39	43	14	6	1	1	4	3	1	0
	%	100	64.64	35.35	2.81	1.08	49.02	22.77	8.45	9.32	3.03	1.30	0.21	0.21	0.86	0.65	0.21	0.00

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

**This table is for U.S. Coast Guard. -- 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	#	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

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

**TABLE B1: TOTAL WORKFORCE - Distribution by Disability**

**This table is for U.S. Coast Guard. -- 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	
<b>TOTAL</b>															
FY 2007 *	#	9284	7021	98	637	54	16	5	3	4	6	7	0	12	1
	%	100	75.62	1.05	6.86	0.58	0.17	0.05	0.03	0.04	0.06	0.07	0.00	0.12	0.01
FY 2008 *	#	9222	7097	101	637	53	16	5	3	3	6	6	0	14	0
	%	100	76.95	1.09	6.90	<b>0.57</b>	0.17	0.05	0.03	0.03	0.06	0.06	0.00	0.15	0.00
Difference	#	<b>-62</b>	76	3	0	<b>-1</b>	0	0	0	<b>-1</b>	0	<b>-1</b>	0	2	<b>-1</b>
Ratio Change	%	0.00	1.33	0.04	0.04	-0.01	0.00	0.00	0.00	-0.01	0.00	-0.01	0.00	0.03	-0.01
Net Change	%	-0.66	1.08	3.06	0.00	-1.85	0.00	0.00	0.00	-25.00	0.00	-14.28	-	16.66	-100.00
Federal High**	%	-	-	-	-	2.65	-	-	-	-	-	-	-	-	-
<b>PERMANENT</b>															

**TABLE B1: TOTAL WORKFORCE - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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	#	7346	6653	92	601	54	16	5	3	4	6	7	0	12	1
	%	100	90.56	1.25	8.18	0.73	0.21	0.06	0.04	0.05	0.08	0.09	0.00	0.16	0.01
FY 2008	#	7419	6721	94	604	47	14	5	3	3	5	6	0	11	0
	%	100	90.59	1.26	8.14	<b>0.63</b>	0.18	0.06	0.04	0.04	0.06	0.08	0.00	0.14	0.00
Difference	#	73	68	2	3	<b>-7</b>	<b>-2</b>	0	0	<b>-1</b>	<b>-1</b>	<b>-1</b>	0	<b>-1</b>	<b>-1</b>
	%	0.00	0.03	0.01	-0.04	-0.10	-0.03	0.00	0.00	-0.01	-0.02	-0.01	0.00	-0.02	-0.01
Net Change	%	0.99	1.02	2.17	0.49	-12.96	-12.50	0.00	0.00	-25.00	-16.66	-14.28	-	-8.33	-100.00
<b>TEMPORARY</b>															
FY 2007	#	410	368	6	36	0	0	0	0	0	0	0	0	0	0
	%	100	89.75	1.46	8.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 2008	#	416	376	7	33	6	2	0	0	0	1	0	0	3	0

**TABLE B1: TOTAL WORKFORCE - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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	90.38	1.68	7.93	1.44	0.48	0.00	0.00	0.00	0.24	0.00	0.00	0.72	0.00	
Difference	#	6	8	1	-3	6	2	0	0	0	1	0	0	3	0
Ratio Change	%	0.00	0.63	0.22	-0.85	1.44	0.48	0.00	0.00	0.00	0.24	0.00	0.00	0.72	0.00
Net Change	%	1.46	2.17	16.66	-8.33	-	-	-	-	-	-	-	-	-	-
<b>NON-APPROPRIATED</b>															
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

<b>TABLE B1: TOTAL WORKFORCE - Distribution by Disability</b>														
<b>This table is for U.S. Coast Guard. -- FY 2007 &amp; FY 2008</b>														
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.  
 Report generated on Oct 22, 2008

**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	<b>0.36</b>	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	4	1	2	2	2	1	1	0	
%	100	90.81	2.98	6.19	<b>0.48</b>	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	7	1	6	2	1	0	4	0	
%	100	89.97	3.12	6.89	<b>0.64</b>	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	<b>0.70</b>	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	<b>0.34</b>	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	<b>0.93</b>	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	<b>0.63</b>	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	<b>0.27</b>	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	<b>0.22</b>	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	<b>0.27</b>	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 U.S. Coast Guard. -- 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)	#	180	169	1	10	0	0	0	0	0	0	0	0	0	0
	%	100	93.88	0.55	5.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	605	552	8	45	3	0	0	1	0	1	1	0	0	0
	%	100	91.23	1.32	7.43	0.49	0.00	0.00	0.16	0.00	0.16	0.16	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	323	294	2	27	2	0	0	0	0	1	1	0	0	0
	%	100	91.02	0.61	8.35	0.61	0.00	0.00	0.00	0.00	0.30	0.30	0.00	0.00	0.00

**TABLE B3-1: Occupational Categories - Distribution by Disability**

**This table is for U.S. Coast Guard. -- 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	#	2019	1827	28	164	12	3	0	2	1	1	1	0	4	0
	%	100	90.49	1.38	8.12	0.59	0.14	0.00	0.09	0.04	0.04	0.04	0.00	0.19	0.00
Officials and Managers Total	#	3127	2842	39	246	17	3	0	3	1	3	3	0	4	0
	%	100	90.88	1.24	7.86	0.54	0.09	0.00	0.09	0.03	0.09	0.09	0.00	0.12	0.00
2. Professionals	#	1467	1338	19	110	10	2	1	0	1	1	1	0	4	0
	%	100	91.20	1.29	7.49	0.68	0.13	0.06	0.00	0.06	0.06	0.06	0.00	0.27	0.00
3. Technicians	#	183	152	5	26	2	1	0	0	1	0	0	0	0	0
	%	100	83.06	2.73	14.20	1.09	0.54	0.00	0.00	0.54	0.00	0.00	0.00	0.00	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 U.S. Coast Guard. -- 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	#	1245	1109	12	124	12	6	3	0	0	0	2	0	1	0
	%	100	89.07	0.96	9.95	0.96	0.48	0.24	0.00	0.00	0.00	0.16	0.00	0.08	0.00
6. Craft Workers	#	1001	904	13	84	4	2	1	0	0	0	0	0	1	0
	%	100	90.30	1.29	8.39	0.39	0.19	0.09	0.00	0.00	0.00	0.00	0.00	0.09	0.00
7. Operatives	#	204	195	2	7	1	0	0	0	0	0	0	0	1	0
	%	100	95.58	0.98	3.43	0.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.49	0.00
8. Laborers and Helpers	#	28	24	2	2	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

**TABLE B3-2: Occupational Categories - Distribution by Disability**

**This table is for U.S. Coast Guard. -- 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)	#	180	169	1	10	0	0	0	0	0	0	0	0	0
	%	2.42	2.51	1.06	1.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00
- Mid-Level (Grades 13-14)	#	605	552	8	45	3	0	0	1	0	1	1	0	0
	%	8.15	8.21	8.51	7.45	6.38	0.00	0.00	33.33	0.00	20.00	16.66	-	0.00
- First-Level (Grades 12 and Below)	#	323	294	2	27	2	0	0	0	0	1	1	0	0
	%	4.35	4.37	2.12	4.47	4.25	0.00	0.00	0.00	0.00	20.00	16.66	-	0.00

**TABLE B3-2: Occupational Categories - Distribution by Disability**

**This table is for U.S. Coast Guard. -- 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	#	2019	1827	28	164	12	3	0	2	1	1	1	0	4	0
	%	27.21	27.18	29.78	27.15	25.53	21.42	0.00	66.66	33.33	20.00	16.66	-	36.36	-
Officials and Managers Total	#	3127	2842	39	246	17	3	0	3	1	3	3	0	4	0
	%	42.13	42.27	41.47	40.72	36.16	21.42	0.00	99.99	33.33	60.00	49.98	-	36.36	-
2. Professionals	#	1467	1338	19	110	10	2	1	0	1	1	1	0	4	0
	%	19.77	19.90	20.21	18.21	21.27	14.28	20.00	0.00	33.33	20.00	16.66	-	36.36	-
3. Technicians	#	183	152	5	26	2	1	0	0	1	0	0	0	0	0
	%	2.46	2.26	5.31	4.30	4.25	7.14	0.00	0.00	33.33	0.00	0.00	-	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 U.S. Coast Guard. -- 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	
%	0.02	0.01	0.00	0.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	
5. Administrative Support Workers	#	1245	1109	12	124	12	6	3	0	0	0	2	0	1	0
	%	16.78	16.50	12.76	20.52	25.53	42.85	60.00	0.00	0.00	0.00	33.33	-	9.09	-
6. Craft Workers	#	1001	904	13	84	4	2	1	0	0	0	0	0	1	0
	%	13.49	13.45	13.82	13.90	8.51	14.28	20.00	0.00	0.00	0.00	0.00	-	9.09	-
7. Operatives	#	204	195	2	7	1	0	0	0	0	0	0	0	1	0
	%	2.74	2.90	2.12	1.15	2.12	0.00	0.00	0.00	0.00	0.00	0.00	-	9.09	-
8. Laborers and Helpers	#	28	24	2	2	0	0	0	0	0	0	0	0	0	0
	%	0.37	0.35	2.12	0.33	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 U.S. Coast Guard. -- 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	#	162	156	2	4	1	0	0	0	0	1	0	0	0
	%	2.18	2.32	2.12	0.66	2.12	0.00	0.00	0.00	0.00	20.00	0.00	-	0.00

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 22, 2008

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

This table is for U.S. Coast Guard. -- 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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-03	#	6	5	0	1	1	1	0	0	0	0	0	0	0	0
	%	100	83.33	0.00	16.66	16.66	16.66	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 U.S. Coast Guard. -- 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	#	35	2	2	1	0	1	0	0	0	0	0	0	0	
	%	100	5.71	5.71	2.85	0.00	2.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL-05	#	159	2	17	1	0	0	0	0	0	1	0	0	0	
	%	100	1.25	10.69	0.62	0.00	0.00	0.00	0.00	0.00	0.62	0.00	0.00	0.00	
GS/GG/GH/GM/GL-06	#	272	5	31	3	0	1	0	0	0	1	0	1	0	
	%	100	1.83	11.39	1.10	0.00	0.36	0.00	0.00	0.00	0.36	0.00	0.36	0.00	
GS/GG/GH/GM/GL-07	#	724	6	71	6	5	1	0	0	0	0	0	0	0	
	%	100	0.82	9.80	0.82	0.69	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for U.S. Coast Guard. -- 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	#	188	177	1	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	94.14	0.53	5.31	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-09	#	558	489	8	61	6	2	0	0	1	3	0	0	0	0	0
	%	100	87.63	1.43	10.93	1.07	0.35	0.00	0.00	0.17	0.53	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-10	#	27	27	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11	#	853	757	8	88	12	4	0	1	0	1	1	0	5	0	0

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

This table is for U.S. Coast Guard. -- 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	88.74	0.93	10.31	1.40	0.46	0.00	0.11	0.00	0.11	0.11	0.00	0.58	0.00	
GS/GG/GH/GM/GL-12 #	1303	1201	18	84	4	0	1	0	1	0	1	0	1	0	
%	100	92.17	1.38	6.44	0.30	0.00	0.07	0.00	0.07	0.00	0.07	0.00	0.07	0.00	
GS/GG/GH/GM/GL-13 #	1117	1016	16	85	4	0	0	1	1	0	0	0	0	2	
%	100	90.95	1.43	7.60	0.35	0.00	0.00	0.08	0.08	0.00	0.00	0.00	0.17	0.00	
GS/GG/GH/GM/GL-14 #	574	526	9	39	3	0	0	1	0	1	1	0	0	0	
%	100	91.63	1.56	6.79	0.52	0.00	0.00	0.17	0.00	0.17	0.17	0.00	0.00	0.00	

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

This table is for U.S. Coast Guard. -- 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	#	179	167	1	11	0	0	0	0	0	0	0	0	0	0
	%	100	93.29	0.55	6.14	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)	#	13	12	0	1	0	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	0.00
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 U.S. Coast Guard. -- 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	#	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 B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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	#	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
GS/GG/GH/GM/GL-02	#	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
GS/GG/GH/GM/GL-03	#	6	5	0	1	1	1	0	0	0	0	0	0	0
	%	0.09	0.09	0.00	0.19	2.43	8.33	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 U.S. Coast Guard. -- 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	#	35	2	2	1	0	1	0	0	0	0	0	0	0	
	%	0.58	2.63	0.39	2.43	0.00	25.00	0.00	0.00	0.00	0.00	0.00	-	0.00	
GS/GG/GH/GM/GL-05	#	159	2	17	1	0	0	0	0	0	1	0	0	0	
	%	2.64	2.63	3.39	2.43	0.00	0.00	0.00	0.00	0.00	20.00	-	0.00	-	
GS/GG/GH/GM/GL-06	#	272	5	31	3	0	1	0	0	0	1	0	1	0	
	%	4.52	6.57	6.18	7.31	0.00	25.00	0.00	0.00	0.00	20.00	-	11.11	-	
GS/GG/GH/GM/GL-07	#	724	6	71	6	5	1	0	0	0	0	0	0	0	
	%	12.05	7.89	14.17	14.63	41.66	25.00	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 U.S. Coast Guard. -- FY 2008 -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees

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GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
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GS/GG/GH/GM/GL-08	#	188	177	1	10	0	0	0	0	0	0	0	0	0	0	0
	%	3.12	3.25	1.31	1.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-	-
GS/GG/GH/GM/GL-09	#	558	489	8	61	6	2	0	0	1	3	0	0	0	0	0
	%	9.28	9.00	10.52	12.17	14.63	16.66	0.00	0.00	33.33	60.00	0.00	-	0.00	-	-
GS/GG/GH/GM/GL-10	#	27	27	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.44	0.49	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	#	853	757	8	88	12	4	0	1	0	1	1	0	5	0	0

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

This table is for U.S. Coast Guard. -- 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	
%	14.19	13.93	10.52	17.56	29.26	33.33	0.00	33.33	0.00	20.00	20.00	-	55.55	-	
GS/GG/GH/GM/GL-12 #	1303	1201	18	84	4	0	1	0	1	0	1	0	1	0	
%	21.68	22.11	23.68	16.76	9.75	0.00	25.00	0.00	33.33	0.00	20.00	-	11.11	-	
GS/GG/GH/GM/GL-13 #	1117	1016	16	85	4	0	0	1	1	0	0	0	2	0	
%	18.59	18.70	21.05	16.96	9.75	0.00	0.00	33.33	33.33	0.00	0.00	-	22.22	-	
GS/GG/GH/GM/GL-14 #	574	526	9	39	3	0	0	1	0	1	1	0	0	0	
%	9.55	9.68	11.84	7.78	7.31	0.00	0.00	33.33	0.00	20.00	20.00	-	0.00	-	

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

This table is for U.S. Coast Guard. -- 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	#	179	167	1	11	0	0	0	0	0	0	0	0	0	0
	%	2.97	3.07	1.31	2.19	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)	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.22	0.00	0.19	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
	%	0.00	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 U.S. Coast Guard. -- 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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	
TOTAL	#	6008	5431	76	501	41	12	4	3	3	5	5	0	9	
	%	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 B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

**This table is for U.S. Coast Guard. -- 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	#	9	8	1	0	0	0	0	0	0	0	0	0	0
	%	100	88.88	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	32	28	0	4	0	0	0	0	0	0	0	0	0
	%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	65	62	1	2	0	0	0	0	0	0	0	0	0
	%	100	95.38	1.54	3.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- 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	95.38	1.53	3.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	68	2	4	0	0	0	0	0	0	0	0	0	0
	%	100	2.94	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	49	0	5	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	10.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	161	1	14	0	0	0	0	0	0	0	0	0	0
	%	100	0.62	8.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	152	1	13	1	1	0	0	0	0	0	0	0	0
	%	100	0.65	8.55	0.65	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	644	7	47	3	1	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 U.S. Coast Guard. -- 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	91.61	1.08	7.29	0.46	0.15	0.15	0.00	0.00	0.00	0.00	0.00	0.15	0.00
Grade-11	#	137	127	3	7	1	0	0	0	0	0	0	1	0
	%	100	92.70	2.18	5.10	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.72	0.00
Grade-12	#	29	25	1	3	1	0	0	0	0	1	0	0	0
	%	100	86.20	3.44	10.34	3.44	0.00	0.00	0.00	0.00	3.44	0.00	0.00	0.00
Grade-13	#	10	9	1	0	0	0	0	0	0	0	0	0	0
	%	100	90.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	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-15	#	10	9	0	1	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- 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] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	3	0	1	0	0	0	0	0	0	0	0	0
	%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for U.S. Coast Guard. -- 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] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-01	#	3	2	0	1	0	0	0	0	0	0	0	0	0
	%	0.21	0.15	0.00	0.98	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-02	#	9	8	1	0	0	0	0	0	0	0	0	0	0
	%	0.65	0.63	5.55	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-03	#	32	28	0	4	0	0	0	0	0	0	0	0	0
	%	2.32	2.22	0.00	3.92	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-04	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.07	0.07	0.00	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-05	#	65	62	1	2	0	0	0	0	0	0	0	0	0
	%													

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

**This table is for U.S. Coast Guard. -- 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
%	4.71	4.92	5.55	1.96	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-06	#	68	62	2	4	0	0	0	0	0	0	0	0	0
	%	4.93	4.92	11.11	3.92	0.00	0.00	0.00	-	-	-	0.00	-	0.00
Grade-07	#	49	44	0	5	0	0	0	0	0	0	0	0	0
	%	3.55	3.49	0.00	4.90	0.00	0.00	0.00	-	-	-	0.00	-	0.00
Grade-08	#	161	146	1	14	0	0	0	0	0	0	0	0	0
	%	11.68	11.60	5.55	13.72	0.00	0.00	0.00	-	-	-	0.00	-	0.00
Grade-09	#	152	138	1	13	1	1	0	0	0	0	0	0	0
	%	11.03	10.96	5.55	12.74	16.66	50.00	0.00	-	-	-	0.00	-	0.00
Grade-10	#	644	590	7	47	3	1	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 U.S. Coast Guard. -- 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
%	46.73	46.89	38.88	46.07	50.00	50.00	100	-	-	-	0.00	-	50.00	-
Grade-11	#	137	127	3	7	1	0	0	0	0	0	0	1	0
	%	9.94	10.09	16.66	6.86	16.66	0.00	0.00	-	-	-	0.00	-	50.00
Grade-12	#	29	25	1	3	1	0	0	0	0	1	0	0	0
	%	2.10	1.98	5.55	2.94	16.66	0.00	0.00	-	-	-	100	-	0.00
Grade-13	#	10	9	1	0	0	0	0	0	0	0	0	0	0
	%	0.72	0.71	5.55	0.00	0.00	0.00	0.00	-	-	-	0.00	-	0.00
Grade-14	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.29	0.31	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 U.S. Coast Guard. -- 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] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
%	0.72	0.71	0.00	0.98	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	
%	0.29	0.23	0.00	0.98	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-	
TOTAL	#	1378	1258	18	102	6	2	1	0	0	0	1	0	2	0
%	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 B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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
<b>Mission Critical Jobs</b>														
0801 - GENERAL ENGINEERING	#	115	110	1	4	1	0	0	1	0	0	0	0	0
	%	100	95.65	0.86	3.47	0.86	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.00
0802 - ENGINEERING TECHNICIAN	#	56	48	1	7	1	1	0	0	0	0	0	0	0
	%	100	85.71	1.78	12.50	1.78	1.78	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

**This table is for U.S. Coast Guard. -- 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
0804 - FIRE PROTECTION ENGINEERING	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0806 - MATERIALS ENGINEERING	#	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
0807 - LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - ARCHITECTURE	#	28	28	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 U.S. Coast Guard. -- 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	
0809 - CONSTRUCTION CONTROL	#	23	19	1	3	0	0	0	0	0	0	0	0	0	0
	%	100	82.60	4.34	13.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0810 - CIVIL ENGINEERING	#	44	42	0	2	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	
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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for U.S. Coast Guard. -- 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	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
0819 - ENVIRONMENTAL ENGINEERING	#	17	15	2	0	0	0	0	0	0	0	0	0	0	
	%	100	88.23	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0828 - CONSTRUCTION ANALYST	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0830 - MECHANICAL ENGINEERING	#	53	51	1	1	0	0	0	0	0	0	0	0	0	
	%	100	96.22	1.88	1.88	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 U.S. Coast Guard. -- 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	
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0850 - ELECTRICAL ENGINEERING	#	34	34	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0854 - COMPUTER ENGINEERING	#	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	
0855 - ELECTRONICS ENGINEERING	#	60	55	0	5	0	0	0	0	0	0	0	0	0	
	%	100	91.66	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for U.S. Coast Guard. -- 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	
0856 - ELECTRONICS TECHNICIAN	#	42	31	3	8	0	0	0	0	0	0	0	0	0	0
	%	100	73.80	7.14	19.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0861 - AEROSPACE 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	
0871 - NAVAL ARCHITECTURE	#	37	36	0	1	0	0	0	0	0	0	0	0	0	

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

This table is for U.S. Coast Guard. -- 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	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

**This table is for U.S. Coast Guard. -- 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	
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0893 - CHEMICAL ENGINEERING	#	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
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- 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	
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0896 - INDUSTRIAL # ENGINEERING	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0899 - # ENGINEERING & ARCHITECTURE STUDENT TRAINEE	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- 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	
1102 - CONTR SPECLST	#	305	283	3	19	3	0	0	1	1	0	1	0	0	0
	%	100	92.78	0.98	6.22	0.98	0.00	0.00	0.32	0.32	0.00	0.32	0.00	0.00	0.00
2210 - SUPVY ITSPEC	#	448	402	5	41	4	0	0	0	0	1	1	0	2	0
	%	100	89.73	1.11	9.15	0.89	0.00	0.00	0.00	0.00	0.22	0.22	0.00	0.44	0.00
TOTAL	#	1286	1178	17	91	9	1	0	2	1	1	2	0	2	0

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008

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

**This table is for U.S. Coast Guard. -- 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	#	691	616	9	66	3	1	0	0	1	0	0	0	1	0
	%	100	89.14	1.30	9.55	0.43	0.14	0.00	0.00	0.14	0.00	0.00	0.00	0.14	0.00
Temporary	#	330	305	5	20	2	2	0	0	0	0	0	0	0	0
	%	100	92.42	1.51	6.06	0.60	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	1021	921	14	86	5	3	0	0	1	0	0	0	1	0
	%	100	90.20	1.37	8.42	0.48	0.29	0.00	0.00	0.09	0.00	0.00	0.00	0.09	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 U.S. Coast Guard. -- 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	#	71	66	1	4	0	0	0	0	0	0	0	0	0	0
	%	100	92.95	1.40	5.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Time in grade in excess of minimum</b>															
1-12 months	#	23	20	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	86.95	4.34	8.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13-24 months	#	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
25+ months	#	43	41	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	95.34	0.00	4.65	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.

Report generated on Oct 27, 2008

**TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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	
<b>Time-Off awards - 1-9 hours</b>															
Total Time-Off Awards Given	#	561	520	6	35	2	1	0	0	0	0	0	0	1	0
	%	100	92.69	1.06	6.23	0.35	0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.17	0.00
Total Hours	Hr	4312.0	3997.0	50.0	265.0	17.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	9.0	0.0
Average Hours	Hr	7.7	7.7	8.3	7.6	8.5	8.0	-	-	-	-	-	-	9.0	-
<b>Time-Off awards - 9+ hours</b>															
Total Time-Off Awards Given	#	345	310	6	29	3	2	0	0	0	0	0	0	1	0
	%	100	89.85	1.73	8.40	0.86	0.57	0.00	0.00	0.00	0.00	0.00	0.00	0.28	0.00

**TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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	7846.0	7012.0	135.0	699.0	52.0	34.0	0.0	0.0	0.0	0.0	0.0	0.0	18.0	0.0
Average Hours	Hr	22.7	22.6	22.5	24.1	17.3	17.0	-	-	-	-	-	-	18.0	-
<b>Cash Awards - \$100-\$500</b>															
Total Cash Awards Given	#	1952	1762	33	157	19	6	3	1	1	0	2	0	6	0
	%	100	90.26	1.69	8.04	0.97	0.30	0.15	0.05	0.05	0.00	0.10	0.00	0.30	0.00
Total Amount	\$	528,670	475,396	8,750	44,524	6,258	2,104	750	250	500	0	600	0	2,054	0
Average Amount	\$	271	270	265	284	329	351	250	250	500	-	300	-	342	-
<b>Cash Awards - \$501+</b>															
Total Cash Awards Given	#	5400	4948	67	385	36	10	4	3	2	5	4	0	8	0

**TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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	91.62	1.24	7.12	0.66	0.18	0.07	0.05	0.03	0.09	0.07	0.00	0.14	0.00
Total Amount \$	7,666,689	7,043,699	103,187	519,803	46,511	11,893	6,413	6,409	2,400	5,191	3,843	0	10,362	0
Average Amount \$	1,420	1,424	1,540	1,350	1,292	1,189	1,603	2,136	1,200	1,038	961	-	1,295	-
<b>Quality Step Increases:</b>														
Total QSIs Awarded #	190	175	3	12	1	0	0	0	0	0	1	0	0	0
%	100	92.10	1.57	6.31	0.52	0.00	0.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00
Total Benefit \$	487,279	453,034	5,937	28,308	3,582	0	0	0	0	0	3,582	0	0	0
Average Benefit \$	2,565	2,589	1,979	2,359	3,582	-	-	-	-	-	3,582	-	-	-

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 U.S. Coast Guard. -- 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	#	431	378	5	48	7	2	0	0	1	1	1	0	1	1
	%	100	87.70	1.16	11.13	1.62	0.46	0.00	0.00	0.23	0.23	0.23	0.00	0.23	0.23
Involuntary	#	30	29	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	96.66	0.00	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Reductions-in-Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	461	407	5	49	7	2	0	0	1	1	1	0	1	1
	%	100	88.28	1.08	10.62	1.51	0.43	0.00	0.00	0.21	0.21	0.21	0.00	0.21	0.21
Total Work Force	#	7419	6721	94	604	47	14	5	3	3	5	6	0	11	0

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

**This table is for U.S. Coast Guard. -- 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	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

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 U.S. Coast Guard. -- 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	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 02	#	6	3	3	0	0	1	2	2	1	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	16.66	33.33	33.33	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 03	#	22	10	12	0	0	6	6	3	5	1	1	0	0	0	0	0
	%	100	45.45	54.54	0.00	0.00	27.27	27.27	13.63	22.72	4.54	4.54	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 U.S. Coast Guard. -- 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- 04	#	55	18	37	1	3	12	24	3	7	2	3	0	0	0	0	0	0
	%	100	32.72	67.27	1.81	5.45	21.81	43.63	5.45	12.72	3.63	5.45	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 05	#	87	35	52	1	1	27	34	5	14	1	3	0	0	1	0	0	0
	%	100	40.22	59.77	1.14	1.14	31.03	39.08	5.74	16.09	1.14	3.44	0.00	0.00	1.14	0.00	0.00	0.00
GS/GG/GH/GM/GL- 06	#	11	6	5	1	1	4	4	1	0	0	0	0	0	0	0	0	0
	%	100	54.54	45.45	9.09	9.09	36.36	36.36	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- 07	#	12	10	2	2	0	6	2	1	0	1	0	0	0	0	0	0	0
	%	100	83.33	16.66	16.66	0.00	50.00	16.66	8.33	0.00	8.33	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 U.S. Coast Guard. -- 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
GS/GG/GH/GM/GL- #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
%	100	0.00	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	7	4	3	0	0	4	1	0	2	0	0	0	0	0	0	0	0	0	0
%	100	57.14	42.85	0.00	0.00	57.14	14.28	0.00	28.57	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- #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	19	15	4	0	0	14	3	1	1	0	0	0	0	0	0	0	0	0	0
11																			

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

**This table is for U.S. Coast Guard. -- 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
%	100	78.94	21.05	0.00	0.00	73.68	15.78	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	25	20	5	0	0	18	3	2	1	0	1	0	0	0	0	0	0
12																	
%	100	80.00	20.00	0.00	0.00	72.00	12.00	8.00	4.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL- #	17	12	5	1	0	11	5	0	0	0	0	0	0	0	0	0	0
13																	
%	100	70.58	29.41	5.88	0.00	64.70	29.41	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- #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14																	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

**This table is for U.S. Coast Guard. -- 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	#	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
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 U.S. Coast Guard. -- 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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 U.S. Coast Guard. -- 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	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	0.37	0.00	0.76	0.00	0.00	0.00	0.00	0.00	3.12	0.00	0.00	-	-	0.00	-	-
GS/GG/GH/GM/GL- 02	#	6	3	3	0	0	1	2	2	1	0	0	0	0	0	0	0
	%	2.25	2.20	2.30	0.00	0.00	0.94	2.35	11.11	3.12	0.00	0.00	-	-	0.00	-	-
GS/GG/GH/GM/GL- 03	#	22	10	12	0	0	6	6	3	5	1	1	0	0	0	0	0
	%	8.27	7.35	9.23	0.00	0.00	5.66	7.05	16.66	15.62	20.00	12.50	-	-	0.00	-	-

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

This table is for U.S. Coast Guard. -- 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- 04 #	55	18	37	1	3	12	24	3	7	2	3	0	0	0	0	0	0
	%	20.67	13.23	28.46	16.66	60.00	11.32	28.23	16.66	21.87	40.00	37.50	-	-	0.00	-	-
GS/GG/GH/GM/GL- 05 #	87	35	52	1	1	27	34	5	14	1	3	0	0	1	0	0	0
	%	32.70	25.73	40.00	16.66	20.00	25.47	40.00	27.77	43.75	20.00	37.50	-	-	100	-	-
GS/GG/GH/GM/GL- 06 #	11	6	5	1	1	4	4	1	0	0	0	0	0	0	0	0	0
	%	4.13	4.41	3.84	16.66	20.00	3.77	4.70	5.55	0.00	0.00	0.00	-	-	0.00	-	-
GS/GG/GH/GM/GL- 07 #	12	10	2	2	0	6	2	1	0	1	0	0	0	0	0	0	0
	%	4.51	7.35	1.53	33.33	0.00	5.66	2.35	5.55	0.00	20.00	0.00	-	-	0.00	-	-

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

This table is for U.S. Coast Guard. -- 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	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
%	0.37	0.00	0.76	0.00	0.00	0.00	1.17	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
GS/GG/GH/GM/GL- # 09	7	4	3	0	0	4	1	0	2	0	0	0	0	0	0	0	0
%	2.63	2.94	2.30	0.00	0.00	3.77	1.17	0.00	6.25	0.00	0.00	-	-	0.00	-	-	-
GS/GG/GH/GM/GL- # 10	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
%	0.75	1.47	0.00	0.00	0.00	1.88	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
GS/GG/GH/GM/GL- # 11	19	15	4	0	0	14	3	1	1	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- 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
%	7.14	11.02	3.07	0.00	0.00	13.20	3.52	5.55	3.12	0.00	0.00	-	-	0.00	-	-	-
GS/GG/GH/GM/GL- #	25	20	5	0	0	18	3	2	1	0	1	0	0	0	0	0	0
%	9.39	14.70	3.84	0.00	0.00	16.98	3.52	11.11	3.12	0.00	12.50	-	-	0.00	-	-	-
GS/GG/GH/GM/GL- #	17	12	5	1	0	11	5	0	0	0	0	0	0	0	0	0	0
%	6.39	8.82	3.84	16.66	0.00	10.37	5.88	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-
GS/GG/GH/GM/GL- #	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 GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex**

**This table is for U.S. Coast Guard. -- 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	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.37	0.73	0.00	0.00	0.00	0.94	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	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	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 GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex**

This table is for U.S. Coast Guard. -- 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	-	-
TOTAL	#	266	136	130	6	5	106	85	18	32	5	8	0	0	1	0	0	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 U.S. Coast Guard. -- 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	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	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	#	10	10	0	2	0	6	0	1	0	0	0	0	0	0	1	0
	%	100	100	0.00	20.00	0.00	60.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00

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

**This table is for U.S. Coast Guard. -- 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	#	10	8	2	0	0	8	2	0	0	0	0	0	0	0	0	0	0
	%	100	80.00	20.00	0.00	0.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	#	40	39	1	1	0	24	0	13	1	1	0	0	0	0	0	0	0
	%	100	97.50	2.50	2.50	0.00	60.00	0.00	32.50	2.50	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	6	6	0	0	0	2	0	4	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	33.33	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

**This table is for U.S. Coast Guard. -- 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	#	5	5	0	0	0	2	0	3	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
Grade-11	#	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
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- 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 U.S. Coast Guard. -- 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
Grade-02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.05	1.09	0.00	0.00	-	1.61	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
	%	16.84	16.48	25.00	0.00	-	24.19	33.33	0.00	0.00	0.00	-	-	-	-	-	0.00
Grade-04	#	10	10	0	2	0	6	0	1	0	0	0	0	0	0	0	1
	%	10.52	10.98	0.00	66.66	-	9.67	0.00	4.16	0.00	0.00	-	-	-	-	-	100

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

**This table is for U.S. Coast Guard. -- 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	#	10	8	2	0	0	8	2	0	0	0	0	0	0	0	0	0
	%	10.52	8.79	50.00	0.00	-	12.90	66.66	0.00	0.00	0.00	-	-	-	-	-	0.00
Grade-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
Grade-07	#	5	5	0	0	0	2	0	3	0	0	0	0	0	0	0	0
	%	5.26	5.49	0.00	0.00	-	3.22	0.00	12.50	0.00	0.00	-	-	-	-	-	0.00
Grade-08	#	40	39	1	1	0	24	0	13	1	1	0	0	0	0	0	0
	%	42.10	42.85	25.00	33.33	-	38.70	0.00	54.16	100	100	-	-	-	-	-	0.00
Grade-09	#	6	6	0	0	0	2	0	4	0	0	0	0	0	0	0	0
	%	6.31	6.59	0.00	0.00	-	3.22	0.00	16.66	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 U.S. Coast Guard. -- 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	#	5	5	0	0	0	2	0	3	0	0	0	0	0	0	0	0
	%	5.26	5.49	0.00	0.00	-	3.22	0.00	12.50	0.00	0.00	-	-	-	-	-	0.00
Grade-11	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	2.10	2.19	0.00	0.00	-	3.22	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	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
	%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00

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

This table is for U.S. Coast Guard. -- 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	-
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-
TOTAL	#	95	91	4	3	0	62	3	24	1	1	0	0	0	0	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.

Report generated on Oct 22, 2008

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

**This table is for U.S. Coast Guard. -- 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
<b>Mission Critical Jobs</b>																	
0801 - GENERAL 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	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
0802 - ENGINEERING TECHNICIAN	#	10	7	3	2	0	5	3	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
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

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

**This table is for U.S. Coast Guard. -- 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	
0803 - SAFETY ENGINEERING	#	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
0804 - FIRE PROTECTION ENGINEERING	#	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
0806 - MATERIALS 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 U.S. Coast Guard. -- 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
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
%	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
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

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

**This table is for U.S. Coast Guard. -- 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	
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	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	
	%	100	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	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 U.S. Coast Guard. -- 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
0819 - # ENVIRONMENTAL ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

**This table is for U.S. Coast Guard. -- 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	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
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	0.00

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

**This table is for U.S. Coast Guard. -- 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	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8	0.6	0.1	0.0	0.2	0.0	1.1	0.1
0840 - NUCLEAR ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0840 - NUCLEAR ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	0
0850 - ELECTRICAL ENGINEERING %	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	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

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

**This table is for U.S. Coast Guard. -- 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	
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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

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

**This table is for U.S. Coast Guard. -- 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
0856 - ELECTRONICS TECHNICIAN	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2

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

**This table is for U.S. Coast Guard. -- 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			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
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	
0873 - SHIP SURVEYING	#	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 U.S. Coast Guard. -- 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	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 U.S. Coast Guard. -- 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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 U.S. Coast Guard. -- 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	
0893 - CHEMICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF	%	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	1.2	0.0
0894 - WELDING ENGINEERING	#	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
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	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 U.S. Coast Guard. -- 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
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
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

**This table is for U.S. Coast Guard. -- 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	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
1102 - CONTR SPECLST	#	9	5	4	0	0	5	3	0	1	0	0	0	0	0	0	0
	%	100	55.55	<b>44.44</b>	<b>0.00</b>	<b>0.00</b>	55.55	<b>33.33</b>	<b>0.00</b>	11.11	<b>0.00</b>	<b>0.00</b>	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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
2210 - SUPVY ITSPEC	#	5	3	2	0	0	1	2	1	0	1	0	0	0	0	0	0
	%	100	<b>60.00</b>	40.00	<b>0.00</b>	<b>0.00</b>	<b>20.00</b>	40.00	20.00	<b>0.00</b>	20.00	<b>0.00</b>	<b>0.00</b>	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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

<b>TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex</b>																	
<b>This table is for U.S. Coast Guard. -- FY 2008 -- Temporary Employees</b>																	
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
<b>TOTAL</b>	#	42	32	10	2	0	27	8	2	1	1	1	0	0	0	0	0

NOTE: Percentages compute across rows and NOT down columns.

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

This table is for U.S. Coast Guard. -- 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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- 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	#	55	2	3	1	0	0	0	0	0	0	0	1	0	
	%	100	3.63	5.45	1.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.81	0.00	
GS/GG/GH/GM/GL-05	#	87	0	7	2	0	0	0	0	1	0	0	1	0	
	%	100	0.00	8.04	2.29	0.00	0.00	0.00	0.00	1.14	0.00	0.00	1.14	0.00	
GS/GG/GH/GM/GL-06	#	11	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	9.09	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	#	12	0	2	1	1	0	0	0	0	0	0	0	0	
	%	100	0.00	16.66	8.33	8.33	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 U.S. Coast Guard. -- 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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-09	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-10	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11	#	19	14	2	3	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 U.S. Coast Guard. -- 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	73.68	10.52	15.78	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-12 #	25	23	0	2	0	0	0	0	0	0	0	0	0	0	
%	100	92.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL-13 #	17	14	0	3	1	1	0	0	0	0	0	0	0	0	
%	100	82.35	0.00	17.64	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM/GL-14 #	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 U.S. Coast Guard. -- 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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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 U.S. Coast Guard. -- 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.

Report generated on Oct 22, 2008

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

This table is for U.S. Coast Guard. -- 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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.37	0.41	0.00	0.00	0.00	0.00	-	-	-	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.25	2.50	0.00	0.00	0.00	0.00	-	-	-	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-03	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0
	%	8.27	9.16	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 U.S. Coast Guard. -- 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	#	55	50	2	3	1	0	0	0	0	0	0	0	1	0
	%	20.67	20.83	50.00	13.63	20.00	0.00	-	-	-	0.00	-	-	50.00	-
GS/GG/GH/GM/GL-05	#	87	80	0	7	2	0	0	0	0	1	0	0	1	0
	%	32.70	33.33	0.00	31.81	40.00	0.00	-	-	-	100	-	-	50.00	-
GS/GG/GH/GM/GL-06	#	11	10	0	1	0	0	0	0	0	0	0	0	0	0
	%	4.13	4.16	0.00	4.54	0.00	0.00	-	-	-	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-07	#	12	10	0	2	1	1	0	0	0	0	0	0	0	0
	%	4.51	4.16	0.00	9.09	20.00	50.00	-	-	-	0.00	-	-	0.00	-

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

This table is for U.S. Coast Guard. -- 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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.37	0.41	0.00	0.00	0.00	0.00	-	-	-	0.00	-	-	0.00	-	
GS/GG/GH/GM/GL-09	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0	
	%	2.63	2.50	0.00	4.54	0.00	0.00	-	-	-	0.00	-	-	0.00	-	
GS/GG/GH/GM/GL-10	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.75	0.83	0.00	0.00	0.00	0.00	-	-	-	0.00	-	-	0.00	-	
GS/GG/GH/GM/GL-11	#	19	14	2	3	0	0	0	0	0	0	0	0	0	0	

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

This table is for U.S. Coast Guard. -- 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	
%	7.14	5.83	50.00	13.63	0.00	0.00	-	-	-	0.00	-	-	0.00	-	
GS/GG/GH/GM/GL-12 #	25	23	0	2	0	0	0	0	0	0	0	0	0	0	
%	9.39	9.58	0.00	9.09	0.00	0.00	-	-	-	0.00	-	-	0.00	-	
GS/GG/GH/GM/GL-13 #	17	14	0	3	1	1	0	0	0	0	0	0	0	0	
%	6.39	5.83	0.00	13.63	20.00	50.00	-	-	-	0.00	-	-	0.00	-	
GS/GG/GH/GM/GL-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	-	-	0.00	-	

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

This table is for U.S. Coast Guard. -- 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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.37	0.41	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
	%	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
	%	0.00	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 U.S. Coast Guard. -- 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	
TOTAL	#	266	240	4	22	5	2	0	0	0	1	0	0	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 B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability**

**This table is for U.S. Coast Guard. -- 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	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	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	#	10	9	0	1	1	0	0	0	0	0	0	1	0
	%	100	90.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00
Grade-05	#	10	10	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 U.S. Coast Guard. -- 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	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	40	37	1	2	0	0	0	0	0	0	0	0	0
	%	100	92.50	2.50	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	100	83.33	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	5	3	1	1	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- 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	60.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#	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 U.S. Coast Guard. -- 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.

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

**This table is for U.S. Coast Guard. -- 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
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.05	1.13	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-03	#	16	16	0	0	0	0	0	0	0	0	0	0	0
	%	16.84	18.18	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-04	#	10	9	0	1	1	0	0	0	0	0	0	1	0
	%	10.52	10.22	0.00	20.00	100	-	-	-	-	-	-	100	-
Grade-05	#	10	10	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 U.S. Coast Guard. -- 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
%	10.52	11.36	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-07	#	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	5.26	5.68	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-08	#	40	37	1	2	0	0	0	0	0	0	0	0	0
	%	42.10	42.04	50.00	40.00	0.00	-	-	-	-	-	-	0.00	-
Grade-09	#	6	5	0	1	0	0	0	0	0	0	0	0	0
	%	6.31	5.68	0.00	20.00	0.00	-	-	-	-	-	-	0.00	-
Grade-10	#	5	3	1	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 U.S. Coast Guard. -- 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	
%	5.26	3.40	50.00	20.00	0.00	-	-	-	-	-	-	-	0.00	-	
Grade-11	#	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	2.10	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-	
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	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	
	%	0.00	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	-	
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 U.S. Coast Guard. -- 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
%	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	#	95	88	2	5	1	0	0	0	0	0	0	1	0
%	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 B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability**

This table is for U.S. Coast Guard. -- 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	
<b>Mission Critical Jobs</b>															
0801 - GENERAL 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	
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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

This table is for U.S. Coast Guard. -- 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	
0804 - FIRE PROTECTION ENGINEERING	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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

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

This table is for U.S. Coast Guard. -- 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	
0809 - CONSTRUCTION CONTROL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0810 - CIVIL ENGINEERING	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0817 - SURVEYING TECHNICIAN	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- 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	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0819 - ENVIRONMENTAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0828 - CONSTRUCTION ANALYST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0830 - MECHANICAL ENGINEERING	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- 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	
0840 - NUCLEAR ENGINEERING	#	0	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	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
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - ELECTRONICS ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- 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	
0856 - ELECTRONICS TECHNICIAN	#	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
0858 - BIOMEDICAL ENGINEERING	#	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	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
0871 - NAVAL ARCHITECTURE	#	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 U.S. Coast Guard. -- 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	
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0881 - PETROLEUM ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- 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	
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0893 - CHEMICAL ENGINEERING	#	0	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- 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	
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	0	0	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	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0899 - # ENGINEERING & ARCHITECTURE STUDENT TRAINEE	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- 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
1102 - CONTR SPECLST	#	9	7	0	2	1	1	0	0	0	0	0	0	0
	%	100	77.77	0.00	22.22	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2210 - SUPVY ITSPEC	#	5	3	0	2	0	0	0	0	0	0	0	0	0
	%	100	60.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	42	36	0	6	1	1	0	0	0	0	0	0	0

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 22, 2008