



**U.S. COAST GUARD**

# *U. S. Coast Guard Office of Civil Rights*

*MD-715 Program Status Report  
Fiscal Year 2006*

**ALL THREATS ALL HAZARDS  
ALWAYS READY**



**United States Coast Guard**  
Federal Agency Annual EEO Program Status Report  
For Period Covering October 1, 2005 to September 30, 2006



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<b>EEOC FORM 715-01 PART A - D</b>	<i><b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></i>			
<b>For period covering October 1, 2005 , to September 30, 2006.</b>				
<b>PART A</b> Department or Agency Identifying Information	1. Agency		1. U.S. Coast Guard	
	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			
	2. Address		2. 2100 2 <sup>nd</sup> Street, S.W.	
	3. City, State, Zip Code		3. Washington, DC 20593	
	4. CPDF Code	5. FIPS code(s)	4. HSAC	7008
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees			
	2. Enter total number of temporary employees			
	3. Enter total number employees paid from non-appropriated funds			
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. ADM Thad W. Allen, Commandant	
	2. Agency Head Designee		2. VADM Robert J. Papp, Chief of Staff	
	3. Principal EEO Director/Official Official Title/series/grade		3. Terri A. Dickerson, Director, Office of Civil Rights	
	4. Title VII Affirmative EEO Program Official		4. Arlene J. Gonzalez, Division Chief, Policy & Plans Division	
	5. Section 501 Affirmative Action Program Official		5. M. Tina Calvert, Division Chief, Compliance & Liaison Division	
	6. Complaint Processing Program Manager		6. Francine R. Blyther, Team Leader, Investigations and Response Team	
	7. Other Responsible EEO Staff		Vincent E. Patterson, EEO Review & Workforce Analysis Programs Manager, Policy & Plans Division	
			Larry R. Houston, National Special Emphasis Program & Awards Manager	

<b>EEOC FORM 715-01 PART A - D</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL</b> <b>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]	X
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	X
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	X
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]	X
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	X
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	X
*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	X
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

<b>EEOC FORM 715-01 PART E</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL</b> <b>EEO PROGRAM STATUS REPORT</b>
<b>United States Coast Guard</b>	<b>For period covering October 1, 2005 , to September 30, 2006.</b>
<b>EXECUTIVE SUMMARY</b>	

On May 25, 2006, President George W. Bush presided over the change of command at which Admiral Thad W. Allen became the 23<sup>rd</sup> Commandant of the U.S. Coast Guard (USCG). One of the seven uniformed services of the United States, USCG enforces maritime law, provides mariner assistance, and carries out search and rescue missions among other duties. Its stated mission is to protect the public, the environment, and the United States' economic and security interests in any maritime region in which those interests may be at risk, including international waters and America's coasts, ports, and inland waterways.

The Global War on Terrorism, Maritime Transportation Security Act, Homeland Security Act, National Strategy for Homeland Security, and the National Strategy for Maritime Security have mandated new areas of mission emphasis for the USCG. Admiral Allen has focused the entire organization on improving and sustaining Mission Execution. He has done so by expanding deployable force capabilities, collaborating with other services and agencies, and reevaluating and realigning mission support systems (human resources, maintenance and logistics, financial management and information systems). He has directed creation of a new human resource strategy and reorganization of USCG Headquarters staff to better align with Department of Defense (DOD) counterparts.

Admiral Allen has shown unprecedented leadership for diversity by spending time and resources to participate first-hand in equal opportunity initiatives. Among his efforts, he gave speeches at events including the National Naval Officers Association 34<sup>th</sup> Annual Professional Development and Training Conference, 97<sup>th</sup> Annual Convention of the NAACP, and Blacks-in-Government (BIG) National Annual Training Conference, occasions during which he consistently communicated his commitment to USCG as an employer for all.

The Director, Office of Civil Rights, Ms. Terri Dickerson reports directly to the Commandant. In this capacity she: communicates and collaborates with external organizations, internal leadership, and other constituencies to maximize progress toward equal opportunity at the Coast Guard; provides leadership for responsive, effective enforcement of civil rights laws, regulations, Executive Orders, policies, and procedures; and fosters programs which enhance civil rights integrity and accountability among civilian employees and military members, at staff level and within the USCG leadership ranks. The Civil Rights Director and Deputy regularly participate in USCG senior level strategy and planning meetings, and collaborate with the other armed forces (Army, Navy, Air Force, Marines, and National Guard) in the identification of best diversity practices.

The overall vision of the civil rights effort at the USCG is to serve as the conscience, champion, and advocate for a USCG workforce that reflects the labor force and values differences among individuals. Such an attainment allows everyone to reach her/his full potential.

USCG is pleased to highlight some of the significant accomplishments achieved by the USCG Equal Employment Opportunity (EEO) Program during FY06:

USCG identified resource constraints as a barrier to effectively communicating equal opportunity policy to its workforce. Therefore, at the HQ level, the Office of Civil Rights succeeded in developing and deploying to all USCG units a new e-learning program, *e-Sexual Harassment Prevention (e-SHP) Training Module*. This web-based program significantly augments classroom training which Equal Opportunity Advisors conduct. Accessible from any computer that has intranet capability, this new resource has been effectively utilized not only by USCG members, but by non-appropriated fund (NAF) employees, and USCG Auxiliarists. By virtue of this tool, USCG trained 36,390 members of its workforce in *Sexual Harassment Prevention* this year; an increase of 54 percent over FY05's training efforts on the same topic. USCG will continue to publicize and promote *e-SHP* so that it will achieve its goal of 100 percent of the workforce trained annually in SHP. USCG records SHP training completion via electronic means, specifically the Training Management Tool (TMT). The Office of Civil Rights resolved many problems this year specific to personnel participation. In FY07, USCG will continue to improve operations, for example enhancing its ability to track personnel participation in classroom training separate from those who undertook the electronic module.

USCG also identified deficiencies in its complaints responsiveness and analysis. USCG received 56 formal complaint cases (under Title VII of the Civil Rights Act) during FY-06. To realize additional efficiencies within the complaints program, USCG held *Alternative Dispute Resolution (ADR)* training sessions nationwide. As a result, *ADR* was used in resolution of several pre-complaints. USCG also provided training in the Department of Homeland Security's (DHSs) management and tracking system *EEO Eagle*. Accessible based on pre-defined user roles and permissions, *EEO Eagle* auto-generates the Annual Federal EEO Statistical Report of Discrimination Complaints (EEOC Form 462) and the Notification and Federal Employee Anti-Discrimination and Retaliation Act of 2002 (NO FEAR) Report. USCG administered *EEO Eagle* training to 75 employees during October 2006. Having civil rights field personnel utilize *EEO Eagle* has resulted in consistent, comprehensive reporting, enabling HQ Civil Rights to be more responsive to data calls and to become more strategic in analyzing complaints. More expansive knowledge of *EEO Eagle* among field EEO counselors will strengthen reporting capability. *EEO Eagle* data reveals opportunity to improve processing timeframes which is an area to which USCG will exert additional effort in FY07.

USCG previously identified as barriers, the lack of sufficient knowledge about USCG among persons with disabilities, and lack of internal knowledge of policies and procedures pertaining to such persons. Outreach to increase employment for people with disabilities continued in FY06. In support of the DHS Secretaries initiative to increase the employment of people with disabilities, more than 75 managers USCG-wide received training on disabilities issues. The USCG hired two interns with disabilities for summer internships. On October 18, 2006, National Disability Mentoring Day, USCG employees mentored 4 students with disabilities in the Washington, DC metropolitan area. USCG employees mentored an additional 16 student with disabilities in other regions of the country. In FY07 USCG will offer *Windmills*, an outstanding program that uses an interactive process to raise employees' consciousness about biases which hinder hiring people with disabilities. USCG will focus first on training a cadre of trainees who can subsequently infuse the module in USCG units service-wide.

Other affirmative steps taken by USCG demonstrate continued commitment to building a high-quality diverse workforce including:

- USCG previously identified as a barrier effective awareness of human relations policy among its workforce. The Office of Civil Rights issued an ALCOAST (message to all personnel) in October 2005 promoting an organizational climate assessment survey instrument developed by and available through the Department of Defense Equal Opportunity Management Institute (*DEOMI*). This instrument, referred to as Defense Equal Opportunity Climate Survey (*DEOCS*), is an excellent management tool for proactively assessing critical organizational climate dimensions such as behavior toward women and minorities, positive EO behaviors, sexual harassment, racist behaviors, work group cohesion and work group effectiveness. Sixty-two (62) units subjected their workforces to the *DEOCS* instrument in FY06 compared with one unit in FY05. Overall, commands reported positive outcomes as a result of having administered this survey. USCG will continue to promote use of the *DEOCS* in FY07 and seek more data on its impact in the workplace.
- To eliminate barriers associated with employment of people with disabilities, the Commandant approved Instruction 12713.1, Reasonable Accommodation for Applicants and Employees with Disabilities on March 30, 2006. This instruction was promulgated to all managers, supervisors and employees. USCG held a video conference on September 6, 2006 attended by personnel including 20 civil rights service providers nationwide. The information shared in this video conference reinforced comprehension of policies and procedures in the Instruction and further enhanced their capacity to work with and support human resource initiatives for the employment of people with disabilities. In 2007, USCG will work to secure approval and concurrence for EEOC of its Instruction.
- USCG previously identified employee knowledge of policies as a barrier. In 2006, USCG inaugurated and produced monthly editions of the newsletter, *Civil Rights on Deck* as a source and conduit of reliable and accurate policy information to the entire workforce. This tool also has helped USCG to offer its units best practices learned from other services, other agencies, and its own workforce, and to encourage their adoption service-wide. Based on feedback from its readership, *On Deck* has been an effective communication tool, which USCG plans to continue in FY07, focusing on its emphasis areas, such as employment and reasonable accommodation for people with disabilities.
- In another effort to overcome the barrier of effective awareness of human relations policy among its workforce, USCG EO trainers conducted *Human Relations Awareness (HRA)* training for 14,960 employees and managers. *HRA* is an 8 hour training program which is mandatory for all employees triennially. This course uses an interactive process to allow participants to discuss the effect of socialization on illegal discrimination and sexual harassment. It also provides information on EO program policies and procedures, types and theories of discrimination and their impact on the USCG mission, and communication factors which impact interpersonal communications.

In the FY05 MD715 self-assessment of the six essential elements required for structuring a Model EEO Program, USCG identified 17 program deficiencies against approximately 123 EEOC measures. To achieve objectives established to eliminate 17 program deficiencies, USCG developed 50 activities that would be executed primarily throughout FY06. USCG was successful in completing 34 of 50 (68%) of planned activities. This included the completion of

seven EEO program deficiencies in their entirety. Some of the noteworthy activities completed included (1) finalizing and promulgating a USCG instruction on Reasonable Accommodation for Individuals with Disabilities, (2) disseminating procedural guidance for the pre-complaint process for use by Civil Rights Service Providers nationwide, (3) providing training on the use of *EEO Eagle* to EEO counselors and other users of this complaint management system and (4) utilizing e-Recruitment initiative to track recruitment efforts. Included among the 10 outstanding program deficiencies are (1) ensuring that all managers and supervisors are trained in reasonable accommodation procedures, (2) conducting workload analysis of MD715 staffing needs to ensure adequate resources for execution of this program, (3) continuing renovation projects of administrative facilities to ensure Section 504 compliance, and (4) ensuring the provision of workforce data to district civil rights staff for adequate review and analysis of information required by MD715. Wherever program deficiencies were not completely remedied by the end of FY06, progress has been noted and new target dates set.

The USCG did not identify any new EEO program deficiencies in the FY06 self-assessment of the six essential elements.

As to profiles, the *total* USCG workforce experienced a positive net change from FY05 to FY06, from 8,811 to 9,028 including 1,455 NAF employees. Participation rates of White males, African American males and Asian males and females showed positive net changes of 6, 0.7, 39, and 59 percent, respectively. Participation rates for the following employee groups resulted in negative net changes: females minus 1 percent; Hispanic males minus 0.9 percent; Hispanic females minus 5 percent; White females minus 0.7 percent; African American females minus 0.6 percent; Native Hawaiian/Other Pacific Islander males and females minus 76 and 79 percent, respectively; American Indian/Alaska Native males and females minus 6 and 60 percent, respectively; and males and females of two or more/other races minus 65 and 85 percent, respectively.

The *permanent* workforce increased by 354 employees between FY05 to FY07, resulting in a positive net change from 6,880 to 7,234. The participation rate of females overall, Hispanic males, White males and females, and African American males resulted in positive net changes of 3 percent, 7 percent, 4 percent, and 3 percent, respectively. Participation rates of Asian males and females showed positive net changes of 23 and 49 percent, respectively. However, participation rates of Hispanic females, African American females and American Indian/Alaska Native females showed negative net changes of minus 3 percent, minus 1 percent, and minus 7 percent, respectively. Males and females of two or more/other races experienced negative net changes of minus 64 percent and 88 percent, respectively.

For the USCG *temporary* workforce lost 28 employees from FY05 (367) to FY06 (339), the net change for most employee groups was negative. Participation rates of females overall, Hispanic females, and African-American females resulted in positive net changes of 12 percent, 400 percent and 100 percent, respectively. Asian males and females had positive net changes of 250 percent and 40 percent, respectively.

For employees with disabilities, participation rates resulted in positive net changes in the *total* and *permanent* workforces, and a negative net change in the *temporary* workforce. Conversely, the participation rate of employees with targeted disabilities showed a negative net change in the *total* and *permanent* workforces, but a positive net change in the *temporary* workforce. A review of participation rates for persons with targeted disabilities in the *total*, *permanent* and *temporary* workforce (0.58 percent, 0.7 percent and 0.58 percent, respectively) indicates that

the USCG falls significantly below the “Federal High” of 2.27 percent. Overall, USCG *total* and *permanent* workforce net changes from FY05 to FY06 for employees by race, national origin and gender establish employment patterns similar to those reported in its FY05 EEO Program Status Report. As such, USCG did not identify any new deficiencies. New deficiencies have been identified under the Rehabilitation Act, and more activities are planned for FY07 to address the employment challenge in this area. USCG will use Schedule A and work with personnel to collect and analyze applicant and separation data.

To achieve greater efficiency in completing the extensive barrier analysis required by MD715, the USCG has an established MD715 team. This team examines personnel policies and organizational management practices that govern how the USCG recruits, hires, trains and retains its employees. Even though the team meets throughout the year, membership is a collateral duty. Time constraints, member turnover and civil rights staff shortages continue to challenge the team efforts in this area. In order to address this challenge, the USCG will begin to explore means such as auxiliarists to bring analytical expertise.

EEOC FORM  
715-01  
PART F

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

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

I,

**Terri A. Dickerson, Director**

am the

Principal EEO Director/Official for

**U. S. 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.

**Terri A. Dickerson**

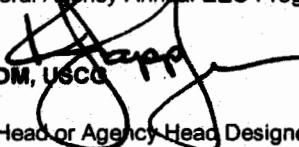


*20 Dec 2006*

Date

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

**Robert J. Papp, VADM, USCG**



*22 Dec 2006*

Date

Signature of Agency Head or Agency Head Designee

<b>EEOC FORM 715-01 PART G</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL</b> <b>EEO PROGRAM STATUS REPORT</b>				
<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
 <b>Compliance Indicator</b>	<b>EEO policy statements are up-to-date.</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>Yes</b>	<b>No</b>		
1. The Agency Head was installed on May 25, 2006. The EEO policy statement has not been issued. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		<input checked="" type="checkbox"/>		New Anti-Harassment/Anti-Discrimination policy and EO policy are currently undergoing review process. We anticipate issuing the new policies by Jan 07.	
2. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		<input checked="" type="checkbox"/>			
3. Are new employees provided a copy of the EEO policy statement during orientation?		<input checked="" type="checkbox"/>			
4. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		<input checked="" type="checkbox"/>			
 <b>Compliance Indicator</b>	<b>EEO policy statements have been communicated to all employees.</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>Yes</b>	<b>No</b>		
5. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		<input checked="" type="checkbox"/>			
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?		<input checked="" type="checkbox"/>			
7. Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? <b>[see 29 CFR §1614.102(b)(5)]</b>		<input checked="" type="checkbox"/>			

 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	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	
	8. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	<input checked="" type="checkbox"/>		
	8A. resolve problems/disagreements and other conflicts in their respective work environments as they arise?	<input checked="" type="checkbox"/>		
	8B. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	<input checked="" type="checkbox"/>		
	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?	<input checked="" type="checkbox"/>		
	8D. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	<input checked="" type="checkbox"/>		
	8E. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	<input checked="" type="checkbox"/>		
	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 ?	<input checked="" type="checkbox"/>		
	8G. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	<input checked="" type="checkbox"/>		
	8H. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	<input checked="" type="checkbox"/>		
	9. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	<input checked="" type="checkbox"/>		
	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	<input checked="" type="checkbox"/>		

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?			
11. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X	CG Office of Civil Rights will conduct train-the-trainer course entitled "WINDMILLS" for all military EO Advisors and civilian EO specialists. This training is designed to increase awareness of the role that attitudes play in the employment of persons with disabilities. Course graduates will incorporate WINDMILLS into their Human Relations Awareness curriculum. Managers and supervisors will receive the procedures for reasonable accommodation during this training. Procedures for reasonable accommodation will also be posted on the websites for Human Resources and Civil Rights.	

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION 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.				
Compliance Indicator	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.	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	
12. Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] 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		Level 2 has the responsibility of establishing policy for the CG Civil Rights Program. However, subordinate units' EEO program authority rests with the appropriate Commanding Officer
16A. If not, please describe how EEO program authority is delegated to subordinate reporting components.			
 <b>Compliance Indicator</b>	<p>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.</p>	Measure has been met	<p>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</p>
 <b>Measures</b>		Yes	
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? [see 29 C.F.R. § 1614.102(b)(3)]		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		

Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	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	
Measures	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	Pending full implementation of new Civil Rights organization infrastructure (FY08)
	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	Insufficient staffing to perform this function  Pending full implementation of new Civil Rights organization infrastructure (FY08)
	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	Staffing insufficient to perform. Civil Rights managers are dependent on interns and administrative staff [where available] to carry out mission. EO Specialist expertise is not available to effectively identify barriers service-wide. Office attorney seeks resources and personnel sufficient for mission accomplishment.
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	
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.						
Compliance Indicator	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.	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			
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	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)]	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			
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	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	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			
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			
<p style="text-align: center;"><b>Essential Element D: PROACTIVE PREVENTION</b></p> <p><b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b></p>				
 <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>	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>
 <b>Measures</b>		Yes	No	
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> 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>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</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>
 <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		Staffing is insufficient to conduct MD715 analysis.
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		
58. 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>	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>
 <b>Measures</b>		Yes	No	
59. 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		

60. 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		
61. 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>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	The majority of investigations has been completed however work remains to be done in this area so that investigations are completed within the applicable timeframes.
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		

 Compliance Indicator	<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>	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	
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			
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			
 Compliance Indicator	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</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
Measures		Yes	No	
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			
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			

 Compliance Indicator	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.	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
	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	
<p style="text-align: center;"><b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b></p> <p style="text-align: center;"><b>This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b></p>			
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	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	
	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	
 Compliance Indicator	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.	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	
	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	

Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	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	
	81. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	X		Managers and supervisors are held accountable for carrying out their EO/EEO responsibilities under both MAXHR and the Excellence Achievement and Recognition Systems (EARS) in the Leadership Core Competency. MAXHR covers GS managers and supervisors while EARS covers Wage Grade supervisors.
	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 (MAXHR) and/or Meets levels at a minimum as assessed by their supervisors during mid-term and final rating periods. Training on both systems has been provided to ensure managers and supervisors have the tools needed to fully perform as leaders expected to accomplish 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.

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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 #10</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<u><b>Essential Element A: Demonstrated Commitment from Agency Leadership</b></u> 2. Procedures for Reasonable Accommodation for individuals with disabilities have not been disseminated during orientation and/or by placing such information on the intranet.	
OBJECTIVE:	To formalize Coast Guard specific procedures for reasonable accommodation in accordance with the DHS procedures; by creating a Coast Guard Commandant's Instruction and disseminate this information to all employees and supervisors through orientation, civil rights website and/or specific training.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-OOH	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/06	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Finalize Coast Guard instruction re: Reasonable Accommodation Process for Individuals With Disabilities		2/28/06 9/30/06 Completed
Disseminate new procedures via Commandant ALCOAST (Coast Guard-wide message system) and placing on intranet site		2/28/06 9/30/06 Completed
Identify methods of providing training supervisors and managers		9/30/06 Completed
Provide information regarding the procedures during new employee orientation		5/31/06 9/30/06 Completed
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> The Commandant's Instruction 12713.1 on Reasonable Accommodation was developed and issued to all Coast Guard units. It has been posted on the Office of Civil Rights website. Reasonable accommodation procedures are also provided at New Employee Orientation.		

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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 #11</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<u><b>Essential Element A: Demonstrated Commitment from Agency Leadership</b></u> 2. Managers and supervisors have not been trained on their responsibilities under the procedures for reasonable accommodation.	
OBJECTIVE:	To ensure that all managers and supervisors are trained in reasonable accommodation procedures.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H	
DATE OBJECTIVE INITIATED:	11/30/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Office of Civil Rights will sponsor a train-the-trainer course entitled "Windmills" for all military EO Advisors and civilian EO specialists. This training is designed to increase awareness of the role that attitudes play in the employment of people of disabilities. Course graduates will incorporate WINDMILLS training into their Human Relations Awareness (HRA) curriculum.		9/30/07
Office of Civil Rights will conduct training on reasonable accommodation procedures for all HRA trainers		9/30/07
All HRA trainers will develop a module and incorporate WINDMILLS and reasonable accommodation training into HRA and will conduct separate HRA sessions for managers and supervisors to ensure adequate curriculum coverage on the employment of persons with disabilities		9/30/07
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>  Although this deficiency was identified in FY06, specific activities were not developed to specifically address the deficiency. The above planned activities will be carried out in FY07.		

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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 #21</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p><b>2. Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b></p> <p>Management/personnel policies, procedures and practices are not examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants</p>	
OBJECTIVE:	To ensure Management/Personnel policies, practices and procedures are free of barriers through regular examination of policies, procedures and practices.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H	
DATE OBJECTIVE INITIATED:	2/1/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Review and analyze hiring actions, promotions, other internal selections, and attainment of supervisory and management positions to identify triggers and potential barriers to equal opportunity. Design a corrective plan for any deficiencies and barriers identified as part of this process.		3/31/06 Revised target date: 9/30/07
Review EEO complaints, meet and discuss with EEO and HR Staff		3/31/06 Completed
Review grievances and adverse actions, meet and discuss with EEO and HR Staff		3/31/06 Completed
Review monetary awards, meet and discuss with EEO and HR Staff		3/31/06 Completed
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>Office of Civil Rights and Office of Civilian Personnel staff met throughout FY06 to review complaints, grievances, adverse actions and awards. Additionally, EO Review Teams reviewed merit promotions, complaints, grievances, adverse actions, awards and training as part of their technical assistance visits to HQ units and District Offices. Information obtained was inconclusive. Coast Guard human resources and EEO offices will continue to collect data on these policies, procedures and practices, and conduct further analyses to identify potential barriers to equal opportunity.</p>		

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

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<b>Part G Question #23</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<u><b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b></u> 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:	To 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:	9/30/08	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Continue to advocate for increased funding for Civil Rights programs for the purpose of analyzing management practices, personnel procedures, complaints and grievance processes and workforce data to ensure EEO program effectiveness and efficiency.		9/30/08
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> Two additional billets were allocated to LANTAREA in FY06. Additional field funding was obtained for FY 06 to provide additional training and counseling support, and to conduct unit technical assistance visits. This action plan will be ongoing through FY08 as the Coast Guard works within the federal budget constraints.		

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
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<b>Part G Question #24</b>	<b>FY 06</b> <b>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	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/08	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Continue to advocate for new field infrastructure.		9/30/08
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> Two additional billets were allocated to LANTAREA in FY06. Additional field funding was obtained for FY 06 to provide additional training and counseling support, and to conduct unit technical assistance visits. This action plan will be ongoing through FY08 as the Coast Guard works within the federal budget constraints.		

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*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**

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<b>Part G Question(s) #25B</b>	<b>FY 06</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> Special Emphasis Programs are not sufficiently staffed. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204
OBJECTIVE:	Identify program and/or staffing improvements/recommendations to adequately fulfill the requirements of these positions.
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H
DATE OBJECTIVE INITIATED:	11/30/04
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/06
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Identify recommendations for improving program delivery, including funding implications	6/30/06 Completed
Appoint a Hispanic Employment Program Manager for CG Atlantic Area.	9/30/06 Completed
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> An analysis of the workload revealed no significant funding or program delivery implications. An HEPM and a PWDPM were appointed for LANTAREA. Program information and training have been provided to all SEPMs nationwide.	

EEOC FORM  
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*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**

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<b>Part G Question #25C</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p><b><u>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</u></b></p> <p>Special Emphasis Programs are not sufficiently staffed.            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</p>
OBJECTIVE:	Identify program and/or staffing improvements/recommendations to adequately fulfill the requirements of these positions.
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H
DATE OBJECTIVE INITIATED:	11/30/04
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/06
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:      TARGET DATE (Must be specific)	
Conduct workload analysis for SEP regarding PWD Program.      9/30/06 Completed	
Appoint a People With Disabilities Program Manager for CG Atlantic Area.      9/30/06 Completed	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> An analysis of the workload revealed no significant funding or program delivery implications. An HEPM and a PWDPM were appointed for LANTAREA. Program information and training have been provided to all SEPMs nationwide.	

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<b>Part G Question #27</b>	<b>FY 06</b> <b>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 MD715	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H	
DATE OBJECTIVE INITIATED:	11/30/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Will conduct a workforce analysis of MD715 staffing needs at HQ and at area and district offices.	9/30/07	
Will explore feasibility of hiring contract staff to conduct thorough barrier analysis.	9/30/07	
Identify fields in National Finance Center personnel data base that will provide the required granularity for barrier analysis.	3/31/06 completed	
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>		
CG access to NFC data for all civilian personnel has been implemented. Civilian Personnel provides HQ EO staff with workforce data on a quarterly basis. This information is, in turn, provided to field Civil Rights Program Managers. This data augments information provided by DHS.		

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<b>Part G Question #31</b>	<b>FY 06</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> 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:	9/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
79% of administrative facilities will be in compliance	9/30/06 Revised target date: 9/30/07
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> The Civil Engineering FY06 Section 504 report indicates that 109 administrative facilities meet UFAS compliance. This represents 75% of all administrative facilities in compliance with UFAS, which falls 4% points below the FY-06 MD-715 goal of 79%. The Civil Engineering Program Annual Performance Plan projects 100% compliance by the end of FY09.	

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<b>Part G Question #36</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> Time-tables or schedules have not 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.	
OBJECTIVE:	To ensure Employee Recognition Awards Program is free of barriers to full participation by all groups.	
RESPONSIBLE OFFICIAL:	Office of Civilian Personnel, CG-121	
DATE OBJECTIVE INITIATED:	1 February 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 January 2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Determine existence, identify source and/or availability of Employee Recognition Awards Program statistics/data for both monetary and non-monetary awards		1 January 2007 9/30/06 Completed
Work with DHS to determine whether new tracking system is available for analysis		1 January 2007 9/30/06 Completed
CG-121 will: <ul style="list-style-type: none"> <li>• Determine NAF data fields needed</li> <li>• Meet with DHS system developers to have fields created and discuss costs</li> <li>• Implement new fields</li> </ul>		1 January 2007 9/30/06 Completed
Begin to analyze Employee Recognition Awards Program statistics/data, identify triggers (e.g., lack of recognition of specific groups of individuals) on a quarterly basis		1 January 2007 9/30/06 Completed
Review complaints and/or results of statistics/data analysis		1 January 2007 9/30/06 Completed
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> Awards data has been reviewed and no significant findings were made to indicate that barriers exist to full participation in the Awards Program by all groups, to include NAF employees. Awards data will continue to be reviewed quarterly as part of the MD715 process.		

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<b>Part G Question #37</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> Schedules have not been established to review Employee Development/Training Programs for systemic barriers that may be impeding full participation in the program by all groups.	
OBJECTIVE:	To create a schedule for the review of Employee Development/Training Programs on a quarterly basis	
RESPONSIBLE OFFICIAL:	Office of Civilian Personnel, CG-121	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Determine existence, identify source and/or availability of Employee Development/Training statistics/data		3/31/06 Completed
Create a quarterly schedule to begin to track the participation of groups in various sources of training and training opportunities.		3/31/06 Revised target date: 9/30/07
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> Training data is available, but limited. Efforts will continue to determine whether data collection may be automated and tailored for MD715 team usage. Office of Civil Rights staff will partner with the Office of Training and Leadership to establish regular reviews of employee development/training programs to ensure full participation in the program by all groups.		

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<b>Part G Question #42</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> Disability Accommodation decisions/actions are not currently reviewed to ensure compliance with written procedures, nor is there a tracking system.	
OBJECTIVE:	To create a disability accommodation reporting system and begin systematically tracking such decisions.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-OOH	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/06	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Review disability accommodation decisions as requests are generated.		9/30/06 Completed
Review and analyze actions to ensure compliance with written procedures		9/30/06 Completed
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> The Department of Transportation, Disability Resource Center maintains a data system for all Coast Guard requests for accommodation received from the field. The Coast Guard's Persons with Disabilities Program Manager requests reports on a quarterly basis in order to monitor agency timeliness in filling requests for accommodation.		

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<b>Part G Question #53</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element E: EFFICIENCY</b> The EEO Office does not employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions.	
OBJECTIVE:	To ensure that EEO Offices are properly staffed	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-OOH	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Submit annual Resource Proposals (RP's) to Commandant requesting increase in field billets.		RP for FY09 to be developed by 2/28/07
Provide technical assistance to field Civil Rights personnel in the development of requests for additional billets.		9/30/07
Replace part-time EEO Officials with full-time staff in accordance with the CG's civil rights top-to-bottom review implementation plan.		9/30/10
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>  Two FTEs were obtained for FY06. These two billets were assigned to LANTAREA. Plans call for the following FTE additions: FY09 – 2 FTE; and FY10 – 1 FTE.		

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<b>Part G Question #54</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element E: EFFICIENCY</b> The agency has not implemented an adequate data collection and analysis system that permits tracking of the information required by MD-715 and these instructions through Level 4. Resources/data collection systems remain at CG HQ and Area level; efforts will be made to provide information to district offices (Level 4).	
OBJECTIVE:	To ensure that level 4 offices are provided with workforce data as required by MD715	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-OOH	
DATE OBJECTIVE INITIATED:	11/30/04	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	3/31/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Work with DHS program manager to ensure that level 4 reporting requirements are met.	3/31/07	
Obtain data granularity to provide the field Civil Rights Directors with field specific data.	9/30/06 Completed	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> Workforce tables were provided to the Pacific and Atlantic Area Civil Rights Directors and to the Headquarters HSC Civil Rights Director for their use in MD715 analysis. We will continue to work with DHS to work towards meeting Level 4 reporting requirements.		

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<b>Part G Question #64A</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<u><b>Essential Element E: EFFICIENCY</b></u> The agency does not provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days.	
OBJECTIVE:	To promote compliance with pre-complaint procedures, including timely provision of counseling services, throughout the Coast Guard.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, CG-00H	
DATE OBJECTIVE INITIATED:	10/01/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	3/31/06	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Draft and disseminate procedural guidance document and sample forms and letters, consistent with EEOC regulations and the Coast Guard's Equal Opportunity Manual, for use by Civil Rights Service Providers (CRSPs) responsible for administering the informal pre-complaint program in the field.		9/30/06 Completed
Provide hands-on training re: informal pre-complaint procedures to CRSPs in the field and CRSP trainees at the Defense Equal Opportunity Management Institute (DEOMI).		9/30/06 Completed
Bring field CRSPs online for real-time entry of informal pre-complaint case data in departmental EEO complaint tracking database.		9/30/06 Completed
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> Written guidance has been disseminated. Team members presented pre-complaint process training modules at collateral duty Civil Rights Training courses on the East and West coasts in May, June, and September of FY06. Technical assistance field visits were conducted in January 2006. On-site training on the use of the EEO Eagle Complaint Management System was also provided to field personnel throughout FY06.		

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<b>Part G Question #64C</b>	<b>FY 06</b> <b>U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element E: EFFICIENCY</b> The agency does not complete the investigations within the applicable prescribed time frame.	
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-OOH	
DATE OBJECTIVE INITIATED:	10/1/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Meet with stakeholders (Area Directors) to communicate objectives and to establish ad-hoc procedures to accomplish goal.		03/31/07
Monitor status of complaint activity and take corrective measures. Provide written report on findings to Director, Office of Civil Rights.		6/30/07
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
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
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> The Formal Complaint Program Manager provided quality assurance on the contract investigations. The majority of investigations has been completed within the 180-day regulatory period or within the periods the regulations allow for amendments to complaints or for extensions granted with the parties' written consent. Development of Procedural Guidance on Formal Complaint Processing for Area Civil Rights Directors was disseminated on schedule.		

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<b>Part G Question #74</b>	<b>FY 06 U.S. Coast Guard, Department of Homeland Security</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element E: EFFICIENCY</b> The agency does not track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards	
OBJECTIVE:	Development of a tracking system to analyze and remove barriers to the recruitment and selection of diverse candidates.	
RESPONSIBLE OFFICIAL:	Office of Civilian Personnel, CG-121	
DATE OBJECTIVE INITIATED:	10/1/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/06	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Use the Quick-Hire automated web-based staffing and recruiting service to implement a system to measure race and national origin (RNO) People With Disabilities (PWD), and gender of all applicants		9/30/06 Completed
Develop reports to measure RNO, PWD and gender data of all applicants		9/30/06 Completed
Develop reports to measure RNO, PWD, and gender data for applicants referred on certificates		9/30/06 Completed
Develop reports to measure RNO, PWD, and gender data for applicants not referred on certificates and reason for non-referrals		9/30/06 Completed
Partner with marketing companies to determine the diversity of individuals browsing the COAST website, by linking the marketing diversity statistics to those of Quick-Hire		9/30/06 Completed
CG-121 will discuss fields and costs and create system and appoint a program manager		3/31/06 Completed
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> On track for the development of diversity of applicants (e.g., RNO, PWD, & gender data), contract discussions have begun with Quick Hire representatives to implement new measurement features. CG will work with DHS in utilizing e-Recruitment initiative to track recruitment efforts and to analyze potential barriers.		

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US Coast Guard		FY 06
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> <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></p> <p>A thorough review of employee participation in the <b>Total Workforce</b> contained in (Table A1) indicates Hispanic 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 (NCLF) pool.</p> <p>Similar NCLF under-representation was also evident in the agency <b>permanent workforce</b> as it applies to overall females, Hispanic males and females, White females, Asian females, Native Hawaiian/Other Pacific Islander males and females, American Indian/Alaskan Native females, and those of Two or More Races males and females.</p> <p>The <b>temporary workforce</b> revealed female participation below the NCLF thus showing a consistent trend across workplace groups in FY-06. Hispanic males and females, White females, American Indian/Alaska Native males and females, and those of Two or More Races females fell short of the NCLF in this employee category.</p> <p>In the <b>Non-Appropriated Fund</b> employee category, the participation rate of overall females is above the NCLF. This is the only major employee group where overall females exceed the NCLF. However, concern exists as White males, Black/African American males and females, and Native Hawaiian/Other Pacific Islander females are underrepresented as compared to the NCLF.</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>The agency was not able to conduct a thorough analysis of hiring and recruiting efforts. (Table A8) shows overall females, Hispanic males and females, White females, Black/African American males, and males of Two or More Races were hired at rates below the NCLF for <b>permanent workforce</b> employees.</p> <p>In the <b>temporary workforce</b>, Hispanic males and females, White males and females, and Asian females experienced hiring at rates below their availability in the NCLF.</p> <p>Hiring data regarding <b>Non-Appropriated fund</b> employees is not available.</p> <p>As depicted in the Separations (Table A14), possible <b>retention concerns</b> exist for Hispanic females, White males, Black/African American males and females, Native Hawaiian/Other Pacific Islander males, American Indian/Alaska Native males and females, and males of Two or More Races. Their separation rates in FY-06 was higher than each groups' overall participation in the permanent workforce.</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>The barrier analysis to pinpoint root causes is incomplete. The Coast Guard still has to investigate the potential barriers resulting in participation and separation rates discussed in this section.</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>(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>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Director, USCG Office of Civil Rights</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>10/1/05</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>9/30/07</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
Fully utilize the Career Entry-Level Opportunity (CEO) billets within the Coast Guard, giving priority to occupational series 1102.		6/30/06 Completed
Identify lawful methods to encourage management to fill positions below the full performance level.		6/30/06 <b>Revised: 9/30/07</b>
Focus on regional recruitment sources for filling or working to fill all occupations.		6/30/06 <b>Revised: 9/30/07</b> Changed Activity
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.		9/30/07
Benchmark FY-06 Separations data to establish baseline tracking of potential retention issues.		6/30/07
Submit FY-07 quarterly separations data to the Director, USCG Office of Civil Rights.		3/31/07
Increase the number of career ladder positions announced as a percentage of all vacancy announcements.		9/30/07
Encourage managers and assess effectiveness of increasing career ladder positions as a means to increase participation of all groups and adjust plan as necessary to achieve objective.		9/30/06 <b>Revised: 9/30/07</b> Changed Activity
Develop mechanisms to encourage contract MSIIP interns to apply for position vacancies.		9/30/07
Initiate applicant measurement criteria in the Quick Hire automated hiring system.		3/31/07
Develop avenues of interest to encourage student applicants to apply for USCG vacancies.		9/30/07
Market entry level opportunities as a source to develop opportunities for new hires.		9/30/07
Report results of all planned activities toward completion of objective to Director, USCG Office of Civil Rights.		9/30/07
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
In FY06 we utilized the following types of programs to develop the future workforce:		
1. Utilize Career Development Programs Federal Career Internship Program 4 Hires made, 1 Hispanic		
a. <u>Career Entry-Level Opportunity (CEO)</u> centrally funded billets- Requested 5 additional CEO billets to encourage use entry-level hiring programs by Commands. Twenty billets are already dedicated to this program used as a pipeline to cultivate diverse talented applicants to consider Coast Guard positions. CEO vacancy announcements continue to be advertised to Hispanic colleges & universities as well as other diversity sites. As of 9-30-06, 16 of the 20		

billets were encumbered and two of the participants were Hispanic.

- b. Minority Serving Institution Internship Program (MSIIP) Utilize the MSIP contract internship as another avenue to build a pipeline of diverse highly qualified candidates interested in Coast Guard positions.

- In FY06 17 were hired, of which 7 were Hispanic (41 %).

- c. Special Emphasis Programs (Student Career Experience Program, Student Temporary Employment Program, Summer Employment Program)-

- In FY05 249 were hired, of which 14 were Hispanic (5.5%)
- In FY06 134 were hired were hired, of which 9 were Hispanic (6.7%)

1. In FY 2006 outreach efforts included the following activities:

- a. Met regularly with the Coast Guard Hispanic Employment Program Manager to discuss outreach methods and recruitment tools.
- b. Placed advertisements in the following magazines:

- a. *Society of Women Engineers (SWE)*
- b. *National Society of Black Engineers (NSBE)*
- c. *Society of Hispanic Professional Engineers (SHPE)*
- d. *Minority Engineer*
- e. *Careers & the disabled*
- f. *Hispanic Career World*
- g. *Equal Opportunity*
- h. *Workforce Diversity*
- i. *Women Engineer*
- j. *Diversity Engineer*
- k. *Diversity Careers/Engineering & Information Technology*
- l. *Ability*
- m. *Latina Style*
- n. *Winds of Change*
- o. *Military Officer Magazine*

September 2006 – launched a nationwide a major local diversity print and radio blitz.

- p. Hispanic American Radio

1. KBRG FM – Petaluma, CA
2. KSOL FM – Alameda, CA
3. WBBS FM – Baltimore, MD
4. WNOW AM – Elizabeth City, NC
5. WRYM AM – New London, CT
6. WKDL AM- Alexandria, VA
7. WACA AM – Arlington, VA
8. KLAT AM – Houston, TX
9. WAQI AM – Miami, FL

- ii. Hispanic American Print

1. *El Bohemio* – San Francisco, CA
2. *La Opinion* – Oakland, CA
3. *La Conexion* – Elizabeth City, NC
4. *El Sol News* – New London, CT
5. *Washington Hispanic* – Alexandria, VA
6. *El Tiempo Latino* – Arlington, VA
7. *Semana News* – Houston, TX
8. *Diario Las Americas* – Miami, FL

Participated in the following events to market Coast Guard opportunities within the Hispanic community:

1. National Society for Hispanic MBA's (NSH MBA) – Anaheim, CA
2. Hispanic Engineering National Achievement Award Conference (HEN AAC) – Pasadena, CA.
3. Hispanic Association of Colleges & Universities (HACU) – Miami, FL
4. NE Regional Society of Hispanic Professional Engineers-Philadelphia, PA
5. Regional Latinos for Hire – Miami, FL; Los Angeles, CA
6. SHPE National Technical & Career Fair
7. DOD 2006 Women's History Month Observance Program
8. Participated once on Cable Network Channel 31 San Juan, Puerto Rico. Live interview on US Coast Guard Civilian Careers Host – Alexandra Perez Esta Noche Alexandra Talk Show San Juan, Puerto Rico.
9. InterAmerican University (Social Science Dept) Civilian Career Opportunities Workshop-San Juan, Puerto Rico.
10. Governor's Commission on Hispanic Affairs 2<sup>nd</sup> Annual Heritage Awards Breakfast 2006-Annapolis, MD
11. Careers & the Disabled Career Expo, Boston, MA
12. Radio One Job Fair 2006, Baltimore, MD
13. Diversity Job Fair, Penn Plaza Pavilion, New York, NY
14. IMAGE Conference, Phoenix, AZ
15. Latino Fest 2006, Baltimore, MD
16. LULAC Career Fair, Milwaukee, WI
17. Congressional Hispanic Caucus
18. National Council of LaRaza Conference

<b>EEOC FORM 715-01 PART I</b>	<b><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
US Coast Guard	FY 06	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> <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</b>  An in-depth review of (Table A3-1) employee participation rates in <b>Executive/Senior Level (Grades 15 and Above)</b> indicates the agency lacks representation of Native Hawaiian/ Other Pacific Islander males and females, American Indian/Alaskan Native males or females, and is absent participation of those claiming Two or More Races males and females senior leadership positions.</p> <p>Total figures in the <b>Officials and Managers</b> employment sub-category show females overall experienced under-representation as compared to the relevant CLF. Likewise, Hispanic males and females, White females, Asian males, American Indian/Alaskan Native females, and males and females of Two or More Races participation are below the relevant CLF as well.</p> <p>Comparative analysis of participation rates of employee accession from <b>First Level (Grades 12 and below) to the Executive/Senior Level (Grades 15 and above)</b> show Hispanic males, White males, and Asian males increased as a percentage of the workforce. Females overall saw a consistent decrease in all grades. Hispanic females decreased at the Mid-level (Grades 13-14) but achieved a higher participation rate at the Executive/Senior level. All other groups experienced declines in participation at senior levels.</p> <p>Officials and Managers comprise 39 percent of the permanent workforce.</p>
<b>BARRIER ANALYSIS:</b> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>		<p>The information above was extracted from (Table A3-1) and is a product of employee self-identification of Race/Ethnicity and sex. The preliminary analysis and verification of each employee RNO and gender are incomplete. Likewise, a review of applicant pool demographics for various senior positions was not available.</p>
<b>STATEMENT OF IDENTIFIED BARRIER:</b> <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>Further analysis is required to ascertain accurate participation rates across First, Mid, and Executive/Senior Level grades.</p>

<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	(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.	
<b>RESPONSIBLE OFFICIAL:</b>	Director, USCG Office of Civil Rights	
<b>DATE OBJECTIVE INITIATED:</b>	10/1/06	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/07	
<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>
Identify sources of potential applicants for senior level positions and market Coast Guard opportunities for employment to those sources.		6/30/07
Utilize professional women's groups and schools to target recruitment activities.		9/30/07
Explore establishment of a Presidential Management Intern program which targets diverse applicant pools.		9/30/07
Increase the number of career ladder positions announced as a percentage of all vacancy announcements.		9/30/07
Research the potential benefits of creating an MOU with a school or professional organization to target women for employment.		3/31/07
Collaborate with CG-1 to ensure employee RNO codes are accurate. Promote process for employees to update self-identifying selections. Check agency employee profile after efforts are completed.		9/30/07
Report results of planned activities to the Director, USCG Office of Civil Rights.		9/30/07
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b> The Coast Guard attended various conferences and job fairs throughout the U.S.  In FY-07 we will re-emphasize our recruitment efforts for women, aligning our recruitment outreach efforts to a regional and national recruitment focus.		

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US Coast Guard	FY 06	
<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</b></p> <p>(Table A8) shows females overall, Hispanic males and females, White females, Black/African American males, and males of Two or More Races were hired at rates below the NCLF in the <b>permanent workforce</b>. The Coast Guard also did not hire American Indian/ Alaskan Native males and females, or females identified as having Two or More Races during this reporting period.</p> <p>In the <b>temporary workforce</b>, Hispanic males and females, White males and females, and Asian females were hired at rates below their availability in the NCLF as well. The Coast Guard did not hire Native Hawaiian/Other Pacific Islander males and females nor males and females of Two or More Races during FY-06.</p> <p>Non-Appropriated Fund employee information was not available for this report.</p> <p>The Coast Guard hired a total of 820 new employees in the permanent and temporary workforce.</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 review of recruitment efforts revealed significant outreach in creating awareness and marketing the agency as a viable employment option for potential employees. However, recruiting initiatives alone did not provide enough information to get to the root of hiring disparities among groups. More research and analysis such as examining current recruiting initiatives, hiring practices, availability of applicant pool information are important areas of focus in identifying barriers to EEO.</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>Further analysis is required.</p>

<b>OBJECTIVE:</b>	(1) Identify and eliminate barriers that negatively affect the employment of females and other groups. (2) Develop plans to eliminate barriers to equal employment opportunity within the workplace.
<b>RESPONSIBLE OFFICIAL:</b>	Director, USCG Office of Civil Rights
<b>DATE OBJECTIVE INITIATED:</b>	10/1/05
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/07

<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>
Identify methods to encourage management to fill positions below the full performance level, with primary emphasis on the critical occupations, 1102 and 2210.		6/30/06 Completed
Examine CG's on-line employment application process to determine whether there are barriers impeding equal employment opportunity.		9/30/07
Increase the number of conversions to Career Conditional Appointments of employees in the Student Career Employment Program (SCEP).		6/30/06 Completed
Monitor SCEP hires and their retention in the Coast Guard, to include an analysis of hires and retention rates for the critical occupations.		9/30/06 <b>Revised: 9/30/07</b>
Develop targeted recruiting plans to reach diverse population segments.		9/30/07
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
Develop mechanism to monitor applicant flow process.		9/30/07
Benchmark best practices from other agencies that have had success in creating a workforce that is representative of the NCLF.		9/30/07
Ensure Command Staff Advisors are advising managers and supervisors on EEO and the benefits of a diverse workforce and monitor progress and report quarterly to the Director, USCG Office of Civil Rights on hiring actions.		6/30/07
Report results of all planned activities toward completion of objective to Director, USCG Office of Civil Rights.		9/30/07
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
<p>Monitoring the number of SCEP appointments in critical occupations did not provide enough data points to sufficiently address this issue. Therefore, we will continue to closely monitor these appointments. In FY-07 we plan to create avenues of interest for contract MSIIP interns to enhance future workforce options.</p>		

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<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>		<b>General Schedule Grades 13-SES</b> <p>Examination of the General Schedule (GS) Pay plan (Table A4-1) at grades 13 through SES, revealed only White males exceeded their participation rates in the <b>permanent workforce</b> at each grade level. Overall, males were above their permanent workforce demographics in each grade except SES. All other groups' participation was inconsistent throughout progression through grades GS 13-SES.</p>
<b>BARRIER ANALYSIS:</b> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>		<p>Preliminary results of data analysis suggest certain groups are not ascending to higher grades at a rate equal to other workforce groups.</p> <p>Findings indicate females overall were above their permanent workforce representation at the SES grade only (White and Black/African American females both exceeded at the SES level). Hispanic males exceeded at the GS-15 grade level and Asian males exceeded their participation rates at the GS13-14 levels. Asian females were equal to their permanent workforce participation rate at the GS13 level. No other group met their permanent workforce participation rate at any grade. In fact, Hispanic males and females, Black/African American males, Asian males and females, Native Hawaiian/Other Pacific Islander males and females, Native American/Alaskan Native males and females, and males and females of Two or More Races are under-represented in some GS13-SES grades.</p> <p>Further study is required to understand disparity in participation rates among groups at GS13 – SES grades. A review of hiring and separation data may yield identification of some important indicators from which to conduct analysis.</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.	Barrier identification is pending further review.
<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>	Director, USCG Office of Civil Rights
<b>DATE OBJECTIVE INITIATED:</b>	10/1/05
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/07

<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>	
Collaborate with CG-1 to analyze hiring, promotion, and other policies and practices to identify potential obstacles preventing groups from participating in higher GS grades. Analysis will include a review of agency training and professional development programs.	6/30/06 Revised: 9/30/07 Changed Activity	
Re-write Coast Guard-wide upward mobility policy.	9/30/07	
Expand communication to managers regarding the utilization of career ladders.	9/30/07	
Report findings of planned activities toward completion of objective to Director, USCG Office of Civil Rights.	9/30/07	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		

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US Coast Guard	FY 06	
<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?		The CG has identified under-representation in the recruitment, promotion, and retention trends of people with targeted disabilities.  This information is revealed in the CG's annual reporting of workforce data.
<b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.		Workforce Data <u>Peoples with Disabilities:</u> FY 2004 – 553    FY- 2006 – 603 FY 2005 – 597 %Increase- +1% <u>Peoples with Targeted Disabilities:</u> Federal High Standard 2.27% FY04 – 51              FY – 2005 – 57 FY 2006 – 53 %Decrease- -7.01% % of CG- <b>0.76</b>
<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.		The CG recruitment program does not generate a sufficient number of candidates with targeted disabilities.
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Current recruitment practices will be examined and revised to measure results of CG efforts in the recruitment of people with targeted disabilities. In addition, close monitoring of raw data will be gathered to benchmark successes and other barriers.
<b>RESPONSIBLE OFFICIAL:</b>		Director, USCG Office of Civil Rights
<b>DATE OBJECTIVE INITIATED:</b>		10/1/04
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		9/30/07

<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>
Set hiring goals for the recruitment of people with targeted disabilities		December 2006
Establish a Work Group that will review and analyze disability hiring, application processes and separation data. Provide report to Director, Office of Civil Rights.		30 September 2007
Educate supervisors/managers through various training sessions via videoconference and/or brown bag luncheons, on hiring or retaining peoples with targeted disabilities and <b>providing reasonable accommodation.</b>		30 January 2007 30 April 2007 30 July 2007 30 September 2007
Conduct recruitment visits to colleges and universities with a large body of students with targeted disabilities specializing in disciplines that coincide with the agency mission. Develop a recruitment plan that aggressively pursues outreach with communities with targeted disabilities.		30 March 2007
Market the use of temporary FTE slots available through the Civilian Personnel office to recruit individuals with targeted disabilities for 2-year appointment into professional and technical positions.		30 April 2007
Provide training on a quarterly basis for managers and selecting officials on the benefits of employing PWTs and provide information on how to use the special appointing authorities.		31 January 2007 30 April 2007 30 July 2007 30 September 2007
Provide simplified application process for people with targeted disabilities.		30 June 2007
Develop brochure identifying new hiring requirements.		31 March 2007
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. Provide report to Director, Office of Civil Rights.		30 September 2007
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		

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<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?		Separation data indicates that Coast Guard employees with targeted disabilities are leaving at a rate equal to the participation rate. Overall, employees with targeted disabilities are separating at a rate of 0.70 percent. Their participation rate is 0.70 percent of the total workforce.  This information is revealed in the CG's annual reporting of workforce data.
<b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.		Analysis of Workforce Table B14 Total Separations. A separation rate equal to the participation rate indicates a probable barrier.  The Coast Guard lacks information regarding reasons why people with targeted disabilities are leaving at a rate equal to their participation in the workforce.
<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.		More information is needed to identify whether a barrier to retention exists.
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Identify barriers to employment conditions identified above. Develop a plan to eliminate the barriers.
<b>RESPONSIBLE OFFICIAL:</b>		Director, Office of Civil Rights
<b>DATE OBJECTIVE INITIATED:</b>		10/1/06
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		09/30/07

<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>
Establish a process to conduct follow-up interviews with hiring officials on the employment of applicants with targeted disabilities.		20 June 2007
Educate supervisors/managers through various training sessions via videoconference and/or brown bag luncheons, on hiring or retaining peoples with targeted disabilities and <b>providing reasonable accommodation.</b>		30 January 2007 30 April 2007 30 July 2007 30 September 2007
Market information regarding assistive accommodations.		31 March 2007
Convene a workgroup to assess separation data for PWTD to determine why individuals with targeted disabilities leave their employment with the USCG.		31 March 2007
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		

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<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?		The Coast Guard promoted 812 employees in FY06. Of these promotions, employees with targeted disabilities received 2 or 0.25 percent, below their 0.70 workforce participation rate.
<b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.		Analysis of Workforce Table B10, non-competitive promotions – time-in-grade and own workforce data.
<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.		Employees with targeted disabilities are promoted at a rate below their participation rate.
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		We will review procedures to determine any barriers to people with targeted disabilities receiving promotions. We will develop objective measures of promotion rates, monitor the rates, and take any necessary remedial actions.
<b>RESPONSIBLE OFFICIAL:</b>		Director, Office of Civil Rights
<b>DATE OBJECTIVE INITIATED:</b>		01/15/06
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		09/30/07

<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>
Analyze promotion data to determine whether there are barriers to equal opportunity as it relates to the promotion of individuals with targeted disabilities.		31 March 2007
Monitor and evaluate promotion data, including time in grade by disability status		30 June 2007
Conduct analysis of current practices for promoting employees eligible for non-competitive promotions, noting time-in-grade, and competitive promotions		30 June 2007
Develop plan to eliminate any identified barriers and ensure qualified employees are treated equitably		30 September 2007
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		

**EEOC FORM**  
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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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

<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. U.S. 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 ...	... beginning of FY 05		... end of FY06		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	6880	100.0	7,234	100.0	354	5
	Reportable Disability	565	8.2	578	7.2	13	2
	Targeted Disability*	56	0.8	51	0.7	-5	-8.9
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					Not tracked	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					7	

PART III Participation Rates In Agency Employment Programs									
Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	373	19	5	1	.03	10	3	343	92
4. Non-Competitive Promotions	461	23	5	2	.04	8	2	428	9.3
5. Employee Career Development Programs	288	10	3	0	0	6	2	271	9.4
5.a. Grades 5 - 12	247	10	4	0	0	5	2	231	9.3
5.b. Grades 13 - 14	11	0	0	0	0	0	0	11	10 0
5.c. Grade 15/SES	1	0	0	0	0	0	0	1	10 0
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	17,878	1332	7	48	.03	189	1	16,357	91
6.b. Cash Awards (total \$\$\$ awarded)	\$4,633,290	\$324,438	7	\$24,641	.05	\$65,974	1	\$4,242,878	92
6.c. Quality-Step Increase	336	19	5.7	0	0	1	0.3	316	9.4

<b>EEOC FORM 715-01 Part J</b>	<b>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>
<b>Part IV</b>  Identification and Elimination of Barriers	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<b>Part V</b>  Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>For FY07 the USCG's goal is to hire 10 individuals with targeted disabilities and advance 3 individuals with targeted disabilities. In FY06 USCG hired 7 individuals with targeted disabilities, separated 7 individuals with targeted disabilities, and advanced 2 individuals with targeted disabilities. By following the strategies outlined in Part I of this report, the human resources office will continue to monitor hire rates, separations, and advancement rates for individuals with disabilities and targeted disabilities.</p>

<b>EEOC FORM 715-01 Part J</b>	<p align="center"><b>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b></p>
<b>Part IV</b>  Identification and Elimination of Barriers	<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>
<b>Part V</b>  Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>Goal 1: Implementation of the CG Recruitment Program for People with Targeted Disabilities (PWTDS)</p> <p class="list-item-l1">A. One and ¼ percent of all new hires will be the goal for targeted disabilities.</p> <p class="list-item-l1">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 class="list-item-l1">C. 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 class="list-item-l1">D. Make use of temporary FTE slots available through the Personnel Office to recruit/target PWTDS for a maximum 2-year excepted appointment into professional and technical positions. The individuals will be provided with the necessary accommodations, to ensure that</p>

they can successfully lateral into permanent, critical occupations.

**E.** Educate supervisors/managers through various training sessions via videoconference and/or brown bag luncheons, on hiring, retaining and advancing PWTDS for positions that they regularly recruit.

**Goal 2: Improve Advancement Opportunities for PWTDS**

**A.** Establish a work group to identify developmental opportunities for PWTDS.

**Goal 3: Train Managers and Selecting Officials**

**A.** Provide training for managers and selecting officials on the benefits of employing PWTDS and provide information on how to use the special appointing authorities. Make this training available to new managers on a quarterly basis.

**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.

**Goal 4: Develop a strategy for identifying and resolving PWTDS retention issues**

**A.** Form a work group to identify and develop solutions to retention issues of PWTDS.

**Goal 5: Develop simplified application procedures for people with targeted disabilities.**

**A.** Form a work group with DHS CHCO to identify and develop simplified application procedures.

**DVAAP – USCG PLAN FOR FY07**

The Coast Guard civilian recruiting team is finalizing a new comprehensive website that addresses recruitment, including recruitment of disabled veterans. This website is applicant friendly with a special emphasis on how applicants, including disabled veterans, can apply for civilian positions.

Target Date: 31 December 2006

USCG civilian recruiting team will participate of the DoD Operation Warfighter Program.

Target Date: 30 September 2007

USCG civilian recruiting team will extend recruitment efforts to technical and traditional colleges and universities where veterans and disabled veterans participated in work-study programs.

Target Date: 30 September 2007

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
- 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

Target Date: 30 September 2007

USCG will monitor disabled veterans participating in formal Agency-wide Career Development Programs and in formal Government-Wide Career Development Programs.

Target Date: 30 September 2007

The USCG Office of Civil Rights will partner with the Office of Civilian Personnel in assessing whether Veterans' Preference Programs are being strategically marketed to ensure a diverse applicant pool. Applicant data for these programs will be analyzed to determine whether there are barriers impeding equal employment opportunity.

Target Date: 30 September 2007

USCG Office of Civilian Personnel will monitor the number disabled veterans hired by our monthly recruiting report.

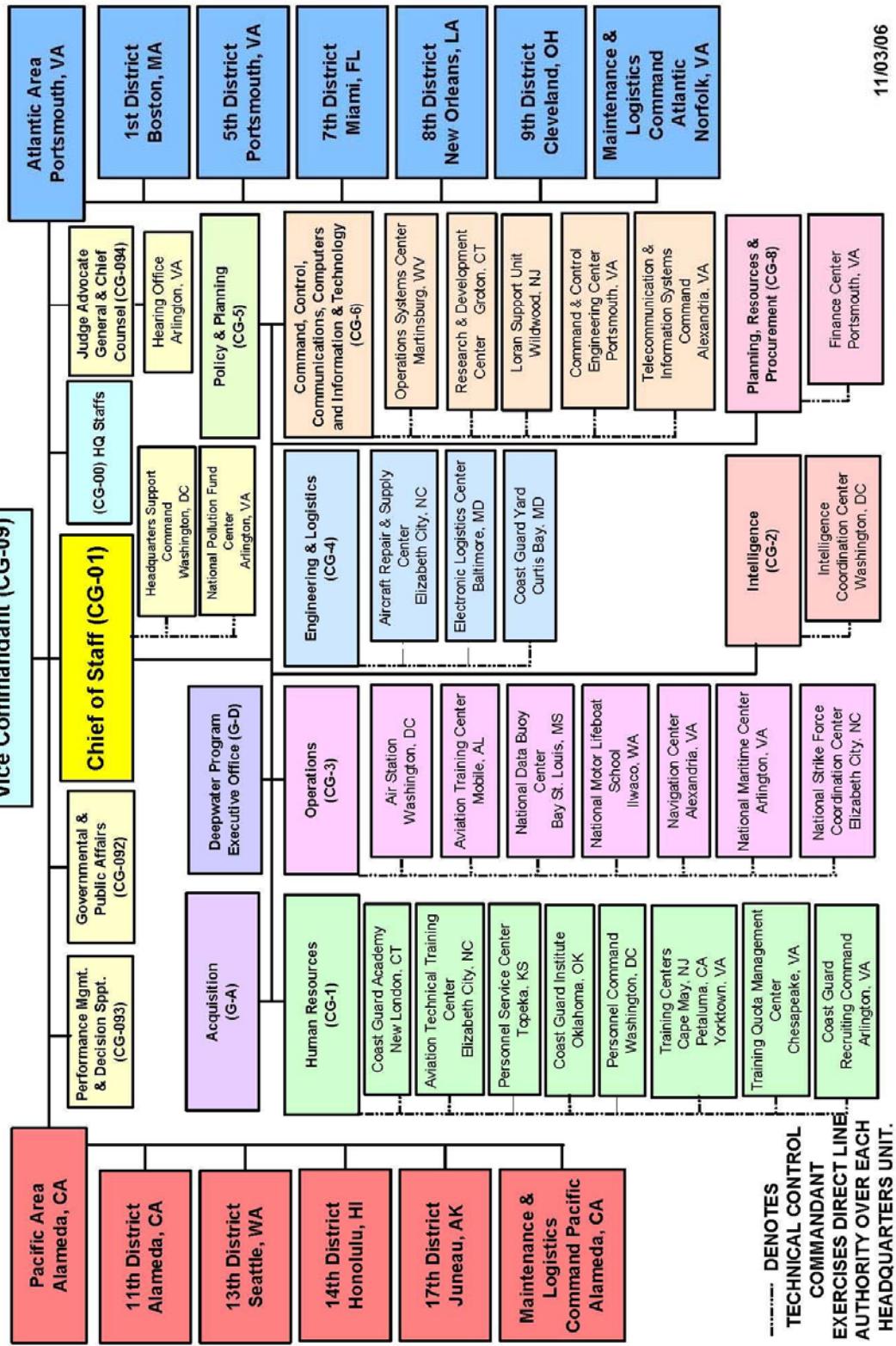
Target Dates: Monthly through 30 September 2007

USCG Office of Civilian Personnel will monitor the advancement of disabled veterans.

Target Date: 30 September 2007

UNITED STATES COAST GUARD AREAS & HEADQUARTERS UNITS

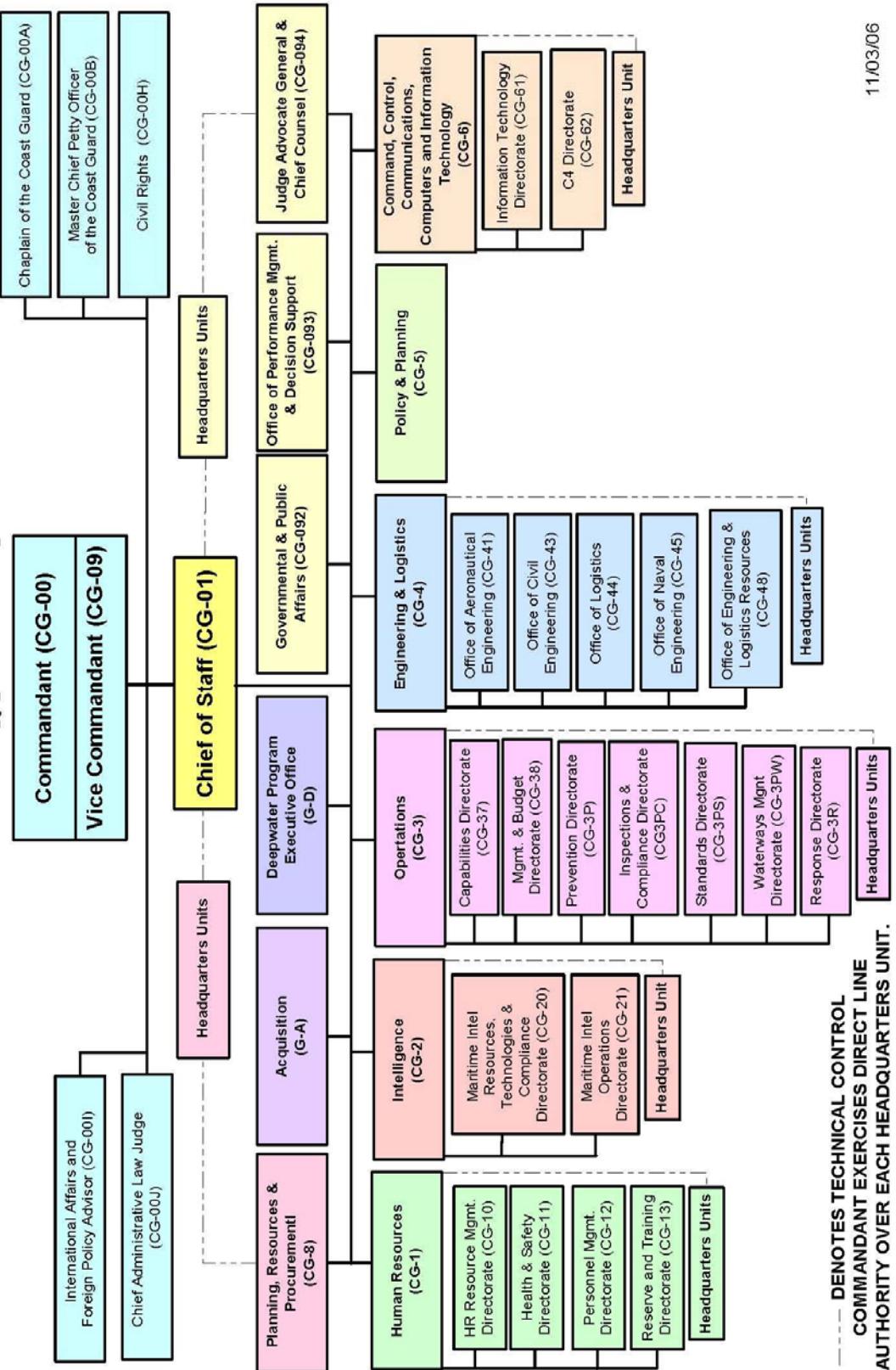
Department of Homeland Security



**— DENOTES**  
**TECHNICAL CONTROL**  
**COMMANDANT**  
**EXERCISES DIRECT LINE**  
**AUTHORITY OVER EACH**  
**HEADQUARTERS UNIT.**

**UNITED STATES COAST GUARD  
HEADQUARTERS**

DEPARTMENT OF HOMELAND SECURITY



**COMMANDANT EXERCISES DIRECT LINE  
AUTHORITY OVER EACH HEADQUARTERS UN**

## **APPENDIX A** **DEFINITIONS**

The following definitions apply to this U. S. Coast Guard Annual Equal Employment Opportunity Status Report are specific to the program areas discussed therein.

***Applicant*** - A person who applies for employment.

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

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

***Civilian Labor Force (CLF)*** - Persons 16 years of age and over, except those in the Armed Services, who employed or are unemployed and seeking work.

***Civil Rights*** - Relates to prohibited acts and practices that violate individual rights protected by laws and statutes passed by Congress.

***Civil Rights Officer*** - A commissioned officer or civilian, full-time or collateral duty, who manages unit military and civilian EO/EEO programs. The Civil Rights Officer reports directly to the Commanding Officer (CO) on all unit civil rights matters. His or her assignment does not relieve other personnel of their basic responsibilities to support EO programs.

***Cross-Cutting, High-Profile Occupation*** - U. S. Coast Guard mission critical occupations that reside in multiple Department of Homeland organizational elements or by their very nature are high-profile occupations.

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

***Diversity*** - Diversity embodies a philosophy of inclusion at all levels on an organization. Inclusion in the workplace exists when people feel valued for their contributions (and) co-workers feel that they have the same opportunities to contribute regardless of their differences."

***Diversity Management*** - Diversity management is creating and maintaining a work environment, which provides opportunity for employees to maximize their potential and fully contribute to accomplishing the organization's mission. Further that environment does not advantage or disadvantage any member of the work force and it ensures all team members treat each other with dignity and respect.

**Equal Opportunity (EO)** - Consideration and fair treatment based on merit and capability without regard to race, religion, sex, color, and national origin for all members of Team Coast Guard, military and civilian. For civilian employees of the Coast Guard, these bases include age (over 40 years), mental or physical disability, and sexual orientation. Equal opportunity (EO) dictates that individuals have the same rights, responsibilities, and privileges as another person of equivalent stature (e.g., rank, rate, experience, ability) under similar conditions, in such factors as housing, transportation, training, acquisition of gainful experience, or any other practices that might improve Coast Guard members' opportunities and work environment.

**Equal Employment Opportunity (EEO)** - Equal employment opportunity (EEO) is the recruitment, selection, and advancement of civilians into a job or position, including those paid from non-appropriated fund activities (NAFA), without regard to race, religion, sex, color, national origin, and for civilians, age (over 40 years), mental and physical disability, and sexual orientation.

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

**Human Relations** - Human relations are the day-to-day associations among Coast Guard personnel as the Civil Rights climate affects them. Since failure to ensure equal opportunity and treatment for all personnel degrades *human relations*, this phrase is often used in conjunction with the EO Program.

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

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

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

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

**Targeted Disabilities** - Disabilities that the federal government has identified for special emphasis in affirmative action programs.

## **APPENDIX B**

### **ACRONYMS**

AOR	Area of Responsibility
CAP	Computer/Electronic Accommodation Program
CHCO	Chief Human Capital Officer
CR	Civil Rights
CRCL	Office for Civil Rights and Civil Liberties
DHS	Department of Homeland Security
EO	Equal Opportunity
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
HC	Human Capital
HQ	Headquarters
IT	Information Technology
MaxHR	Brand for the new DHS Human Resources Management System
NCLF	National Civilian Labor Force
OE	Organizational Element(s)
OPM	Office of Personnel Management
RNO	Race/National Origin
VRE	Vocational Rehabilitation and Employment
WRP	Workforce Recruitment Program for College Students with Disabilities

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

This table is for U.S. Coast Guard.

Employment Tenure	Total Employees	Race/Ethnicity										Non- Hispanic or Latino						
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Alaskan Native		American Indian or Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	
<b>TOTAL</b>																		
FY 2005 Quarter 4	#	8811	5136	3675	320	272	4044	2397	514	776	152	123	29	38	31	35	46	
	%	100	58.29	41.70	3.63	3.08	45.89	27.20	5.83	8.80	1.72	1.39	0.32	0.43	0.35	0.39	0.52	
FY 2006 Quarter 4	#	9028	5394	3634	317	259	4295	2381	518	771	212	196	7	8	29	14	16	
	%	100	59.74	40.25	3.51	2.86	47.57	26.37	5.73	8.54	2.34	2.17	0.07	0.08	0.32	0.15	0.05	
<b>CLF (2000)</b>																		
Difference	#	217	258	-41	-3	-13	251	-16	4	-5	60	73	-22	-30	-2	-21	-30	
Ratio Change	%	0.00	1.45	-1.45	-0.12	-0.22	1.68	-0.83	-0.10	-0.26	0.62	0.78	-0.25	-0.35	-0.03	-0.24	-0.35	
Net Change	%	2.46	5.02	-1.11	-0.93	-4.77	6.20	-0.66	0.77	-0.64	39.47	59.34	-75.86	-78.94	-6.45	-60.00	-65.21	

**TABLE A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

		Race/Ethnicity										
		Non- Hispanic or Latino										
		White					Black or African American		Asian		American Indian or Alaskan Native	
Employment Tenure		Hispanic or Latino					Native Hawaiian or Other Pacific Islander		Native Hawaiian or Other Pacific Islander		Male	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
FY 2005 Quarter 4	#	6880	4413	2467	204	114	3576	1556	433	674	128	77
	%	100	64.14	35.85	2.96	1.65	51.97	22.61	6.29	9.79	1.86	1.11
FY 2006 Quarter 4	#	7234	4695	2539	214	110	3828	1623	446	667	158	115
	%	100	64.90	35.09	2.95	1.52	52.91	22.43	6.16	9.22	2.18	1.58
Difference	#	354	282	72	10	-4	252	67	13	-7	30	38
Ratio Change	%	0.00	0.76	-0.76	-0.01	-0.13	0.94	-0.18	-0.13	-0.57	0.32	0.47
Net Change	%	5.14	6.39	2.91	4.90	-3.50	7.04	4.30	3.00	-1.03	23.43	49.35
<b>TEMPORARY</b>												
FY 2005 Quarter 4	#	367	263	104	16	1	193	78	50	17	2	5
	%	100	71.66	28.33	4.35	0.27	52.58	21.25	13.62	4.63	0.54	1.36

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

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

		Race/Ethnicity									
Employment Tenure	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
FY 2006 Quarter 4 #	339	222	117	10	5	162	69	42	34	7	7
%	100	65.48	34.51	2.94	1.47	47.78	20.35	12.38	10.02	2.06	2.06
Difference	#	-28	-41	13	-6	4	-31	-9	-8	17	5
Ratio Change	%	0.00	-6.18	6.18	-1.41	1.20	-4.80	-0.90	-1.24	5.39	1.52
Net Change	%	-7.62	-15.58	12.50	-37.50	400.00	-16.06	-11.53	-16.00	100	250.00
<b>NON-APPROPRIATED</b>											
FY 2005 Quarter 4 #	1564	460	1104	100	157	275	763	31	85	22	41
%	100	29.41	70.58	6.39	10.03	17.58	48.78	1.98	5.43	1.40	2.62
FY 2006 Quarter 4 #	1455	477	978	93	144	305	639	30	70	47	74
%	100	32.78	67.21	6.39	9.89	20.96	47.35	2.06	4.81	3.23	5.08

**TABLE A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

		Race/Ethnicity															
		Hispanic or Latino						Non- Hispanic or Latino									
		White			Black or African American			Asian			Native Hawaiian or Alaskan Native						
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male				
Difference #	-109	17	-126	-7	-13	30	-74	-1	-15	25	33	-27	-37	-3	-20	0	0
Ratio Change %	0.00	3.37	-3.37	0.00	-0.14	3.38	-1.43	0.08	-0.62	1.83	2.46	-1.72	-2.36	-0.19	-1.27	0.00	0.00
Net Change %	-6.96	3.69	-11.41	-7.00	-8.28	10.90	-9.69	-3.22	-17.64	113.63	80.48	-93.10	-97.36	-100.00	-100.00	-	-

The Fiscal Quarter for this report has been set to FY 2005 Quarter 4, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**TABLE A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex**  
**This table is for All Agencies**

		Race/Ethnicity																
		Hispanic or Latino					Non- Hispanic or Latino											
Employment Tenure		Total Employees		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
TOTAL FY 2006	#	139971	95220	44751	19274	6720	60261	24593	10360	10763	4321	2060	175	168	751	427	78	20
Quarter 4	%	100	68.02	<b>31.97</b>	13.76	4.80	43.05	<b>17.57</b>	7.40	7.68	3.08	<b>1.47</b>	0.12	0.12	0.53	0.30	<b>0.05</b>	<b>0.01</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
DHS Headquarters	#	2676	1597	1079	80	55	1309	678	145	303	53	36	0	0	9	7	1	0
	%	100	59.67	<b>40.32</b>	<b>2.98</b>	<b>2.05</b>	48.91	<b>25.33</b>	5.41	11.32	1.98	<b>1.34</b>	<b>0.00</b>	<b>0.00</b>	0.33	<b>0.26</b>	<b>0.03</b>	<b>0.00</b>
Federal Emergency Management Agency	#	2233	1360	873	29	23	1148	517	145	308	28	17	0	0	10	8	0	0

**TABLE A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex****This table is for All Agencies**

Employment Tenure	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
Federal Law Enforcement Training Center	#	971	635	336	27	17	554	262	35	47	6
	%	100	65.39	34.60	2.78	1.75	57.05	26.98	3.60	4.84	0.61
Transportation Security Administration	#	56501	37053	19448	4909	2392	23109	10372	6514	5552	1970
	%	100	65.57	34.42	8.68	4.23	40.90	18.35	11.52	9.82	3.48
U.S. Citizenship and Immigration Services	#	7616	3045	4571	387	729	2007	2403	333	1016	300
	%	100	39.98	60.01	5.08	9.57	26.35	31.55	4.37	13.34	3.93

2	1	38	17	2	0	381	1016	300	333	729	387	4571	3045	7616
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**TABLE A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex****This table is for All Agencies**

		Race/Ethnicity										
Employment Tenure	Total Employees	Hispanic or Latino					Non- Hispanic or Latino					Two or More/Other Races
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	
U.S. Coast Guard	#	7234	4695	2539	214	110	3828	1623	446	667	158	4
	%	100	64.90	<b>35.09</b>	<b>2.95</b>	<b>1.52</b>	<b>52.91</b>	<b>22.43</b>	<b>6.16</b>	<b>9.22</b>	<b>2.18</b>	<b>1.58</b>
U.S. Customs and Border Protection	#	43076	32733	10343	11174	2445	18546	5690	1426	1569	1357	5
	%	100	75.98	<b>24.01</b>	<b>25.94</b>	<b>5.67</b>	<b>43.05</b>	<b>13.20</b>	<b>3.31</b>	<b>3.64</b>	<b>3.15</b>	<b>1.29</b>
U.S. Immigration and Customs Enforcement	#	14491	10310	4181	2247	839	6758	2279	858	867	346	4
	%	100	71.14	<b>28.85</b>	<b>15.50</b>	<b>5.78</b>	<b>46.63</b>	<b>15.72</b>	<b>5.92</b>	<b>5.98</b>	<b>2.38</b>	<b>1.15</b>
U.S. Secret Service	#	5173	3792	1381	207	110	3002	769	458	434	103	0
	%	100	73.30	<b>26.69</b>	<b>4.00</b>	<b>2.12</b>	<b>58.03</b>	<b>14.86</b>	<b>8.85</b>	<b>8.38</b>	<b>1.99</b>	<b>0.15</b>

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**TABLE A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

Occupational Categories	Total Employees	Race/Ethnicity																
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	160	123	37	5	2	111	27	4	6	3	2	0	0	0	0	0	0
	%	100	76.87	23.12	3.12	1.25	69.37	16.87	2.50	3.75	1.87	1.25	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	558	425	133	13	3	368	99	23	24	20	7	0	0	1	0	0	0
	%	100	76.16	23.83	2.32	0.53	65.94	17.74	4.12	4.30	3.58	1.25	0.00	0.00	0.17	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	325	226	99	8	4	191	67	17	22	4	3	1	1	3	1	2	1
	%	100	69.53	30.46	2.46	1.23	58.76	20.61	5.23	6.76	1.23	0.92	0.30	0.30	0.92	0.30	0.61	0.30

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

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

		Race/Ethnicity										
Occupational Categories	Total Employees	Non- Hispanic or Latino										Two or More/Other Races
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
- Other	#	1834	1112	722	48	30	935	439	89	223	27	26
	%	100	60.63	39.36	2.61	1.63	50.98	23.93	4.85	12.15	1.47	1.41
Officials and Managers Total	#	2877	1886	991	74	39	1605	632	133	275	54	38
	%	100	65.55	34.44	2.57	1.35	55.78	21.96	4.62	9.55	1.87	1.32
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
	%	100	46.09	53.7	2.3	2.8	37.09	42.3	2.7	4.9	3.2	2.6
2. Professionals	#	1449	949	500	39	26	793	355	54	87	60	26
	%	100	65.49	34.50	2.69	1.79	54.72	24.49	3.72	6.00	4.14	1.79
Professionals RCLF	%	100	46.09	53.7	2.3	2.8	37.09	42.3	2.7	4.9	3.2	2.6

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

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

		Race/Ethnicity									
Occupational Categories	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
3. Technicians	#	178	162	16	5	1	141	11	10	2	5
	%	100	91.01	<b>8.98</b>	<b>2.80</b>	<b>0.56</b>	79.21	<b>6.17</b>	5.61	<b>1.12</b>	2.80
Technicians RCLF	%	100	42.2	57.9	3.3	3.4	32.2	43.2	3.4	7.6	2.2
4. Sales Workers	#	2	0	2	0	0	1	0	1	0	0
	%	100	<b>0.00</b>	100	<b>0.00</b>	<b>0.00</b>	50.00	<b>0.00</b>	50.00	<b>0.00</b>	0.00
Sales Workers RCLF	%	100	49.5	50.5	4.0	4.9	39.5	37.0	3.1	5.5	1.8
5. Administrative Support Workers	#	1335	343	992	22	42	243	594	63	297	14
	%	100	25.69	<b>74.30</b>	<b>1.64</b>	<b>3.14</b>	18.20	<b>44.49</b>	4.71	22.24	1.04

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

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

Occupational Categories	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
Administrative	%	100	24.2	75.69	2.9	6.7	16.5	56.3	3.3	8.89	1.0
Support Workers RCLF	%										
6. Craft Workers	#	999	985	14	51	2	767	12	132	0	17
	%	100	98.59	1.40	5.10	0.20	76.77	1.20	13.21	0.00	1.70
Craft Workers RCLF	%	100	94.4	5.4	11.9	0.6	72.5	3.9	6.2	0.6	1.5
7. Operatives	#	211	205	6	8	0	142	2	49	4	6
	%	100	97.15	2.84	3.79	0.00	67.29	0.94	23.22	1.89	2.84
Operatives RCLF	%	100	71.79	27.99	10.8	5.1	48.4	16.29	8.89	4.5	2.0
8. Laborers and Helpers	#	27	24	3	0	0	22	3	1	0	0
	%	100	88.88	11.11	0.00	0.00	81.48	11.11	3.70	0.00	0.00

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

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

Occupational Categories	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		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	0.0
										0.8	0.1
										1.4	1.4
										0.2	0.2
9. Service Workers	#	156	141	15	15	0	115	13	4	1	1
	%	100	90.38	<b>9.61</b>	9.61	<b>0.00</b>	73.71	<b>8.33</b>	<b>2.56</b>	<b>0.64</b>	<b>0.64</b>
Service Workers	%	100	40.8	59.2	6.6	7.9	25.0	38.0	6.2	9.6	1.6
RCLF										0.1	0.1

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**TABLE A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

Occupational Categories	Total Employees	Race/Ethnicity																	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	160	123	37	5	2	111	27	4	6	3	2	0	0	0	0	0	0	0
	%	2.21	2.61	1.45	2.33	1.81	2.89	1.66	0.89	0.89	1.89	1.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	558	425	133	13	3	368	99	23	24	20	7	0	0	1	0	0	0	0
	%	7.71	9.05	5.23	6.07	2.72	9.61	6.09	5.15	3.59	12.65	6.08	0.00	0.00	3.57	0.00	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	325	226	99	8	4	191	67	17	22	4	3	1	1	3	1	2	1	1
	%	4.49	4.81	3.89	3.73	3.63	4.98	4.12	3.81	3.29	2.53	2.60	20.00	14.28	10.71	7.69	12.50	25.00	

**TABLE A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

Occupational Categories	Total Employees	Race/Ethnicity										Non- Hispanic or Latino						
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Alaskan Native		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	
- Other	#	1834	1112	722	48	30	935	439	89	223	27	26	0	1	9	3	4	
	%	25.35	23.68	28.43	22.42	27.27	24.42	27.04	19.95	33.43	17.08	22.60	0.00	14.28	32.14	23.07	25.00	
Officials and Managers Total	#	2877	1886	991	74	39	1605	632	133	275	54	38	1	2	13	4	6	
	%	39.76	40.15	39.00	34.55	35.43	41.90	38.91	29.80	41.20	34.15	33.01	20.00	28.56	46.42	30.76	37.50	
2. Professionals	#	1449	949	500	39	26	793	355	54	87	60	26	0	1	2	2	1	
	%	20.03	20.21	19.69	18.22	23.63	20.71	21.87	12.10	13.04	37.97	22.60	0.00	14.28	7.14	15.38	6.25	
3. Technicians	#	178	162	16	5	1	141	11	10	2	5	2	0	0	1	0	0	
	%	2.46	3.45	0.63	2.33	0.90	3.68	0.67	2.24	0.29	3.16	1.73	0.00	0.00	3.57	0.00	0.00	

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

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

		Race/Ethnicity									
Occupational Categories	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
4. Sales Workers	#	2	0	2	0	0	1	0	0	0	0
	%	0.02	0.00	0.07	0.00	0.00	0.06	0.00	0.14	0.00	0.00
5. Administrative Support Workers	#	1335	343	992	22	42	243	594	63	297	14
	%	18.45	7.30	39.07	10.28	38.18	6.34	36.59	14.12	44.52	8.86
6. Craft Workers	#	999	985	14	51	2	767	12	132	0	17
	%	13.80	20.97	0.55	23.83	1.81	20.03	0.73	29.59	0.00	10.75
7. Operatives	#	211	205	6	8	0	142	2	49	4	6
	%	2.91	4.36	0.23	3.73	0.00	3.70	0.12	10.98	0.59	3.79
8. Laborers and Helpers	#	27	24	3	0	0	22	3	1	0	0

**TABLE A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

Occupational Categories	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
9. Service Workers	#	156	141	15	15	0	115	13	4	1	2
	%	2.15	3.00	0.59	7.00	0.00	3.00	0.80	0.89	0.14	1.26

Occupational Categories	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
9. Service Workers	#	156	141	15	15	0	115	13	4	1	2
	%	2.15	3.00	0.59	7.00	0.00	3.00	0.80	0.89	0.14	1.26

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

				Race/Ethnicity												
GS/GM, SES, and Related Grade	Total Employees	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American 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-01	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	0.00	66.66	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-03	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-04	#	39	17	22	2	1	11	13	2	5	2	3	0	0	0	0
	%	100	43.58	56.41	5.12	2.56	28.20	33.33	5.12	12.82	5.12	7.69	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.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-05 #	190	66	124	8	7	40	81	11	27	6	3
%	100	34.73	65.26	4.21	3.68	21.05	42.63	5.78	14.21	3.15	1.57
GS/GG/GH/GM-06 #	295	86	209	9	7	58	136	16	57	3	7
%	100	29.15	70.84	3.05	2.37	19.66	46.10	5.42	19.32	1.01	2.37
GS/GG/GH/GM-07 #	750	232	518	16	21	175	309	33	151	6	28
%	100	30.93	69.06	2.13	2.80	23.33	41.20	4.40	20.13	0.80	3.73
GS/GG/GH/GM-08 #	207	40	167	2	5	31	80	6	74	0	7
%	100	19.32	80.67	0.96	2.41	14.97	38.64	2.89	35.74	0.00	3.38
GS/GG/GH/GM-09 #	532	219	313	8	16	177	188	23	92	6	16
%	100	41.16	58.83	1.50	3.00	33.27	35.33	4.32	17.29	1.12	3.00

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

This table is for U.S. Coast Guard.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-10 #	27	9	18	1	0	8	7	0	11	0	0
%	100	33.33	66.66	3.70	0.00	29.62	25.92	0.00	40.74	0.00	0.00
GS/GG/GH/GM-11 #	831	574	257	25	9	495	182	34	51	13	12
%	100	69.07	30.92	3.00	1.08	59.56	21.90	4.09	6.13	1.56	1.44
GS/GG/GH/GM-12 #	1260	846	414	46	29	697	283	51	84	42	17
%	100	67.14	32.85	3.65	2.30	55.31	22.46	4.04	6.66	3.33	1.34
GS/GG/GH/GM-13 #	1010	719	291	15	6	615	201	48	67	37	16
%	100	71.18	28.81	1.48	0.59	60.89	19.90	4.75	6.63	3.66	1.58
GS/GG/GH/GM-14 #	498	367	131	13	4	321	85	21	38	12	4

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

This table is for U.S. Coast Guard.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Alaskan Native
GS/GG/GH/GM-15	#	167	131	36	5	2	118	27	5	3	2
	%	100	78.44	21.55	2.99	1.19	70.65	16.16	2.99	1.79	1.19
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	8	5	3	0	0	5	2	0	1	0
	%	100	62.50	37.50	0.00	0.00	62.50	25.00	0.00	12.50	0.00
ST	#	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.

GS/GM, SES, and Related Grade	Total Employees	Race/Ethnicity																	
		Hispanic or Latino					Non- Hispanic or Latino												
		All		Male		Female		Male		Female		Male		Female		Male		Female	

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

		Race/Ethnicity													
GS/GM, SES, and Related Grade	Total Employees	Hispanic or Latino										Non- Hispanic or Latino			
		White					Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-01	#	3	2	1	0	0	2	1	0	0	0	0	0	0	
	%	0.05	0.06	0.03	0.00	0.00	0.07	0.06	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-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	0.00	
GS/GG/GH/GM-03	#	2	2	0	0	0	2	0	0	0	0	0	0	0	
	%	0.03	0.06	0.00	0.00	0.00	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-04	#	39	17	22	2	1	11	13	2	5	2	3	0	0	
	%	0.67	0.51	0.87	1.33	0.93	0.39	0.81	0.80	0.75	1.53	2.60	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.

		Race/Ethnicity											
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino										Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male		
GS/GG/GH/GM-05 #	190	66	124	8	7	40	81	11	27	6	3	0	
%	3.26	1.99	4.95	5.33	6.54	1.45	5.07	4.40	4.07	2.60	0.00	0.00	
GS/GG/GH/GM-06 #	295	86	209	9	7	58	136	16	57	3	7	0	
%	5.06	2.59	8.34	6.00	6.54	2.10	8.52	6.40	8.59	2.30	6.08	0.00	
GS/GG/GH/GM-07 #	750	232	518	16	21	175	309	33	151	6	28	1	
%	12.88	6.99	20.68	10.66	19.62	6.35	19.37	13.20	22.77	4.61	24.34	50.00	
GS/GG/GH/GM-08 #	207	40	167	2	5	31	80	6	74	0	7	0	
%	3.55	1.20	6.66	1.33	4.67	1.12	5.01	2.40	11.16	0.00	6.08	0.00	
GS/GG/GH/GM-09 #	532	219	313	8	16	177	188	23	92	6	16	0	
%	9.14	6.60	12.50	5.33	14.95	6.42	11.78	9.20	13.87	4.61	13.91	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.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-10 #	27	9	18	1	0	8	7	0	11	0	0
%	0.46	0.27	0.71	0.66	0.00	0.29	0.43	0.00	1.65	0.00	0.00
GS/GG/GH/GM-11 #	831	574	257	25	9	495	182	34	51	13	12
%	14.28	17.31	10.26	16.66	8.41	17.96	11.41	13.60	7.69	10.00	10.43
GS/GG/GH/GM-12 #	1260	846	414	46	29	697	283	51	84	42	17
%	21.65	25.52	16.53	30.66	27.10	25.29	17.74	20.40	12.66	32.30	14.78
GS/GG/GH/GM-13 #	1010	719	291	15	6	615	201	48	67	37	16
%	17.35	21.63	11.62	10.00	5.60	22.32	12.60	19.20	10.10	28.46	13.91
GS/GG/GH/GM-14 #	498	367	131	13	4	321	85	21	38	12	4

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

This table is for U.S. Coast Guard.

		Race/Ethnicity											
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino										Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male		
GS/GG/GH/GM-15	#	167	131	36	5	2	118	27	5	3	2	0	
	%	2.86	3.95	1.43	3.33	1.86	4.28	1.69	2.00	0.75	2.30	0.00	
												0	
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	
Senior Executive Service (ES)	#	8	5	3	0	0	5	2	0	1	0	0	
	%	0.13	0.15	0.11	0.00	0.00	0.18	0.12	0.00	0.15	0.00	0.00	
ST	#	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for U.S. Coast Guard.

GS/GM, SES, and Related Grade	Total Employees	Race/Ethnicity										
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	#	5819	3315	2504	150	107	2755	1595	250	663	130	115
	%	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 29, 2006

**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.

						Race/Ethnicity											
						Hispanic or Latino			Non- Hispanic or Latino								
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Other Races	
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	
	%	100	85.71	14.28	0.00	0.00	85.71	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-02	#	3	3	0	1	0	1	0	0	0	1	0	0	0	0	0	
	%	100	100	0.00	33.33	0.00	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	
Grade-03	#	33	30	3	0	0	21	3	8	0	1	0	0	0	0	0	
	%	100	90.90	9.09	0.00	0.00	63.63	9.09	24.24	0.00	3.03	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	
	%	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	

**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.

		Race/Ethnicity											
WD/WG, WL/WSS & Other Wage Grades	Total Employees	Non- Hispanic or Latino										Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Grade-05	#	67	64	3	0	0	56	2	5	1	2	0	
	%	100	95.52	4.47	0.00	0.00	83.58	2.98	7.46	1.49	2.98	0.00	
Grade-06	#	72	68	4	5	0	43	3	20	1	0	0	
	%	100	94.44	5.55	6.94	0.00	59.72	4.16	27.77	1.38	0.00	0.00	
Grade-07	#	44	44	0	2	0	24	0	13	0	1	0	
	%	100	100	0.00	4.54	0.00	54.54	0.00	29.54	0.00	2.27	0.00	
Grade-08	#	170	168	2	11	0	134	2	15	0	5	0	
	%	100	98.82	1.17	6.47	0.00	78.82	1.17	8.82	0.00	2.94	0.00	
Grade-09	#	149	148	1	9	1	105	0	30	0	1	0	
	%	100	99.32	0.67	6.04	0.67	70.46	0.00	20.13	0.00	0.67	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.

		Race/Ethnicity											
WD/WG, WL/WS & Other Wage Grades	Total Employees	Non- Hispanic or Latino										Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Grade-10	#	636	630	6	30	0	495	5	84	1	13	0	
	%	100	99.05	0.94	4.71	0.00	77.83	0.78	13.20	0.15	2.04	0.00	
Grade-11	#	135	131	4	5	1	105	2	18	1	3	0	
	%	100	97.03	2.96	3.70	0.74	77.77	1.48	13.33	0.74	2.22	0.00	
Grade-12	#	34	34	0	0	0	32	0	1	0	0	0	
	%	100	100	0.00	0.00	0.00	94.11	0.00	2.94	0.00	0.00	0.00	
Grade-13	#	9	9	0	0	0	9	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	
Grade-14	#	5	5	0	1	0	4	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.

		Race/Ethnicity										
WD/WG, WL/Ws & Other Wage Grades	Total Employees	Non- Hispanic or Latino										Two or More/Other Races
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-15	#	8	8	0	0	0	7	0	1	0	0	0
	%	100	100	0.00	0.00	0.00	87.50	0.00	12.50	0.00	0.00	0.00
All Other Wage Grades	#	4	4	0	0	0	3	0	1	0	0	0
	%	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**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.

WD/WG, WL/Ws & Other Wage Grades				Total Employees		Race/Ethnicity												
						Hispanic or Latino				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0	0
	%	0.50	0.44	4.16	0.00	0.00	0.57	5.55	0.00	0.00	0.00	-	0.00	-	0.00	-	0.00	-
Grade-02	#	3	3	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	0.21	0.22	0.00	1.56	0.00	0.09	0.00	0.00	0.00	3.57	-	0.00	-	0.00	-	0.00	-
Grade-03	#	33	30	3	0	0	21	3	8	0	1	0	0	0	0	0	0	0
	%	2.39	2.21	12.50	0.00	0.00	2.00	16.66	4.08	0.00	3.57	-	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
	%	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.

		Race/Ethnicity										
WD/WG, WL/WSS & Other Wage Grades	Total Employees	Non- Hispanic or Latino										Two or More/Other Races
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05	#	67	64	3	0	0	56	2	5	1	2	0
	%	4.86	4.73	12.50	0.00	0.00	5.35	11.11	2.55	25.00	7.14	-
											0.00	-
											11.11	-
											0.00	-
Grade-06	#	72	68	4	5	0	43	3	20	1	0	0
	%	5.22	5.02	16.66	7.81	0.00	4.11	16.66	10.20	25.00	0.00	-
											0.00	-
											0.00	-
Grade-07	#	44	44	0	2	0	24	0	13	0	1	0
	%	3.19	3.25	0.00	3.12	0.00	2.29	0.00	6.63	0.00	3.57	-
											33.33	-
											0.00	-
Grade-08	#	170	168	2	11	0	134	2	15	0	5	0
	%	12.34	12.41	8.33	17.18	0.00	12.81	11.11	7.65	0.00	17.85	-
											0.00	-
Grade-09	#	149	148	1	9	1	105	0	30	0	1	0
	%	10.82	10.93	4.16	14.06	50.00	10.03	0.00	15.30	0.00	3.57	-
											33.33	-
											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.

		Race/Ethnicity											
WD/WG, WL/WSS & Other Wage Grades	Total Employees	Non- Hispanic or Latino										Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Grade-10	#	636	630	6	30	0	495	5	84	1	13	0	
	%	46.18	46.56	25.00	46.87	0.00	47.32	27.77	42.85	25.00	46.42	-	
												33.33	
												55.55	
												-	
Grade-11	#	135	131	4	5	1	105	2	18	1	3	0	
	%	9.80	9.68	16.66	7.81	50.00	10.03	11.11	9.18	25.00	10.71	-	
												0.00	
												-	
Grade-12	#	34	34	0	0	0	32	0	1	0	0	0	
	%	2.46	2.51	0.00	0.00	0.00	3.05	0.00	0.51	0.00	3.57	-	
												0.00	
												-	
Grade-13	#	9	9	0	0	0	9	0	0	0	0	0	
	%	0.65	0.66	0.00	0.00	0.00	0.86	0.00	0.00	0.00	0.00	-	
												0.00	
												-	
Grade-14	#	5	5	0	1	0	4	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.

		Race/Ethnicity									
WD/WG, WL/Ws & Other Wage Grades	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-15	#	8	8	0	0	7	0	1	0	0	0
	%	0.58	0.59	0.00	0.00	0.66	0.00	0.51	0.00	0.00	0.00
All Other Wage Grades	#	4	4	0	0	3	0	1	0	0	0
	%	0.29	0.29	0.00	0.00	0.28	0.00	0.51	0.00	0.00	0.00
TOTAL	#	1377	1353	24	64	2	1046	18	196	4	28
	%	100	100	100	100	100	100	100	100	100	100

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity													
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific 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>Mission Critical Jobs</b>															
0801 - GENERAL ENGINEERING	#	123	115	8	4	1	96	6	4	0	11	1	0	0	
	%	100	93.49	<b>6.50</b>	3.25	0.81	78.04	<b>4.87</b>	3.25	<b>0.00</b>	<b>8.94</b>	<b>0.81</b>	<b>0.00</b>	<b>0.00</b>	
Occupational CLF															
0802 - ENGINEERING TECHNICIAN	#	62	57	5	1	0	51	4	2	0	2	1	0	1	
	%	100	91.93	<b>8.06</b>	<b>1.61</b>	<b>0.00</b>	82.25	<b>6.45</b>	<b>3.22</b>	<b>0.00</b>	<b>3.22</b>	<b>1.61</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	0.1	0.4	

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										
		Non- Hispanic or Latino										
		Hispanic or Latino		White		Black or African American		Asian		American Indian or Alaskan Native		
All	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
	%	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3
0804 - FIRE PROTECTION ENGINEERING	#	5	5	0	0	5	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
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3
0806 - MATERIALS ENGINEERING	#	1	1	0	0	1	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino						
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Other Pacific Islander		Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	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	
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	
0807 - LANDSCAPE ARCHITECTURE	#	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	
0808 - ARCHITECTURE	#	32	24	8	1	0	19	5	2	1	2	2	0	0	0	0	0	
	%	100	75.00	25.00	3.12	0.00	59.37	15.62	6.25	3.12	6.25	6.25	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	

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
		White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	Alaskan Native	American Indian or Alaskan Native	Two or More/Other Races			
0809 - CONSTRUCTION CONTROL	#	23	23	0	0	23	0	0	0	0	0
	%	100	100	0.00	0.00	100	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	0.0
										0.7	0.1
										1.2	0.1

0810 - CIVIL ENGINEERING	#	45	42	3	3	1	32	2	2	0	5	0	0	0	0	0
	%	100	93.33	6.66	6.66	2.22	71.11	4.44	4.44	0.00	11.11	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino			
		Hispanic or Latino					Black or African American					Asian		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female
0817 - SURVEYING TECHNICIAN	#	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	0.0	1.1	0.1
0818 - ENGINEERING DRAFTING	#	2	0	2	0	1	0	1	0	0	0	0	0	0	0
	%	100	0.00	100	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	80.0	19.9	5.9	1.4	65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.5	0.1
0819 - ENVIRONMENTAL ENGINEERING	#	19	15	4	0	1	11	3	1	0	3	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino						
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Other Pacific Islander		Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	
Occupational CLF	%	100	78.94	21.05	0.00	5.26	57.89	15.78	5.26	0.00	15.78	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	77.8	22.0	2.2	0.9	65.4	17.8	3.0	1.2	5.8	1.9	0.1	0.0	0.2	0.1	1.1	
0828 - CONSTRUCTION ANALYST	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
Occupational CLF	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
0830 - MECHANICAL ENGINEERING	#	57	54	3	1	0	42	2	1	1	10	0	0	0	0	0	0	
Occupational CLF	%	100	94.73	5.26	1.75	0.00	73.68	3.50	1.75	1.75	17.54	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		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
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7
0850 - ELECTRICAL ENGINEERING	#	38	34	4	1	0	21	1	1	11	2
	%	100	89.47	10.52	2.63	0.00	55.26	2.63	2.63	28.94	5.26
Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino														
		Hispanic or Latino					Black or African American					Asian					Native Hawaiian or Other Pacific Islander					Alaskan Native				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
0854 - COMPUTER ENGINEERING	#	5	4	1	0	0	4	1	0	0	0	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	0.00	0.00	0.00					
<hr/>																										
Occupational CLF	%	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.0	0.2	0.0	0.0	1.9	0.3						
<hr/>																										
0855 - ELECTRONICS ENGINEERING	#	58	56	2	1	0	48	1	3	1	4	0	0	0	0	0	0	0	0	0	0					
	%	100	96.55	3.44	1.72	0.00	82.75	1.72	5.17	1.72	6.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
<hr/>																										
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	0.0	0.2	0.0	0.0	1.2	0.1						
<hr/>																										

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino								
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Other Pacific Islander		Alaskan Native		American Indian or Alaska Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	Male	Female	
0856 - ELECTRONICS TECHNICIAN	#	45	45	0	2	0	38	0	5	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	4.44	0.00	84.44	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Occupational CLF</b>																				
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Occupational CLF</b>																				
	%	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino			
		Hispanic or Latino					Black or African American					Asian		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female
0861 - AEROSPACE ENGINEERING	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0
	%	100	100	0.00	0.00	0.00	50.00	0.00	0.00	50.00	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
0871 - NAVAL ARCHITECTURE	#	40	37	3	1	0	32	3	0	0	4	0	0	0	0
	%	100	92.50	7.50	2.50	0.00	80.00	7.50	0.00	0.00	10.00	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
0873 - SHIP SURVEYING	#	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino				
		Hispanic or Latino					Black or African American			Asian		Native Hawaiian or Other Pacific Islander		Alaskan Native		
		All	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
0880 - MINING ENGINEERING	#	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
0881 - PETROLEUM ENGINEERING	#	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	All	Male	Female	Male	Female	Male	Female	Male	Female	Male
0890 - AGRICULTURAL ENGINEERING	#	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
0892 - CERAMIC ENGINEERING	#	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

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino								
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Other Pacific Islander		Alaskan Native		American Indian or Alaska Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	Male	Female	
0893 - CHEMICAL ENGINEERING	#	5	3	2	0	0	3	0	0	0	0	0	0	2	0	0	0	0	0	
	%	100	60.00	40.00	0.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	
 <hr/>																				
Occupational CLF	%	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	0.1	0.0	1.2	0.0
 <hr/>																				
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 <hr/>																				
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		
 <hr/>																				
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Race/Ethnicity											
Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Non- Hispanic or Latino										Two or More/Other Races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	
0896 - INDUSTRIAL ENGINEERING	#	1	1	0	0	1	0	0	0	0	0	0	
0896 - INDUSTRIAL ENGINEERING	%	100	100	0.00	0.00	100	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	
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	1	1	0	1	0	0	0	0	0	0	0	
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	%	100	100	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		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
1102 - CONTR SPECCLST	#	292	82	210	3	10	67	136	9	55	3
	%	100	<b>28.08</b>	71.91	<b>1.02</b>	3.42	<b>22.94</b>	46.57	3.08	18.83	1.02
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0
2210 - SUPVY ITSPEC	#	443	285	158	7	2	243	120	22	25	11
	%	100	<b>64.33</b>	35.66	<b>1.58</b>	<b>0.45</b>	54.85	27.08	4.96	5.64	<b>2.48</b>
Occupational CLF	%	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4

**TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

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		Alaskan Native		American Indian or Two or More/Other Races
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL #	1300	887	413	26	16	739	285	52	84	67	27
									0	0	3
									1	1	0
									0	0	0

The Status for this report has been set to Permanent  
The Fiscal Quarter for this report has been set to FY 2006 Quarter 4  
NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Nov 29, 2006

**TABLE A8: New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex**  
**This table is for U.S. Coast Guard.**

		Race/Ethnicity										
		Hispanic or Latino					Non- Hispanic or Latino					
Type of Appointment	Total Employees	All	Male	Female	Male	Female	Male	Female	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or More/Other Races
Permanent	#	600	388	212	14	6	334	147	26	43	12	15
	%	100	64.66	35.33	2.33	1.00	55.66	24.50	4.33	7.16	2.00	2.50
Temporary	#	220	116	104	10	5	82	68	18	28	5	2
	%	100	52.72	47.27	4.54	2.27	37.27	30.90	8.18	12.72	2.27	0.90
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	820	504	316	24	11	416	215	44	71	17	17
	%	100	61.46	38.53	2.92	1.34	50.73	26.21	5.36	8.65	2.07	2.07

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

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

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		Alaskan Native		American Indian or Two or More/Other Races
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
CLF %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	0.1
										0.1	0.3
										0.3	0.8
										0.8	0.8

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

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**TABLE A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

				Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander*		American Indian or Alaskan Native		Two or More/Other Races		
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees	#	100	41	59	2	3	35	25	4	27	0	4	0	0	0	0	0	0	0	
Eligible for Career Ladder Promotions	#	100	41.00	59.00	2.00	3.00	35.00	25.00	4.00	27.00	0.00	4.00	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	#	29	14	15	2	1	11	9	1	5	0	0	0	0	0	0	0	0	0	
	%	100	48.27	51.72	6.89	3.44	37.93	31.03	3.44	17.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
13-24 months	#	15	7	8	0	0	7	2	0	6	0	0	0	0	0	0	0	0	0	
	%	100	46.66	53.33	0.00	0.00	46.66	13.33	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
25+ months	#	56	20	36	0	2	17	14	3	16	0	4	0	0	0	0	0	0	0	

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

This table is for U.S. Coast Guard.

		Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
Total Employees	Hispanic or Latino	White		Black or African American		Asian		Native Hawaiian or Alaskan Native		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	100	35.71	64.28	0.00	3.57	30.35	25.00	5.35	28.57	0.00	7.14

The Pay plan for this report has been set to GS, GG, GH, GM

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

Recognition or Award Program, # Awards Given, Total cash	Total Employees	Race/Ethnicity										Race/Ethnicity														
		Hispanic or Latino					White					Black or African American					Asian					Native Hawaiian or Other Pacific Islander				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Time-Off awards - 1-9 hours																										
Total Time-Off Awards Given	#	517	302	215	6	6	250	143	27	60	15	5	0	0	0	4	1	0	0	0	0	0	0	0		
Total Time-Off Awards Given	%	100	58.41	41.58	1.16	1.16	48.35	27.65	5.22	11.60	2.90	0.96	0.00	0.00	0.00	0.77	0.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total Hours	H	3866.0	2207.0	1659.0	49.0	39.0	1832.0	1093.0	203.0	491.0	98.0	28.0	0.0	0.0	0.0	25.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Average Hours	H	7.5	7.3	7.7	8.2	6.5	7.3	7.6	7.5	8.2	6.5	5.6	-	-	6.3	8.0	-	-	-	-	-	-	-	-		
Time-Off awards - 9+ hours																										
Total Time-Off Awards Given	#	431	219	212	5	9	179	139	26	56	8	6	0	0	0	1	2	0	0	0	0	0	0	0	0	
Total Hours	H	10405.0	5566.0	4839.0	102.0	219.0	4540.0	2920.0	722.0	1511.0	183.0	154.0	0.0	0.0	0.0	19.0	35.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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

This table is for U.S. Coast Guard.

		Race/Ethnicity																			
Recognition or Award Program, #	Awards Given, Total	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		Alaskan Native		American Indian or Alaskan Native		Non- Hispanic or Latino			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Average Hours	H	24.1	25.4	22.8	20.4	24.3	25.4	21.0	27.8	27.0	22.9	25.7	-	-	19.0	17.5	-	-	-	-	
Average Amount	\$	284	286	280	369	331	281	274	254	268	335	200	-	313	225	419	450				
<b>Cash Awards - \$100-\$500</b>																					
Total Cash Awards	#	1521	990	531	69	33	786	359	90	108	26	26	2	0	4	2	13	3			
Given	%	100	65.08	34.91	4.53	2.16	51.67	23.60	5.91	7.10	1.70	1.70	0.13	0.00	0.26	0.13	0.85	0.19			
Total Amount	\$	432,035	283,159	148,876	25,435	10,921	220,905	98,526	22,819	28,932	6,900	8,697	400	0	1,250	450	5,450	1,350			
Average Amount	\$																				
<b>Cash Awards - \$501+</b>																					
Total Cash Awards	#	999	643	356	27	19	529	205	37	85	44	42	2	4	4	1	0	0	0		
Given	%	100	64.36	35.63	2.70	1.90	52.95	20.52	3.70	8.50	4.40	4.20	0.20	0.40	0.40	0.10	0.00	0.00			

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

This table is for U.S. Coast Guard.

Recognition or Award Program, # Awards Given, Total cash	Total Employees	Race/Ethnicity										Non- Hispanic or Latino						
		Hispanic or Latino					Black or African American			Asian			Native Hawaiian or Alaskan Native		American Indian or Two or More/Other Races			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Amount	\$ 1,058,456	697,739	360,717	27,440	15,785	579,766	212,102	40,316	90,518	45,657	37,798	1,520	3,040	3,040	1,474	0	0	
Average Amount	\$ 1,060	1,085	1,013	1,016	831	1,096	1,035	1,090	1,065	1,065	1,038	900	760	760	760	1,474	-	-

Quality Step Increases:																	
Total QSIs Awarded	#	6	4	2	0	0	4	1	0	1	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	0.00	66.66	16.66	0.00	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	15,228	11,377	3,851	0	0	11,377	1,273	0	2,578	0	0	0	0	0	0	0
Average Benefit	\$	2,538	2,844	1,926	-	-	2,844	1,273	-	2,578	-	-	-	-	-	-	-

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**TABLE A14: SEPARATIONS by Type of Separation - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

			Race/Ethnicity																				
			Hispanic or Latino						Non- Hispanic or Latino														
Type of Separation	Total Employees		Hispanic or Latino			White			Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaskan Native			Two or More/Other Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Voluntary	#	338	223	115	8	8	183	69	24	36	4	1	1	0	2	1	1	1	0	0			
	%	100	65.97	34.02	2.36	2.36	54.14	20.41	7.10	10.65	1.18	0.29	0.29	0.00	0.59	0.29	0.29	0.29	0.29	0.00			
Involuntary	#	13	10	3	0	0	7	2	3	1	0	0	0	0	0	0	0	0	0	0			
	%	100	76.92	23.07	0.00	0.00	53.84	15.38	23.07	7.69	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	0	0	0	0	0			
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total Separations	#	351	233	118	8	8	190	71	27	37	4	1	1	0	2	1	1	1	1	0			
	%	100	66.38	33.61	2.27	2.27	54.13	20.22	7.69	10.54	1.13	0.28	0.28	0.00	0.56	0.28	0.28	0.28	0.28	0.00			

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

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

Type of Separation	Total Employees	Race/Ethnicity										Non- Hispanic or Latino				
		Hispanic or Latino					Black or African American					Native Hawaiian or Alaskan Native		American Indian or Two or More/Other Races		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	
Total Work Force	#	7234	4695	2539	214	110	3828	1623	446	667	115	5	7	28	13	
	%	100	64.90	35.09	2.95	1.52	52.91	22.43	6.16	9.22	2.18	1.58	0.06	0.09	0.38	0.17
															0.22	0.05

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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	[91] Mental Illness	[92] Distortion of Limb/ Spine
TOTAL													
FY 2005 Quarter 4*	#	8811	6546	104	597	57	15	7	2	4	6	8	1
	%	100	74.29	1.18	6.77	0.64	0.17	0.07	0.02	0.04	0.06	0.09	0.01
FY 2006 Quarter 4*	#	9028	6869	101	603	53	15	5	2	4	7	9	0
	%	100	76.08	1.11	6.67	0.58	0.16	0.05	0.02	0.04	0.07	0.09	0.01
Difference	#	217	323	-3	6	-4	0	-2	0	0	1	1	-3
Ratio Change	%	-	-	-	-	-0.06	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-7.01	-	-	-	-	-	-	-
Federal High**	%	-	-	-	-	-	2.16	-	-	-	-	-	-
PERMANENT													

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

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

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
FY 2005 Quarter 4	#	6880	6218	97	565	56	15	7	2	4	6	8	1
	%	100	90.37	1.40	8.21	0.81	0.21	0.10	0.02	0.05	0.08	0.11	0.01

FY 2006 Quarter 4	#	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
FY 2006 Quarter 4	#	7234	6557	99	578	51	15	5	2	4	7	7	0
	%	100	90.64	1.36	7.99	0.70	0.20	0.06	0.02	0.05	0.09	0.09	0.01

Difference	#	354	339	2	13	-5	0	-2	0	0	1	-1	-1
Ratio Change	%	-	-	-	-	-0.11	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-8.92	-	-	-	-	-	-	-

TEMPORARY													
FY 2005 Quarter 4	#	367	328	7	32	1	0	0	0	0	0	0	0
	%	100	89.37	1.90	8.71	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.27
FY 2006 Quarter 4	#	339	312	2	25	2	0	0	0	0	2	0	0

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

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

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
%	100	92.03	0.58	7.37	0.58	0.00	0.00	0.00	0.00	0.00	0.58	0.00	0.00
Difference	#	-28	-16	-5	-7	1	0	0	0	0	2	0	-1
Ratio Change	%	-	-	-	-	0.31	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	100	-	-	-	-	-	-	-
<b>NON-APPROPRIATED</b>													
FY 2005 Quarter 4	#	1564	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
FY 2006 Quarter 4	#	1455	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
Difference	#	-109	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	0.00	-	-	-	-	-	-	-

**TABLE B1: TOTAL WORKFORCE - Distribution by Disability****This table is for U.S. Coast Guard.**

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
					Deafness	Blindness	Missing Limbs	Partial Paralysis	Paralysis	Total Paralysis	Convulsive Disorder		
Net Change %	-	-	-	-	-	-	-	-	-	-	-	-	-

\*Total includes NAF employees whose distribution is not included among the disability status/detail in this row

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

The Fiscal Quarter for this report has been set to FY 2005 Quarter 4, FY 2006 Quarter 4

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

Report generated on Nov 29, 2006

**TABLE B2: Total Workforce By Component - Distribution by Disability****This table is for All Agencies**

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
TOTAL FY 2006 Quarter 4	#	139971	132275	1712	5984	572	64	77	28	60	38	119	31	147
%	100	94.50	1.22	4.27	0.40	0.04	0.05	0.02	0.04	0.02	0.08	0.02	0.10	0.00
Federal High*	%	-	-	-	-	2.16	-	-	-	-	-	-	-	-
DHS Headquarters	#	2676	2405	113	158	15	0	4	0	4	2	4	0	1
%	100	89.87	4.22	5.90	0.56	0.00	0.14	0.00	0.14	0.07	0.14	0.00	0.03	0.00
Federal Emergency Management Agency	#	2233	1984	84	165	18	2	4	1	5	1	2	0	3
%	100	88.84	3.76	7.38	0.80	0.08	0.17	0.04	0.22	0.04	0.08	0.00	0.13	0.00

**TABLE B2: Total Workforce By Component - Distribution by Disability**

**This table is for All Agencies**

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Federal Law Enforcement Training Center	#	971	861	13	97	6	3	0	0	0	2	0	0	0
	%	100	88.67	1.33	9.98	0.61	0.30	0.00	0.00	0.00	0.20	0.00	0.10	0.00
Transportation Security Administration	#	56501	52493	904	3104	212	2	36	12	15	3	65	0	78
	%	100	92.90	1.59	5.49	0.37	0.00	0.06	0.02	0.02	0.00	0.11	0.00	0.13
U.S. Citizenship and Immigration Services	#	7616	7045	102	469	78	14	17	2	6	5	13	3	17
	%	100	92.50	1.33	6.15	1.02	0.18	0.22	0.02	0.07	0.06	0.17	0.03	0.22
U.S. Coast Guard	#	7234	6557	99	578	51	15	5	2	4	7	7	0	10

**TABLE B2: Total Workforce By Component - Distribution by Disability****This table is for All Agencies**

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		%	100	90.64	1.36	7.99	0.70	0.20	0.06	0.02	0.05	0.09	0.00
U.S. Customs and Border Protection	#	43076	41855	225	996	140	20	7	6	14	12	20	25
	%	100	97.16	0.52	2.31	0.32	0.04	0.01	0.01	0.03	0.02	0.04	0.07
U.S. Immigration and Customs Enforcement	#	14491	13982	158	351	37	2	4	4	9	5	6	2
	%	100	96.48	1.09	2.42	0.25	0.01	0.02	0.02	0.06	0.03	0.04	0.03
U.S. Secret Service	#	5173	5093	14	66	15	6	0	1	3	1	2	1
	%	100	98.45	0.27	1.27	0.28	0.11	0.00	0.01	0.05	0.01	0.03	0.01

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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**TABLE B3-1: Occupational Categories - Distribution by Disability****This table is for U.S. Coast Guard.**

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	[91] Mental Illness	[92] Distortion of Limb/ Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	160	152	1	7	0	0	0	0	0	0	0	0
	%	100	95.00	0.62	4.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	558	509	9	40	3	0	0	1	0	1	1	0
	%	100	91.21	1.61	7.16	0.53	0.00	0.00	0.17	0.00	0.17	0.00	0.00
- First-Level (Grades 12 and Below)	#	325	300	2	23	3	0	0	0	1	2	0	0
	%	100	92.30	0.61	7.07	0.92	0.00	0.00	0.00	0.30	0.61	0.00	0.00

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

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

Occupational Categories	TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified Disability	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	#	1834	1660	28	146	8	3	0	1	3	0	0	1	0
	%	100	90.51	1.52	7.96	0.43	0.16	0.00	0.05	0.16	0.00	0.00	0.05	0.00

Officials and Managers Total	#	2877	2621	40	216	14	3	0	2	3	2	3	0	1	0
	%	100	91.10	1.39	7.50	0.48	0.10	0.00	0.06	0.10	0.06	0.10	0.00	0.03	0.00
2. Professionals	#	1449	1317	22	110	9	2	1	0	0	2	1	0	3	0
	%	100	90.89	1.51	7.59	0.62	0.13	0.06	0.00	0.00	0.13	0.06	0.00	0.20	0.00
3. Technicians	#	178	150	4	24	2	1	0	0	1	0	0	0	0	0
	%	100	84.26	2.24	13.48	1.12	0.56	0.00	0.00	0.56	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.**

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		%	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	1335	1189	15	131	17	6	3	0	0	1	3	0
	%	100	89.06	1.12	9.81	1.27	0.44	0.22	0.00	0.07	0.22	0.00	0.29
6. Craft Workers	#	999	909	13	77	7	3	1	0	0	1	0	1
	%	100	90.99	1.30	7.70	0.70	0.30	0.10	0.00	0.10	0.00	0.00	0.10
7. Operatives	#	211	195	2	14	1	0	0	0	0	0	0	1
	%	100	92.41	0.94	6.63	0.47	0.00	0.00	0.00	0.00	0.00	0.00	0.47
8. Laborers and Helpers	#	27	27	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

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**TABLE B3-2: Occupational Categories - Distribution by Disability****This table is for U.S. Coast Guard.**

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
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	160	152	1	7	0	0	0	0	0	0
	%	2.21	2.31	1.01	1.21	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	558	509	9	40	3	0	0	1	1	0
	%	7.71	7.76	9.09	6.92	5.88	0.00	0.00	50.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	325	300	2	23	3	0	0	0	1	2
	%	4.49	4.57	2.02	3.97	5.88	0.00	0.00	0.00	14.28	28.57

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

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

Occupational Categories	TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
- Other	#	1834	1660	28	146	8	3	0	1	3	0	0	1	0
	%	25.35	25.31	28.28	25.25	15.68	20.00	0.00	50.00	75.00	0.00	0.00	-	10.00

Officials and Managers Total	#	2877	2621	40	216	14	3	0	2	3	2	3	0	1	0
	%	39.76	39.95	40.40	37.35	27.44	20.00	0.00	100	75.00	28.56	42.85	-	10.00	0.00
2. Professionals	#	1449	1317	22	110	9	2	1	0	0	2	1	0	3	0
	%	20.03	20.08	22.22	19.03	17.64	13.33	20.00	0.00	0.00	28.57	14.28	-	30.00	0.00
3. Technicians	#	178	150	4	24	2	1	0	0	1	0	0	0	0	0
	%	2.46	2.28	4.04	4.15	3.92	6.66	0.00	0.00	25.00	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 B3-2: Occupational Categories - Distribution by Disability**

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

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		%	0.02	0.01	0.00	0.17	0.00	0.00	0.00	0.00	0.00	-	0.00
5. Administrative Support Workers	#	1335	1189	15	131	17	6	3	0	0	1	3	0
	%	18.45	18.13	15.15	22.66	33.33	40.00	60.00	0.00	0.00	14.28	42.85	-
6. Craft Workers	#	999	909	13	77	7	3	1	0	0	1	0	4
	%	13.80	13.86	13.13	13.32	13.72	20.00	20.00	0.00	0.00	14.28	0.00	-
7. Operatives	#	211	195	2	14	1	0	0	0	0	0	0	1
	%	2.91	2.97	2.02	2.42	1.96	0.00	0.00	0.00	0.00	0.00	-	10.00
8. Laborers and Helpers	#	27	27	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	0.00	0.00	-	0.00

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

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

Occupational Categories	TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
9. Service Workers	#	156	148	3	5	1	0	0	0	0	1	0	0	0
	%	2.15	2.25	3.03	0.86	1.96	0.00	0.00	0.00	0.00	14.28	0.00	-	0.00

The Status for this report has been set to Permanent  
 The Fiscal Quarter for this report has been set to FY 2006 Quarter 4  
 NOTE: Percentages compute down columns and NOT across rows.  
 Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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
GS/GG/GH/GM-01 #	3	2	1	0	0	0	0	0	0	0	0
%	100	66.66	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02 #	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-03 #	2	1	0	1	1	1	0	0	0	0	0
%	100	50.00	0.00	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-04 #	39	32	1	6	2	0	1	0	0	1	0
%	100	82.05	2.56	15.38	5.12	0.00	2.56	0.00	0.00	2.56	0.00
GS/GG/GH/GM-05 #	190	165	2	23	2	0	0	0	0	1	0
										1	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
					Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder				
GS/GG/GH/GM-06	#	295	263	6	26	2	0	1	0	0	0	1	0	0
	%	100	89.15	2.03	8.81	0.67	0.00	0.33	0.00	0.00	0.00	0.33	0.00	0.00
GS/GG/GH/GM-07	#	750	663	7	80	9	5	1	0	0	1	0	0	2
	%	100	88.40	0.93	10.66	1.20	0.66	0.13	0.00	0.00	0.13	0.00	0.00	0.26
GS/GG/GH/GM-08	#	207	190	6	11	1	0	0	0	0	0	0	0	0
	%	100	91.78	2.89	5.31	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48
GS/GG/GH/GM-09	#	532	480	7	45	4	1	0	0	1	2	0	0	0
	%	100	90.22	1.31	8.45	0.75	0.18	0.00	0.00	0.18	0.37	0.00	0.00	0.00
GS/GG/GH/GM-10	#	27	26	0	1	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.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
		%	%	%	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder				
GS/GG/GH/GM-11	#	831	740	8	83	11	5	0	1	1	2	0	0	0
	%	100	89.04	0.96	9.98	1.32	0.60	0.00	0.12	0.12	0.24	0.00	0.00	0.00
GS/GG/GH/GM-12	#	1260	1147	22	91	4	0	1	0	1	0	1	0	1
	%	100	91.03	1.74	7.22	0.31	0.00	0.07	0.00	0.07	0.00	0.07	0.00	0.00
GS/GG/GH/GM-13	#	1010	928	14	68	2	0	0	1	0	0	0	0	0
	%	100	91.88	1.38	6.73	0.19	0.00	0.00	0.09	0.00	0.00	0.00	0.09	0.00
GS/GG/GH/GM-14	#	498	458	7	33	3	0	0	0	1	1	1	0	0
	%	100	91.96	1.40	6.62	0.60	0.00	0.00	0.20	0.20	0.20	0.00	0.00	0.00
GS/GG/GH/GM-15	#	167	156	2	9	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.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
					Deafness	Blindness	Missing Limbs	Partial Paralysis	Paralysis	Total Paralysis	Convulsive Disorder		
%	100	93.41	1.19	5.38	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)	#	8	8	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
ST	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-

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

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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
GS/GG/GH/GM-01	#	3	2	1	0	0	0	0	0	0	0
	%	0.05	0.03	1.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-02	#	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
GS/GG/GH/GM-03	#	2	1	0	1	1	1	0	0	0	0
	%	0.03	0.01	0.00	0.20	2.43	8.33	0.00	0.00	0.00	-0.00
GS/GG/GH/GM-04	#	39	32	1	6	2	0	1	0	0	1
	%	0.67	0.60	1.20	1.25	4.87	0.00	25.00	0.00	0.00	-20.00
GS/GG/GH/GM-05	#	190	165	2	23	2	0	0	0	1	0
	%										0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-06	#	295	263	6	26	2	0	1	0	0	1	0	0	0
	%	5.06	5.00	7.22	5.45	4.87	0.00	25.00	0.00	0.00	20.00	-	0.00	-
GS/GG/GH/GM-07	#	750	663	7	80	9	5	1	0	0	1	0	0	2
	%	12.88	12.60	8.43	16.77	21.95	41.66	25.00	0.00	0.00	16.66	0.00	-	25.00
GS/GG/GH/GM-08	#	207	190	6	11	1	0	0	0	0	0	0	0	0
	%	3.55	3.61	7.22	2.30	2.43	0.00	0.00	0.00	0.00	0.00	0.00	-	12.50
GS/GG/GH/GM-09	#	532	480	7	45	4	1	0	0	1	2	0	0	0
	%	9.14	9.12	8.43	9.43	9.75	8.33	0.00	0.00	25.00	33.33	0.00	-	0.00
GS/GG/GH/GM-10	#	27	26	0	1	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.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
		%	%	%	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsiv e Disorder	-	-	-	-
GS/GG/GH/GM-11	#	831	740	8	83	11	5	0	1	1	2	0	0	2
	%	14.28	14.07	9.63	17.40	26.82	41.66	0.00	50.00	25.00	33.33	0.00	-	25.00
GS/GG/GH/GM-12	#	1260	1147	22	91	4	0	1	0	1	0	1	0	1
	%	21.65	21.81	26.50	19.07	9.75	0.00	25.00	0.00	25.00	0.00	20.00	-	12.50
GS/GG/GH/GM-13	#	1010	928	14	68	2	0	0	1	0	0	0	0	1
	%	17.35	17.64	16.86	14.25	4.87	0.00	0.00	50.00	0.00	0.00	0.00	-	12.50
GS/GG/GH/GM-14	#	498	458	7	33	3	0	0	0	1	1	1	0	0
	%	8.55	8.70	8.43	6.91	7.31	0.00	0.00	0.00	25.00	16.66	20.00	-	0.00
GS/GG/GH/GM-15	#	167	156	2	9	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.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	2.86	2.96	2.40	1.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
All Other (Unspecified GS) #	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES) #	8	8	0	0	0	0	0	0	0	0	0	0	0	0
%	0.13	0.15	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
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
TOTAL #	5819	5259	83	477	41	12	4	2	4	6	5	0	8	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		Deafness	Blindness	Missing Limbs	Paralysis	Partial Paralysis	Total Paralysis	Convulsive Disorder	Partial Paralysis	Total Paralysis	Convulsive Disorder	Retardation	Mental Illness
%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST  
 The Status for this report has been set to Permanent  
 The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.  
 Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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] Paralysis	[71-78] Total	[82] Convulsive Disorder	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-01	#	7	7	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
Grade-02	#	3	3	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	33	31	0	2	0	0	0	0	0	0	0	0
	%	100	93.93	0.00	6.06	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
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	67	65	0	2	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.

		Total by Disability Status						Detail for Targeted Disabilities						
WD/WG, WL/WS & Other Wage Grades	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	97.01	0.00	2.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	72	63	1	8	0	0	0	0	0	0	0	0	0
	%	100	87.50	1.38	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	44	39	0	5	0	0	0	0	0	0	0	0	0
	%	100	88.63	0.00	11.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	170	159	0	11	1	0	0	0	0	0	0	0	0
	%	100	93.52	0.00	6.47	0.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.58
Grade-09	#	149	135	2	12	2	1	0	0	0	0	0	1	0
	%	100	90.60	1.34	8.05	1.34	0.67	0.00	0.00	0.00	0.00	0.00	0.67	0.00
Grade-10	#	636	584	6	46	5	2	1	0	0	0	1	0	0

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

This table is for U.S. Coast Guard.

		Total by Disability Status						Detail for Targeted Disabilities						
WD/WG, WL/WS & Other Wage Grades	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	91.82	0.94	7.23	0.78	0.31	0.15	0.00	0.00	0.15	0.00	0.15	0.00
Grade-11	#	135	124	5	6	0	0	0	0	0	0	0	0	0
	%	100	91.85	3.70	4.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	34	28	1	5	2	0	0	0	0	1	1	0	0
	%	100	82.35	2.94	14.70	5.88	0.00	0.00	0.00	2.94	2.94	0.00	0.00	0.00
Grade-13	#	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-14	#	5	4	0	1	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
Grade-15	#	8	7	0	1	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	4	4	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

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP  
 The Status for this report has been set to Permanent  
 The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-01	#	7	7	0	0	0	0	0	0	0	0	0	0
	%	0.50	0.55	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	0.00
Grade-02	#	3	3	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.23	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	0.00
Grade-03	#	33	31	0	2	0	0	0	0	0	0	0	0
	%	2.39	2.45	0.00	2.02	0.00	0.00	0.00	-	-	0.00	-	0.00
Grade-04	#	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.07	0.07	0.00	0.00	0.00	0.00	0.00	-	-	0.00	-	0.00
Grade-05	#	67	65	0	2	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.

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
	%	4.86	5.15	0.00	2.02	0.00	0.00	-	-	0.00	0.00	-	0.00	0.00
Grade-06	#	72	63	1	8	0	0	0	0	0	0	0	0	0
	%	5.22	4.99	6.25	8.08	0.00	0.00	-	-	0.00	0.00	-	0.00	0.00
Grade-07	#	44	39	0	5	0	0	0	0	0	0	0	0	0
	%	3.19	3.09	0.00	5.05	0.00	0.00	-	-	0.00	0.00	-	0.00	0.00
Grade-08	#	170	159	0	11	1	0	0	0	0	0	0	0	1
	%	12.34	12.59	0.00	11.11	10.00	0.00	-	-	0.00	0.00	-	0.00	100
Grade-09	#	149	135	2	12	2	1	0	0	0	0	0	1	0
	%	10.82	10.69	12.50	12.12	20.00	33.33	0.00	-	-	0.00	0.00	-	50.00
Grade-10	#	636	584	6	46	5	2	1	0	0	0	1	0	0

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

This table is for U.S. Coast Guard.

		Total by Disability Status						Detail for Targeted Disabilities						
WD/WG, WL/WS & Other Wage Grades	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	46.18	46.27	37.50	46.46	50.00	66.66	100	-	0.00	50.00	-	50.00	0.00
Grade-11	#	135	124	5	6	0	0	0	0	0	0	0	0	0
	%	9.80	9.82	31.25	6.06	0.00	0.00	0.00	-	0.00	0.00	-	0.00	0.00
Grade-12	#	34	28	1	5	2	0	0	0	0	1	1	0	0
	%	2.46	2.21	6.25	5.05	20.00	0.00	0.00	-	100	50.00	-	0.00	0.00
Grade-13	#	9	8	1	0	0	0	0	0	0	0	0	0	0
	%	0.65	0.63	6.25	0.00	0.00	0.00	0.00	-	0.00	0.00	-	0.00	0.00
Grade-14	#	5	4	0	1	0	0	0	0	0	0	0	0	0
	%	0.36	0.31	0.00	1.01	0.00	0.00	0.00	-	0.00	0.00	-	0.00	0.00
Grade-15	#	8	7	0	1	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
		%				Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsiv e Disorder			
All Other Wage Grades	#	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	-	0.00
TOTAL	#	1377	1262	16	99	10	3	1	0	0	1	2	0	1
	%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified Disability	[06-94] 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	#	123	116	3	4	1	0	0	1	0	0	0	0	0
	%	100	94.30	2.43	3.25	0.81	0.00	0.00	0.81	0.00	0.00	0.00	0.00	0.00
0802 - ENGINEERING TECHNICIAN	#	62	52	1	9	1	1	0	0	0	0	0	0	0
	%	100	83.87	1.61	14.51	1.61	1.61	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.

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	#	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
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	#	32	32	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.

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	17	1	5	0	0	0	0	0	0	0	0	0
	#													
	%	100	73.91	4.34	21.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0810 - CIVIL ENGINEERING		45	43	0	2	0	0	0	0	0	0	0	0	0
	#													
	%	100	95.55	0.00	4.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0817 - SURVEYING TECHNICIAN		0	0	0	0	0	0	0	0	0	0	0	0	0
	#													
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0818 - ENGINEERING DRAFTING		2	1	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.

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	#	19	16	2	1	0	0	0	0	0	0	0	0	0
	%	100	84.21	10.52	5.26	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	#	57	53	2	2	0	0	0	0	0	0	0	0	0
	%	100	92.98	3.50	3.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard.

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	# 38	37	0	1	0	0	0	0	0	0	0	0	0	0
	% 100	97.36	0.00	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEERING	# 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
0855 - ELECTRONICS ENGINEERING	# 58	54	0	4	0	0	0	0	0	0	0	0	0	0
	% 100	93.10	0.00	6.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard.

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	#	45	36	3	6	0	0	0	0	0	0	0	0	0
	%	100	80.00	6.66	13.33	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	#	40	37	1	2	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.

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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
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.

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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0892 - CERAMIC ENGINEERING	#	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
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard.

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
0896 - INDUSTRIAL # ENGINEERING	1	1	0	0	0	0	0	0	0	0	0	0	0	0
0899 - # ENGINEERING & ARCHITECTURE STUDENT TRAINEE	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.

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 SPECCLST	#	292	267	5	20	2	0	0	0	1	0	1	0	0
	%	100	91.43	1.71	6.84	0.68	0.00	0.00	0.00	0.34	0.00	0.34	0.00	0.00
2210 - SUPVY ITSPEC	#	443	402	4	37	4	0	0	0	1	1	1	0	2
	%	100	90.74	0.90	8.35	0.90	0.00	0.00	0.00	0.22	0.22	0.00	0.45	0.00
TOTAL	#	1300	1184	22	94	8	1	0	1	1	1	2	0	2
														0

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

		Total by Disability Status						Detail for Targeted Disabilities						
Type of Appointment	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Permanent	#	600	555	7	38	0	0	0	0	0	0	0	0	0
	%	100	92.50	1.16	6.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary	#	220	202	4	14	3	0	0	1	0	0	1	0	1
	%	100	91.81	1.81	6.36	1.36	0.00	0.00	0.45	0.00	0.00	0.45	0.00	0.45
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>		820	757	11	52	3	0	0	1	0	1	0	1	0

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

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

		Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	#	100	93	2	5	1	0	0	0	0	0	0	1	0
	%	100	93.00	2.00	5.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
<b>Time in grade in excess of minimum</b>														
1-12 months	#	29	25	1	3	1	0	0	0	0	0	0	1	0
	%	100	86.20	3.44	10.34	3.44	0.00	0.00	0.00	0.00	0.00	0.00	3.44	0.00
13-24 months	#	15	15	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
25+ months	#	56	53	1	2	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Total by Disability Status				Detail for Targeted Disabilities								
TOTAL		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
					Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder				
%	100	94.64	1.78	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

The Pay plan for this report has been set to GS, GG, GH, GM

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

Recognition or Award Program, # Awards Given, Total cash Given, Total cash Given	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] 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	#	5117	474	8	35	1	0	1	0	0	0	0	0	0
%	100	91.68	1.54	6.76	0.19	0.00	0.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	H	3866.0	3541.0	64.0	261.0	8.0	0.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0
Average Hours	H	7.5	7.5	8.0	7.5	8.0	-	8.0	-	-	-	-	-	-
<b>Time-Off awards - 9+ hours</b>														
Total Time-Off Awards Given	#	431	392	5	34	1	0	0	0	0	0	0	0	0
%	100	90.95	1.16	7.88	0.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.23	0.00
Total Hours	H	10405.0	9432.0	117.0	856.0	24.0	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	-	-	-	-	-	[92] Distortion of Limb/ Spine
Average Hours H	24.1	24.1	23.4	25.2	24.0	-	-	-	-	-	-	-	24.0
<b>Cash Awards - \$100-\$500</b>													
Total Cash Awards # Given	1521	1389	18	114	5	2	0	0	0	0	1	0	2
%	100	91.32	1.18	7.49	0.32	0.13	0.00	0.00	0.00	0.00	0.06	0.00	0.00
Total Amount \$	432,036	393,148	5,440	33,448	1,372	606	0	0	0	0	250	0	516
Average Amount \$	284	283	302	293	274	303	-	-	-	-	250	-	258
<b>Cash Awards - \$501+</b>													
Total Cash Awards # Given	999	918	19	62	3	0	1	0	0	1	1	0	0
%	100	91.89	1.90	6.20	0.30	0.00	0.10	0.00	0.00	0.10	0.10	0.00	0.00
Total Amount \$	1,058,456	979,467	18,458	60,531	2,070	0	760	0	0	550	760	0	0
Average Amount \$	1,060	1,067	971	976	690	-	760	-	-	550	760	-	-

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

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

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] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness
<b>Quality Step Increases:</b>													
Total QSLs Awarded	#	6	6	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
Total Benefit	\$	15,228	15,228	0	0	0	0	0	0	0	0	0	0
Average Benefit	\$	2,538	2,538	-	-	-	-	-	-	-	-	-	-

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

The Status for this report has been set to Permanent  
The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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
Voluntary	#	338	298	5	35	3	0	1	0	0	1
	%	100	88.16	1.47	10.35	0.88	0.00	0.29	0.00	0.00	0.29
Involuntary	#	13	11	1	1	0	0	0	0	0	0
	%	100	84.61	7.69	7.69	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
	%	-	-	-	-	-	-	-	-	-	-
Total Separations	#	351	309	6	36	3	0	1	0	1	1
	%	100	88.03	1.70	10.25	0.85	0.00	0.28	0.00	0.00	0.28
Total Work Force	#	7234	6557	99	578	51	15	5	2	4	7
										0	10
											1

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

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

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
%	100	90.64	1.36	7.99	0.70	0.20	0.06	0.02	0.05	0.09	0.09	0.00	0.13

The Status for this report has been set to Permanent

The Fiscal Quarter for this report has been set to FY 2006 Quarter 1, FY 2006 Quarter 2, FY 2006 Quarter 3, FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

		Race/Ethnicity													
GS/GM, SES, and Related Grade	Total Employees	Hispanic or Latino										Non- Hispanic or Latino			
		White		Black or African American		Asian		Native Hawaiian or Other Pacific 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-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS/GG/GH/GM-02	#	6	2	4	0	0	2	0	3	0	0	0	0	0	
	%	100	33.33	66.66	0.00	0.00	33.33	0.00	50.00	0.00	0.00	0.00	16.66	0.00	
GS/GG/GH/GM-03	#	14	4	10	0	0	3	6	1	4	0	0	0	0	
	%	100	28.57	71.42	0.00	0.00	21.42	42.85	7.14	28.57	0.00	0.00	0.00	0.00	
GS/GG/GH/GM-04	#	44	13	31	1	2	7	14	1	12	3	2	0	1	
	%	100	29.54	70.45	2.27	4.54	15.90	31.81	2.27	27.27	6.81	4.54	0.00	2.27	

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

This table is for U.S. Coast Guard.

		Race/Ethnicity										
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino										Two or More/Other Races
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM-05 #	34	12	22	1	5	11	4	10	2	0	0	0
%	100	35.29	64.70	2.94	14.70	32.35	11.76	29.41	5.88	0.00	0.00	0.00
GS/GG/GH/GM-06 #	7	5	2	0	0	5	1	0	0	0	0	0
%	100	71.42	28.57	0.00	0.00	71.42	14.28	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-07 #	14	5	9	1	0	3	4	0	2	1	3	0
%	100	35.71	64.28	7.14	0.00	21.42	28.57	0.00	14.28	7.14	21.42	0.00
GS/GG/GH/GM-08 #	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-09 #	6	3	3	0	1	3	1	0	0	1	0	0
%	100	50.00	50.00	0.00	16.66	50.00	16.66	0.00	0.00	16.66	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.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-10 #	3	3	0	0	0	3	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-11 #	17	13	4	0	0	12	3	1	0	0	0
%	100	76.47	23.52	0.00	0.00	70.58	17.64	5.88	5.88	0.00	0.00
GS/GG/GH/GM-12 #	18	13	5	0	0	11	5	2	0	0	0
%	100	72.22	27.77	0.00	0.00	61.11	27.77	11.11	0.00	0.00	0.00
GS/GG/GH/GM-13 #	16	11	5	1	0	8	5	2	0	0	0
%	100	68.75	31.25	6.25	0.00	50.00	31.25	12.50	0.00	0.00	0.00
GS/GG/GH/GM-14 #	2	1	1	0	0	1	1	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.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS/GG/GH/GM-15	#	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-
ST	#	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.

GS/GM, SES, and Related Grade	Total Employees	Race/Ethnicity																	
		Hispanic or Latino					Non- Hispanic or Latino												
		All		Male		Female		Male		Female		Male		Female		Male		Female	

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

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

		Race/Ethnicity										Non- Hispanic or Latino					
GS/GM, SES, and Related Grade	Total Employees	Hispanic or Latino										Non- Hispanic or Latino					
		All		Male		Female		Male		Female		Male		Female		Male	
		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Other Races					
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-	0.00
GS/GG/GH/GM-02	#	6	2	4	0	0	2	0	0	3	0	0	0	0	0	1	0
	%	3.31	2.35	4.16	0.00	0.00	3.17	0.00	0.00	9.37	0.00	0.00	-	-	0.00	100	-
GS/GG/GH/GM-03	#	14	4	10	0	0	3	6	1	4	0	0	0	0	0	0	0
	%	7.73	4.70	10.41	0.00	0.00	4.76	11.76	9.09	12.50	0.00	0.00	-	-	0.00	0.00	-
GS/GG/GH/GM-04	#	44	13	31	1	2	7	14	1	12	3	2	0	0	1	0	1
	%	24.30	15.29	32.29	25.00	50.00	11.11	27.45	9.09	37.50	50.00	28.57	-	-	100	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.

GS/GM, SES, and Related Grade	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM-05 #	34	12	22	1	1	5	11	4	10	2	0
%	18.78	14.11	22.91	25.00	25.00	7.93	21.56	36.36	31.25	33.33	0.00
GS/GG/GH/GM-06 #	7	5	2	0	0	5	1	0	0	1	0
%	3.86	5.88	2.08	0.00	0.00	7.93	1.96	0.00	0.00	14.28	-
GS/GG/GH/GM-07 #	14	5	9	1	0	3	4	0	2	1	3
%	7.73	5.88	9.37	25.00	0.00	4.76	7.84	0.00	6.25	16.66	42.85
GS/GG/GH/GM-08 #	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	-
GS/GG/GH/GM-09 #	6	3	3	0	1	3	1	0	0	1	0
%	3.31	3.52	3.12	0.00	25.00	4.76	1.96	0.00	0.00	14.28	-

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

This table is for U.S. Coast Guard.

GS/GM, SES, and Related Grade	Total Employees	Race/Ethnicity										Non- Hispanic or Latino						
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Alaskan Native		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	
GS/GG/GH/GM-10	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	
	%	1.65	3.52	0.00	0.00	0.00	4.76	0.00	0.00	0.00	0.00	0.00	-	-	0.00	0.00	-	0.00
GS/GG/GH/GM-11	#	17	13	4	0	0	12	3	1	1	0	0	0	0	0	0	0	0
	%	9.39	15.29	4.16	0.00	0.00	19.04	5.88	9.09	3.12	0.00	0.00	-	-	0.00	0.00	-	0.00
GS/GG/GH/GM-12	#	18	13	5	0	0	11	5	2	0	0	0	0	0	0	0	0	0
	%	9.94	15.29	5.20	0.00	0.00	17.46	9.80	18.18	0.00	0.00	-	-	0.00	0.00	-	0.00	
GS/GG/GH/GM-13	#	16	11	5	1	0	8	5	2	0	0	0	0	0	0	0	0	0
	%	8.83	12.94	5.20	25.00	0.00	12.69	9.80	18.18	0.00	0.00	-	-	0.00	0.00	-	0.00	
GS/GG/GH/GM-14	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
%	1.10	1.17	1.04	0.00	0.00	1.58	1.96	0.00	0.00	-	0.00
GS/GG/GH/GM-15	#	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 (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	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
ST	#	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 A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Race/Ethnicity and Sex**

This table is for U.S. Coast Guard.

		Race/Ethnicity									
GS/GM, SES, and Related Grade	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL #	181	85	96	4	4	63	51	11	32	6	7
%	100	100	100	100	100	100	100	100	100	100	100

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

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 29, 2006

**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.

WD/WG, WL/WSS & Other Wage Grades		Total Employees		Hispanic or Latino		Race/Ethnicity							
						Non- Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native	
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-01	#	1	1	0	0	0	0	1	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00
Grade-02	#	1	1	0	0	0	1	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
Grade-03	#	12	12	0	0	0	11	0	1	0	0	0	0
	%	100	100	0.00	0.00	0.00	91.66	0.00	8.33	0.00	0.00	0.00	0.00
Grade-04	#	7	7	0	1	0	6	0	0	0	0	0	0
	%	100	100	0.00	14.28	0.00	85.71	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.

		Race/Ethnicity									
WD/WG, WL/WSS & Other Wage Grades	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino					Asian			Native Hawaiian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	14	12	2	0	0	11	2	1	0	0
	%	100	85.71	14.28	0.00	0.00	78.57	14.28	7.14	0.00	0.00
Grade-06	#	1	1	0	0	0	1	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00
Grade-07	#	6	6	0	1	0	4	0	1	0	0
	%	100	100	0.00	16.66	0.00	66.66	0.00	16.66	0.00	0.00
Grade-08	#	48	46	2	1	0	28	0	16	2	1
	%	100	95.83	4.16	2.08	0.00	58.33	0.00	33.33	4.16	2.08
Grade-09	#	9	9	0	0	0	1	0	8	0	0
	%	100	100	0.00	0.00	0.00	11.11	0.00	88.88	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.

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

		Race/Ethnicity										
WD/WG, WL/WS & Other Wage Grades	Total Employees	Non- Hispanic or Latino										Two or More/Other Races
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-15	#	1	1	0	0	0	1	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	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
	%	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

**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.**

			Race/Ethnicity																	
			Hispanic or Latino						Non- Hispanic or Latino											
			White			Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaskan Native			Two or More Other Races		
WD/WG, WL/WS & Other Wage Grades	Total Employees		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Grade-01	#	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0			
	%	0.93	0.97	0.00	0.00	-	0.00	3.44	0.00	0.00	-	-	-	-	-	-	-			
Grade-02	#	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0			
	%	0.93	0.97	0.00	0.00	-	1.42	0.00	0.00	0.00	-	-	-	-	-	-	-			
Grade-03	#	12	12	0	0	0	11	0	1	0	0	0	0	0	0	0	0			
	%	11.21	11.65	0.00	0.00	-	15.71	0.00	3.44	0.00	0.00	-	-	-	-	-	-			
Grade-04	#	7	7	0	1	0	6	0	0	0	0	0	0	0	0	0	0			
	%	6.54	6.79	0.00	33.33	-	8.57	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.

WD/WG, WL/WSS & 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		Alaskan Native		American Indian or Two or More/Other Races
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-05	#	14	12	2	0	0	11	2	1	0	0
	%	13.08	11.65	50.00	0.00	-	15.71	100	3.44	0.00	-
Grade-06	#	1	1	0	0	1	0	0	0	0	0
	%	0.93	0.97	0.00	0.00	-	1.42	0.00	0.00	0.00	-
Grade-07	#	6	6	0	1	0	4	0	1	0	0
	%	5.60	5.82	0.00	33.33	-	5.71	0.00	3.44	0.00	-
Grade-08	#	48	46	2	1	0	28	0	16	2	1
	%	44.85	44.66	50.00	33.33	-	40.00	0.00	55.17	100	100
Grade-09	#	9	9	0	0	0	1	0	8	0	0
	%	8.41	8.73	0.00	0.00	-	1.42	0.00	27.58	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.

		Race/Ethnicity									
WD/WG, WL/WS & Other Wage Grades	Total Employees	Non- Hispanic or Latino									
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-10	#	6	6	0	0	5	0	1	0	0	0
	%	5.60	5.82	0.00	0.00	-	7.14	0.00	3.44	0.00	-
Grade-11	#	1	1	0	0	1	0	0	0	0	0
	%	0.93	0.97	0.00	0.00	-	1.42	0.00	0.00	0.00	-
Grade-12	#	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	-
Grade-13	#	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	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Race/Ethnicity										
WD/WG, WL/Ws & Other Wage Grades	Total Employees	Non- Hispanic or Latino										Two or More/Other Races
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Alaskan Native		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-15	#	1	1	0	0	1	0	0	0	0	0	0
	%	0.93	0.97	0.00	0.00	-	1.42	0.00	0.00	0.00	-	-
All Other Wage Grades	#	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	#	107	103	4	3	0	70	2	29	2	1	0
	%	100	100	100	100	100	100	100	100	100	100	100

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Nov 29, 2006

**TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**  
**This table is for U.S. Coast Guard.**

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Mission Critical Jobs</b>												
0801 - GENERAL ENGINEERING	#	1	0	1	0	0	1	0	0	0	0	0
	%	100	0.00	100	0.00	0.00	100	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
											0.0	0.2
0802 - ENGINEERING TECHNICIAN	#	9	8	1	2	0	6	0	1	0	0	0
	%	100	88.88	11.11	22.22	0.00	66.66	0.00	11.11	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
											0.0	0.4
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	0.4
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	0.4

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										
		Non- Hispanic or Latino										
		Hispanic or Latino		White		Black or African American		Asian		American Indian or Alaskan Native		
All	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
0803 - SAFETY ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-
<hr/>												
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
<hr/>												
0804 - FIRE PROTECTION ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0
0804 - FIRE PROTECTION ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-
<hr/>												
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
<hr/>												
0806 - MATERIALS ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0
0806 - MATERIALS ENGINEERING %	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino						
		Hispanic or Latino					Black or African American					Asian		Native Hawaiian or Other Pacific Islander		Alaskan Native		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	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	
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	
0807 - LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
0807 - LANDSCAPE ARCHITECTURE	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	
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	
0808 - ARCHITECTURE	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	
0808 - ARCHITECTURE	%	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	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	
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	

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
		White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	Alaskan Native	American Indian or Alaskan Native	Two or More/Other Races			
0809 - CONSTRUCTION CONTROL	#	1	1	0	0	1	0	0	0	0	0
	%	100	100	0.00	0.00	100	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	0.0
										0.7	0.1
										1.2	1.1

0810 - CIVIL ENGINEERING	#	2	1	1	0	1	1	0	0	0	0
	%	100	50.00	50.00	0.00	50.00	50.00	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	0.0
										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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino			
		Hispanic or Latino					Black or African American					Asian		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female
0817 - SURVEYING TECHNICIAN	#	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	0.0	1.1	0.1
Occupational CLF		%	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.7	0.1	0.0	1.0
0818 - ENGINEERING DRAFTING		#	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	0.5
		%	100	80.0	19.9	5.9	1.4	65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.5
0819 - ENVIRONMENTAL ENGINEERING		#	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino					
		Hispanic or Latino					Black or African American					Asian		Native Hawaiian or Other Pacific Islander		Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	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
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
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

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
		White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	Alaskan Native	American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	Asian	Black or African American	White
Occupational CLF	%	100	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7
0850 - ELECTRICAL ENGINEERING	#	2	2	0	0	0	2	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	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

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

This table is for U.S. Coast Guard.

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		Alaskan Native		American Indian or Two or More/Other Races	
All	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
	%	-	-	-	-	-	-	-	-	-	-	-
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Occupational CLF	%	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1
0855 - ELECTRONICS ENGINEERING	#	1	1	0	0	1	0	0	0	0	0	0
	%	100	100	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00
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Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino								
		Hispanic or Latino					Black or African American					Asian			Native Hawaiian or Other Pacific Islander		Alaskan Native		American Indian or Alaska Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female	Male	Female	Male	Female	
0856 - ELECTRONICS TECHNICIAN	#	5	5	0	0	0	5	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	
<b>Occupational CLF</b>																				
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Occupational CLF</b>																				
	%	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino			
		Hispanic or Latino					Black or African American					Asian		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female
0861 - AEROSPACE ENGINEERING	#	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
0871 - NAVAL ARCHITECTURE	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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
0873 - SHIP SURVEYING	#	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino				
		Hispanic or Latino					Black or African American			Asian		Native Hawaiian or Other Pacific Islander		Alaskan Native		
		All	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
0880 - MINING ENGINEERING	#	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
0881 - PETROLEUM ENGINEERING	#	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	All	Male	Female	Male	Female	Male	Female	Male	Female	Male
0890 - AGRICULTURAL ENGINEERING	#	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
0892 - CERAMIC ENGINEERING	#	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

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino			
		Hispanic or Latino					Black or African American					Asian		American Indian or Alaskan Native	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female
0893 - CHEMICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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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	1.2
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0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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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
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0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	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.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity										Non- Hispanic or Latino				
		Hispanic or Latino					Black or African American			Asian		Native Hawaiian or Other Pacific Islander		Alaskan Native		
		All	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	#	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

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		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
1102 - CONTR SPECCLST	#	6	3	3	0	0	3	2	0	1	0
	%	100	50.00	50.00	0.00	0.00	50.00	33.33	0.00	16.66	0.00
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0
2210 - SUPVY ITSPEC	#	5	4	1	0	0	2	1	0	0	2
	%	100	80.00	20.00	0.00	0.00	40.00	20.00	0.00	40.00	0.00
Occupational CLF	%	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4

**TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex****This table is for U.S. Coast Guard.**

Job Title/Series, Agency Rate, Occupational CLF	Total Employees	Race/Ethnicity									
		Hispanic or Latino					Non- Hispanic or Latino				
		All		Male	Female	Male	Female	Male	Female	Male	Female
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>TOTAL</b>	<b>#</b>	38	29	9	2	1	25	5	0	3	2
										0	0
										0	0

The Status for this report has been set to Temporary  
The Fiscal Quarter for this report has been set to FY 2006 Quarter 4  
NOTE: Percentages compute across rows and NOT down columns.  
Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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	[91] Mental Retardation	[92] Illness Distortion of Limb/ Spine
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-02	#	6	5	1	0	0	0	0	0	0	0	0	0
	%	100	83.33	16.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-03	#	14	14	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
GS/GG/GH/GM-04	#	44	43	0	1	0	0	0	0	0	0	0	0
	%	100	97.72	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-05	#	34	32	0	2	1	0	0	0	0	1	0	0
	%												

**TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability****This table is for U.S. Coast Guard.**

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-06	#	7	6	0	1	0	0	0	0	0	0	0	0	0
	%	100	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-07	#	14	12	0	2	0	0	0	0	0	0	0	0	0
	%	100	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM-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
GS/GG/GH/GM-10	#	3	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.**

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		%	100	100	0.00	0.00	0.00	0.00	Partial Missing Limbs	Paralysis	Total Paralysis	Convulsive Disorder	Distortion of Limb/Spine
GS/GG/GH/GM-11	#	17	13	0	4	0	0	0	0	0	0	0	0
	%	100	76.47	0.00	23.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM-12	#	18	15	0	3	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
GS/GG/GH/GM-13	#	16	14	0	2	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
GS/GG/GH/GM-14	#	2	2	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
GS/GG/GH/GM-15	#	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.**

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
		%	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

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

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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	[91] Mental Retardation	[92] Illness Distortion of Limb/ Spine
GS/GG/GH/GM-01	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-
GS/GG/GH/GM-02	#	6	5	1	0	0	0	0	0	0	0	0	0
	%	3.31	3.04	100	0.00	0.00	-	-	-	-	0.00	-	-
GS/GG/GH/GM-03	#	14	14	0	0	0	0	0	0	0	0	0	0
	%	7.73	8.53	0.00	0.00	-	-	-	-	-	0.00	-	-
GS/GG/GH/GM-04	#	44	43	0	1	0	0	0	0	0	0	0	0
	%	24.30	26.21	0.00	6.25	0.00	-	-	-	-	0.00	-	-
GS/GG/GH/GM-05	#	34	32	0	2	1	0	0	0	0	1	0	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-06	%	18.78	19.51	0.00	12.50	100	-	-	-	-	100	-	-	-
GS/GG/GH/GM-07	#	7	6	0	1	0	0	0	0	0	0	0	0	0
GS/GG/GH/GM-07	%	3.86	3.65	0.00	6.25	0.00	-	-	-	-	0.00	-	-	-
GS/GG/GH/GM-08	#	14	12	0	2	0	0	0	0	0	0	0	0	0
GS/GG/GH/GM-08	%	7.73	7.31	0.00	12.50	0.00	-	-	-	-	0.00	-	-	-
GS/GG/GH/GM-09	#	6	5	0	1	0	0	0	0	0	0	0	0	0
GS/GG/GH/GM-09	%	3.31	3.04	0.00	6.25	0.00	-	-	-	-	0.00	-	-	-
GS/GG/GH/GM-10	#	3	3	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS/GG/GH/GM-11	#	17	13	0	4	0	0	0	0	0	0	0	0	0
	%	9.39	7.92	0.00	25.00	0.00	-	-	-	-	0.00	-	-	-
GS/GG/GH/GM-12	#	18	15	0	3	0	0	0	0	0	0	0	0	0
	%	9.94	9.14	0.00	18.75	0.00	-	-	-	-	0.00	-	-	-
GS/GG/GH/GM-13	#	16	14	0	2	0	0	0	0	0	0	0	0	0
	%	8.83	8.53	0.00	12.50	0.00	-	-	-	-	0.00	-	-	-
GS/GG/GH/GM-14	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.10	1.21	0.00	0.00	0.00	-	-	-	-	0.00	-	-	-
GS/GG/GH/GM-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-
TOTAL	#	181	164	1	16	1	0	0	0	0	1	0	0	0

**TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability****This table is for U.S. Coast Guard.**

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		Deafness	Blindness	Missing Limbs	Paralysis	Partial Paralysis	Total Paralysis	Convulsive Disorder	Partial Paralysis	Total Paralysis	Convulsive Disorder	Retardation	Mental Illness
%	100	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to GS, GG, GH, GM, ES, SL, ST  
 The Status for this report has been set to Temporary  
 The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

\*\* Data excludes the "EX" pay plan

NOTE: Percentages compute down columns and NOT across rows.  
 Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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] Paralysis	[71-78] Total	[82] Convulsive Disorder	[91] Mental Retardation	[92] Illness Distortion of Limb/ Spine
Grade-01	#	1	1	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
Grade-02	#	1	1	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
Grade-03	#	12	12	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
Grade-04	#	7	7	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
Grade-05	#	14	13	0	1	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Total by Disability Status						Detail for Targeted Disabilities						
WD/WG, WL/WS & Other Wage Grades	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-06	#	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-07	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	48	43	1	4	1	0	0	0	0	0	1	0	0
	%	100	89.58	2.08	8.33	2.08	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00
Grade-09	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	88.88	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	6	5	0	1	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Total by Disability Status						Detail for Targeted Disabilities						
WD/WG, WL/WS & Other Wage Grades	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-11	#	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-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#	1	1	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[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
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP  
 The Status for this report has been set to Temporary  
 The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

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] Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[91] Mental Retardation	[92] Illness Distortion of Limb/ Spine
Grade-01	#	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.93	1.01	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-02	#	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.93	1.01	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-03	#	12	12	0	0	0	0	0	0	0	0	0	0
	%	11.21	12.12	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-04	#	7	7	0	0	0	0	0	0	0	0	0	0
	%	6.54	7.07	0.00	0.00	-	-	-	-	-	0.00	-	-
Grade-05	#	14	13	0	1	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Total by Disability Status						Detail for Targeted Disabilities						
WD/WG, WL/WS & Other Wage Grades	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-06	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.93	1.01	0.00	0.00	-	-	-	-	-	0.00	-	-	-
Grade-07	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	5.60	6.06	0.00	0.00	-	-	-	-	-	0.00	-	-	-
Grade-08	#	48	43	1	4	1	0	0	0	0	1	0	0	0
	%	44.85	43.43	100	57.14	100	-	-	-	-	100	-	-	-
Grade-09	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	8.41	8.08	0.00	14.28	0.00	-	-	-	-	0.00	-	-	-
Grade-10	#	6	5	0	1	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard.

		Total by Disability Status						Detail for Targeted Disabilities						
WD/WG, WL/WS & Other Wage Grades	TOTAL	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-11	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.93	1.01	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	#	1	1	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.

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]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90] Mental Retardation	[91] Mental Illness
		%				Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsiv e Disorder		
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	-	-	-	-	0.00	-	-
TOTAL	#	107	99	1	7	1	0	0	0	0	1	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100

The Pay plan for this report has been set to WD, WG, WL, WN, WS, XP  
 The Status for this report has been set to Temporary  
 The Fiscal Quarter for this report has been set to FY 2006 Quarter 4  
 NOTE: Percentages compute down columns and NOT across rows.  
 Report generated on Nov 29, 2006

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

This table is for U.S. Coast Guard.

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified Disability	[06-94] 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	#	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
0802 - ENGINEERING TECHNICIAN	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	88.88	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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.

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified Disability	[06-94] 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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0806 - MATERIALS ENGINEERING	#	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
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - ARCHITECTURE	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard.

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		1	1	0	0	0	0	0	0	0	0	0	0	0
	#	1	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%													
0810 - CIVIL ENGINEERING		2	2	0	0	0	0	0	0	0	0	0	0	0
	#	2	100	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	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.

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 -
0828 - CONSTRUCTION ANALYST	# %	0 -	0 -	0 -	0 -	0 -	0 -	0 -	0 -	0 -	0 -	0 -	0 -	0 -
0830 - MECHANICAL ENGINEERING	# %	2 100	0 100	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00

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0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0850 - ELECTRICAL ENGINEERING	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - ELECTRONICS ENGINEERING	#	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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		#	%											
0856 - ELECTRONICS TECHNICIAN	5	4	0	1	0	0	0	0	0	0	0	0	0	0
%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0858 - BIOMEDICAL ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0861 - AEROSPACE ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0871 - NAVAL ARCHITECTURE	2	2	0	0	0	0	0	0	0	0	0	0	0	0

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

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

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		%	%	%	%	%	%	%	%	%	%	%	%	%
0895 - INDUSTRIAL # ENGINEERING TECHNICIAN	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
0899 - # ENGINEERING & ARCHITECTURE STUDENT TRAINEE	1	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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		#	%	#	#	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsiv e Disorder			
1102 - CONTR SPECCLST		6	6	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
2210 - SUPVY ITSPEC		5	3	0	2	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
TOTAL	#	38	33	0	5	0	0	0	0	0	0	0	0

The Status for this report has been set to Temporary

The Fiscal Quarter for this report has been set to FY 2006 Quarter 4

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Nov 29, 2006